



# 2024

American Osteopathic Association

# Annual Report

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[Osteopathic.org](https://osteopathic.org)



## From your AOA leaders

### Osteopathic medicine's milestone: Building on 150 years of distinctiveness

This year, we join with colleagues and partner organizations across the globe to celebrate the 150-year history of our distinctive osteopathic philosophy, which was introduced by Andrew Taylor Still, MD, DO, in 1874. Since that time, the osteopathic medical profession has evolved to become a critical pillar of our nation's health care system, accounting for more than 11% of all physicians and 25% of all medical students in the U.S.

As we honor our osteopathic heritage, we reflect on the significant milestones that helped advance the profession and spark exponential growth of osteopathic principles and practice across the full spectrum of medicine. The pioneering spirit of progress and innovation that inspired Dr. Still to establish osteopathic medicine is still a hallmark of the profession today. In this report, we share the latest updates on the evolution of osteopathic medicine, as well as the AOA's efforts to advance the profession and provide value to our members.

Each July, AOA leaders identify key strategic goals to help guide the work of the AOA during the coming year. In addition to aligning with the AOA Strategic Plan, these goals support collaboration across the entire profession in areas where we can make the biggest impact on behalf of our members. The following goals were identified as top priorities for the 2023-24 fiscal year:

- Enhance the value of AOA membership.
- Refine and promote the unique value of AOA Board Certification.
- Create strategic budgeting processes to align the AOA's resources.
- Establish strong working relationships with key strategic partners.

We are pleased to report significant progress in these areas over the past 12 months. Our osteopathic physician and medical student volunteer leaders have played a critical role

in advancing our efforts by establishing task forces and work groups focused on AOA membership and board certification. In addition to refining existing processes, these groups have helped define an exciting new vision for innovating the service and value we offer our AOA members and board-certified diplomates.

In addition, the AOA Board of Trustees has appointed a Strategic Finance Task Force to ensure available resources are leveraged to position the organization for long-term growth. The AOA also remains focused on paving the way for members of the osteopathic medical profession to influence and guide key health care policies that impact the practice of medicine and delivery of care to millions of patients across the nation.

The following sections of this report provide more detail on these activities, as well as others we are leading in service of the AOA and its members. It is an honor to work on your behalf to help shepherd the osteopathic medical profession into its next 150 years. Thank you for joining us on the journey.

Sincerely,



**Ira P. Monka, DO, FACOFP dist.**  
2023-24 AOA President



**Kathleen S. Creason, MBA**  
AOA Chief Executive Officer



AOA President Ira Monka, DO (center right), visits congressional offices with his state delegation during DO Day on Capitol Hill.

## — Amplifying your voice

AOA Public Policy Team works to champion the practice of osteopathic medicine

A cornerstone of the AOA's work on behalf of the profession is advocating for laws and policies that benefit DOs, osteopathic medical students and patients at the international, federal and state levels. The AOA's Public Policy team works to promote health care policy advancements that reduce regulatory burdens, expand graduate medical education (GME) training opportunities and improve access to patient care.

During the past year, AOA efforts resulted in several notable advocacy wins for members of the osteopathic medical profession. Many of these initiatives provided opportunities for close collaboration with osteopathic affiliate partners, including state associations and specialty colleges.

## — — Advocacy at the federal level

Notable year in AOA advocacy results in Medicare wins, non-compete clause bans and federal DO appointment

The AOA public policy team works continuously at the federal level to amplify the voice of the osteopathic medical profession among policymakers and create opportunities for DOs to share their unique perspectives on advisory committees and panels. These efforts helped advance the following accomplishments in the past year:

