Treadwell Physician Assistant Student Society
CONSTITUTION AND BYLAWS
WE THE STUDENTS, of the University of Maryland Eastern Shore Physician Assistant Department gather in formal organization to contribute with distinction to our Community, Department and our University. Our programs and efforts will positively affect the education process, promote cultural understanding and diversity, and improve student welfare. For this reason we establish the Treadwell Physician Assistant Student Society. In all aspects of function, this Society will emphasize and build student character, scholarship and professionalism. As a society, we will advocate for health and well-being of the individual, family and community. We will promote integrity, diversity, and excellence among physician assistant students.
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Article I. NAME

Section 1.01 The name of our Student Society is the Treadwell Physician Assistant Student Society (TPASS). Hereafter referred to as the “Society”.

Article II. AFFILIATIONS

Section 2.01 The Society is affiliated with the following:

(a) University of Maryland Eastern Shore

   (i) School of Health Profession

   (ii) Physician Assistant Department

(b) Student Academy of the American Academy of Physician Assistants (SAAAPA)

Section 2.02 The Society is additionally affiliated with the UMES Office of Student Activities.

Article III. PURPOSE

Section 3.01 The purpose of the Society shall be to serve as the official organization for students in the pre-professional and professional phase of the UMES Physician Assistant Department to:

(a) Encourage

(b) Recognize and value scholastic achievement

(c) Clinical excellence

(d) Promote the role of the physician assistant as an integral part in the delivery of health care

Article IV. ACTIVITIES

Section 4.01 The Society shall solely and jointly:

(a) Sponsor medical and health education/promotion conferences

(b) Health fairs

(c) Public awareness booths

(d) Fund raising activities
Section 4.02 The Society shall participate in:

(a) Planned activities of the UMES Office of Student Activities
(b) The Student Academy of the American Academy of Physician Assistants (SAAAPA)
(c) The Maryland Academy of Physician Assistants (MAPA)
(d) Physician Assistants of Delmarva
(e) Other Physician Assistant programs

Section 4.03 The Society will develop, sponsor and/or present other health related programs and activities as determined by the Society.

Article V. ACTIVITY FUNDING

Section 5.01 Financial support shall be derived from:

(a) Membership dues
(b) Outside sponsors
(c) Fund raising activities
(d) UMES Student Government and the UMES Office of Student Activities funding as available

(i) Any funding received from the UMES Student Government or the UMES Office of Student Activities will be divided among the junior and senior class treasuries according to the number of students in each class.

Article VI. GENERAL POLICIES

Section 6.01 The Society shall not discriminate on the basis of race, religion, creed, color, sex, age, national origin, disability, or sexual orientation.

Section 6.02 The Society shall abide by the UMES Code of Conduct and the other laws, rules, financial guidelines and regulations governing the University of Maryland Eastern Shore, student organizations, and its students.

Section 6.03 The Society shall allow participation in activities by persons outside of the University community by invitation of the Society; however, such persons will not vote or hold office in the Society.
Section 6.04 The Society shall not conduct activities or events in which the purpose or result is financial gain for individual members or associates of the organization.

Section 6.05 The Society shall not engage in any activity that may be perceived as hazing.

(a) Hazing is defined as any action taken or situation created intentionally or recklessly, whether on or off University premises, which endangers the mental or physical health or safety of a student, or produce harassment or ridicule.

(b) Any incidence of such activity will be immediately reported to the University for adjudication according to UMES polices.

Article VII. SOCIETY REGISTRATION AND MAINTENANCE

Section 7.01 The Society shall comply with all regulations governing UMES student organizations including:

(a) Annual Society re-registration with the Office of Student Activities (OSA)

(b) Submission of the Society’s membership roster and completed Advisor Consent forms

(c) Filing the results of elections and appointments within one week of their occurrence

(d) Maintain two (2) full-time Faculty Advisors; which shall be PA Department faculty members appointed by the Department Chair.

(e) Submission of a New Advisor Consent form in the event of a change in advisors

(f) Registration of all activities and events with OSA and follow the management guidelines

(g) Clearly identify the Society’s name on all printed materials publicly distributed, at its events and activities.

(h) Avoid inappropriate sponsorship or access of un-registered groups to University services, facilities, equipment, or mailing lists.

(i) Participation of Society officers in OSA sponsored leadership retreats, organizational meetings and workshops.

