Organizational Plans Made for Military Chapter

Later this month, a Steering Committee comprised of representatives of the three military service branches will meet in Washington, D.C. to draft a Constitution and Bylaws for a new military chapter within the Academy.

Last October, the AAFP Congress of Delegates approved in principle the establishment of an Academy chapter for family physicians in military service. The Committee on Constitution and Bylaws was instructed to prepare amendments to the AAFP Bylaws creating a special national constituent military chapter which may elect two delegates and two alternates to the Congress.

Upon action by the 1973 Congress, military physicians gathered during the Convention in Denver to begin organizational plans. Some 40 military physicians attended the meeting where Committee the Steering was named.

It is headed by Col. David Doane of Washington, D.C., consultant to the Surgeon General of the Army in family practice and ambulatory care.

The Steering Committee is comprised of three representatives from each of the branches of service-Army, Navy and Air Force. One of the three representatives from each service is a young physician-either a family practice resident or one who is on "obligated" duty.

When the draft of the proposed Constitution and Bylaws is completed, it will be submitted to the Academy for approval.

The developing chapter hopes to select interim officers and representatives within the next few months, in advance of the Assembly in Los Angeles.

There has been divergent opinion as to the best avenue to encourage family physicians in the military service to participate actively in Academy affairs. In Denver, a request from the floor of the Congress that military service personnel be given the option of membership in the state chapter or the national constituent military chapter was referred for consideration.



Dr. Walter W. Sackett, Jr., veteran state legislator and a form Academy vice president, has high hopes for his "Death with Dignit bill in the upcoming session of the Florida Legislature.

Dr. Sackett **Expects Bill** To Pass in '74

When the Florida Legislature convenes April 2, Academy Member Walter W. Sackett, Jr., has high hopes for passage of his "Death with Dignity" bill.

A pioneer on the rightto-die issue, Dr. Sackett, state representative from the 110th District, made his first presentation to the Florida House of Representatives in 1967. Since then he has gained enormous support for his philosophy from the national news media, television appearances, through public opinion polls, from religious groups and many others. In addition, 15 states now have similar proposals before their legisla-

The Florida bill would provide legislation to allow a person to sign a "living will" stating that under certain circumstances, with the opinion of two doctors that he is suffering a terminal illness, that he not be subjected to undue treatment. The second and third portions of the bill would allow a relative, in the case of an imcompetent person to agree to such a prod dure. In the case of a perso without relatives or leg guardian, three doctors of the staff, who agree that the illness is terminal, woul make such a decision.

Dr. Sackett's optimis for the coming session the House stems from the fact that last year, the passed the Florida How and gained a 6-1 vote in # Florida Senate Health a Rehabilitation Committe although it failed to get hearing on the Senate for made for because of the waning 19 pert to v session.

At its meeting in An who told heim, the AMA for the fir of the ho time took an official por family p tion on the right-to-die program. sue. A statement in Rep the Univer B of its Judicial Coun Kansas Ci was voted on and adopt and the lo by its House of Delegates: education

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Babson Fund Cited for Performance

Academy members enrolled in the AAFP-sponsored retirement and investment program should be interested to note that the principal investment facility, the David L. Babson Investment Fund, Inc., has reported an increase of nearly \$49 million in net assets during the past year.

According to a mid-year report from the fund, shares rose by 9.86 percent during the six-month period ending 1, 1973. As of writing (January 8), shares October stood at \$10.40 each.

Net assets of the mutual funds are \$136,924,567, compared with \$88,288,544 a year ago. This represents a rise of \$48,636,023 during the fiscal year November 1, 1972-October 1, 1973.

A recent article in Medical Economics cites the David L. Babson Investment Fund, Inc. as one of the two best performers among doctor funds over a five-year period, with

The AAFP Retirement/Investment program was founded 13 years ago to provide services, conveniences and economies for its members not normally obtainable on an in-

dividual basis.

AAFP Commission on -8- membership & Credentials March 29-30, 1974

OSTEOPATHS

Mr. Myers reported that approximately 100 osteopathic physicians have been approved for AAFP membership. He stated that screenings would have to be made if further ads were run in American Family Physician because there are several states that will not accept osteopaths or consider their applications. The Commission felt that it was up to the individual states to write to these osteopaths themselves and did not think that further action was necessary.

PROPOSAL TO EXHIBIT AT THE NATIONAL MEDICAL ASSOCIATION MEETING

Mr. Myers stated that allowances had been made for the 1974 Commission Budget to sponsor an "Academy membership and information booth" at the annual meeting of the National Medical Association which will be held in New Orleans on July 28th - August 1st. Mr. Tusken stated that he had attended this meeting in previous years and that it was usually well attended. He further stated that an exhibit at this meeting would provide an excellent means to expand our lisison with the National Medical Association. Dr. Basye moved that the Commission proceed with plans to exhibit at the 1974 meeting of the National Medical Association and further that staff be directed to make necessary preparations for this exhibit. Dr. Anderson seconded the motion and it carried. Dr. Wachtel tentatively appointed Dr.'s Robinson and Blake to attend the meeting on behalf of the Commission.

UNIFORMED SERVICES CHAPTER

Col. David Donae, M.D. was given the floor to explain his concept and involvement with the Uniformed Services Chapter. Col. Doane pointed out that the plan for the Uniform Services Chapter was formed prior to the end of the draft. He continued to say that the armed forces are losing physicians and suffering from a lack of resources and properly trained personnel. He said that onethird of all military residents are in family practice . . . the Army with seven out of fourteen family practice programs. He said that oftentimes a military physician is practicing in a state where he can not be an active member of the state chapter. Col. Doane commented that there is no uniform method of classifying military members of state chapters. He further stated that they are usually assigned to "inactive or associate" categories thus depriving them of a voice within the chapter. He said that the creation of a Uniformed Services Chapter would foster an excellent liaison with the Academy and solve the problem of military involvement. He pointed out that a military medical school has been created, emphasizing family practice. He estimated that this school will graduate 100 students per year and said that the Uniformed Services Chapter would be in an ideal position to recruit the students and graduates as Academy members.

