



AMERICAN  
OSTEOPATHIC ASSOCIATION



# Annual Report

2022

# 2022 AOA Annual Report

Dear Colleagues,

Another unprecedented year with continued disruption in how we do business kept the AOA agile and steadfast in advancing the profession and distinctive practice of osteopathic medicine. It provided significant opportunities for codifying organizational change to meet the needs of members and our professional community. We focused on strategic imperatives to guide our work in collaboration with our osteopathic partners and community at large with foresight on emerging a stronger AOA post-pandemic. As a result, we experienced continued growth and success, not only as an organization but as a profession and community.

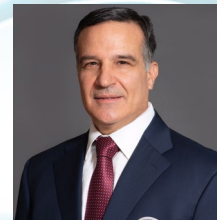
On the advocacy front, the AOA partnered with legislative stakeholders to support enactment of the Dr. Lorna Breen Health Care Provider Protection Act designed to help address burnout and prevent physician suicide, signed into law by President Biden in March 2022. We developed an Osteopathic Physician and Medical Student Wellness Toolkit to address the life cycle of an osteopathic physician, from osteopathic medical school through residency and active practice. We also initiated three dozen online grassroots advocacy opportunities, engaging more than 4,300 members of the osteopathic community.

We set out to enhance osteopathic pride across our profession and achieved significant growth in recognition through a series of ambassadorship, branding and advocacy initiatives launched throughout the year. We debuted our Osteopathic Pride Campaign, which highlights the enormous contributions of DOs and medical students using #DOProud. We promoted our osteopathically distinctive practice throughout the healthcare community, launching programs to enhance the distinctiveness of AOA Board Certification and CME, plus expanded awareness of osteopathic medicine among healthcare consumers.

We also launched an initiative centered around building the future of our profession, introducing new toolkits and services for osteopathic physicians and medical students. An exciting membership collaboration was created with the Student Osteopathic Medical Association (SOMA) to provide future DOs with the resources, connections and the support they need to ensure success in their future careers.

As you read on, we hope you'll become as excited as we are about the many achievements we accomplished together with the goal of advancing our great profession. We look forward to our continued partnerships and collaborations as we work together to ensure a promising future for osteopathic medicine.

Sincerely,



**Joseph A. Giaimo, DO, MACOI, FCCP**  
2021-22 AOA President

A handwritten signature in blue ink that reads "J. A. Giaimo DO".



**Kevin M. Klauer, DO, EJD**  
AOA Chief Executive Officer

A handwritten signature in blue ink that reads "Kevin M. Klauer".



# Advocacy

## Grassroots Advocacy and Member Engagement

In FY22, the AOA initiated three dozen online grassroots advocacy opportunities, resulting in more than 4,300 members of the osteopathic community sending 10,420 messages to federal and state lawmakers. Grassroots advocacy contributed to important policy wins on behalf of the osteopathic community in states and at the federal level.

The AOA also hosted monthly webinars for members of its Osteopathic Advocacy Network (OAN) featuring federal and state advocacy updates and open discussions regarding the impact of federal and state policy proposals on DOs and osteopathic medical students.

## Federal Advocacy

Through a combination of efforts including grassroots advocacy, direct lobbying, and collaboration with our state affiliates and specialty colleges, the AOA achieved several notable wins on behalf of the osteopathic community in FY22, including:

- Preventing a major cut to Medicare payment rates. Going into 2022, physicians were facing a series of cuts that cumulatively would have decreased Medicare payment rates by 9.75%. AOA advocacy initiatives helped block an across-the-board cut of 9% from taking effect on January 1, 2022.
  - Advocating for multiple payment proposals that were accepted for inclusion in the 2022 Medicare Physician Fee Schedule and Merit-based Incentive Payment System (MIPS) final rules. One highlight is a MIPS Value Pathway, on which the AOA provided substantive input prior to publication of the 2022 fee schedule rule.
  - Partnering with key stakeholders to support enactment of the Dr. Lorna Breen Health Care Provider Protection Act.
  - Leading advocacy efforts that helped secure the introduction and adoption of Senate Resolution 595, designating the week of April 18-24, 2021, as National Osteopathic Medicine Week.
- The AOA collaborated with osteopathic affiliates to send 19 letters and 14 state-specific grassroots alerts to state lawmakers during FY22. In addition, more than 800 individuals from 11 states sent 1,073 messages to state legislators. Collectively, these efforts resulted in successful outcomes on 10 issues, including:
- Scope of practice legislation failing to advance in five states.
  - Enactment of Interstate Medical Licensure Compact legislation in two states.
  - Adoption of improvements for osteopathic licensing regulations in two states.
  - Passage of legislation establishing one state's bone marrow donor registry program.