(j) Abide by University regulations, and all federal, state and local laws.

(k) A Faculty Advisor must be present at all Society meetings and activities.
Article VIII. MEMBERSHIP

Section 8.01 Active membership is reserved for students in good standing (GPA >2.5) who are currently enrolled in the Pre-Professional Phase or the Professional Phase of the University of Maryland Eastern Shore Physician Assistant Department and have paid all activity fees due to the University and any applicable dues to the Society.

(a) All active Pre-Professional Phase and Professional Phase members are eligible to vote.

Section 8.02 UMES students who are enrolled in the Professional Phase of the Physician Assistant Department, in good standing, is eligible for membership as Society Fellows.

Section 8.03 An active membership as a Society Fellow is defined as: a UMES student, in good standing, who is enrolled in the Professional Phase of the UMES Physician Assistant Department and not delinquent in Society dues or activity fees due to the University.

Section 8.04 UMES students who are enrolled and declared Pre-PA majors in the Pre-Professional Phase of the UMES Physician Assistant Department, in good standing, and completing the General Education Course Requirements and Supportive Core Requirements prior to application to the PA Department’s Professional Phase are eligible for membership as Society Associates.

Section 8.05 An active membership as a Society Associate is defined as: a UMES student, in good standing, who is enrolled in the Pre-Professional Phase of the UMES Physician Assistant Department and not delinquent in Society dues or activity fees due to the University.

Section 8.06 It shall be encouraged, but not required, that Society Fellows become active members of:

(a) The American Academy of Physician Assistants (AAPA)

(b) The Maryland Academy of Physician Assistants (MAPA)

(c) Physician Assistants of Delmarva

Section 8.07 All presiding officers, SAAAPA representatives and officers must be Society Fellows and members of the American Academy of Physician Assistants (AAPA).
Section 8.08 All active Society members must maintain an overall GPA >2.5. Any member whose GPA drops below 2.5 must immediately file for status as an inactive member with the PA Department Faculty advisor.

Section 8.09 An active Society member who reports an end of semester total GPA below 2.5 shall be designated an inactive member. If the individual is a Society officer, SAAPA officer, or a member elected or appointed to a Society position (s), they shall be:

(a) Removed from that office or position (s) for the remainder of their term

(b) Their position (s) filled within 2-weeks by appropriate elections or appointments according to Society Bylaws.

Section 8.10 A Society member who has been designated an inactive member as a result of a prior semester total GPA <2.5 shall:

(a) Submit a letter to the PA Department Faculty advisor requesting reinstatement

(b) Provide documentation an end of semester total GPA >2.5 in order to return to active Society membership.

Section 8.11 A Society member who has been designated an inactive member, for whatever cause, is prohibited from voting or participating in activities sponsored by the Society.

Section 8.12 An active or inactive Society member may terminate their membership at any time. However, they will not receive a refund of any dues paid and are ineligible for future membership in the Society.

Section 8.13 An active or inactive Society member who is removed from their position as a Society officer, SAAPA officer, or a member elected or appointed to a Society position or, is convicted of a felony, shall have their membership immediately terminated, will not receive a refund of any dues paid and are ineligible for future membership in the Society.

Section 8.14 A member who changes their declared major from Pre-PA or leaves the UMES PA Department Pre-Professional Phase or Professional Phase in good standing, but who remains enrolled at UMES shall retain membership in the Society for the remainder of the current academic year but shall be designated as inactive members.

Section 8.15 The Society may create or establish any non-voting membership (s) category it deems necessary.
Article IX.  COMMUNITY SERVICE

Section 9.01   All active Society members must complete on an annual basis a minimum of ten (10) hours of individual community service and a minimum of ten (10) hours of organized group community service (with other Society members). All community service activities must be submitted in advance to the Vice-President for review and approved by the Society’s Faculty Advisors.

Article X.  DUES AND FEES

Section 10.01   Upon payment of the Society dues, students will become active members as Fellows or Associate members of the Treadwell Physician Assistant Student Society.

Section 10.02   Society officers shall establish the annual dues during the first Board meeting of the academic year.

Section 10.03   Dues must be paid no later than the Election Day in October.

Section 10.04   The assessment of additional fees, beyond dues, may be necessary for projects of the Society. Fees may only be assessed upon the vote of a simple majority of Society members present. Notification of a fee assessment vote must be made in writing and posted to the membership at least 2 weeks prior to the vote.