- Mitigation of a cumulative 3.4% Medicare physician pay reduction and prevention of a 15% payment cut in laboratory services scheduled to take effect in 2024.
- Extension of the Geographic Practice Cost Index floor for physician payment under the Medicare Physician Fee Schedule, which helps protect access to care in rural areas that would otherwise be disproportionately impacted by lower payments.
- Continuation of incentives for participation in Medicare's Alternative Payment Model.
- A \$353.5-million increase in funding for the Teaching Health Center Graduate Medical Education program, the National Health Service Corps and community health centers.
- Extension of numerous Medicare telehealth services that were temporarily available during the COVID-19 public health emergency.
- Substantial reforms to prior authorization (PA), including prohibiting Medicare Advantage plans from using proprietary, internal or non-public information to develop PA coverage criteria or make coverage determinations; and requiring Medicare Advantage, Medicaid managed care, and ACA marketplace plans to support electronic PA transactions.
- Enhanced payment for comprehensive services, such as screening for social determinants of health, community health integration and principal illness navigation.
- Finalization of a ban on non-compete clauses in employment contracts to support competition in health care marketplaces and protect patient-physician relationships.
- Appointment of Mark Bailey, DO, PhD, to the Current Procedural Terminology (CPT) Editorial Panel, ensuring the osteopathic perspective is integrated into the CPT code set used for medical records and insurance claims.
- Unanimous adoption of Senate Resolution 661, which designated April 15-21, 2024, as National Osteopathic Medicine Week.

In addition to these activities, AOA leaders and representatives have an increasingly important seat at the table for health policy discussions at the highest levels of federal government. This past January, AOA President Ira P. Monka, DO, and CEO Kathleen S. Creason, MBA, met with the White House Domestic Policy Council, which works across a broad range of domestic topics, including health, immigration, education and urban and rural affairs. During the meeting, AOA leaders discussed important issues that impact DOs and osteopathic medical students, including access to care, Medicare physician payment, telehealth services, mental health and workplace safety. The meeting highlights the importance of osteopathic advocacy in shaping health care policy and addressing pivotal issues in the medical community.



AOA leaders meet with Physician to the President Kevin C. O'Connor, DO (far left), at the White House.

## — Advocacy at the state level

### AOA mobilizes grassroots network for impact

At the state level, the AOA's public policy team collaborated with osteopathic affiliate organizations this year to send 26 letters on 14 issues and 12 state-specific grassroots alerts to state lawmakers. In addition, more than 1,100 members of the osteopathic medical profession from 12 states sent more than 2,300 messages to state legislators. Collectively, these actions helped achieve a 92% success rate for AOA policy initiatives, resulting in the following wins for DOs and osteopathic medical students:

- Defeat of legislation that would have advanced scope of practice expansion in four states.
- Veto of a bill that proposed consolidating DO and MD licensing boards in West Virginia, ensuring continued recognition of osteopathically distinctive education and training.
- Enactment of health care truth in advertising protections in Tennessee.



## Advocacy across the globe

### From India to Ontario: AOA advocacy expands rights, recognition for DOs

Beyond the U.S., the AOA is strongly committed to increasing global awareness of osteopathic medicine. Through ongoing collaboration with the international medical community, the AOA's policy team works to expand licensure and practice rights for U.S.-educated DOs and increase the impact of osteopathic medicine within the global health community. These efforts resulted in the following advancements during the past year:

- Following more than a decade of advocacy, Sonali Shah, DO, became the first DO to be eligible for medical licensure in India. With advocacy support from the AOA, Dr. Shah obtained her medical license and looks forward to helping pave the way for future DOs to practice in India.
- In November, the International Association of Medical Regulatory Authorities (IAMRA) passed a resolution supporting the equivalency of U.S.-trained DOs and MDs among its 47 member countries worldwide.
- AOA Past President Boyd R. Buser, DO, was elected in November to a four-year term on the IAMRA Board of Directors, further strengthening the AOA's connection to other leading medical groups and licensing bodies across the globe.
- In May, the College of Physicians and Surgeons of Ontario (CPSO) voted to amend its bylaws to recognize AOA Board Certification. In addition, the CPSO will accept AOA residency programs that were subsequently accepted by the Accreditation Council of Graduate Medical Education during the transition to a single accreditation system.
- The AOA continues close collaboration with the Osteopathic International Alliance and the World Health Organization, which recently approved a plan calling for updates to WHO guidance documents that will help inform global stakeholders about the U.S. osteopathic medical profession.



Nearly 350 DOs and osteopathic medical students gathered on Capitol Hill to advocate for the osteopathic medical profession.