Dr. Weitzman asked if the Uniformed Services Chapter could finance its operations as state chapters do. Col. Doane answered that a small amount of dues would be

charged to each member, that postage and mailings would be paid for by the government and finally that TDY assignments could be used occasionally to facilitate members attending meetings. He continued, saying that the head-quarters staff had promised full cooperation and assistance to the Uniformed Services Chapter during the formulative process. Mr. Myers added that the State Chapter Affairs Committee had offered its assistance also.

Additional discussion brought out the Commission's total support for the Uniformed Services Chapter and concern that military physicians should be able to affiliate with state chapters. The concensus was that military physicians should have the option of belonging to either the Uniformed Services Chapter and/or the state chapter. Dr. Waddell moved that the Commission enthusiastically approves of the establishment of a Uniformed Services Chapter of the Academy and agrees in principle with the chapter's proposed Constitution and Bylaws and further recommends to the Board of Directors that as a matter of policy regarding the proposed Uniformed Services Chapter, the state chapters and the Uniformed Services Chapter be directed to employ every possible means to insure a close liaison wherein military members are residing. Dr. Anderson seconded the motion. Further discussion indicated the Commission's viewpoint that there will be no significant loss of revenue to the state chapter from such Uniformed Services Chapter, and that there should be an increase in active membership nationally. Inline with past trends, much of this increase will naturally pass to the state chapter when the member separates from the service. The Commission was unanimous in its approval of the proposed Bylaws which would allow for optional concurrent membership in state chapters. The Commission urges the establishment of a direct channel of communication between the state chapter offices and the uniformed services member. There being no further discussion, the motion was voted and carried.

REVISION OF MEMBERSHIP CLASSIFICATIONS

Dr.'s Basye and Ganz each presented a proposal in their regional reports for restructuring AAFP membership classifications. Chairman Wachtel asked that discussion on these proposals be tabled until a subcommittee comprised of Dr.'s Basye, Ganz and Weitzman, could review available data and present precise information as to the need and feasibility of these plans. Following adjournment of the meeting on the 29th, the subcommittee met and devised a single proposal, (See Appendix J) representing all viewpoints. Dr. Ganz stated that the present classification chart is not well defined and that its interpretation frequently confuses state membership chairmen as well as chapter executives. Dr. Basye pointed out that under the present system, transferring from one category of membership to another is difficult and confusing and that the responsibility of initiating the transfer rests with the state chapter. Adoption of the new system, Dr. Basye continued, would allow headquarters to initiate transfers and state chapters to approve them. Dr. Basye pointed out that one preliminary membership application would be designed which would be similar to the present student affiliate application except that space would be allowed for including information about residency training, practice experience and other experience e.g. military, academic, etc. Dr. Basye stated that the headquarters staff could cooperate with residency programs to keep these applications current thereby enabling the staff to limit student affiate members who do not continue in family practice. During the spring of a resident affiliate's last year in residency training, the upgraded copy of his preliminary membership application would be forwarded to the state chapter for review and approval of conversion to

of the objects and powers for which the organization was founded is "To assist in providing postgraduate study courses for family physicians and general practitioners, and to encourage and assist practicing physicians and surgeons in participating in such training." In view of this statement, the existence of the active-exempt category of membership should be questioned since it may dissuade practicing physicians from continuing their education rather than providing necessary encouragement.

- On the other hand, the Board believes that it would be unwise and unfair to require of those members for whom the requirement has been waived that they once again report hours. A number of chapters have contacted the Board, expressing a similar concern. This concern is well founded, since the Academy has almost 4,000 members who have been granted the privilege of not reporting hours. A number of these members have been relieved of the reporting requirement for more than ten years (some members continue as active-exempt even though they are eligible for inactive or life membership). To begin enforcing continuing education requirements among this sizable group would cause many problems, including a possible significant loss of members.
- Most active-exempt members continue their education, in spite of the waiver of reporting requirement which has accompanied this membership status. The Board also notes with interest that if Proposed Amendment 9 passes, the Commission on Membership and Credentials will contact all members who were accorded active-exempt status prior to October 13, 1974 and ask that they voluntarily conform to active membership requirements.
- Since these measures provide an effective mechanism for carrying out a concept endorsed by the 1973 Congress, the Board encourages adoption of Proposed Amendment 9 in its entirety.

The following Board Report C was referred to the Reference Committee on Constitution and Bylaws (p. 116).

BOARD OF DIRECTORS-REPORT C

CREATION OF A UNIFORMED SERVICES CHAPTER

- The 1973 Congress of Delegates considered a recommendation of the Board of Directors to the effect that the Committee on Constitution and Bylaws be directed to prepare appropriate amendments to the Constitution and Bylaws creating a constituent military chapter. Pursuant to the adoption of this recommendation by the 1973 Congress of Delegates, the Committee on Constitution and Bylaws has prepared Proposed Amendments 16 through 23 for consideration by this year's Congress.
- The Board would note that under the provisions in these amendments, the uniformed services chapter would function in the same manner as all other constitutent state chapters, with the exception that said chapter's membership would be national in scope rather than limited to a specific state.
- ³ The Board is aware of the fact that some state chapters have expressed concern that creation of a uniformed services chapter would weaken those chapters which currently have military members and result in a loss of dues income.

However, as was previously pointed out in last year's Board of Directors Report E to the Congress, 95 percent of Academy military members are classified as associate or inactive and do not pay active members' dues.

- In addition, certain safeguards have been included in Proposed Amendments 16 through 23 to insure that uniformed services members may have the option of joining the appropriate state chapter or the uniformed services chapter, or both. Further, provisions are contained in these amendments which provide that following completion of service, members of the uniformed services chapter must transfer to the appropriate state chapter or be dropped from the rolls of the Academy. Finally, while the constituent military chapter would have the right to charter component chapters (presumably at various military bases). those charters can only be issued with the approval of the Board of Directors of the American Academy. It is the firm intention of this Board that such requests would be forwarded to the appropriate state in which such bases are located to insure that no charters of this nature will be issued without prior concurrence of the state chapter involved.
- The Board of Directors is of the opinion that the creation of a uniformed services chapter, rather than weakening constituent state chapters, potentially could strengthen such chapters by allowing military physicians to become active members if they so choose, whereas such active membership might not have been possible in the past. For this reason and in view of the strong support which creation of this chapter has among members of the uniformed services and in view of the fact that creation of a uniformed services chapter would further stimulate the estimated 500 military family physicians who are not currently Academy members to join this organization, the Board again urges the Congress to support passage of Proposed Amendments 16 through 23.
- ⁶ The Board of Directors has carefully reviewed Proposed Amendments 16 through 23 and would urge the Congress of Delegates to vote for their adoption.