Article XI.  QUALIFICATION FOR OFFICERS AND SOCIETY POSITIONS

Section 11.01   All active Society Fellows are eligible for nomination and election to serve on the Presiding Officers Committee for a one (1) academic year term as one of the following:

(a) President serves as House of Delegates (HOD) Student Representative

(b) Vice-President serves as Assembly of Representatives (AOR) Student Representative

(c) Recording Secretary serves as the Assembly of Representatives (AOR) – Alternate

(d) Financial Secretary

(e) Treasurer
Section 11.02  All active Society Fellows, excluding members of the Presiding Officers Committee, are eligible for appointment by the President to serve a one (1) academic year term as a voting member to any of the following Board positions as stipulated by SAAAPA Bylaws:

(a) Student Diversity Committee Representative (SDCR)
(b) Constituent Chapter Student Representative (CCSR)
(c) External Affairs Chair (EAC)

Section 11.03  All members of the Presiding Officers Committee and each member of the Board who is a Society Fellow must become members of AAPA within 15 days of election or appointment. In instances of noncompliance the member will be suspended from office; moreover the President will accommodate the loss with immediate appointments.

Section 11.04  All active Society Fellows and Associate members are eligible to be nominated and elected to serve a one (1) academic year term as a voting member on the Board in the following positions:

(a) Sergeant of Arms and Parliamentarian
(b) Historian/Archivist Chair

Section 11.05  All active Society Associate members are eligible to be nominated and elected by their respective constituencies to serve a one (1) academic year term as a voting Board member:

(a) Two Freshman Pre-PA Student Representatives (may be reelected as a sophomore representatives the following academic year)
(b) Two Sophomore Pre-PA Student Representatives

Section 11.06  Together the Presiding Officers Committee and the Board comprise the Executive Board.

Article XII.  THE PRESIDING OFFICERS COMMITTEE, BOARD AND THEIR DUTIES

Section 12.01  The presiding officers of the Society shall constitute the Presiding Officers Committee which consists of a:

(a) President
(b) Vice-President
(c) Recording Secretary
(d) Treasurer
(e) Financial Secretary

Section 12.02  The President shall:

(a) Demonstrate leadership in achieving the Societies purpose and activities in accordance with the general policies and regulations as stated in the Constitution and Bylaws of the Treadwell Physician Assistant Student Society.
(b) Preside over the monthly meetings
(c) Appoint members to the Executive Board
(d) Set the meetings' agendas
(e) Submit the same to the secretary for copies and distribution
(f) Coordinate the activities of the Executive Board
(g) Keep the membership informed of the activities of all Committees
(h) Review and maintain Society compliance with the regulations governing UMES and SAAPA student organizations
(i) Develop/Review the Societies' strategic plan. Serve as the House of Delegates (HOD) Student Representative who, shall:
   (i) Be responsible for the distribution of all HOD information to his/her program
   (ii) Serve as point of contact for the SAAAPA and AAPA
   (iii) If possible, the HOD representative shall also attend the AAPA annual conference and be seated as either a SAAAPA delegate or alternate in the formal meetings of the AAPA House of Delegates

Section 12.03  The Vice President shall:

(a) Assist the President
(b) Preside in his/her absence
(c) Review and forward all individual and group community service projects to the Faculty Advisors for approval. Serve as the Assembly of Representatives (AOR) Student Representative, who, shall:
   (i) Inform the membership on various student issues and activities of the Student Academy of the American Academy of Physician Assistants (SAAAPA).
(ii) Distribute all Student Academy information to his/her program.

(iii) Serve as point of contact for the SAAAPA Student Academy Board of Directors and committees.

(iv) If possible, attend the annual AOR meeting at the AAPA annual conference to elect new officers of the Student Academy, establish and amend policy of the Student Academy, and conduct business as necessary.

Section 12.04 The Recording Secretary shall:

(a) Record and maintains all minutes, and notes of the Student Society.

(b) Notify members of forthcoming meetings.

(c) Notify candidates of their election.

(d) Carry on the general correspondence of the Student Society.

(e) Maintain a continuous Notebook of Meeting Minutes and will transfer these documents to the incoming Secretary at the end of his/her term.

(f) Email all meeting minutes monthly to the Faculty Advisors.