# Professional Advocacy

The importance of professional advocacy for an organization that's designed to support and protect a profession cannot be overstated. At the AOA, we take professional advocacy seriously and work diligently to coordinate with the entire osteopathic community to address misrepresentations of osteopathic physicians and our role in health care. The AOA is always ready to challenge those who spread misinformation or perpetuate harmful stereotypes about DOs and our profession.

Last fall, comedian Hasan Minhaj broadly mischaracterized DOs, referring to them as “off-brand doctors” in an interview on The Tonight Show with Jimmy Fallon. The AOA's response rippled through the medical community, spurring outrage from DOs and MDs alike. Our response generated tens of thousands of impressions across various social media platforms and led to a public apology from the comedian.

The AOA has also worked fervently to call for transparent use of professional designations and released a statement in response to a decision by the American Association of Nurse Anesthetists to change its name to the American Association of Nurse Anesthesiology. The name change creates confusion between the CRNA credentials and those held by physicians who practice anesthesiology. In an earlier statement, the AOA opposed the American Academy of Physician Assistants' title change. We called for truth in advertising, intellectual honesty and transparency through the use of consistent and clearly discernible professional designations for all healthcare professionals so that patients can clearly understand the qualifications and roles of the providers entrusted with their care.



Although we have emphasized our appreciation for our non-physician colleagues and their wonderful contributions to our healthcare system and service they provide to patients, we strongly support a physician-led, team based model of care which recognizes the unique depth and breadth of medical knowledge and training only represented in the physician scope of practice.



# Board Certification

## AOA Board Certification

Building on more than 80 years of excellence, AOA Board Certification policies and processes continue evolving to make initial and continuous certification more flexible, accessible and relevant to the practice of osteopathic physicians. Through its 16 specialty certifying boards, the AOA offers board certification in 27 primary specialties and 48 subspecialties. More than 38,000 physicians hold active board certifications issued by AOA's specialty certifying boards.

The AOA continues to leverage technology with the goal of providing candidates and diplomates enhanced access, convenience and scheduling flexibility. All written and oral exams have transitioned to a remote, proctored platform using industry-leading technology to provide intuitive and secure testing experiences for all users. Partnering with the National Board of Osteopathic Medical Examiners (NBOME), AOA specialty certifying boards developed longitudinal assessment plans for primary board certification on the CATALYST platform. By the end of 2022, all AOA primary specialty certifying boards will have launched longitudinal assessment for Osteopathic Continuous Certification (OCC).

## Transitions in Medical Education Toolkit

The AOA, in partnership with the Accreditation Council for Graduate Medical Education (ACGME) and American Board of Medical Specialties (ABMS), developed two toolkits to aid programs and learners as they progress through the medical education continuum from residency or fellowship to practice. The [Transition to Fellowship toolkit](#) provides guidance and resources for incoming residents, programs, and faculty members to support the transition of residents graduating in 2022 and transitioning to their first year of fellowship training. [The Transitions to Clinical Practice](#) toolkit includes guidance and resources to support a smooth transition to practice. The toolkits are not requirements and are designed to help guide programs and learners as they transition to the next phase in their career.