The following Board Report D was referred to the Reference Committee on Constitution and Bylaws (p. 126).

BOARD OF DIRECTORS-REPORT D

USE OF THE TERM "FAMILY PRACTICE" RATHER THAN THE TERM "FAMILY MEDICINE"

- Proposed Amendment 29, which has been proposed by the Committee on Constitution and Bylaws, would amend Section 2 of Chapter I of the Bylaws to provide that in order to be eligible for active membership in the Academy the applicant must be a physician engaged in the family or general practice of medicine and surgery or in the full time teaching of family "medicine," rather than the full time teaching of family "practice" as is currently provided.
- It is the opinion of the Board of Directors that the term "family practice" is more accurate and descriptive of the discipline than is the term "family medicine." Residency programs in this discipline are rarely, if ever, referred to as family medicine residency programs and the use of the term "family practice" is the commonly accepted term within the Academy. The 1971 Congress of Delegates

SNMA, to the Reference Committee on Constitution and Bylaws (p. 121); Paragraph 11 (p. 69), regarding resident activities, to the Reference Committee on Constitution and Bylaws (p. 116); Paragraph 12 (p. 69), regarding separate category of resident membership, to the Reference Committee on Constitution and Bylaws (p. 120); Paragraph 13 (p. 69), last sentence only, regarding selection of resident representation, to the Reference Committee on Constitution and Bylaws (p. 121):

COMMISSION ON MEMBERSHIP AND CREDENTIALS ANNUAL REPORT

Functions of the Commission on Membership and Credentials involve two primary areas. One concerns membership eligibility requirements, membership classifications and enrollment and recruitment of new members. The other entails enforcement of medical study requirements and supervision of reelection for continued membership.

Since reporting to the last Congress of Delegates, the Commission on Membership and Credentials has held one meeting on March 29-30. The commission was also officially represented at the annual meetings of the Student American Medical Association, the Student National Medical Association and the National Medical Association.

RECOMMENDATION TO ABOLISH ACTIVE-EXEMPT CLASSIFICATION

- The commission recommends that the Congress of Delegates approve Proposed Amendment 9 which will abolish the active-exempt membership classification after October 13, 1974; yet allow those who have been transferred to active-exempt status prior to that date to continue membership without reporting hours. The commission feels strongly that any member who is able to practice should be able to continue his education. On the other hand, it would seem unfair to require those members who have been relieved of continuing study requirements to once again report hours. The majority of chapter officials and membership chairmen contacted by members of the commission indicated that requiring the 3,927 active-exempt members (as of June 30, 1974) to report hours once again after having the requirement waived would cause many problems, including a significant number of resignations.
- If the recommendations of the Commission on Membership and Credentials, the Committee on Constitution and Bylaws and the Board of Directors regarding active-exempt status are approved by the Congress of Delegates, the commission will contact each active-exempt member and ask that he voluntarily meet the Academy's continuing education requirements. In the opinion of the commission, this course of action offers the best compromise between two factors which are extremely important to the Academy's future: fulfillment of the continuing education objectives upon which the Academy was founded and maintenance of membership totals.

FORMATION OF UNIFORMED SERVICES CHAPTER

The commission enthusiastically approves of the establishment of a Uniformed Services Chapter of the Academy and encourages the Congress of Delegates to adopt Pro-

posed Amendments 16 through 23, drafted by the Committee on Constitution and Bylaws. Creation of this chapter will not effect a significant loss of dues income for any chapter, since the few military physicians who are now Academy members are classified largely in the associate or inactive categories.

- Under the provisions of the proposed Uniformed Services Chapter bylaws, a military physician would be able to maintain membership in either the state chapter or the Uniformed Services Chapter or both; but could be a voting member in only *one* chapter. The commission recommends that all members of the Uniformed Services Chapter be encouraged to affiliate with the chapter in the state in which they are stationed and, further, that they participate in state continuing educational activities and meetings.
- The commission believes that this chapter offers the Academy an excellent chance to expand its membership since there are now 14 military family practice residency training programs and more than 900 physicians in uniformed practice. It would also offer this important group of potential members a voice in the organization which they have not had before because of the Bylaws requirements regarding licensure. The chapter will further benefit the uniformed physicians since it will be able to offer them specially tailored education courses. It will benefit chapters and the national office by maintaining membership records and developing recruiting programs for uniformed physicians.

STUDENT ACTIVITIES

- The commission continues to be pleased with the high level of student interest, but would caution that maintaining membership from medical school through active practice is essential to insure that the Academy remains as the spokesman for family practice and the functional representative of the majority of family physicians. Accordingly, the commission urges the Congress to adopt the proposed Bylaws amendment which will seat two student affiliate delegates in the Congress. More than one-sixth of the Academy's membership is comprised of medical students. This percentage is quite significant and the commission believes that now is the time to officially recognize medical students in the Congress. At the direction of the 1973 Congress, the commission recommended to the Board of Directors that the student delegates for the 1974 Congress of Delegates be selected by the Board of Directors from nominees who are student affiliate members approved by state chapters, such nominations to be submitted by SAMA and constituent state chapters.
- In 1974, the commission continued its active liaison with the Student American Medical Association. Commission members staffed an exhibit at the SAMA annual meeting in Dallas and reported the usual high level of interest in both Academy membership and family practice. The commission also participated in the Academy sponsored dinner and panel discussion for the Women's Auxiliary to SAMA. The commission is pleased to report that attendance at the WASAMA dinner was at an all time high and that the panel discussion was well received.
- The commission also sponsored an exhibit at the annual meeting of the Student National Medical Association in Atlanta. The SNMA represents minority medical students. Interest demonstrated in the Academy and family practice by the SNMA members was high and would seem-

the four (4) family practice residents elected as delegates or alternates to the Congress of Delegates pursuant to Section 1 of Chapter IX of these Bylaws,".