(g) Maintain and manage the social amenities/courtesies from the Student Society to Society members and supporters such as:

(i) Congratulations

(ii) Recognition of achievements or awards

(iii) Birthdays

(iv) Hospitalizations

(v) Bereavement

(vi) Other personal accounts of note

(h) Maintain an up-to-date data base of:

(i) Society presiding officers

(ii) Appointed and elected members

(iii) Committee members including:

1) Name

2) Membership type

3) Student classification
4) DOB
5) UMES student ID number
6) Semester hours
7) Local address, phone and e-mail

(i) Serve as the Assembly of Representatives (AOR) alternate, who:

(i) Shall not be allowed on the floor to introduce new business

(ii) Shall not make a motion or vote unless the seated representative to the AOR relinquishes their seat either temporarily or permanently at the AAPA annual conference.

(iii) Must leave the floor once the seated AOR returns

Section 12.05 The Financial Secretary shall:

(a) Keep a record of receipts of income and disbursements by the Treasurer.

(b) Provide an alternate signature on Society checks.

(c) Record in the TPASS Notebook of Meeting Minutes the authorization of all expenditures.

(d) Provide a report at Society monthly membership meetings.

(e) File a monthly report to the Treasurer and Faculty Advisors.

(f) Coordinate the collection of dues.

Section 12.06 The Treasurer shall:

(a) Maintain and make deposits into the Society bank account

(b) Oversee all fund raising activities and coordinate any committees created to function in fund raising activities.

(c) Provide a quarterly report of all income and expenses to the Society and Faculty Advisors.

(d) Manage and assure:

(i) The Society's bank accounts (s) include the names of the President, Treasurer and Financial Secretary.

(ii) Requirements that all check disbursements from the account are signed by the signatures of the President and Treasurer.
(iii) Payments not to exceed $250.00 may be removed from the student society account by a simple majority vote of the Board members

1) Requests for funds in excess of $250.00 shall require:
   a) A majority vote of 51% of Society members present with approval recorded by the Recording Secretary

(iv) A minimum balance of $500.00 will be left in the Society’s bank account(s) for the incoming class each academic year.

(e) The Presiding Officers, with the advice of the Executive Board, will determine any other procedures related to financial operations.

Article XIII. BOARD MEMBERS, THEIR DUTIES

Section 13.01 The following three (3) positions are stipulated by SAAAPA Bylaws. They are to be held by Society Fellows who are AAPA members. Each shall be appointed by the Society President and is a voting Board member:

(a) Student Diversity Committee Representative (SDCR)

(b) Constituent Chapter Student Representative (CCSR)

(c) External Affairs Chair (EAC)

Section 13.02 The Student Diversity Committee Representative (SDCR) who, shall:

(a) Act as the liaison between the Student Society and the SAAAPA Director of Diversity.

(b) Serve as the liaison between the Student Academy and the Student Society regarding diversity issues affecting their classmates as future colleagues and health care providers.

(c) Coordinate, with the aid of the regional chair, local activities and community outreach projects.

(d) Provide monthly updates regarding activities at the UMES PA program that serve to promote cultural competency to the regional chair.

(e) Act as a representative of all Physician Assistant students and convey any and all concerns and issues regarding diversity to SAAAPA.

Section 13.03 The Constituent Chapter Student Representative (CCSR) who, shall:

(a) Act as the liaison between the Student Society and the constituent chapter.
(b) Represent the UMES PA program to the AAPA constituent chapter on the state level.

Section 13.04 The External Affairs Chair (EAC) who, shall:

(a) Serve as a liaison to coordinate activities and public relations efforts between their student society and external groups.

(b) Report all activities to both the SAAAPA Director of External Affairs Senior and Junior.

(c) Coordinate activities and public relations efforts between the student society and external groups; these groups include, but are not limited to:

(i) Medical professionals

(ii) Government organizations
   1) City/County
   2) State
   3) National

(iii) Other community related organizations

Section 13.05 All Society Fellows serving as presiding officers, SAAPA representatives, and appointees or holding other elected positions must be members of the American Academy of Physician Assistants (AAPA).

Section 13.06 All Academy materials will be sent only to the seated AOR who has the responsibility of distributing copies of said information on to the alternate and other Students within the program.

Section 13.07 All Representatives or their alternates are required to inform the Society of all business conducted at the meetings attended.

