



AMERICAN
OSTEOPATHIC
ASSOCIATION



2025

Annual Report

AMERICAN OSTEOPATHIC ASSOCIATION

2025 ANNUAL REPORT

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Celebrating 150 years of osteopathic medicine

Dear osteopathic family,

Thank you for your continued partnership during this extraordinary year as we celebrated 150 years of osteopathic medicine!

In 1874, our founder, A.T. Still, DO, envisioned a radically different kind of medicine—one rooted in treating the cause of disease, not just the symptoms. Frustrated by the limitations and harms of the conventional treatments of his time, Dr. Still established a philosophy centered on the body's natural ability to heal, the importance of preventive care and the need to treat each patient as a whole person. His revolutionary perspective remains the heart of our profession today.

As part of this milestone year, we were proud to collaborate with our osteopathic state organizations to champion the declaration of December 2024 as Osteopathic Medicine Month. Collectively we received more than 20 state and city proclamations—and a congratulatory letter from then President Joe Biden recognizing our profession's impact.

Our celebration extended across the country with “Flat A.T. Still” making appearances at colleges of osteopathic medicine, state and specialty society meetings, and even a Taylor Swift concert! We launched “150 Days of Osteopathic Wellness,” a campaign inviting the profession to share daily tips for body, mind and spirit wellness. And we displayed 150 A.T. Still quotes at OMED24 that attendees were invited to take home. If you haven't already, scan the QR code to download your own Flat A.T. Still or share a favorite Still quote on social media using #DOProud150Years.

This annual report highlights the many ways the AOA is supporting and advancing the osteopathic medical profession. From federal and state advocacy and medical student parity to board certification, strategic partnerships and affiliate relations updates—you'll find so much more to explore.

Thank you for standing with us as we honor our roots and shape the future of osteopathic medicine.

Warm regards,



SCAN ME
TO LEARN
MORE



Teresa A. Hubka, DO,
FACOOG (Dist.), FACOG, CS,
2024-25 AOA President

Teresa A. Hubka DO



Kathleen S. Creason, MBA,
AOA Chief Executive Officer

Kathleen S. Creason

Record breaking match success for DO seniors

The 2025 NRMP Match marked a historic milestone for the osteopathic medical profession, with more than 8,000 DO seniors securing residency positions across 40 specialties—an all-time high. This achievement reflects a 92.6% match rate for DO seniors, a 3.5% increase since 2021, bolstered by an increased number of students matching in competitive specialties. DO seniors represented more than one third of the total-filled PGY-1 positions in the following specialties: physical medicine and rehabilitation, emergency medicine and

family medicine. In addition, DO seniors matched into 20% of PGY-1 positions in psychiatry, pediatrics (categorical), transitional (PGY-1 only) and OB-GYN. These placements, combined with matches from the military, San Francisco and urology matches, contributes to the final DO match rate. In 2024, DO applicants achieved an impressive 99% placement rate—the highest of all applicant groups, which includes MDs and international medical graduates—underscoring the increasing competitiveness and demand for osteopathic physicians nationwide.



Advocacy in action: Championing the osteopathic voice

The AOA remains a steadfast advocate for osteopathic physicians, their patients and osteopathic medical students across all levels of government. From Capitol Hill to international regulatory bodies, the AOA's Department of Public Policy ensures that the unique perspective of the osteopathic profession is heard-and respected. Whether addressing Medicare physician payment, expanding access to care or advancing osteopathic philosophy in health care policy, these advocacy efforts are building a stronger, more unified future for osteopathic medicine.

Federal advocacy: Protecting practices, expanding access

Over the past year, the AOA amplified the voice of the osteopathic profession at the federal level by sending more than 60 letters to Congress, the administration and key policymakers on vital issues. Grassroots engagement also surged in FY 2025, with more than 1,400 advocates sending more than 4,000 messages to lawmakers. Key priorities included:

Key priorities included:

- Preventing cuts to Medicare physician payments
- Reauthorizing the Teaching Health Center Graduate Medical Education (THCGME) program
- Extending telehealth flexibility

The AOA regularly meets with congressional leaders from all parties, the office of the Secretary of Health and Human Services, the office of the Administrator of Centers for Medicare & Medicaid Services, and other senior officials to represent DOs in national policy discussions – particularly regarding the sustainability of independent practice, and access to care in underserved and rural communities.