## — DO Day

Osteopathic profession unites to protect patient access, ensure safety and address student debt

In April, nearly 350 osteopathic physicians, medical students and other participants traveled to Washington, DC, to represent the voice of the profession at the AOA's DO Day on Capitol Hill. Participants educated members of Congress about key policy issues impacting members of the osteopathic profession and their patients, including the following:

- Protecting patient access to care and physician practices through the Strengthening Medicare for Patients and Providers Act (HR 2474).
- Creating a safe working environment for physicians and other health care workers through the Safety from Violence for Healthcare Employees (SAVE) Act (HR 2584/S 2768).
- Alleviating the financial burden of student debt by encouraging Congress to support the Resident Education Deferred Interest (REDI) Act (S 704/HR 1202).

### Osteopathic Advocacy Network

You have the power to help shape the future of osteopathic medicine! The AOA is working each day on your behalf, but your personal experience and knowledge plays a key role in guiding lawmakers to advance critical legislation that will enhance your practice and improve the lives of your patients. Together, we can make a difference. Join the OAN today to raise your voice:

[osteopathic.org/OAN](https://osteopathic.org/OAN)

# — Demonstrating your distinctiveness

Evolving certification processes to enhance flexibility, accessibility and relevance for DOs

Building on more than 80 years of excellence, AOA Board Certification is the premier certification pathway for all members of the osteopathic profession. Offering certifications through 16 specialty certifying boards representing 27 primary specialties and 48 subspecialties, AOA Board Certification is as distinctive as the osteopathic medical profession itself.

With a focus on innovation, the AOA is committed to ongoing enhancement of certification policies and processes to make board certification more flexible, accessible and relevant for DOs seeking initial and continuous certification. In addition, AOA Board Certification serves as an important quality marker for prospective patients, signifying an expert level of clinical knowledge and mastery of the osteopathic approach to care.

To support the strategic goal of refining and promoting the unique value of AOA Board Certification, the AOA established a Certifying Board Services Workgroup composed of 25 AOA board-certified physicians representing a broad spectrum of osteopathic medical specialties. Members of the workgroup created an action plan focused on streamlining processes for candidates and diplomates, and developing educational resources for colleges of osteopathic medicine, residency programs and specialty societies.



This past year, the AOA administered exams in 63 specialties and subspecialties:

90

Written exams

22

Oral exams

6

Clinical exams

2

Performance exams

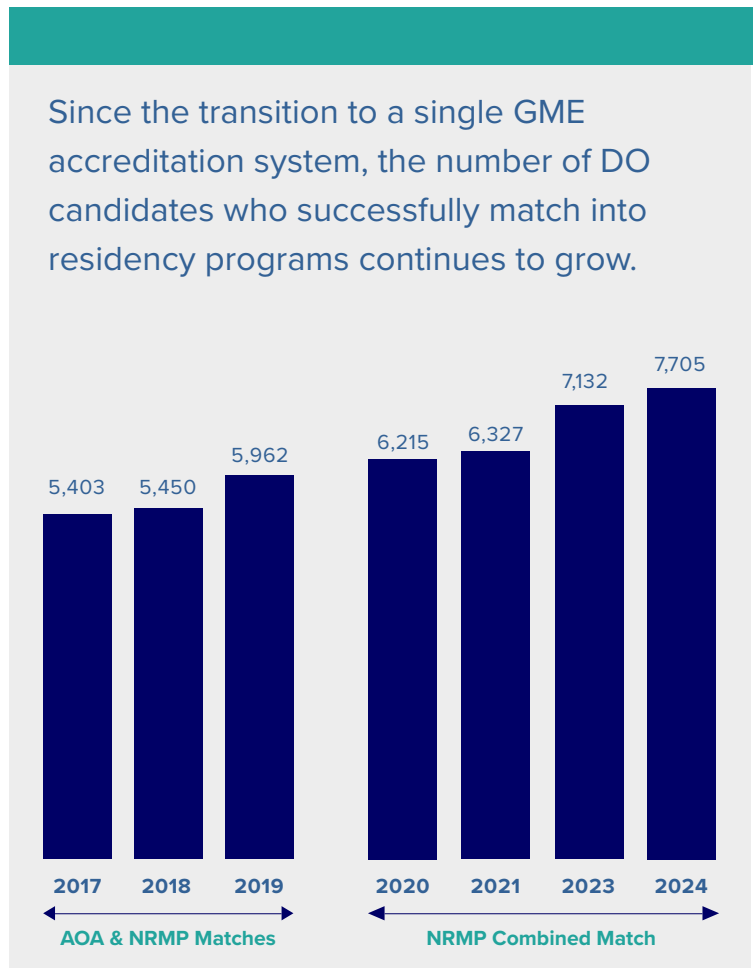
# — Making a match

DO placements in NRMP Match reach all-time high

Breaking all previous records, a total of 7,705 osteopathic medical students and past DO graduates matched into residency positions through the 2024 National Resident Matching Program (NRMP) match on March 15. The NRMP reports that the match rate for fourth-year osteopathic medical students has increased by 4.2 percentage points since 2019.

