

New MAPS' Competency Team Structure

Dear MAPS Volunteers,

Thank you for your invaluable feedback following our recent communication on the new Competency Team structure. Your insights have been incredibly helpful, and we will address some of your questions below and at the upcoming All-Hands Volunteer Meeting on July 22. We encourage you to continue sharing your questions and suggestions through the [SharePoint](#) document as we work together to further enhance the content and resources for Medical Affairs professionals.

Your contributions have helped develop over 400 pieces of content now available in the MAPS [Knowledge Center](#). This collective effort has strengthened our global community and supported a culture of shared knowledge and aligned goals. We appreciate your continued commitment to advancing the work of Medical Affairs.

In our communication sent during the week of June 16, we announced our transition from the previous FAWG team structure to a new Competency Team structure. [The Competency Team \(CT\) Charter can be found here.](#)

Why This Matters

This transition reflects our commitment to aligning the incredible work of our volunteer community with the MAPS Competency Framework. By evolving into Competency Teams, we can better connect efforts across different domains, foster more seamless collaboration, and ensure that great ideas and best practices are shared widely. This structure is designed to support and amplify the contributions you're already making—while also welcoming new perspectives to further enrich our community and offerings.

What Does This Mean for You?

- Some of you will continue in a Competency Team that aligns closely with the area you've previously supported.
- For others, there are additional ways to stay engaged:
 - Lend your expertise to focused workstreams within Competency Teams, contributing to specific projects.
 - Support the development of underserved Competencies by sharing your subject matter knowledge where it's needed most.
 - Help grow our community by encouraging new Volunteers to join and contribute to Competency Teams.
 - Foster connections with like-minded professionals by joining a Competency Team forum, echoing the success of the well-regarded Insights Forum (see question 11 below).

All-Hands Volunteer Meeting

Below are answers to additional questions. We strongly encourage you to register for the upcoming **All-Hands Volunteer Meeting on July 22**. This meeting, led by the Professional Development Committee (PDC), will provide clarification and support regarding your concerns. **You will receive an email invitation from MAPS this week.** Please remember to check your spam folder.

With sincere appreciation, PDC co-chairs
Ann Hartry
Charlotte Kremer

Frequently Asked Questions (FAQ)

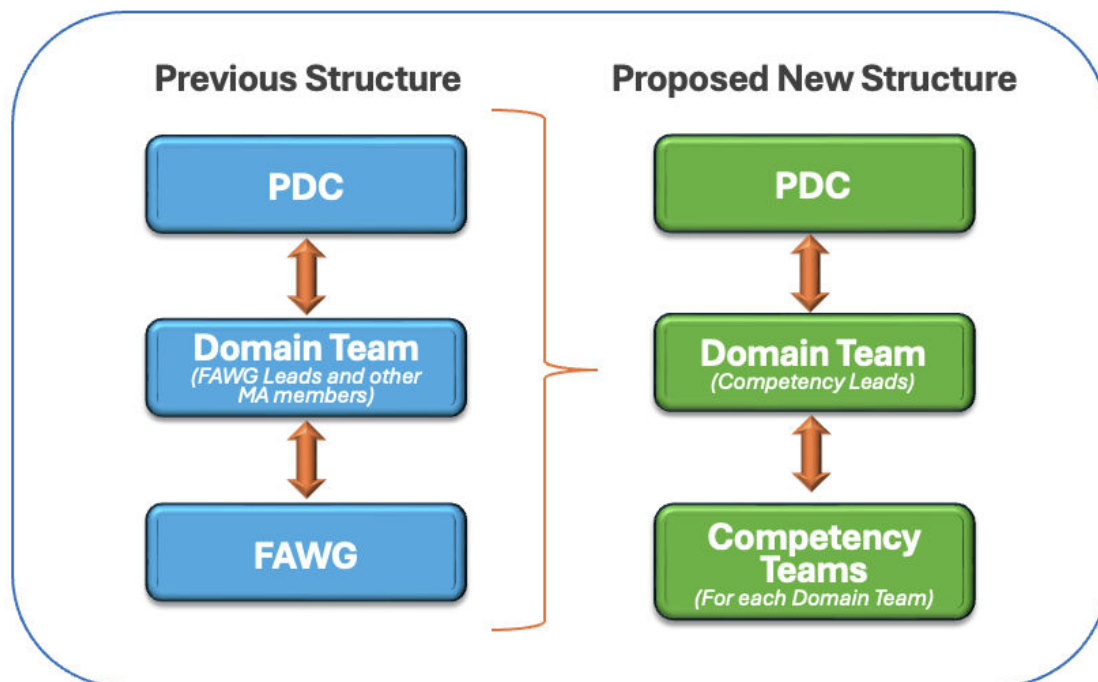
1. What is the timeline for the new Competency Team structure?