State advocacy: ensuring patient safety and osteopathic recognition

In FY 2025, the AOA partnered with state and specialty affiliates on 10 grassroots campaigns, inspiring nearly 1,000 individuals to send more than 2,000 messages to lawmakers across 11 states, with an 82% success rate.

Advocacy: federal wins

Through partnership with state and specialty affiliates, and the advocacy of our members, the AOA was able to secure the following federal legislative wins:

- A positive 2.5% physician payment adjustment in Medicare for 2026
- Increasing the House passed student loan cap from an aggregate of \$150,000 to \$200,000
- Reversing the effort to exclude time spent in medical residency from counting towards Public Service Loan Forgiveness
- Successfully preserving pass-through entity deduction, making the 20% qualified business income deduction permanent, reducing tax liability for many physicians in private practice
- Extending the reauthorization of the Teaching Health Center Graduate Medical Education (THCGME) program, Medicare telehealth flexibility, and
- The inclusion of language for CMS to consider ways to expand the use and coverage of OMT as a non-pharmacologic pain management tool in the Senate appropriations FY25 report language

At the state level, legislative advocacy wins include:

Through partnership with state and specialty affiliates, and the advocacy of our members, the AOA was able to secure the following federal legislative wins:

- Protecting professional self-regulation for DOs in Nevada
- Blocking inappropriate scope expansions for naturopaths in Maryland and Washington
- Preventing pharmacist test-and-treat authority in Indiana
- Supporting Pennsylvania in enacting permanent DO licensure reforms following the transition to a single accreditation system



DO Day on Capitol Hill

The osteopathic profession's premier advocacy event, DO Day, brought hundreds of DOs and students to Washington, D.C., for nearly 300 meetings with lawmakers and congressional staff. These face-to-face interactions brought real-world perspectives to health policy conversations and helped advance the osteopathic agenda in meaningful ways.

Top advocacy issues:

- Supporting H.R. 879 to prevent harmful Medicare payment cuts
- Protecting Medicaid and preserving telehealth access
- Reauthorizing THCGME to strengthen the physician pipeline
- Educating Congress on the osteopathic profession's whole-person approach to care

Thanks to this direct advocacy, support for H.R. 879 grew to 155 co-sponsors—12 of whom joined immediately after DO Day.

International advocacy: Gaining global ground

The AOA continues to advance the global recognition and regulation of osteopathic medicine.

- In Canada, the Colleges of Physicians and Surgeons of Ontario and Alberta recognized AOA Board Certification and training as equivalent to U.S. allopathic standards—following similar success in British Columbia.
- In Mexico, efforts are under way to move from state-based MOUs to full federal recognition for DOs.
- The AOA helped renew official relations with the World Health Organization (WHO) for 2024-26 and contributed to international benchmarks and terminology standards through the Osteopathic International Alliance (OIA).



Your voice for osteopathic medicine

The Osteopathic Advocacy Network (OAN) is the AOA's grassroots foundation, uniting physicians and students to champion policies that protect and promote the osteopathic profession. By fostering strong relationships with lawmakers, the OAN ensures that DOs and their patients are heard on Capitol Hill. Monthly Public Policy Roundtables keep members informed on critical federal and state health policy developments. Through education, engagement and grassroots advocacy, the OAN empowers osteopathic professionals to shape a stronger, more equitable health care system.

Looking ahead: A unified voice for progress

From local legislatures to international forums, the AOA's public policy efforts reflect a single, unwavering goal: to ensure osteopathic physicians and students are recognized as leaders in a patient-centered, equitable health care system. With strong grassroots support, collaborative partnerships and consistent engagement, the AOA is turning advocacy into action and securing a bright future for the osteopathic profession.

Join the OAN and be a voice for your profession and your patients.



“With strong grassroots support, collaborative partnerships and consistent engagement, the AOA is turning advocacy into action and securing a bright future for the osteopathic profession.”

Enhancing the Osteopathic Educational Continuum



The AOA continues to elevate the educational experience and professional development of osteopathic physicians at every stage of their journey—from undergraduate medical education (UME) through graduate medical education (GME) and continuing medical education (CME). In UME, the AOA is expanding outreach efforts by actively engaging with deans of colleges of osteopathic medicine and partnering with the Student Osteopathic Medical Association (SOMA). These interactions allow AOA leaders to offer valuable insights and training on the osteopathic profession during key student events, ensuring that future DOs are inspired and well-informed as they enter the osteopathic profession.