Section 13.08 The following two (2) Board positions shall be available to active Society Fellow and Associate members who shall be nominated and elected to serve a term of one (1) academic year as a voting member:

(a) Sergeant of Arms and Parliamentarian, who shall:
   
   (i) Be responsible for the overall security and safely of members and visitors before during and after scheduled meetings.

   (ii) Assist the President in maintaining an orderly meeting at all times.

   (iii) Advise on request of officers or members on matters of:
1) Parliamentary protocol
2) Society Constitution Bylaws
3) Sturgis' Standard Code of Parliamentary Procedures

(b) Historian/Archivist Chair shall:

(i) Compile and maintain an annual narrative of Society activities

(ii) Report and compile the achievements, awards of past and present Society members and alumni.

(iii) Act as an assistant to the External Affairs Chair (EAC) by facilitating local, regional, national and international exposure of Society and UMES PA Program activities projects and awards.

Section 13.09 The following four (4) Board positions shall be reserved for active Associate members nominated and elected by Freshman and Sophomore Pre-PA Associate members. Each shall serve a term of one (1) academic year as voting members and act as advisors to the Society on the interests, issues and ideas of their respective constituencies:

(a) Two (2) Freshman Pre-PA Student Representatives

(b) Two (2) Sophomore Pre-PA Student Representatives

(c) Two non-voting Board positions shall be maintained for two (2) Faculty Advisors.

Section 13.10 Both Faculty Advisors shall be appointed by the PA Department Chair.

Section 13.11 Faculty Advisors shall act as a mentor, advocate, advisor and liaison with PA Department, University faculty and administration.

(a) The Faculty Advisors shall:

(i) Provide insight and direction into the proper, ethical and professional standards of the physician assistant profession.

(ii) Act as a liaison between the UMES Physician Assistant Program and the Society.

(iii) Disseminate copies of the existing bylaws to all matriculating Departmental majors (Pre-PA and PA).

(iv) Make recommendations and suggestions for consideration to the Presiding Officers Committee and Executive Board.
(v) Maintain all continuing records for the Society.

(vi) Be a fellow member of the American Academy of Physician Assistants (AAPA).

Section 13.12 The Society may create any other (elected or appointed) Board positions that the Student Society deems necessary.

Article XIV. ELECTIONS

Section 14.01 Nomination and elections for the Society’s Presiding Officers Committee, Board members including Freshman and Sophomore Pre-PA Student Representative positions should be scheduled during the same Society meeting.

Section 14.02 A Fellow may not simultaneously hold two different offices to which they are elected.

Section 14.03 An Associate may not simultaneously hold two different offices to which they are elected.

Section 14.04 Tabulation must be done immediately and the elections results posted and winners notified.

Section 14.05 In event of a tie, a run-off election shall be held immediately.

Section 14.06 Once elections are completed, the Student Society Roster Form must be completed and returned to the AAPA national office within 30 days.

Section 14.07 Each presiding officer, representative, appointee, or elected candidate will serve a term of (1) one academic year commencing immediately upon election and terminating after the new candidates and/or appointees for the next academic year have been elected or appointed and oriented by their outgoing counterparts.

Section 14.08 The Faculty Advisors shall have no voting privileges.

Article XV. OFFICER TRAINING

Section 15.01 It will be the responsibility of each outgoing presiding officer, representative, appointee or incumbent member to train and orient their counterparts to their expected duties, responsibilities and familiarize them with the materials needed to perform their roles. This should include, but not limited to:
(a) Official title description

(b) Duties and rules of the corresponding governing position as described in the Bylaws.

Section 15.02 Training must be completed within 2 weeks of elections and may require scheduled individual or group meeting(s) with the outgoing incumbents and their replacements.

Section 15.03 This may require allotment of time by outgoing incumbents separate from their academic/clinical rotation responsibilities.

Section 15.04 Society officers shall participate in OSA sponsored leadership retreats, organizational meetings and workshops.

Article XVI. MEETINGS

Section 16.01 The Society shall, after the initial election of the founding officers, meet monthly thereafter for the transaction of Society business.

(a) The date and location of these meetings will be delineated in the Society’s Rules of Order as decided by the Board.

(b) Announced to the student membership

(c) Meeting dates, times and locations may be modified to accommodate the business and schedule of students

(d) All members of the Executive Board (Presiding Officers Committee and Board members) and the Faculty Advisor are required to attend these meetings.