“  
I always tell my residents that AOA Board Certification is the way to go.  
”

Tyree Winters, DO  
AOA Board Certified

# Osteopathic Graduate Medical Education

## Record Setting NRMP Match for DOs

An all-time high of 7,049 osteopathic medical students and past DO graduates matched into postgraduate year 1 (PGY1) residency positions through the 2022 National Resident Matching Program (NRMP) Match. Overall, the number of matching students and DOs reflects a nearly 7% increase over 2021 Match Day placements. Setting another record, 91.3% of the 7,303 participating DO students matched into residency programs in 41 specialties, the most specialties ever recorded for DO Match Day placements and an increase from the 38 specialties reported in 2021. Compared with the previous year, the number of osteopathic fourth-year students who matched into PGY1 positions increased by 5.4%. An additional 511 DO seniors and 91 previous DO graduates accepted positions through the Supplemental Offer and Acceptance Program (SOAP).

A total of 3,757 (56.4%) matching students landed positions in primary care programs, including family medicine, internal medicine, and pediatrics—all three with significant increases from last year. The remaining 2,909 (43.6%) of DO fourth-year students who matched secured non-primary care placements across a wide range of specialties. Notable increases for placements in key specialties, such as diagnostic radiology, neurology, neurosurgery, obstetrics-gynecology, orthopedic surgery, pathology and psychiatry indicate growing opportunities for DO residents to further expand osteopathic principles and practice across the full house of medicine.

## New Distinction to Support Osteopathic Recognition

Last year, the AOA Board of Trustees approved the creation of the Distinction of Advanced Osteopathic Training, which is available to all residents and fellows who complete an ACGME program with Osteopathic Recognition. This distinction recognizes a resident's achievement and excellence in osteopathic medicine and their commitment to incorporating Osteopathic Principles and Practice (OPP) into patient care. The AOA has retroactively conferred this distinction for the 2016–2021 graduates and sent certificates to all programs with Osteopathic Recognition to distribute to the 2022 graduates.

This professional distinction is exclusively available for programs with Osteopathic Recognition and only conferred upon those completing the program and acquiring additional skills. Residency programs set themselves apart by achieving and offering [Osteopathic Recognition](#), which can provide a way to attract higher quality candidates in a highly competitive market. This ACGME-recognized designation is a differentiator for programs as they further the osteopathically distinct training of DOs.

The AOA continues to provide no-cost expert assistance and access to free resources from consultants through its [Application Assistance Program](#).



# Continuing Medical Education

## Osteopathically Distinct CME

The AOA Board of Trustees approved the formation of an Osteopathically Distinct CME Taskforce in July 2021. The goals of this group are to more clearly define osteopathically distinct CME, develop a mechanism to implement this definition into AOA-accredited CME, and strengthen the faculty requirement to ensure that the content generated and delivered truly reflects the distinctive practice of osteopathic medicine. In addition to recommending the development of language defining osteopathically distinct CME, the taskforce, with representatives from all sectors of the osteopathic CME community, has established a process for implementing the definition into AOA-accredited CME and proposed faculty requirements to execute on their charge.

## New Virtual Platform and Content Management System

The AOA is now equipped to host virtual (or virtual/hybrid) meetings for members and the osteopathic community through a new platform and content management system (CMS) that was implemented in fall 2021. The operational efficiencies of the new platform contributed significantly toward the success of OMED 2021 and DO Day 2022. Nine affiliate organizations have partnered with the AOA to produce online enduring activities for OMED 2021, which continue to provide high-quality osteopathic CME.

The new CMS provides a central repository for all CME required documentation and facilitates hybrid “immersion” events designed to create a community experience. It also allows the AOA to demonstrate continued innovation in the virtual/hybrid event space with capabilities for hosting affiliate events and replacing the AOA’s current learning management system.



# Public Health Initiatives & Strategic Partnerships

## Public Health Initiatives

Over the past year, the AOA developed several new resources to assist physicians in communicating with patients on important public health initiatives.

