



Calling Early Career PAs: Information for Candidates

The nccPA Health Foundation® is seeking an early career PA to join its Board of Directors!

Recognizing the PA profession's growth and our desire to develop PA leaders, we have a dedicated, one-term Board seat for an early career PA. We are seeking an individual who will participate actively, sharing your experience and unique, recent graduate/early career perspective to enhance our strategic initiatives. The successful candidate will have received initial NCCPA Board Certification after January 1, 2024, and will be dedicated to our mission to equip and empower PAs and PA students to improve health for all.

Board Role and Member Expectations

The Board of Directors leads the Health Foundation to fulfill the organization's mission and goals. Board members determine our strategic framework; monitor strategic progress; discharge a fiduciary obligation; ensure financial integrity; evaluate and improve collective and individual performance; and foster alignment with NCCPA. (See Board Member Role.) The Board meets in-person three times per year, and the 2027 meetings include:

- April 2-4, 2027
- July 31-August 2, 2027
- December 3-5, 2027

Short virtual meetings maintain momentum between full meetings. The Board is a working board, and members actively serve on workgroups that complete work between Board meetings. The workgroups make recommendations to the Board, provide feedback to staff, and contribute content to advance programming. Finally, the successful candidate must be able to participate in a virtual new member orientation on Tuesday-Wednesday, January 19-20, 2027.

Preferred Criteria: Experience, Expertise, and Perspective

Consistent with its values, the Health Foundation seeks to be broadly inclusive of diverse experience, expertise, skills, backgrounds, and professional perspectives. Having considered its needs, the Board is seeking to fill its dedicated seat for an early careerist, defined as a PA initially certified after January 1, 2024. Expressed interest or experience in our programming areas is a plus.

Candidates shall not be Board members of a NCCPA participating organization; employees of a NCCPA participating organization or a PA organization; or immediate family members of a NCCPA or Health Foundation Board or staff member. An individual who has previously served as a Director of the Health Foundation, NCCPA, or the PA History Society, must be off that Board for at least three years before being eligible for election. All PAs serving on the Board must maintain NCCPA certification or, if retired, hold the PA-C Emeritus status.

Candidates shall not be a current nccPA Health Foundation grant recipient.

Selection Process

The Health Foundation will vet candidates, which may include candidate interviews, prior to making a recommendation to NCCPA, who elects individuals to serve on the Health Foundation Board. The election is scheduled for this November, and candidates will be notified of the results as soon as is practicable thereafter. The elected individual's term will be January 1, 2027 through December 31, 2029. As a seat dedicated to the early careerist perspective, the individual elected will NOT be eligible for a second term.

Expressing Your Intent or Questions?

Candidates should submit a **curriculum vitae** and a **letter of interest** that addresses (1) your experience in our programs and the areas in the Board Member Role and Board Profile, (2) your interest in serving on the Board, (3) your experience with PAs, and (4) contact information for two references. (Note: Health Foundation and NCCPA Board members may not serve as references.) Please submit these items or any questions to

Governance@nccPAHealthFoundation.net.

Deadline to Apply: Thursday, July 23, 2026

Overview

The nccPA Health Foundation is a 501(c)3 charitable nonprofit and a supporting organization to the National Commission on Certification of Physician Assistants (NCCPA), the only national certifying body for more than 201,000 PAs in the United States. Board Certified PAs provide care and education in about 12 million patient interactions each week. The Health Foundation believes in the role of PAs to improve health, and this belief grounds its work to design initiatives that advance the quality and accessibility of health care.

This framework describes the Health Foundation's strategic initiatives for the current three-year cycle. Execution of these initiatives is a continuing partnership between the Board and the staff.

Framework Elements, 2025-2027

Vision: A diverse PA workforce providing equitable, accessible health care for all communities.

Mission: To equip and empower Board Certified PAs and PA students to improve health for all.

DEI: The nccPA Health Foundation is committed to fostering a community of Board members, volunteers, Certified PAs, and PA students who, through a diverse workforce, raise awareness of health disparities and champion access to care.

Values:

- **Patients:** We respect the patient's central role in our work as the recipient of care.
- **PAs:** We value the critical role of Certified PAs in helping assure the best possible patient outcomes and building a health care system that is fair, just, and equitable.
- **Partners:** We recognize the importance of diverse interprofessional teams to expand access and promote safe and effective practice.
- **Equitable Care:** We recognize the negative impact of health inequity and support quality care for all.
- **Research and Education:** We support evidence-based decision-making.