Comment: Whereas Proposed Amendment No. 14 deals with students, Proposed Amendments No. 15 and No. 15A deal with residents. However, the comments under Proposed Amendment No. 14 apply in the same way to residents under Proposed Amendments No. 15 and No. 15A. Therefore, see comment under Proposed Amendment No. 14.

The committee on Constitution and Bylaws would call attention to the fact that, if Proposed Amendment No. 10 is not adopted, the Congress should act on this amendment and no action is necessary on Proposed Amendment No. 15A, whereas, if Proposed Amendment No. 10 is adopted, the reverse is true.

Recommendation of the committee: FOR (In the event Proposed Amendment No. 10 is not adopted.)

Proposed Amendment No. 15A

To Amend New Section 5 of Chapter I of the Bylaws in the Event Proposed Amendment No. 10 is Adopted

Proposed by the 1973 Congress of Delegates

TO PROVIDE REPRESENTATION IN THE CONGRESS OF DELEGATES FOR FAMILY PRACTICE RESIDENTS (Proposed Amendment No. 15A would change the last sentence in Section 5 of Chapter I, which would be created with the adoption of Proposed Amendment No. 10, to read as follows: "Except in the case of the four (4) family practice residents elected as delegates and alternates to the Congress of Delegates pursuant to Section 1 of Chapter IX of these Bylaws, resident/intern members shall not be entitled to vote or to hold office in the Academy, but shall have the privilege of the floor of the Assembly.")

RESOLVED, That Section 5 of Chapter I of the Bylaws shall be and is hereby amended in the last sentence by changing "Resident/intern" to "resident/intern" and by inserting immediately preceding thereto the following: "Except in the case of the four (4) family practice residents elected as delegates and alternates to the Congress of Delegates pursuant to Section 1 of Chapter IX of these Bylaws,".

Comment: See comment under Proposed Amendment No. 15

Recommendation of the committee: FOR (In the event Proposed Amendment No. 10 is adopted.)

Proposed Amendment No. 16

To Add a New Chapter V to the Bylaws

Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER

RESOLVED, That the Bylaws shall be and are hereby amended by adding a new Chapter V as follows immediately after Chapter IV and by renumbering the subsequent chapters with the next consecutive numbers:

CHAPTER V

Uniformed Services Chapter

Sec. 1. Upon the petition of any five (5) or more members of this Academy, the Board of Directors may issue a charter for a constituent uniformed services chapter; provided, however, that only one uniformed services chapter may be established pursuant to this section. Said petition shall be accompanied by the proposed constitution and bylaws for the uniformed services chapter. No charter shall be issued until such constitution and bylaws are approved by the Board of Directors of this Academy.

Sec. 2. The members of such uniformed services chapter shall be the persons to whom a charter is issued and such additional persons meeting the qualifications for membership set forth in Chapter I of these Bylaws who are either members of the uniformed services on active duty or students in a uniformed services medical school. No person may hold membership in such uniformed services chapter unless he is likewise a member of the American Academy of Family Physicians. For purposes of this Constitution and Bylaws, the term uniformed services shall mean the Army, Navy, Air Force and Public Health Service.

Sec. 3. Members of the uniformed services or students in a uniformed services medical school who are eligible for membership in this Academy may become members of the uniformed services chapter and/or the appropriate constituent state chapter; provided, however, that no member of the uniformed services or student in a uniformed services medical school may be elected to membership in this Academy unless he is a member of either the uniformed services chapter or the appropriate constituent state chapter. Any member of the uniformed services or student in a uniformed services medical school who ceases to be a member of the uniformed services chapter or the appropriate state chapter shall cease to be a member of this Academy and his name shall be stricken from the roll of members.

A member of the uniformed services chapter who is discharged from the uniformed services shall not be eligible for continued membership in such chapter unless such member assumes residence in a state or country in which there is no constituent chapter. Otherwise, within one year of the date of such discharge, such member shall apply for election to membership in the constituent state chapter of his residence and shall not pay a second admission fee. Members failing to be so elected after one year thereafter shall be dropped from the roll of this Academy.

Sec. 4. With the approval of the AAFP's Board of Directors, the constituent uniformed services chapter may, under provisions in its constitution and bylaws charter component chapters, including student affiliate chapters, and such chapters may include members in more than one state.

Membership in existing component chapters may be required by the constitution and bylaws of the constituent uniformed services chapter as a prerequisite to membership in said constituent chapter.

Sec. 5. The charter of the uniformed services chapter may be suspended or revoked in the same manner and by the same procedure as is provided for the suspension or revocation of a state chapter's charter in Section 7 of Chapter IV of these Bylaws.

Sec. 6. Amendments to the constitution and bylaws of the constituent uniformed services chapter shall be subject to the same approval procedure as is provided for amendments to the constitution and bylaws of state chapters in Section 8 of Chapter IV of these Bylaws.

Comment: The Committee on Constitution and Bylaws feels that Proposed Amendments Nos. 16 through 23 comply with the expressed will of the 1973 Congress of Delegates to provide amendments to create a uniformed services chapter.

Recommendation of the committee: FOR

PAST ACTION: Military Chapter, AAFP, Constituent, p. 62. Applies to Amendments Nos. 16 through 23

Proposed Amendment No. 17

To Amend Chapter I of the Bylaws

Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (Proposed Amendment No. 17 would change the reference to state chapters in Chapter I to constituent chapters and would change the sentence beginning in Line 9 of Section 2 of Chapter I to read as follows: "He must be duly licensed to practice in the state in which he practices or be a member of the uniformed services and must be eligible to be a member of the constituent state or provincial medical society of the American Medical Association, American Osteopathic Association or Canadian Medical Association of the state, territory or province in which he practices, or hold membership in the recognized medical society in the country of his residence." Further, Proposed Amendment No. 17 would change the reference to state student affiliate component chapters in Section 9 of Chapter I to student affiliate component chapters.")

RESOLVED, That Chapter I of the Bylaws shall be and is hereby amended by deleting therefrom the words "constituent state or regional chapter" and "constituent state chapter" and "state chapter" wherever they appear and by substituting in lieu thereof the words "constituent chapter", and be it further

RESOLVED, That Section 2 of Chapter I of the Bylaws shall be and is hereby amended in Line 10 by inserting the words "or be a member of the uniformed services" immediately following the word "practices", and be it further

RESOLVED, That Section 9 of Chapter I of the Bylaws shall be and is hereby amended in Line 6 by deleting the word "state".