- The new [AOA Flu Prevention Toolkit](#) provides information and resources for osteopathic physicians and their teams to address flu prevention and vaccine hesitancy with their patients.
- Through the [Facts on Vax](#) program, the AOA partnered with a group of osteopathic organizations committed to lowering the rates of COVID-19 through prevention. In collaboration with the Florida Osteopathic Medical Association, Michigan Osteopathic Association, Ohio Osteopathic Association, Oklahoma Osteopathic Association and Pennsylvania Osteopathic Medical Association, the AOA advanced initiatives focused on preparing osteopathic physicians to discuss the importance of COVID-19 prevention with patients, including vaccinations. The initiative is intended to help osteopathic physicians and their teams enhance their knowledge base, skill set and partnerships with their patients to reduce COVID-19 vaccine hesitancy.
- The [AOA SDOH Physician Toolkit](#) includes information on key issues to consider when incorporating SDOH assessments and referrals into a physician practice, including:
  - Training practice staff to work as a team to identify SDOH with patients.
  - Using appropriate SDOH assessment tools and resources.
  - Developing a referral list of providers and community programs for patients to address their specific needs.
  - Coding for reimbursement for SDOH services.

## Physician and Student Mental Health and Wellness

An Osteopathic Physician and Medical Student Wellness Toolkit is in development, to be released later this year. Designed to address mental health and wellness throughout the life cycle of an osteopathic physician, it will provide resources and tools to help recognize the signs of burnout and identify the warning signs of depression and suicidal ideation.



# Diversity, Equity & Inclusion

The AOA is dedicated to ensuring its leadership and staff reflect the diversity of its membership, professional community and the patient population for which DOs provide care. The AOA continues to implement processes and initiatives that promote diversity, equity and inclusion (DEI) within the organization and the profession. In FY22, the AOA:

- Launched the [AOA Leadership Academy](#), a leadership development program that provides opportunities for skills development and enhancement for future leadership roles within the AOA, the osteopathic profession and beyond.
- Incorporated DEI demographic questions into the Bureau/Committee/Council application process to better track the diversity of the AOA.
- Finalized the liaison relationship between the Student National Medical Association (SNMA) and the AOA in January 2022. SNMA and AOA leadership meet quarterly to discuss SNMA and AOA events, programs, and other issues that may serve as possible sources for collaboration between the two organizations.
- Identified demographic attributes of key subsets of the osteopathic community (overall community, membership, leadership, and staff) to measure data trends year-over-year.
- Created a DEI resource page on the Affiliate Workspace where DEI educational videos, testing tools and other resources can be accessed in one convenient location.



# Affiliate Relations

The AOA values its osteopathic partner organizations and continues to offer new and innovative services and resources to support the efforts of osteopathic state affiliate leaders and specialty colleges, including the following:

- An Affiliate Contact Log was created in January 2021 to codify the nature of inquiries by osteopathic affiliated organizations. This log enables the AOA to provide enhanced service to affiliate leaders by tracking their requests and ensuring their questions or requests for service are followed to completion. In 2021, 1,314 requests for assistance were received. This data provides insight into what affiliate leaders need most from the AOA and informs future service offerings such as resource development, topics for affiliate leader educational programs, and content for the weekly e-newsletter, *Affiliate News*.
- A new Membership Recruitment and Retention Toolkit was launched in May 2022. The toolkit includes information and resources to support affiliate membership recruitment and retention efforts and will continue to evolve with up-to-date resources, best practices, success stories and more.
- In addition to the reinstatement of the Bob E. Jones, CAE, Award in 2021 that recognizes outstanding affiliate executive leaders, a new Outstanding Affiliate Award was created by the AOA Board of Trustees to recognize state and specialty college affiliates that demonstrate innovation, creativity, resourcefulness, and advancement of the osteopathic profession.