Section 16.02 Additional meetings may be called at the discretion of the President provided:

(a) No less than one week's notice has been given to the membership by E-mail and/or by phone.

(b) Executive Board members (Presiding Officers Committee and Board members) and the Faculty Advisor are required to attend these meetings.

Section 16.03 All Society members have equal voting privileges. A quorum for a Society meeting shall constitute no less than 33% of the Society's membership. Votes will be by simple majority.

Article XVII. COMMITTEES AND ADDITIONAL POSITIONS

Section 17.01 The standing committees of the Society shall be the:
(a) Community Service Committee  
(b) Fundraising Committee  
(c) Awards and Recognition Committee  
(d) SAAAPA National Medical Challenge Bowl Committee

Section 17.02 Other committees shall be formed as necessary by the Board.

Section 17.03 Each committee chair shall be an active member, in good standing, appointed by the President.

Section 17.04 All committees shall report their proceedings to the Board at the monthly meetings and submit a written report at the end of the leadership year.

Section 17.05 Any other positions that the Society deems necessary may be established.

Article XVIII. AMENDMENTS AND PARLIAMENTARY PROCEDURE

Section 18.01 In all proceedings, the Constitution and Bylaws of the Student Society shall take precedence followed by the Society’s Rules of Order and shall be governed by the parliamentary rules and usages contained in the current edition of Sturgis' Standard Code of Parliamentary Procedures.

Section 18.02 The Constitution and Bylaws may be amended by a 2/3 (two-thirds) majority vote.

Section 18.03 All amendments proposed must be congruent with the UMES Code of Conduct and regulations of the Office of Student Activities.

Section 18.04 All amendments proposed must be congruent with SAAAPA Bylaws concerning Student Society Officers and activities.

Section 18.05 Amendments to the Constitution and Bylaws must be submitted to the Executive Board at the preceding month’s meeting and are in turn submitted to all members at least two weeks prior to the vote.

Section 18.06 Any Bylaws necessary to supplement this Constitution shall be approved at a monthly meeting and voted upon at the following monthly meeting.
Article XIX. REMOVAL OF OFFICERS FROM OFFICE

Section 19.01 Any presiding officer, representative, appointee, or elected member may be removed from his or her position by:

(a) A 2/3 (two-thirds) majority vote of Society members

(b) A proposal for an impeachment must consist of a written petition signed by 33% of the Society and submitted to the Faculty Advisors to be brought to a vote by the entire the Society.
Maintenance of the Constitution and Bylaws

This constitution is on file with the National Student Society for the American Academy of Physician Assistants (SAAAPA) and the Office of Student Activities of the University of Maryland Eastern Shore. An updated copy of this document shall be submitted annually to SAAAPA and the Office of Student Activities of the University of Maryland Eastern Shore in order to qualify for the rights and privileges afforded this organization. The Faculty Advisors and the current secretary of this organization shall maintain this document.

Originally Ratified: December 1st 2004
University of Maryland Eastern Shore
Physician Assistant Department

Brandon Redmond, PAS-1 .......................................................... President
Avynne Hester, PAS-1 ............................................................... Vice President
JoAnn Mullican, PAS-1 ........................................................... Recording Secretary
Melissa Taylor, PAS-1 ............................................................. Treasurer
Roby Adkins, PAS-1 ............................................................... Financial Secretary

Faculty Advisors:
Darlene L.J. Robinson MPAS, PA-C ......................... Chair, Physician Assistant Department
Peter M. Stanford, MPH, PA-C ......................... Academic Coordinator; Clinical Assistant Professor

Revised:
April 6, 2006.
Historical Information on Henry Lee “Buddy” Treadwell

Although generally recognized as the originator of the physician assistant concept, Dr. Eugene A. Stead, Jr. is the first to note that the idea was not his exclusively. Prior to the development of the physician assistant program at Duke University in 1965, many physicians were training their own assistants on the job. Stead was aware particularly of one such proprietary trained assistant, Mr. Henry Lee “Buddy” Treadwell, who was trained by and worked with Dr. Amos Johnson in general practice in Garland, North Carolina. This relationship crystallized Stead’s vision of how a physician’s assistant could be used to help over-worked doctors deliver healthcare services.