Comment: See comment under Proposed Amendment No. 16.

Recommendation of the committee: FOR

Proposed Amendment No. 18

To Amend Sections 2 and 3 of Chapter III of the Bylaws

Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (With the adoption of Proposed Amendment No. 18, the first two sentences in the third paragraph of Section 2 of Chapter III of the Bylaws would read as follows: "Such charges must be filed with the secretary of the constituent chapter to which the accused member belongs, if any; otherwise with the executive director of the American

Academy of Family Physicians. At the first meeting of the Board of Directors of the constituent chapter or the American Academy of Family Physicians, as the case may be, held after the filing of said charges, said charges must be presented to the Board." The first sentence in Section 3 of Chapter III would provide: "SEC. 3. Any member of a constituent chapter who has been censured, suspended, or expelled by such chapter may appeal such action within six (6) months after notice thereof is given by said chapter to the Board of Directors of the American Academy of Family Physicians.")

RESOLVED, That Section 2 of Chapter III of the Bylaws shall be and is hereby amended by deleting the word "state" in Lines 7 and 9, and be it further

RESOLVED, That Section 3 of Chapter III of the Bylaws shall be and is hereby amended in Line 1 by deleting therefrom the words "state or regional".

Comment: See comment under Proposed Amendment No. 16

Recommendation of the committee: FOR

Proposed Amendment No. 19

To Amend Section 4 of Chapter IV of the Bylaws Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (Proposed Amendment No. 19 would change Lines 1-9 of Section 4 of Chapter IV to read as follows: "Any member of this Academy practicing in a state or region for which a charter for a state or regional chapter has been issued who does not become a member in good standing of such state or regional chapter within one year after the date of said charter shall have his name stricken from the roll of this Academy unless he is a member of the uniformed services chapter. No candidate practicing in a state where a state or regional chapter is in existence may become a member of this Academy except on the certification of the secretary of said chapter that he is a member in good standing of said chapter unless he is a member of the uniformed services chapter. Any member of this Academy who ceases to be a member of the constituent chapter of the state wherein he practices or the uniformed services chapter shall, unless he be reinstated, cease to be a member of this Academy and his name shall be stricken from the roll of members.")

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 4 by deleting the period following the word "Academy" and by inserting immediately thereafter the following: "unless he is a member of the uniformed services chapter", and be it further

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 6 by deleting the period following the word "chapter" and by inserting immediately thereafter the following: "unless he is a member of the uniformed services chapter", and be it further

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 8 by adding immediately after the word "practices" the words "or the uniformed services chapter".

Comment: See comment under Proposed Amendment No. 16.

Recommendation of the committee: FOR

Proposed Amendment No. 20

To Amend Section 7 of Chapter V of the Bylaws

Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (With the adoption of Proposed Amendment No. 20, Section 7 of Chapter V would provide that "Any active member transferring from one constituent chapter to another shall be subject to the payment of a relocation fee of five dollars (\$5.00). The relocation fee shall be collected and retained by the constituent chapter to which the member applies for transfer, provided such application is approved.")

RESOLVED, That Section 7 of Chapter V of the Bylaws shall be and is hereby amended in Lines 1 and 3 by deleting therefrom the word "state".

Comment: See comment under Proposed Amendment No. 16.

Recommendation of the committee: FOR

Proposed Amendment No. 21

To Amend Section 1 of Chapter IX of the Bylaws Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (Proposed Amendment No. 21 would change Section 1 of Chapter IX to read as follows: "Each constituent state or regional chapter which has received a charter pursuant to Chapter IV of these Bylaws and the uniformed services chapter chartered pursuant to Chapter V of these Bylaws shall be entitled to elect two delegates and two alternates to the Congress of Delegates, who shall be elected for terms of two (2) years, or until their respective successors are elected, provided, however, that at its first election a constituent chapter may elect one delegate and alternate for one year and one delegate and alternate for two (2) years, thereafter electing one delegate and alternate each year for a two-year term.")

RESOLVED, That Section 1 of Chapter IX of these Bylaws shall be and is hereby amended in Line 2 by inserting after the word "Bylaws" the words "and the uniformed services chapter chartered pursuant to Chapter V of these Bylaws".

Comment: See comment under Proposed Amendment No. 16.

Recommendation of the committee: FOR

Proposed Amendment No. 22

To Amend Section 2 of Chapter X of the Bylaws

Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (Proposed Amendment No. 22 would change the sentence beginning in Line 9 of Section 2 of Chapter X to state: "To cooperate with constituent chapters in the recording and enforcement of postgraduate training requirements for continued membership in the Academy.")

RESOLVED, That Section 2 of Chapter X of the Bylaws shall be and is hereby amended in Line 9 by deleting there-

from the word "state" and substituting in lieu thereof the word "constituent".

Comment: See comment under Proposed Amendment No.

Recommendation of the committee: FOR

Proposed Amendment No. 23

To Amend Section 4 of Chapter XI of the Bylaws

Proposed by the 1973 Congress of Delegates

TO CREATE A UNIFORMED SERVICES CHAPTER (Proposed Amendment No. 23 would add the definition of a constituent chapter to Section 4 of Chapter XI as indicated.)

RESOLVED, That Section 4 of Chapter XI of the Bylaws shall be and is hereby amended by adding as Line 3 the following new paragraph: "The term 'constituent chapter' whenever used in the Constitution or Bylaws shall include constituent state and regional chapters and the constituent uniformed services chapter."

Comment: See comment under Proposed Amendment No. 16.

Recommendation of the committee: FOR

Proposed Amendment No. 24

To Amend Section 7 of Chapter X of the Bylaws

Proposed by the Standing Committee on Constitution and Bylaws

TO CHANGE THE NAME OF THE COMMITTEE ON SCIENTIFIC ASSEMBLY (This amendment would change the name of the Committee on Scientific Assembly to the Committee on Scientific Program in Lines 1, 7 and 8 of Section 7 of Chapter X.)

RESOLVED, That Section 7 of Chapter X of the Bylaws shall be and is hereby amended in Lines 1, 7 and 8 by deleting therefrom the word "Assembly" and inserting in lieu thereof the word "Program".