# 1,314

requests for assistance were received in 2021

# 28%

Year over year increase in affiliate dues invoice participation

# 22%

increase in affiliate leader participation

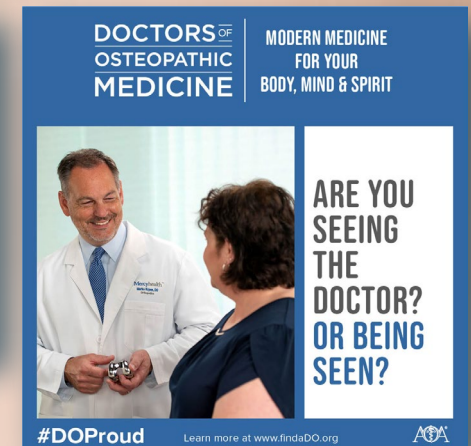
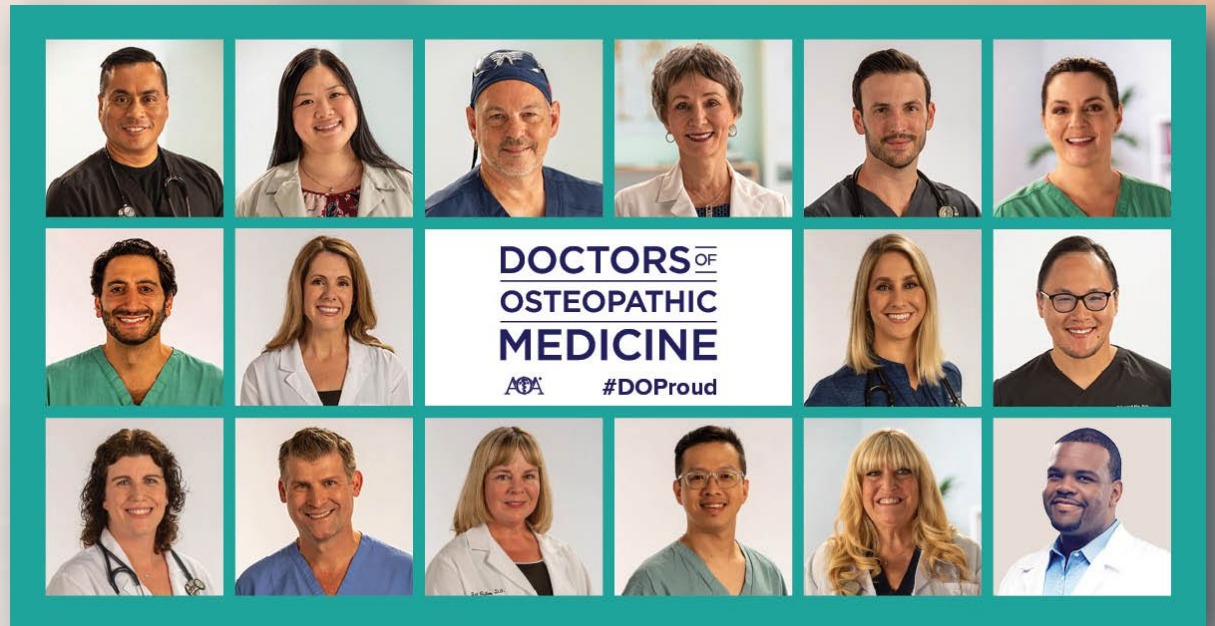
- The inaugural Affiliate Satisfaction Survey was launched in February 2021 and was repeated in February 2022. The purpose of this survey is to evaluate current awareness and satisfaction levels for AOA resources and services. Approximately, 34% percent of affiliate leaders responded in February 2022, a 22% increase in participation over the prior year. Data from the Affiliate Satisfaction Survey helps the AOA more effectively collaborate with state and specialty college affiliates and expand AOA resources for affiliates.
- The AOA hosted a total of 13 Affiliate Town Hall meetings focused on topics of interest for osteopathic affiliate leaders and staff, an 18% increase from the previous year.
- Optional inclusion of osteopathic affiliates placed on the AOA dues invoice continued to grow, with a total of 39 organizations, up from 29 the year before—a 28% increase year over year.
- The AOA's new Affiliate Leader Professional Development Track offers programming focused on association management, plus strategies and best practices for board orientation.



# Internal Pride Campaign

The AOA launched its Osteopathic Pride Campaign in October 2021 with the goal of highlighting the unique training, perspective and approach DOs bring to the practice of medicine. Nearly 20 members of the osteopathic community who practice across various specialties were invited to Chicago to participate in photo and video shoots for marketing and communications collateral.