Treadwell was a young African American whom Johnson employed in 1940 as an office “orderly” to escort patients to examining rooms, prepare the rooms for the next patient, and clean laboratory equipment. Johnson gradually taught Treadwell to perform many of the routine tasks in his office, such as taking vital signs, suturing, conducting laboratory tests, and developing x-ray films. By 1950, Treadwell was recognized as Johnson’s assistant and managed the practice while Johnson was away on trips to attend medical meetings and later to promote Family Medicine as a specialty. There were backup physicians in nearby communities available if Treadwell needed help. By 1960, Treadwell was accompanying patients to the Duke University Medical Center for diagnostic referrals and treatments. In additions, he was interacting with Duke University medical students sent to Garland for community-based clinical training. So his role was known within the Duke Medical Community.

A newspaper article written in 1967 by John J. Synon titled “Two Men: Two Souls” describes Dr. Johnson’s testimony for the prosecution at the court martial of Capt. Howard Levy. Dr. Levy was sentenced to 3 years in prison on May 10, 1967 for refusing to train Special Forces medical aidmen and for inspiring “disaffection” among enlisted men during the Viet Nam War. Johnson was called to defend the training of clinical personnel who were not doctors. According to the article, Johnson stated that he had employed a “Negro helper” in his office for 27 years and that “He is in a position of complete trust by me and my patients.” When asked if he would allow his medical aid man to work unsupervised, Johnson stated, “I’m here and he is home in my office working.” Johnson completed his testimony by saying that “The richest man in town would rather have Buddy sew him up than me because he can do it better than I can.”

The May 1967 issue of Medical Economics contained an editorial followed by three articles on the topic of using non-doctors to do doctors’ work. One of the feature articles
described the working relationship between Treadwell and Johnson. Johnson stated in the article that “He (Treadwell) works for me much as a resident in a hospital works for an attending.” Johnson, a past president of the American Academy of General Practice, indicated that he could not participate in activities of organized medicine without having someone coordinate patient care while he was away from the office. At Johnson’s request, Treadwell “routinely prepared and gave injections, inserted catheters, applied splints, took superficial sutures and removed stitches.” Johnson sent Treadwell to see certain patients and treat certain conditions in the patients’ homes, using the telephone as a means of consultation. “He’s saved me many a trip into the country that Henry “Buddy” Treadwell would have broken up an entire morning’s office work,” confides Johnson. When asked about fees charged for Treadwell’s services, Johnson indicated that when they both worked side-by-side in the office that he charged the patient “my regular fee – the same as if I’d done the work myself.” When Johnson was away, the fee was reduced to half. When asked about liability, Johnson acknowledged that he was at risk, but that the risks were offset by the advantages. He indicated that the people in the community knew him and his assistant, some were third generation patients, and in a place like this, “suing their doctor is the furthest thing from their minds.”

In April 1969, James C. Mau, first administrator for Duke University PA Program, sent a letter to Robert Howard, first program director of the Duke University PA Program, saying that the PA Program should honor Henry Lee “Buddy” Treadwell at some upcoming event at Duke and invite his employer, Dr. Amos Johnson, to attend. Mau indicated in his letter to Howard that "I believe that he (Buddy) has played a very significant role in the evolution of this Program, for it was through Dr. Stead's contact with him and Dr. Johnson that nurtured the notion (PA concept)." Treadwell was recognized as a prototype PA and was made an Honorary Physician Assistant by the Duke PA program in 1970. Dr. James Gifford, a medical historian from Duke University, interviewed and wrote several articles about Treadwell that were printed in the North Carolina Medical Journal and the Physician Assistant Journal. Gifford noted that “Johnson’s success with Henry Treadwell helped shape Stead’s prototype definition of the PA role and win federal support for PA training.”

Epilogue:

Johnson served as a physician advisor to the Board of Directors of the American Academy of Physician Assistants in the early 1970’s. When he died in 1975, Treadwell decided not to continue practicing as an assistant although he was offered jobs by physicians in surrounding communities. He did not attempt to take the National Commission on Certification of Physician Assistant certifying examination which was open to proprietary trained assistants in the 1970s. He had started a restaurant in Garland before Johnson's death and decided after 30 years to leave medical practice. Treadwell died on October 4, 1990 at the age of 68. Interestingly, Stead launched his PA program at Duke on October 4, 1965 – 25 years earlier to the day.

Source: http://www.pahx.org/pdf/BuddyTreadwell.pdf#search='Henry%20Lee%20treadwell'