Comment: The standing Committee on Constitution and Bylaws notes that a historical practice has developed whereby the Committee on Scientific Assembly has come to be referred to as the Committee on Scientific Program on the basis of the fact that such committee's duties have been confined to the scientific program rather than the entire Assembly. The Committee on Constitution and Bylaws believes that the basis for this historical practice is sound and favors Proposed Amendment No. 24 which would make the Bylaws consistent with this practice.

Recommendation of the committee: For

Proposed Amendment No. 25

To Amend Article IX of the Constitution

Proposed by the Committee on Constitution and Bylaws

TO CHANGE THE PROCEDURE FOR PROPOSING BY LAWS AMENDMENTS (This amendment would change the first sentence in Article IX of the Constitution to read

South Carolina William M. Hunter George W. Price
South Dakota Loren H. Amundson Lloyd J. Sweeney
Tennessee
Texas
Utah Virgil R. Kelly Leath Deon Nelson
Vermont
Virginia
Washington
West Virginia Del Roy Davis Joseph A. Smith
Wisconsin
Wyoming Arnold N. Krause John A. Knebel

Speaker Boyd called for the report of the Reference Committee on Constitution and Bylaws. George W. Bostwick, chairman of the committee, began the reading of the report as follows:

REFERENCE COMMITTEE ON CONSTITUTION AND BYLAWS

Mr. Speaker, the Reference Committee on Constitution and Bylaws has considered each of the items referred to it and desires to present the following report. The committee's recommendations on each item will be submitted separately and I respectfully suggest that each item be acted upon before going on the the next.

Several loyal members of this Academy have long been concerned by restraints placed upon active participation in Academy affairs, restraints peculiar to physicians on active duty in the federal uniformed services. The fact that, although qualified to provide the benefits of family practice to members and dependents of members of the uniformed services, many physicians have not been licensed in individual states and are thereby prevented from joining constituent chapters which require such licensure, and the fact that these physicians are frequently involuntarily transferred from state to state or to places outside of this country which have no constituent societies, have stultified the enthusiasm with which they have desired to contribute to the Academy.

Ten percent of the family practice residents currently in training are in uniform. Most of these will spend at least several years in federal service.

Because of the unique situation of these physicians who wish to become active in our Academy, the 1973 Congress of Delegates adopted 1973 Board of Directors Report E and directed the standing Committee on Constitution and Bylaws to prepare appropriate amendments to the Constitution and Bylaws to effect the establishment of a special national constituent military chapter, with two

delegates and two alternate delegates to the Congress of Delegates.

The authority for the creation of constituent chapters rests in Section 2 of Article II of the Constitution, which states: "To accomplish the foregoing aims, ideals, and objectives, this corporation may grant charters to state and regional chapters of this Academy in such manner as the Bylaws may from time to time provide;".

Since the locus of the proposed uniformed services chapter is neither state nor regional, and since the preponderance of the testimony before this reference committee favored implementation of the directive of the 1973 Congress of Delegates, your reference committee proposes the following amendment to the Constitution:

Proposed Amendment No. 31

To Amend Section 2 of Article II of the Constitution

TO ASSIST CREATION OF A UNIFORMED SERVICES CHAPTER

RESOLVED, That Section 2 of Article II of the Constitution shall be and hereby is amended by deleting from Line 2 the words "state and regional" and substituting in lieu thereof the word "constituent".

Mr. Speaker, I move that Proposed Amendment No. 31 be adopted.

Franklin J. Evans of Florida questioned the procedure of the Congress of Delegates on taking action that change the Constitution at that time and asked for a ruling from the chair. The speaker ruled that the direction of the Congress was clear and that the action was in order.

Delegates then voted to adopt Proposed Amendment No. 31.

Dr. Bostwick continued with the report as follows:

The reference committee then considered Proposed Amendment No. 16 (p. 26), which would create a uniformed services chapter of the AAFP. The resolved portion of Proposed Amendment No. 16 reads as follows:

RESOLVED, That the bylaws shall be and are hereby amended by adding a new Chapter V as follows immediately after Chapter IV and by renumbering the subsequent chapters with the next consecutive numbers:

CHAPTER V Uniformed Services Chapter

Sec. 1. Upon the petition of any five (5) or more members of this Academy, the Board of Directors may issue a charter for a constituent uniformed services chapter; provided, however, that only one uniformed services chapter may be established pursuant to this section. Said petition shall be accompanied by the proposed constitution and bylaws for the uniformed services chapter. No charter shall be issued until such constitution and bylaws are approved by the Board of Directors of this Academy.

Sec. 2. The members of such uniformed services chapter shall be the persons to whom a charter is issued and such additional persons meeting the qualifications for membership set forth in Chapter I of these Bylaws who are either members of the uniformed services on active duty or

students in a uniformed services medical school. No person may hold membership in such uniformed services chapter unless he is likewise a member of the American Academy of Family Physicians. For purposes of this Constitution and Bylaws, the term uniformed services shall mean the Army, Navy, Air Force and Public Health Service.

Sec. 3. Members of the uniformed services or students in a uniformed services medical school who are eligible for membership in this Academy may become members of the uniformed services chapter and/or the appropriate constituent state chapter; provided, however, that no member of the uniformed services or student in a uniformed services medical school may be elected to membership in this Academy unless he is a member of either the uniformed services chapter or the appropriate constituent state chapter. Any member of the uniformed services or student in a uniformed services medical school who ceases to be a member of the uniformed services chapter or the appropriate state chapter shall cease to be a member of this Academy and his name shall be stricken from the roll of members.

A member of the uniformed services chapter who is discharged from the uniformed services shall not be eligible for continued membership in such chapter unless such member assumes residence in a state or country in which there is no constituent chapter. Otherwise, within one year of the date of such discharge, such member shall apply for election to membership in the constituent state chapter of his residence and shall not pay a second admission fee. Members failing to be so elected after one year thereafter shall be dropped from the roll of this Academy.

Sec. 4. With the approval of the AAFP's Board of Directors, the constituent uniformed services chapter may, under provisions in its constitution and bylaws, charter component chapters, including student affiliate chapters, and such chapters may include members in more than one state.