Using #DOProud to acknowledge and celebrate the profession, the campaign highlights the enormous contributions of osteopathic physicians and medical students with ongoing coverage on social media channels and other AOA communications platforms. The internal campaign also leverages #DOProud video and banner ads across a variety of physician-focused media websites and targeted digital properties. The campaign continues through 2022.



# Consumer Brand Campaign

The AOA is poised to enter the second year of a two-year branding campaign that launched in summer 2021. The campaign includes media outreach to healthcare journalists and a series of ads, videos and social media promotions featuring real DOs providing whole-person, distinctively osteopathic care to their patients. In 2021, print ads were featured across a broad spectrum of publications, including Good Housekeeping, Women’s Day and Prevention. Streaming audio was broadcast on iHeart Radio and digital ads appeared on thousands of websites, including Healthline and Newsweek.

The first phase of the campaign, which ran from July through December 2021, garnered more than 53 million impressions. Phase 2 will continue to build awareness and understanding around DOs and how they care for the whole person—mind, body and spirit—with modern medicine tailored to the needs of each specific patient.





# My AOA Mobile App

The AOA continues to seek innovative ways to make access to benefits and services convenient for members, and our My AOA mobile app is another step in that direction. The app is easy to use and available for iPhone or Android devices. It offers several features customizable to your interests, medical specialty and career, including daily news updates, CME tracking tools and access to online communities. To download the free mobile app, search “My AOA” in the Apple App Store or Google Play App Store and log in using your AOA username and password (the same credentials you use for Osteopathic.org).

**NEW**

## Have you met My AOA?

The AOA's new **My AOA** mobile app is customized specifically for you. Download the new **My AOA** mobile app for easy access to:

- Daily newsfeed updates
- CME tracking & reporting
- Practice tools & resources
- Discussions with your colleagues

**Search “My AOA” in the Google Play and App Store.**

GET IT ON **Google Play** | Download on the **App Store** | **AOA** AMERICAN OSTEOPATHIC ASSOCIATION

**AOA** | osteopathic.org | **#DOProud**

# The DO

In February 2022, the osteopathic profession's most well-known news and features publication, *The DO*, launched a brand-new design, website and editorial format. For the first time in its 95-year history, the publication is fully produced for osteopathic physicians and medical students by osteopathic physicians and medical students. It features more than 20 recurring columns written by members of the profession and focused on topics including advocacy, finances, medical school and physician health.

Under the direction of a DO Editor in Chief, *The DO's* newly established 25-member editorial advisory board is composed of DOs and osteopathic medical students who oversee publication policies and provide expertise on magazine content. We have committed to the principle that *The DO* must be written by DOs and osteopathic medical students for DOs and osteopathic medical students.

Find the latest at [www.thedo.osteopathic.org](http://www.thedo.osteopathic.org)

## A New Voice for The DO: *Yours*

The profession's **#1** source for news about osteopathic medicine has an updated look, a redesigned format and a fresh new perspective.

- Content written by DO physicians & students for DO physicians & students
- Guidance from a DO Editor-in-Chief and 25-member editorial advisory board
- More than 20 DO- & student-produced columns on timely medical topics
- Perspectives from a broad range of specialties, career stages and practice types

■ Check out all this and more at [www.thedo.osteopathic.org](http://www.thedo.osteopathic.org)