At the GME level, the AOA is leading with data-driven insights. The organization analyzed data from over 5,000 osteopathic physicians who completed training in programs with Osteopathic Recognition. These findings were presented at the ACGME and AACOM conferences, further emphasizing the value of osteopathic-focused training. Additionally, the AOA increased promotion of the OMED poster contest specifically to programs with Osteopathic Recognition—encouraging scholarly activity and professional engagement among residents and fellows.

Continuing Medical Education

As one of only three physician credit systems in the United States, the AOA continues to play a vital role in advancing high-quality continuing medical education.

AOA Accredited Sponsors:

49

State affiliates

26

Specialty affiliates

39

Colleges of
osteopathic
medicine

29

Health care
facilities

8

Osteopathic stakeholder
organizations

2022-2024 CME Cycle:

9,303

Category 1-A activities

306,854

Learner interactions

3,269,526

Credits

Notable DOs

This year, a new program was initiated, Notable DOs, to recognize DOs from across the United States for their leadership, service, innovation and dedication to whole-person care. This program celebrates the diverse contributions that DOs make to patients, communities and the future of healthcare. It's a powerful reminder of the extraordinary talent within our osteopathic family and an inspiration for the next generation of osteopathic physicians. This year we have recognized more than 100 DOs.



Advancing equity by championing student parity



As the professional home to over 38,000 osteopathic medical students, the AOA is committed to eliminating barriers that hinder access to training and ensuring DO students receive fair, equitable treatment throughout their medical education journey.

Student Parity Summit: Elevating the conversation

In March 2025, the AOA partnered with AACOM to host the second Student Parity Summit. AOA President Teresa A. Hubka, DO, FACOOG (Dist.), FACOG, CS, and CEO Kathleen S. Creason, MBA, convened with leaders from key national medical organizations, including the AMA, AAMC, NRMP and—for the first time—the ACGME. Discussions focused on addressing DO degree bias in residency placement, identifying necessary data to drive parity solutions and exploring both short-term and long-term strategies to combat inequity in medical training.



Collaborative action: A united front

The AOA continues to work alongside partners like AACOM and NBOME to advocate for full COMLEX-USA acceptance, reduce training bias and push for equitable treatment of DO applicants. As a member of the Joint Osteopathic Organization Leadership (JOOL) coalition, the AOA plays a key role in aligning efforts across the profession.

GME advocacy: Addressing discrimination

Through direct outreach, the AOA actively engages with GME program directors in response to reports of osteopathic discrimination, ranging from limited audition rotation access to COMLEX-USA acceptance issues. AOA leaders also educate stakeholders at state and national conferences, sharing model legislation to guide advocacy at the local level.

The AOA remains steadfast in its mission to achieve full parity for osteopathic medical students and ensure equal opportunity for all future physicians.

Enhancing AOA Board Certification

The American Osteopathic Association (AOA) is ushering in a new era of board certification, marked by bold investments, strategic innovation and national recognition. These efforts are designed to ensure that AOA Board certification remains relevant, accessible and aligned with the principles of osteopathic, whole-person care.

Investing in the future

In a landmark decision, the AOA Board of Trustees unanimously approved a \$2.2 million investment over three years to modernize and enhance AOA Board Certification. This funding supports a comprehensive transformation of the certification experience, with a focus on usability, value and long-term relevance for practicing DOs.

Strengthening certification standards

Reinforcing its commitment to high standards, the Board of Trustees approved a new requirement that all diplomates must hold an active, unrestricted license in at least one U.S. jurisdiction or in Canada. This policy ensures that AOA-certified physicians continue to meet rigorous professional expectations.

Modernizing the certification user experience

As part of its modernization efforts, the AOA successfully launched a new Certification Management System. The platform features a more intuitive interface, streamlined navigation and a comprehensive dashboard that allows candidates and diplomates to manage certification tasks with greater ease. From application to exam day to Osteopathic



Continuous Certification (OCC), the system is the first step in delivering a seamless, user-centered experience to candidates and diplomates.

Gathering insights through market research

To better understand the needs of the osteopathic community, the AOA's Certifying Board Services team conducted in-depth market research with osteopathic medical students, residents and GME program staff. These insights are shaping future outreach strategies and program enhancements, ensuring that certification evolves in step with the profession.