Membership in existing component chapters may be required by the constitution and bylaws of the constituent uniformed services chapter as a prerequisite to membership in said constituent chapter.

Sec. 5. The charter of the uniformed services chapter may be suspended or revoked in the same manner and by the same procedure as is provided for the suspension or revocation of a state chapter's charter in Section 7 of Chapter IV of these Bylaws.

Sec. 6. Amendments to the constitution and bylaws of the constituent uniformed services chapter shall be subject to the same approval procedure as is provided for amendments to the constitution and bylaws of state chapters in Section 8 of Chapter IV of these Bylaws.

Dr. Bostwick moved the adoption of Proposed Amendment No. 16.

Leon W. Berube of Maryland spoke against the motion, questioning having members in the Congress of Delegates on the basis of the fact they are in a group with a unique problem. There being no further discussion, Speaker Boyd called for a vote on the motion. Proposed Amendment No. 16 was adopted.

Dr. Bostwick continued with the report of the reference committee as follows:

The reference committee next considered Proposed Amendment No. 17 (p. 26), which would create a uniformed services chapter of the AAFP. The resolved portions read as follows:

RESOLVED, That Chapter I of the Bylaws shall be and is hereby amended by deleting therefrom the words "constituent state or regional chapter" and "constituent state chapter" and "state chapter" wherever they appear and by substituting in lieu thereof the words "constituent chapter", and be it further

RESOLVED, That Section 2 of Chapter I of the Bylaws shall be and is hereby amended in Line 10 by inserting the words "or be a member of the uniformed services" immediately following the word "practices", and be it further

RESOLVED, That Section 9 of Chapter I of the Bylaws shall be and is hereby amended in Line 6 by deleting the word "state".

The effect of first resolve of Proposed Amendment No. 17 would be to delete all reference to states and regions in Chapter I of the Bylaws. (It should be noted that Proposed Amendment No. 23, yet to be considered, defines the scope of the term "constituent chapter.") The second resolve of Proposed Amendment No. 17 would alter the sentence commencing at the end of Line 9 of Section 2 of Chapter I to read "He must be duly licensed to practice in the state in which he practices or be a member of the uniformed services and must be eligible to be a member of the constituent state or provincial medical society of the American Medical Association, American Osteopathic Association or Canadian Medical Association of the state, territory, or province in which he practices, or hold membership in the recognized medical society in the country of his residence."

The third resolve would remove the qualifying word "state" from the section dealing with student affiliate members in order to allow the uniformed services constituent society to form a student affiliate component chapter.

The majority of testimony presented before this reference committee confirmed the wisdom of adoption of the first and third resolves of this Proposed Amendment No. 17. However, many state medical associations require licensure within those states as prerequisites for eligibility for membership. Most uniformed physicians hold state licenses, but often not in the states in which they are practicing. Physicians in the United States uniformed services are eligible to join the American Medical Association directly, without membership in its constituent state societies.

Therefore, the reference committee offers Proposed Amendment No. 17A the resolved portions of which read:

RESOLVED, That Chapter I of the Bylaws shall be and is hereby amended by deleting therefrom the phrases "constituent state or regional chapter" and "constituent state chapter" and "state chapter" wherever they appear and by substituting in lieu thereof the words "constituent chapter", and be it further

RESOLVED, That Section 2 of Chapter I of the Bylaws shall be and is hereby amended by deleting all of Line 10 following the word "practices" and all of Lines 11 and 12 and substituting in lieu thereof the words "or be a member of the uniformed services and must be eligible to be a member of the American Medical Association, American Osteopathic Association or Canadian Medical Association

or of the constituent state or provincial society thereof of the state, territory", and be it further

RESOLVED, That Section 9 of Chapter I of the Bylaws shall be and is hereby amended in Line 6 by deleting the word "state".

Upon a motion by the reference committee chairmen, delegates voted to adopt Proposed Amendment No. 17A in lieu of Proposed Amendment No. 17.

Dr. Bostwick continued with the report of the reference committee as follows:

The reference committee next considered Proposed Amendment No. 18 (p. 26), which would remove references to geographical limits of constituent chapters in connection with applications of codes of ethics.

The resolved portions of Proposed Amendment No. 18 read as follows:

RESOLVED, That Section 2 of Chapter III of the Bylaws shall be and is hereby amended by deleting the word "state" in Lines 7 and 9, and be it further

RESOLVED, That Section 3 of Chapter III of the Bylaws shall be and is hereby amended in Line 1 by deleting therefrom the words "state or regional".

Upon a motion by the reference committee chairman, Proposed Amendment No. 18 was adopted.

Dr. Bostwick continued with the report of the reference committee as follows:

The first paragraph of Section 4 of Chapter IV of the Bylaws specifies that an Academy member practicing in an area under the jurisdiction of a state or regional constituent chapter must belong to that chapter or lose his Academy membership. Proposed Amendment No. 19 (p. 26), would change this paragraph to exclude members of the uniformed services constituent chapter from this prescription.

The resolved portions of Proposed Amendment No. 19 read as follows:

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 4 by deleting the period following the word "Academy" and by inserting immediately thereafter the following: "unless he is a member of the uniformed services chapter", and be it further

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 6 by deleting the period following the word "chapter" and by inserting immediately thereafter the following: "unless he is a member of the uniformed services chapter", and be it further

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 8 by adding immediately after the word "practices" the words "or the uniformed services chapter".

Mr. Speaker, I move that Proposed Amendment No. 19 be adopted.

The motion was carried and Amendment No. 19 was adopted.

Dr. Bostwick continued with the report of the Reference Committee on Constitution and Bylaws as follows:

Testimony before the reference committee referred to the fact that members of the Academy may belong to more than one constituent society. The second paragraph of Section 4 of Chapter IV of the Bylaws states that a member of a state constituent society who removes to another state must join the state constituent society into whose jurisdiction he moves or lose not only his constituent society membership but also his Academy membership.

Mr. Speaker, this reference committee offers the following Proposed Amendment No. 32 which would allow members of the uniformed services chapter who might wish to belong to both that chapter and the local state chapter to move without losing more than state chapter membership.