Following completion of the Supplemental Offer and Acceptance Program (SOAP), the American Association of Colleges of Osteopathic Medicine (AACOM) reported a 99% final placement rate for graduating DOs, adding that a record-high 8,117 graduates were accepted into residency positions for 2024.

Reflecting the growing expansion of osteopathic medicine across the full span of specialties, participating fourth-year osteopathic medical students matched into 25 specialties and 16 combined specialties. Approximately 53% of DO students matched into primary care residency programs (family medicine, internal medicine, internal medicine-pediatrics and pediatrics), with the remaining 47% securing positions in non-primary care programs across a variety of specialties. Osteopathic placements increased significantly this year in emergency medicine, psychiatry, internal medicine, obstetrics and gynecology, general surgery, diagnostic radiology, anesthesiology and physical medicine and rehabilitation.



Source: American Osteopathic Association, American Association of Colleges of Osteopathic Medicine





## — Working to address training barriers

From summits to advocacy, AOA champions equitable GME practices, universal acceptance of COMLEX

As the professional home for the nation's 38,000+ osteopathic medical students, the AOA works to identify and address barriers that adversely impact access to training opportunities for members of the osteopathic medical profession. In furtherance of this goal, the AOA worked closely this year with AACOM and the National Board of Osteopathic Medical Examiners (NBOME) to develop initiatives that promote equitable treatment of DO applicants to training programs.

The following list provides an overview of activities advanced on behalf of osteopathic medical students and trainees:

- The AOA joined with AACOM to host a summit on student parity, during which AOA President Ira P. Monka, DO, and CEO Kathleen S. Creason, MBA, met with leaders from national organizations that oversee osteopathic and allopathic medical education and training, including the American Medical Association, the Association of American Medical Colleges and the NRMP. The AOA and AACOM continue to advance numerous action items that came out of the summit.
- The AOA engages in ongoing collaboration with osteopathic partner organizations, including

AACOM and NBOME, to identify and pursue non-legislative solutions that will help achieve the following: universal acceptance of COMLEX-USA, equitable treatment of DO applicants to training programs, reduction of medical training biases and advocacy for DO credentials.

- AOA leaders serve as members of the Joint Osteopathic Organization Leadership (JOOL) coalition, which meets regularly to discuss issues that impact members of the osteopathic medical profession, including concerns related to student parity and professional advocacy..
- AOA leaders and staff communicate directly with members of the program director and GME community about inequities that osteopathic medical students face.
- AOA leaders advocate for GME equity through presentations and remarks delivered at state and national medical conferences, including a presentation earlier this year at the ACGME Annual Education Conference.

We will continue working to eliminate obstacles by educating GME stakeholders and advancing equal access to opportunities for DO and MD candidates.

# — Creating new partnerships

New alliances help elevate relationships with federal agencies and national organizations

In addition to developing meaningful education, resources and services for its members, the AOA works to increase the visibility and reach of the osteopathic medical profession through strategic partnerships with external public health organizations and governmental agencies. During the past year, these efforts included the following activities:

- **Physician & patient education:** The AOA's Department of Strategic Partnerships and Health Initiatives developed patient resources and physician education activities focused on pain management and opioids, infectious diseases, vaccine awareness, mental health and social determinants of health.
- **Strategic partnerships:** AOA leaders and staff developed new relationships with a variety of national organizations, federal agencies, corporate groups and affiliates to increase the AOA's level of engagement on critical public health initiatives. Recent activities include:
  - Joining the National Academy of Medicine's Action Collaborative on Clinician Well-being and Resilience.
  - Co-hosting a National Health Service Corps webinar with the Health Resources and Services Administration.
  - Establishing a Corporate Membership Strategic Plan with the American Osteopathic Foundation.
- **Collaboration with colleges of osteopathic medicine (COMs):** AOA representatives joined to develop a strategic plan focused on increasing research and quality improvement projects across COMs in partnership with the AOA and AACOM.