Strategic Goals:

Goal #1: The nccPA Health Foundation will be a leader in promoting and providing resources for Board Certified PAs' awareness of the need for a diverse and inclusive workforce as a strategy to reduce health disparities.

Goal #2: The nccPA Health Foundation recognizes the impact of health inequity and provides leadership and support for grant programs that equip Board Certified PAs to foster equitable care through grassroots outreach, research, and partnerships.

Goal #3: The nccPA Health Foundation will be a leader in promoting and providing resources for Board Certified PAs' awareness of oral health and its impact on overall health.

Goal #4: The nccPA Health Foundation will be a leader in promoting and providing resources for Board Certified PAs' awareness of mental and behavioral health in whole-person care for patients and providers.

Goal #5: The nccPA Health Foundation will be a leader in promoting and providing resources for Board Certified PAs' awareness of professional, ethical practice as a means of supporting high quality care.

Learn more about our programs at www.nccPAHealthFoundation.net.



The role of the Board¹ is to lead the organization toward the desired performance, make contributions to that performance as working board members, and collectively ensure that performance occurs. The Board's specific contributions are unique to its trusteeship role and necessary for proper governance and management. To perform its role, the Board shall:

- Discharge its fiduciary obligation to serve and protect the integrity and interests of the Foundation.
- Set the mission, vision, values, and major goals of the strategic framework.
- Determine the parameters within which the organization is expected to achieve the goals.
- Monitor the performance of the organization relative to the achievement of the goals within the executive parameters.
- Support the mission and programming by serving as ambassadors of the Foundation's work and actively sharing information with others.
- Understand and foster alignment of the Foundation with the NCCPA.
- Maintain and improve all ongoing policies of the Board.
- Ensure financial solvency in partnership with the NCCPA.
- Ensure financial integrity and good financial stewardship through policies and behavior.
- Require periodic financial and other external audits to ensure compliance with the law and with good practices.
- Evaluate and constantly improve the Board's performance and set expectations for board members' involvement as volunteers.

In addition, each Board member should demonstrate deep personal commitment to the mission, purpose, and programs of the Foundation by fulfilling the obligations described in the *Participation Agreement* including, but not limited to, the following:

- Complete a Board orientation program.
- Be familiar with the Foundation's bylaws and board policy manual.
- Prepare for and actively participate in each Board meeting, committee meeting, and workgroups throughout the year.
- Keep up-to-date on issues affecting or potentially affecting the organization.
- Seek opportunities to showcase and share the Foundation's programming and resources.
- Complete evaluations of oneself and the Board as a whole.

1. *Note:* While members of our volunteer Board of Directors do not receive any remuneration for their service, the Health Foundation does cover all travel expenses, lodging, and meals for meetings of the Board and its committees.

Purpose

This tool guides efforts to build the Board and provides insights when identifying and recommending new directors for Board service. The tool represents an **ideal** Board and provides a constant goal to strive for; individual recommendations are made after consulting this Profile and considering the unique attributes of candidates.

As a group, the entire board should eventually reflect this profile

- Fairly reflect the primary stakeholders of the organization, including members of the public, the NCCPA, the PA profession, the interprofessional health team, and those interested in research, education, and leadership to promote health
- Be inclusive of wide-ranging diversity of perspectives consistent with our values

Every individual director should possess (core attributes)

- A demonstrated passion for the mission of the nccPA Health Foundation
- Relevant experience, willingness to work as a team, and personal or professional achievement commensurate with years of service
- Availability and willingness to commit time to prepare for and participate at Board and committee meetings
- Knowledge of the PA profession
- Effective communications skills
- An understanding of the relevant aspects of nonprofit organizations
- Organizational or leadership experience (desired but not required)

Each individual director should bring a perspective, experience, or expertise in *at least one* of the following

Health Care

- Population health/public health
- Community health and/or safety net interventions
- Care to underserved populations
- Primary care
- Health promotion/prevention
- Administration/management/policy

Physician Assistants

- Clinical practice utilizing PAs
- Innovative, integrated practice models
- Business/professional leader who benefited from the PA profession

Foundation Program Lines

- Research
- Education
- Leadership
- Oral health
- Mental health/wellness
- Professional practice
- Equitable care/grants
- Diversity, equity, and inclusion

Nonprofit Organizations

- Management
- Governance
- Law
- Finance
- Outcomes assessment
- Public relations/marketing/publishing
- Information technology