To Amend Section 4 of Chapter IV of the Bylaws

TO ASSIST CREATION OF A UNIFORMED SERVICES CHAPTER

RESOLVED, That Section 4 of Chapter IV of the Bylaws shall be and is hereby amended in Line 14 by substituting a comma for the period after the word "Academy" and by inserting immediately thereafter the following: "unless they be members of the uniformed services chapter."

The second sentence of the second paragraph of Section 4 would then read as follows: "Members failing to be so elected after one year thereafter shall be dropped from the roll of this Academy, unless they be members of the uniformed services chapter."

Upon a motion by the reference committee chairman, Proposed Amendment No. 32 was adopted unanimously.

Dr. Bostwick continued with the report as follows:

The reference committee next considered Proposed Amendment No. 20 (p. 26), which would amend Section 7 of Chapter V of the Bylaws, dealing with the relocation fee collected from members transferring from one constituent chapter to another.

The resolved portion of Proposed Amendment No. 20 reads as follows:

RESOLVED, That Section 7 of Chapter V of the Bylaws shall be and is hereby amended in Lines 1 and 3 by deleting therefrom the word "state".

Upon a motion by the reference committee chairman, Proposed Amendment No. 20 was adopted.

Dr. Bostwick continued with the report of the Reference Committee on Constitution and Bylaws as follows:

Your reference committee next heard testimony regarding Proposed Amendment No. 21 (p. 26), which would provide for the method of entitlement to and election of delegates and alternate delegates to the Congress of Delegates from the uniformed services chapter.

The resolved portion of Proposed Amendment No. 21 reads as follows:

RESOLVED, That Section 1 of Chapter IX of these Bylaws shall be and is hereby amended in Line 2 by inserting after the word "Bylaws" the words "and the uniformed services chapter chartered pursuant to Chapter V of these Bylaws".

Mr. Speaker, I move that Proposed Amendment No. 21 be adopted.

The motion was carried and Amendment 21 was adopted.

Speaker Boyd stated that with the adoption of Amendment No. 21, the Congress of Delegates had authorized the seating of the delegates and alternates for the Uniformed Services Chapter. He pointed out that since the charter and the constitution and bylaws had been previously approved, the new Uniformed Services Chapter was in existence.

Dr. Haddock, chairman of the Credentials Committee, reported that the delegates' credentials were in order. At the request of the speaker, Sergeant-at-Arms, U.S. Marshall escorted to their seats in the Congress the Uniformed Services Chapter delegates: Colonel Jerome Tilles, director of the Family Practice Department at Malcom Grow Medical Center, Andrews Air Force Base, Maryland, and Colonel Albert Gore, Womack Army Hospital, Fort Bragg, North Carolina.

Dr. Bostwick continued with the reference committee report as follows:

Proposed Amendment No. 22 removes the reference to "state chapters" from the charge to the Commission on Membership and Credentials. The resolved portion of Proposed Amendment No. 22 reads as follows:

RESOLVED, That Section 2 of Chapter X of the Bylaws shall be and is hereby amended in Line 9 by deleting therefrom the word "state" and substituting in lieu thereof the word "constituent".

Upon a motion by the reference committee chairman, Proposed Amendment No. 22 was adopted unanimously.

Dr. Bostwick continued with the report as follows:

The reference committee next considered Proposed Amendment No. 23 (p. 26), the resolved portion of which reads as follows:

RESOLVED, That Section 4 of Chapter XI of the Bylaws shall be and is hereby amended by adding as Line 3 the following new paragraph: "The term 'constituent chapter' whenever used in the Constitution or Bylaws shall include constituent state and regional chapters and the constituent uniformed services chapter."

This proposed amendment would define and limit the use of the term "constituent chapter", just as the first two lines of this Section define the use of the word "state".

Mr. Speaker, I move that Proposed Amendment No. 23 be adopted.

Delegates voted to adopt Amendment No. 23.

Dr. Bostwick continued with the report of the Reference Committee on Constitution and Bylaws as follows:

In conjunction with consideration of the foregoing amendments, the committee heard discussion of Paragraph 11 of the annual report of the State Chapter Affairs Committee (p. 97), Paragraphs 4 through 6 of the annual report of the Commission on Membership and Credentials

(p. 68) and Board of Directors Report C (p. 26). These reports all recommend the creation of the Uniformed Services Chapter and point out the safeguards inherent in these amendments.

It would appear that there is an error in fact in the first sentence of Paragraph 5 of the report of the Commission on Membership and Credentials in which the statement is made that a physician could belong to two chapters but vote in only one. The reference committee could find nothing in the Constitution or Bylaws of this Academy or in the proposed Uniformed Services Chapter Bylaws which would preclude voting membership in two constituent chapters simultaneously.

Upon a motion by the reference committee chairman, the first sentence of Paragraph 5 of the annual report of the Commission on Membership and Credentials was referred back to that commission for further study.

Dr. Bostwick continued with the report of the reference committee as follows:

The committee agrees heartily with the second sentence of the same Paragraph 5 and joins the commission in recommending "That all members of the Uniformed Services Chapter be encouraged to affiliate" with the chapters in the states in which they are stationed and; "further, that they participate in state continuing educational activities and meetings."

Mr. Speaker, I move that the second sentence of Paragraph 5 of the annual report of the Commission on Membership and Credentials be adopted.

The motion was carried and Dr. Bostwick continued with the report of the reference committee as follows:

In view of the actions of this Congress, the reference committee recommends that Paragraphs 4 and 6 of the annual report of the Commission on Membership and Credentials, Paragraph 11 of the annual report of the Committee on State Chapter Affairs, and Board of Directors Report C be filed for reference.

Upon a motion by the reference committee chairman, the delegates voted to file for reference the above recommendations.

Dr. Bostwick continued as follows:

Your reference committee next considered the following Resolution No. 5 submitted by the Georgia chapter, to provide additional eligibility requirements for membership in uniform services chapter:

WHEREAS, The Constitution and Bylaws Committee of AAFP will submit a report that will create a separate distinct chapter of family physicians in the Armed Forces to encompass the entire nation, therefore the Georgia Academy firmly believes that if a military member is given the option of joining either the state chapter where he is presently stationed and the national military chapter that many chapters will suffer fragmentation and loss of membership, and

WHEREAS, it is the feeling of this Academy that many state chapters do not realize that it will not only effect present military members but may influence student affiliates who go directly into the service upon graduation, and