# Focus on patient safety

DOs working together to address safety risks and enhance quality of care

Building on a strong commitment to quality improvement, the AOA has launched the AOA Patient Safety Organization (PSO), which is a federally approved program



dedicated to identifying and addressing potential patient safety risks while promoting a culture of transparency and accountability. Members of the osteopathic medical profession collaborate to promote improvement opportunities by breaking down barriers to communication and fostering a culture of learning.

The AOA PSO offers the following benefits:

- Fulfillment of Component 4 of Osteopathic Continuous Certification.
- Access to patient safety resources, quality improvement tools and Category 1 AOA CME opportunities.
- Ability to report barriers in your practice and/or safety events using a confidential online platform.
- Access to Safe Tables and networking events related to patient safety and quality improvement.
- Access to policy templates designed to enhance quality and safety in your practice.

PSO participation is complimentary for AOA members, so sign up today to join the patient safety community!

## Expanding the evidence base of osteopathic medicine

27 projects funded to promote the profession's distinctive approach

Research is one of the AOA's top strategic priorities and is an excellent way for DOs and osteopathic medical students to contribute to the evidence base supporting osteopathic medicine. Since 2020, the AOA Board of Trustees has joined with the Bureau of Osteopathic Research and Public Health to award 27 grants for research projects that address the tenets of osteopathic medicine and advance the distinctiveness of osteopathic medicine in the following areas:

- Osteopathic manipulative medicine (OMM) and osteopathic manipulative treatment (OMT) on the prevention and management of musculoskeletal injuries.
- Acute/chronic pain management.
- The impact of the osteopathic approach on chronic disease and elderly care.
- OMM observational and explorative research studies.

In addition to funding osteopathic research grants, the AOA provides opportunities for researchers to disseminate their findings during the annual OMED research poster session. At last year's conference, more than 100 researchers presented abstracts in the areas of basic science, clinical science, health services and public health. All abstracts were published in the December 2023 issue of the *Journal of Osteopathic Medicine*.



## Fostering diverse communities

AOA advances diversity goals through leadership academy, data analysis and OMED

The AOA continues striving each day to provide a welcoming and inclusive workplace where staff and members of the osteopathic medical community feel valued, connected and productive. During the past year, AOA leaders and staff worked with internal and external stakeholders to deliver on the diversity, equity and inclusion (DEI) objectives outlined in the AOA's five-year Strategic Plan, which extends through 2026. Goals achieved during the past year include the following:

- Launch of the second AOA Leadership Academy cohort, which includes 29 members of the osteopathic medical profession spanning all segments of the career spectrum.
- Analysis of three years of demographic data summarizing trends among DO members, students, leadership and staff.
- Development and execution of a successful OMED general session focused on the impact of DEI and social determinants of health.
- Collaboration on a joint webinar with the Student National Medical Association focusing on underrepresented populations in medicine.
- Launch of the AOA Staff DEI Committee, which is focused on ensuring that DEI principles are considered when developing departmental processes and programs.



## — Navigating the Change Healthcare disruption

AOA mobilizes to guide members through challenges of network interruptions and delays

One of the key ways the AOA supports its members is by providing tools and resources to navigate challenges that place added burdens on physician practices or threaten patient access to care. Earlier this year, Change Healthcare reported a network interruption related to a cybersecurity issue that resulted in significant hardships across the health care industry, including limitations and delays for e-prescribing; provider claims submission and processing; pharmacy claims transactions; and payment.

In response to the disruption, the AOA quickly mobilized to keep members continually informed, as well as provide ongoing support for private practice physicians impacted by the delays. The AOA provided members with information on alternative methods for processing claims, circulated frequently asked questions and advocated for osteopathic physicians during a White House roundtable convened by the Biden Administration to discuss the impact of the cyberattack.

Illustrating the value of the osteopathic medical community, leaders from Change Healthcare's parent company, UnitedHealth Group, communicated directly with AOA leadership to ensure access to financial, process and technical support for members of the osteopathic profession. In addition, the AOA met with leaders from the U.S. Department of Health and Human Services and other federal agencies working to understand and mitigate the impact of the data breach.