Securing federal recognition

In a major milestone for the profession, the Bureau of Osteopathic Specialists (BOS) was formally recognized by the Defense Health Agency in the FY 2025 National Defense Authorization Act. This recognition expands the military health system's acceptance of AOA Board Certification for credentialing and privileging, affirming its value across both military and civilian health care settings.

Driving public health improvements through strategic partnerships and research funding

In an increasingly complex health care environment, the AOA is leveraging strategic partnerships to amplify the impact of osteopathic medicine. Through collaborations with national organizations, federal agencies, corporations and colleges of osteopathic medicine, the AOA is advancing public health, strengthening clinical practice and ensuring that the osteopathic profession has a stronger voice in shaping health care policy, advancing research and promoting the distinct principles of osteopathic health care.

These strategic alliances are more than symbolic—they lead to tangible outcomes that benefit both the profession and the public. Over the past year, the AOA's partnership efforts supported key initiatives across education, research and quality improvement.

Grant funding and physician education

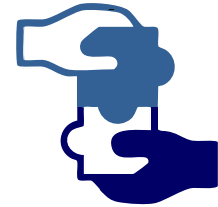
The AOA secured five major grants and delivered vital education to more than 4,000 osteopathic physicians on topics such as cardiometabolic health, infectious diseases and pain management. In collaboration with 21 state and specialty organizations, these programs extended the reach and relevance of osteopathic education nationwide.



Strategic partnerships

By aligning with national stakeholders, the AOA expanded its influence in key public health efforts.

A notable collaboration with AARP drew over 3,500 participants to a tele-town hall on chronic disease care. Working with AACOM, the AOA also fostered partnerships among COMs to increase engagement around collaborative research initiatives.



Quality improvement and patient safety

The AOA launched new CME courses and toolkits focused on Just Culture, workplace violence and quality improvement resources. Additional resources—including secure Patient Safety Organization webpages and national webinars—provided practical support for physicians dedicated to advancing safe, effective care.

Together, these partnerships are not only elevating osteopathic medicine—they are shaping a healthier future for all.



Advancing public health through osteopathic research

Research and public education

At the heart of the AOA's mission is a commitment to advancing public health and strengthening the scientific foundation of osteopathic medicine. Through research funding and patient education, the AOA empowers physicians, researchers and communities to embrace a more whole person, evidence-based approach to care.

Since 2020, the AOA has awarded 32 research grants focused on osteopathic distinctiveness, OMM/OMT, pain management and chronic disease. These projects—led by DOs, medical students and PhD researchers—are expanding the evidence base for osteopathic care and affirming its unique value in today's health care environment.

In addition to funding, the AOA fosters visibility for research through its annual OMED conference, where more than 100 abstracts were presented in the fall of 2024. These findings were later published in the Journal of Osteopathic Medicine (JOM), broadening the reach of osteopathic insights.

Our journal -- the Journal of Osteopathic Medicine or JOM -- currently has an Impact Factor of 1.1 which places us in the second quartile of all journals published in the "Medicine, General and Internal" category. Journal Impact Factors are one way to measure a journal's importance, and they're calculated by dividing the number of citations received by the total number of papers

“By supporting research and promoting health literacy, the AOA continues to lead efforts that elevate osteopathic medicine and improve patient care nationwide.”

published over a two-year period. Our goal for JOM is to reach an Impact Factor of 2.0 and our staff is working hard to achieve that.

Public health education is another critical pillar. The AOA's Living Well/Aging Well initiative delivers clear, accessible information to support lifelong wellness. Sixteen downloadable patient handouts address topics such as mental health, chronic conditions and preventive screenings. New materials on menopause, immunizations, burnout, sleep and others are being developed.

By supporting research and promoting health literacy, the AOA continues to lead efforts that elevate osteopathic medicine and improve patient care nationwide.

Building the next generation of osteopathic leaders



In a rapidly evolving health care landscape, strong physician leadership is more critical than ever. Recognizing this need, the AOA launched its third consecutive Leadership Academy cohort in January 2025—an initiative designed to cultivate the next generation of osteopathic leaders.

The 2025 Academy brought together 29 participants from 18 states and 10 medical specialties, including established and early career osteopathic physicians, osteopathic medical students and AOA staff. More than a professional development course, the AOA Leadership Academy is a transformative journey, equipping participants with the tools, insights and confidence to lead in clinical, academic and organizational settings.