### Voices



Jerry Balentine, DO



Alexis Cates, DO



Jane Datinguino,  
OMS III, DO



Alexander Ford,  
DO, RD



Wes Jones, DO



Vania Manipod, DO



Seger Morris, DO



Joan Naidorf, DO



Hala Sabry, DO



Kelsea Sandefur, DO



Kevin Seely, OMS II



Alex Sher, OMS II



Daniel J. Waters, DO, MA



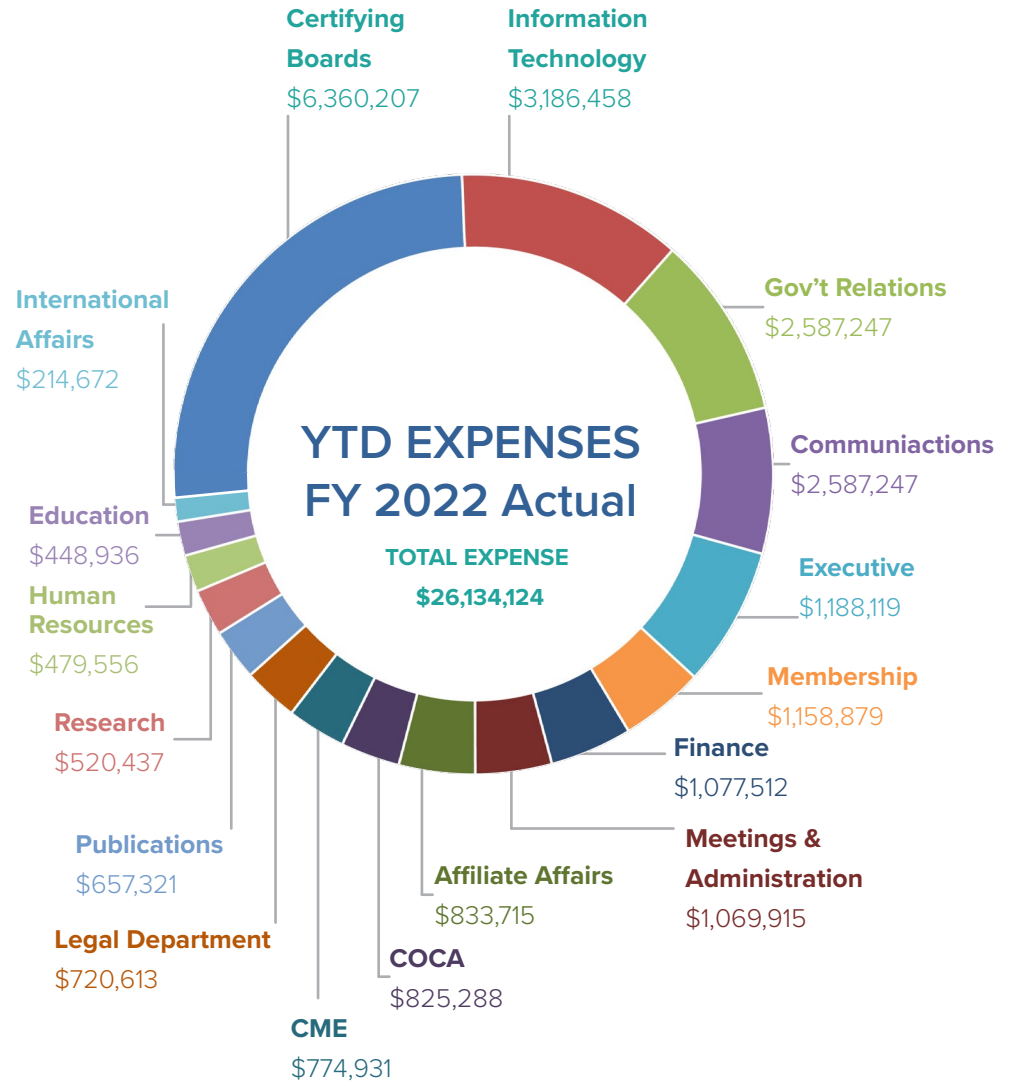
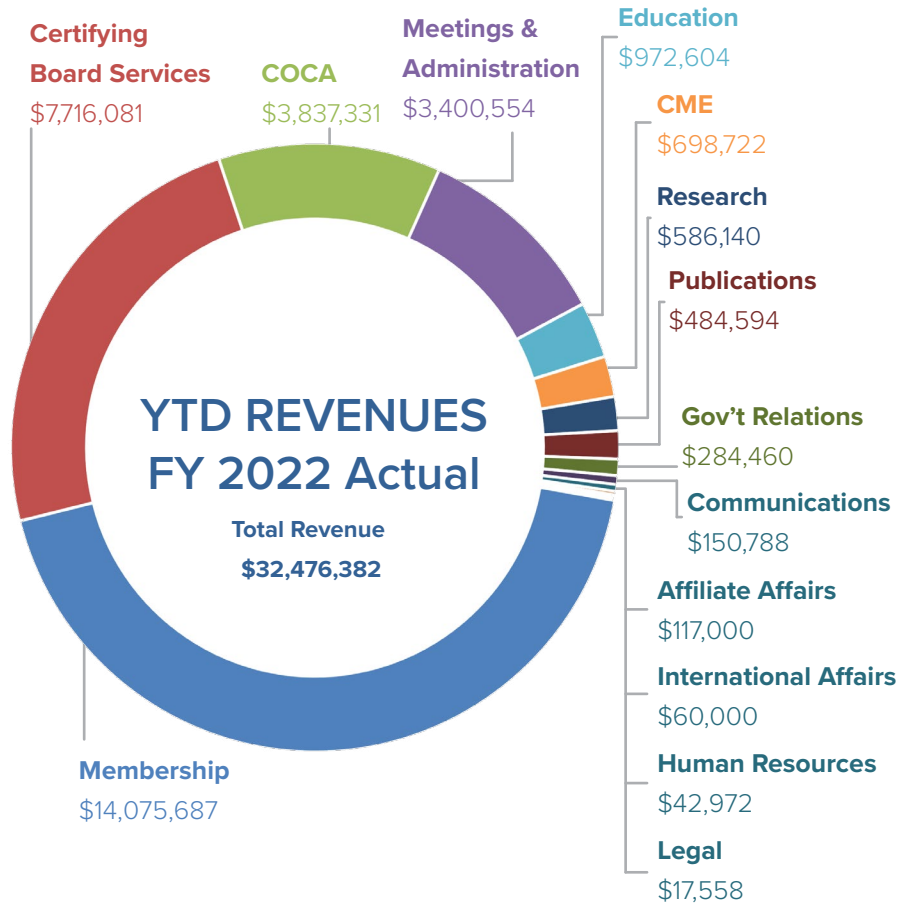
Samuel Zarbock, OMS V