The AOA will continue to represent the best interests of the osteopathic medical profession as the issue evolves and will keep members informed with the latest updates regarding the cyberattack and its impact on physician practices and patient data.



## Leveraging affiliate partnerships

AOA supports growth and engagement across student and affiliate communities

Our osteopathic affiliate organizations play a central role in helping support, engage and unify the osteopathic medical profession. The AOA's Department of Affiliate Relations works to help ensure the success of all osteopathic state associations, specialty colleges and other stakeholder groups dedicated to serving the needs of osteopathic physicians and medical students across the nation. During the past year, the AOA Affiliate Relations team helped achieve the following goals in support of osteopathic affiliate organizations:

- Led onboarding activities for 10 new osteopathic affiliate leaders, including an overview of Affiliate Relations initiatives, priorities and team roles. In addition, the AOA team created an on-demand video tour of the online Affiliate Workspace to help users easily locate AOA information and resources.
- Utilized feedback from an affiliate survey to enhance "Affiliate News," transitioning the newsletter to a biweekly frequency, streamlining content and adding a new section titled "How did they DO that?," which shares innovative solutions and best practices that can be adapted by other organizations seeking to implement similar initiatives.
- Enhanced AOA engagement with students and COMs through reinstatement of AOA leadership visits and development of a new Affiliate Student Engagement resource.

In addition, the AOA continues to partner with the Student Osteopathic Medical Association (SOMA) and the Advocates for the American Osteopathic Association (AAOA) to build the future of the osteopathic profession. Together, these organizations provide support, education, advocacy and collaboration to advance osteopathic education and professional development.



Members of the 2024-25 SOMA Board of Trustees gather to plan for the year ahead.



Students at the Kansas City University College of Osteopathic Medicine established a community for first-generation medical students.

These efforts include:

- Implementation of a new membership management platform and SOMA website to facilitate growth, collaboration and engagement at all levels of the student experience.
- Launch of the Affiliate Student Engagement Resource, which assists affiliates seeking to implement a student engagement structure.
- Continued development of the student track at OMED.
- Facilitation of communication, branding and strategic planning processes for the AAOA.

## — Unifying the profession at OMED

More than 6,000 attendees convene for profession's premier event

More than 6,000 osteopathic physicians, medical students and affiliate leaders attended OMED23, which provided opportunities for both virtual and in-person attendance in Orlando, Florida, last October. Attendees received access to more than 200 hours of high-quality osteopathic CME programming offered in partnership with 21 specialty colleges.

As the largest gathering of DOs and osteopathic medical students in the world, OMED offers unmatched opportunities each year for networking and knowledge-sharing with like-minded osteopathic colleagues. The OMED23 program spotlighted three osteopathic trailblazers who captivated the crowd with inspiring keynotes; Omar Lateef, DO, president and CEO of RUSH University Medical Center in Chicago, discussed strategies for addressing system inequities in health care; Cole Zanetti, DO, senior advisor for the Department of Veterans Affairs Center for Care and Payment Innovation, examined the impact of technology on the practice of medicine; and U.S. Army Brigadier General Mary V. Krueger, DO, highlighted osteopathic “game changers” who have made an impact during their time in the military by successfully leading through change.

We look forward to uniting the osteopathic medical profession once again for OMED24, set for Sept. 20-22 in San Antonio, Texas. Participants will have the opportunity to earn up to 60 CME credit hours and engage in valuable networking opportunities, including a new AOIA Innovation Hub in the OMED Exhibit Hall.



# — Statement of Financial Position

As of May 31, 2024 (unaudited)