- July 22, 2025, at 8:00-9:00 AM (MT)** – All-Hands Volunteer Meeting
- July 23, 2025** – “Call for Volunteers” Officially Opens
- August 29, 2025** – “Call for Volunteers” Officially Closes
- October 1, 2025** – New Competency Teams Finalized and Shared with All Volunteers. Schedule Competency Team Meetings for 2026 Annual Planning.

2. Where can I submit questions ahead of the All-Hands Volunteer Meeting?

Please access this [SmartSheet](#) to ask questions that will be covered in future communications and meetings.

3. Is there an organizational chart that best illustrates the transition?



PDC – Professional Development Committee

Domains (7) – Strategy, Scientific & Technical Knowledge, Business Knowledge, Evidence Generation, Customer Engagement & Scientific Communication, Leadership & Management, Medical Governance & Compliance.

- We are shifting from 11 FAWGs to 42 Competency Teams that will enhance our coverage across the [Competency Framework](#).

4. How can passionate MAPS members volunteer in MAPS content creation?

MAPS members can volunteer either as a Competency Lead, Competency Team member, Competency Team Workstreams, or as faculty for accepted concurrent sessions at Annual Meetings.

5. If not selected to serve on a Competency Team, how can Volunteers still contribute to MAPS?

There are still plenty of opportunities for you to make a meaningful impact to the Medical Affairs community. You can contribute as a thought leader in Competency Team workstreams, serve as faculty

at MAPS' Annual Americas and EMEA Meetings or MasterClasses, engage with regional Chapters, develop blog posts, mentor peers, and share your expertise through forums and other initiatives. MAPS is always open to new ideas for improving our member experience, so feel free to share your thoughts and bring your ideas.

6. How will this change impact Partner Circle Members?

EPCM representatives will continue to actively participate in the volunteer Competency Teams. Each Competency Team will have one dedicated EPCM representative, ensuring that every team has a partner voice. In the past, there were two to four representatives, but this change reinforces our commitment to fairness and equity throughout the process. As usual, EPCMs will still have the ability to create non-promotional content, such as webinars and Elevate Podcasts.

7. How long is the tenure for Competency Team members?

The FAWG team structure was initially designed as a two-year term to encourage ongoing opportunities for new voices to contribute to the Medical Affairs community. As MAPS grew and demand for subject matter expertise increased, some members extended their involvement to support this development—an effort we greatly appreciate.

Competency Team members will serve a two-year term starting from their appointment, with the option to renew based on the recommendation of the Competency Lead (CL) and endorsement by the Domain Lead (DL) and MAPS staff. The decision to renew will be based on demonstrated leadership and contributions to the success of the competency activities.

8. Will the process of joining a Competency Team be open to MAPS members who are not currently volunteers?

As a courtesy to our current volunteers, the application to join a Competency Team will not be open to other MAPS members until July 31, 2025.

9. Will current Volunteers need to have a conversation with MAPS staff about the process of joining a Competency Team?

Current Volunteers will not need to have a conversation with MAPS Staff and Domain Leads. However, if you are interested in pursuing a new competency, additional discussions may be necessary. The information required to be considered for a new Competency Team will be minimal and should take less than five minutes to complete.

10. Where will our strategy come from? How will the new structure prevent ad hoc content creation that isn't unified by a clear vision?

The Domain Team will develop and endorse specific strategies aimed at meeting the needs of MAPS members regarding content and thought leadership and reflect this in an Annual Domain Plan. This collaborative team effort is crucial to ensure that the ideas of the Competency Teams are included in this plan.

11. What is the Insight Forum?

The Insight FAWG has initiated a bimonthly forum to provide a platform for sharing best practices and discussing current trends and hot topics. This initiative has been well received and could serve as an example for Competency Teams to adopt, helping cultivate a vibrant community of peers.