The curriculum blends professional management training from an external leadership development organization with osteopathic-focused content delivered by respected leaders in the field. Topics range from leadership styles, team building, conflict resolution and strategic planning to critical issues like health equity, federal and state advocacy, policy influence and DEI.

Participants not only develop practical skills but also build lasting peer networks and relationships that strengthen their commitment to the profession. By investing in these promising leaders, the AOA is shaping a future where osteopathic physicians are not just providers of care but influential voices guiding the evolution of health care for the better.

“Participants not only develop practical skills but also build lasting peer networks and relationships that strengthen their commitment to the profession.”

Strengthening the osteopathic community through affiliate collaboration

A unified osteopathic profession starts with strong, collaborative partnerships. The AOA remains deeply committed to supporting the success of its affiliates and key stakeholder organizations by providing opportunities for connection, shared goals and enhanced member value.

Over the past year, the AOA's Affiliate Relations efforts have focused on creating space for open communication, enhancing affiliate capabilities and aligning goals across the profession.

Osteopathic affiliates **CONNECT forum**

Launched to offer affiliate leaders a casual setting to discuss shared challenges and successes, these virtual sessions encourage open dialogue and peer learning on relevant operational topics.

Affiliate leadership meeting

A total of 31 state and specialty organization leaders gathered to focus on member recruitment, organizational management and collaboration opportunities with the AOA and fellow affiliates.

2025 affiliate benchmark survey

This updated tool captured post-pandemic realities and provided data to help shape targeted support. Results were shared in aggregate to aid affiliates in refining operational strategies.

Affiliate onboarding

Eight new affiliate leaders received structured onboarding, aligning them with priorities and resources to support stronger collaboration from day one.

In addition, the AOA continues its partnership with the Student Osteopathic Medical Association (SOMA) and the Advocates for the AOA (AAOA) to support the osteopathic pipeline:

AAOA

Advocates launched a renewed recruitment and retention campaign and re-engaged Student Advocate Association (SAA) groups.

SOMA

Three new SOMA chapters were approved, and the organization remains active on AOA advisory groups and national representation efforts.

Together, these partnerships ensure that the osteopathic community—at every level—is informed, connected and empowered to thrive in an ever-changing health care environment.

Statement of Financial Position

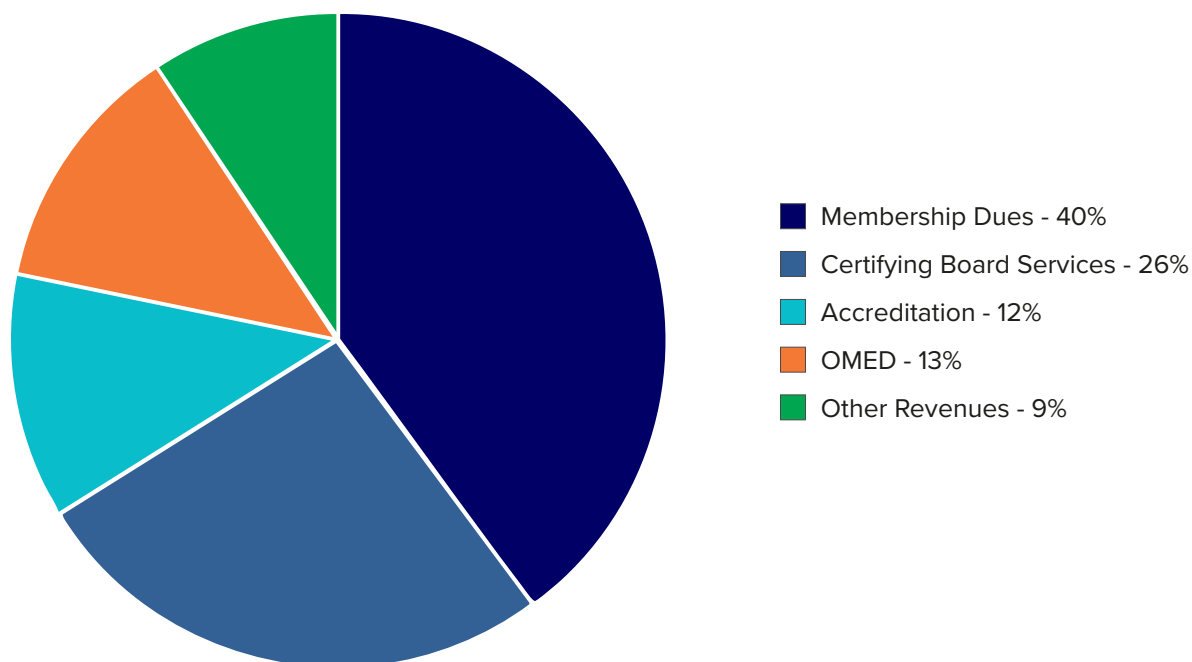
As of May 31, 2025 (unaudited)