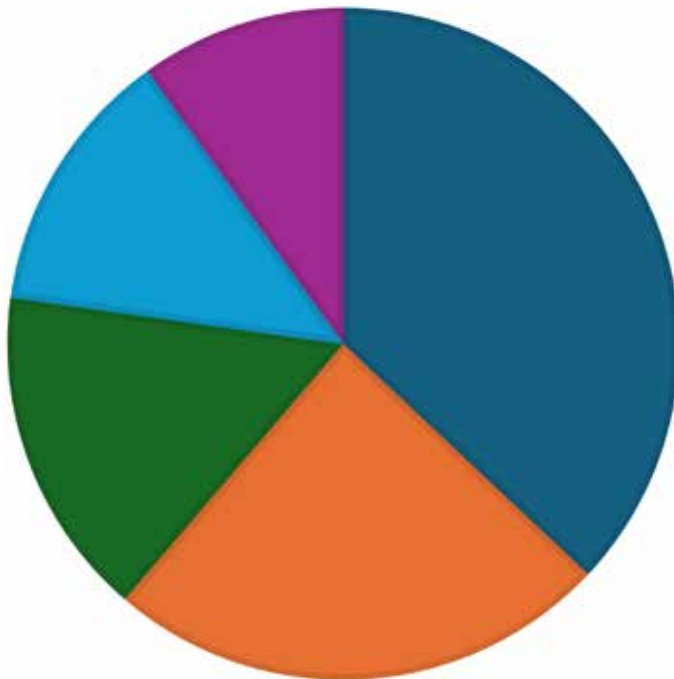
Assets	2024	2023
Cash & Investments	\$81,444,566	\$72,582,571
Building and other Fixed Assets	9,890,041	9,424,377
Other Assets	2,699,243	2,397,045
<b>Total Assets</b>	<b>\$94,033,850</b>	<b>\$84,403,994</b>
Liabilities and Net Assets		
Liabilities		
Deferred Revenue	\$14,197,778	\$13,402,561
Accounts Payable and Accrued Expenses	4,548,377	3,987,547
Other Liabilities	521,985	213,048
<b>Total Liabilities</b>	<b>19,268,139</b>	<b>17,603,156</b>
Net Assets		
Unrestricted Net Assets (Reserves)	65,588,825	59,043,096
ORDF Net Assets (Temporarily restricted)	5,952,931	5,325,717
Dale Dodson Net Assets (Temporarily restricted)	3,223,955	2,432,024
<b>Total Net Assets</b>	<b>74,765,711</b>	<b>66,800,838</b>
<b>Total Liabilities and Net Assets</b>	<b>\$94,033,850</b>	<b>\$84,403,994</b>



# — Revenues and Expenses

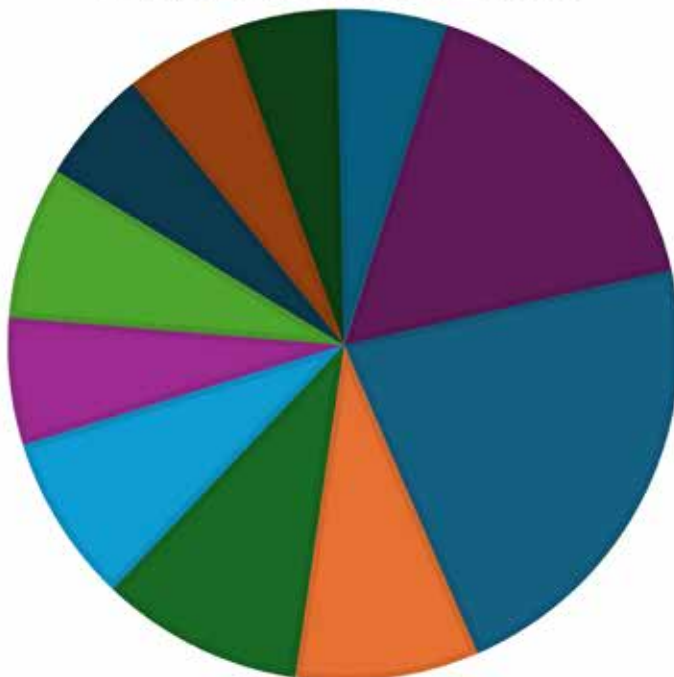
For the 12 months ended May 31, 2024 (unaudited)

## OPERATING REVENUES - \$33.6M



- Membership Dues - 37%
- Certifying Board Services - 24%
- Accreditation - 16%
- OMED - 13%
- Other Revenues - 10%

## OPERATING EXPENSES - \$31.9M



- Certifying Board Services - 22%
- OMED - 9%
- Information Technology - 10%
- Government Relations - 8%
- Governance - 6%
- Communications - 7%
- Executive - 6%
- Finance - 5%
- Membership - 5%
- COCA - 5%
- Other Expenses - 17%



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