# Statement of Financial Position

Unaudited FY22 figures

ASSETS	2021	2022	ASSETS	2021	2022
<b>CASH &amp; INVESTMENTS</b>			<b>LIABILITIES &amp; NET ASSETS</b>		
Unrestricted:			<b>CURRENT LIABILITIES</b>		
Operating	67,549,185	67,615,608	Total current liabilities	22,743,264	22,321,032
Osteopathic Research Dev	7,074,760	6,367,421	<b>TOTAL LIABILITIES</b>	<b>22,743,264</b>	<b>22,321,032</b>
Dale Dodson	3,958,995	3,521,341			
NOAC Capital Improvement	378,951	378,951	<b>NET ASSETS</b>		
Total Unrestricted Cash & Investments	78,961,890	77,883,321	Osteopathic Research Development Fund	6,707,033	6,003,484
Accounts receivable	634,056*	1,722,060	Dale Dodson Educational Fund	3,857,500	3,419,846
Prepaid expenses	922,505	1,073,797	Osteopathic Physician Brand Awareness	63,358	49,640
Deposits	30,248	23,872	Reserve Fund		
Subtotal	1,586,809	2,819,729	Beginning Balance	40,686,701	54,449,582
Total Current Assets	80,548,699	80,703,050	Increase (Decrease) in Reserve Fund	13,762,881	3,762,993
			Reserve Fund Ending Balance	54,449,582	58,212,575
<b>OTHER ASSETS</b>			Total unrestricted	65,077,472	67,685,545
Property & equipment - net	6,910,489	8,992,769	Temporarily restricted	187,627	187,627
Deferred rent receivable	539,176	488,385	<b>Total net assets - unrestricted</b>	<b>65,265,099</b>	<b>67,873,172</b>
Other	10,000	10,000	<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$88,008,364</b>	<b>\$90,194,204</b>
Total other assets	549,176	498,385			
<b>TOTAL ASSETS</b>	<b>88,008,364</b>	<b>90,194,204</b>			







A M E R I C A N  
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