Assets	2025	2024
Cash & Investments	\$88,105,836	\$81,374,944
Building and other Fixed Assets	16,037,226	16,533,093
Other Assets	2,689,963	2,894,733
Total Assets	\$106,833,024	\$100,802,770
Liabilities and Net Assets		
Liabilities		
Deferred Revenue	\$15,274,582	\$13,736,464
Accounts Payable and Accrued Expenses	12,447,987	11,599,615
Total Liabilities	\$27,722,569	\$25,336,079
Net Assets		
Unrestricted Net Assets (Reserves)	68,926,589	65,829,175
ORDF Net Assets (Temporarily restricted)	6,209,768	5,952,931
ORDF Net Assets (Temporarily restricted)	3,974,097	3,684,585
Total Net Assets	\$79,110,455	\$75,466,691
Total Liabilities and Net Assets	\$106,833,024	\$100,802,770

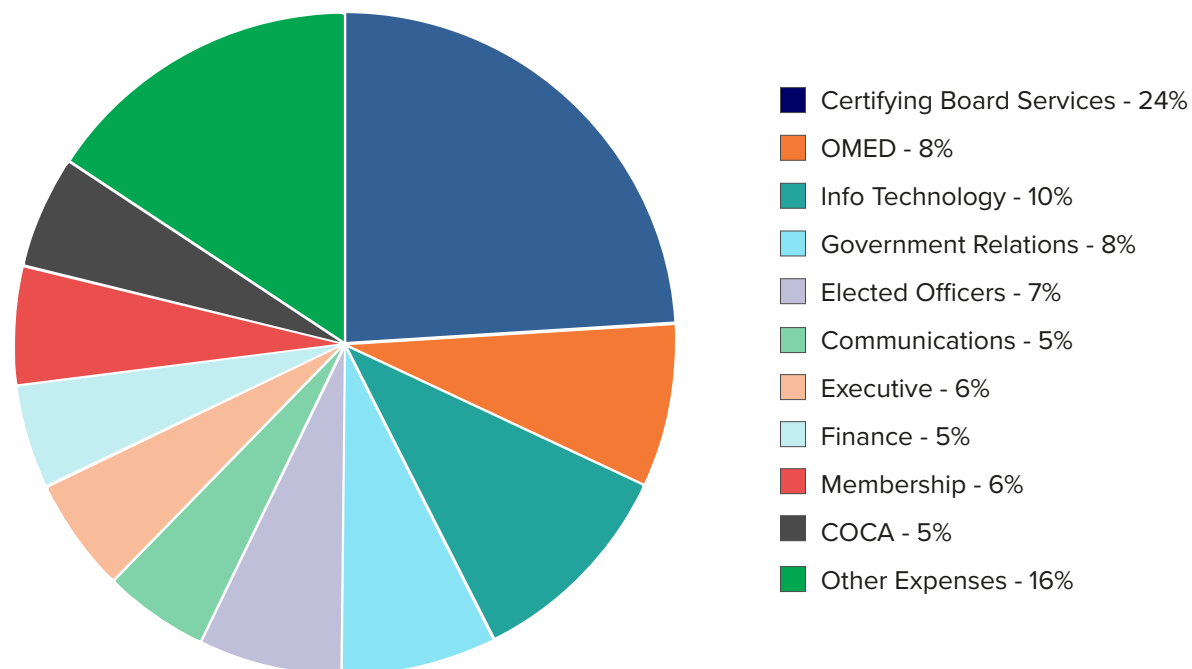
Revenues and Expenses

For the 12 months ended May 31, 2025 (unaudited)

Operating revenues - \$34.2 M



Operating expenses - \$33.5 M





A M E R I C A N
O S T E O P A T H I C
A S S O C I A T I O N

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