

**American Academy of Orthopaedic Surgeons
Board of Directors Meeting
Saturday, May 14, 2022
The Four Seasons Hotel
New Orleans, LA**

APPROVED MINUTES

Members of the Board present for all or portions of the American Academy of Orthopaedic Surgeons Board of Directors meeting on Saturday, May 14, 2022 were as follows:

Felix H. Savoie, III, MD, FAAOS, President
Kevin J. Bozic, MD, MBA, FAAOS, First Vice-President
Paul Tornetta, III, MD, FAAOS, First Vice President
Michael L. Parks, MD, FAAOS, Treasurer
Daniel K. Guy, MD, FAAOS, Past-President
Claudette M. Lajam, MD, FAAOS, Board of Councilors Chair
Alfonso Mejia, MD, FAAOS, Board of Councilors Chair-Elect
Joel L. Mayerson, MD, FAAOS, Board of Councilors Secretary
Alexandra E. Page, MD, FAAOS, Board of Specialty Societies Chair
Armando F. Vidal, MD, FAAOS, Board of Specialty Societies Chair-Elect
Adolph J. Yates, MD, FAAOS, Board of Specialty Societies Secretary
Chad A. Krueger, MD, FAAOS, Member-at-Large
Valerae O. Lewis, MD, FAAOS, Member-at-Large
Toni M. McLaurin, MD, FAAOS, Member-at-Large
Karen M. Sutton, MD, FAAOS, Member-at-Large
Lisa N. Masters, Lay Member
Thomas E. Arend, Jr., Esq., CAE, Chief Executive Officer (Ex-Officio) (via videoconference)

Council Chairs participating for all or portions of the meeting were as follows:

Douglas W. Lundy, MD, FAAOS, Advocacy Council Chair
David S. Jevsevar, MD, MBA, FAAOS, Research and Quality Council Chair
Elizabeth G. Matzkin, MD, FAAOS, Membership Council Chair
Andrew H. Schmidt, MD, FAAOS, Education Council Chair

Guests participating for all or portions of the meeting were as follows:

Wayne A. Johnson, MD, FAAOS, Board of Councilors Past Chair (via videoconference)

Staff participating for all or portions of the meeting were as follows:

Laura Abrahams, Chief Human Resources Officer

Todd Applebaum, MBA, Director, Strategic Planning and PMO (via videoconference)
Nathan Gluskamp, MA, Chief Quality and Registries Officer
Donna Malert, CAE, Director, Governance and Affiliate Relations
Anna Salt Troise, MBA, Chief Commercial Officer
Melissa Young, JD, General Counsel (via videoconference)

I. Call to Order

The American Academy of Orthopaedic Surgeons Board of Directors meeting was called to order by Felix H. Savoie, III, MD, FAAOS, President, at 8:30 a.m. CT

Dr. Savoie welcomed everyone to the meeting. He commented on several topics for the meeting today, and he reminded Board members on sensitivity of discussions held by the Board and the importance of keeping the discussions confidential. He added that Board materials are confidential and should not be shared outside of the BoardEffect portal.

As with all meetings of the Board of Directors, Dr. Savoie drew attention to the Ground Rules, Strategic Plan, Core Values and Governance Principles as resources for the Board to keep in mind when discussing the various agenda topics.

II. Disclosure of Conflicts of Interest

Dr. Savoie commented on the disclosure policy and the enhanced financial information that is required to be completed by the Board of Directors and Council Chairs. He noted that disclosures are reported in agenda books for Board meetings and made available to other AAOS members as well as to the public through the AAOS Orthopaedic Disclosure Program.

Dr. Savoie asked meeting participants to disclose any new conflicts and to update the AAOS Orthopaedic Disclosure Program as changes occur. No new disclosures were reported. He also reminded Board members to communicate with Ms. Malert if any new potential conflict of interest matters are identified. Ms. Malert will facilitate a discussion with the Committee on Ethics and Outside Interests (CEOI) as needed.

III. President's Report

A. *President's Schedule*

Dr. Savoie commented on several meetings held since he took office in March, including meetings state societies. He also mentioned that he will plan to participate in the monthly Board of Specialty Societies virtual meetings.

B. *Letters to and From the Presidential Office*

Dr. Savoie drew attention to the various letters that were included in the agenda book. He thanked the volunteers and staff for their efforts in preparing many of the responses. AAOS continues to be a very active participant in commenting to the various government entities.

C. *Recognizing Deceased Members*

Meeting attendees were asked to participate in a moment of silence to recognize recently deceased AAOS members.

IV. New Initiatives

A. *Resiliency Training*

Dr. Savoie welcomed Wayne A. Johnson, MD, FAAOS, Board of Councilors Past Chair, to the meeting via videoconference. He noted that a number of meetings to discuss resiliency training have been held to date, and that the Board of Councilors leadership has been charged with discussing the concept and providing a recommendation to the Board of Directors at a future meeting.

Dr. Johnson addressed the Board on the concept of resiliency in orthopaedics. He indicated that physician burnout has been described as a syndrome characterized by exhaustion, cynicism and low sense of personal efficacy. Over 50% of all orthopaedic surgeons show symptoms of burnout, with the highest rates reported in residents and orthopaedic department chairpersons. Orthopaedic surgeons also have the highest prevalence of death b suicide among all surgical subspecialties. It is estimated that 80% of burnout is related to organizational factors.

Dr. Johnson provided an overview of a number of organizations that currently have Wellness Programs or are pursuing resources to provide to surgeons. In addition, many groups conduct an annual wellness survey and create interventions or programs that promote well being.

He drew attention specifically to the Penn Resilience and Well-Being Skills Program. He noted several discussions have been held to date with Penn staff to learn more about the Train-the Trainer Methodology that is utilized for the program. The overarching goal of the program is to prepare attendees to teach the resilience skills to other and develop in-house trainers.

The AAOS has submitted a grant application to the Laurina Green Foundation with the help of staff from the Officer of Government Relations to support efforts in the area of resiliency training.

Dr. Johnson entertained questions from the Board. Discussion ensued. Overall, the Board was in favor of the concept; however, it was noted that a formal proposal and approach through the Finance Committee and Board of Directors would be required.

Following the discussion, Dr. Savoie entertained a motion and second from the Board in support of a Resiliency Training Program.

MOTION

Upon a motion duly made and seconded, the Board of Directors approved the recommendation to enable the BOC leadership to develop a program recommendation for consideration by the Finance Committee and Board of Directors at a future meeting.

V. Strategic Goal 2: Quality and Value

A. Patient Reported Outcome Measures (PROMs) Project Team Update

Kevin J. Bozic, MD, MBA, FAAOS, AAOS First Vice-President and Chair of the PROMs Project Team, provided a status update on the work of the Task Force to date. He commented that it will be necessary to leverage all verticals across the AAOS to ensure that the appropriate tools are developed. Multiple stakeholders will be required, and it will be important to utilize advocacy, clinical guidance and education. It will be necessary to have tools that will simplify the collection process and that are meaningful to the orthopaedic surgeons and patients.

Dr. Bozic commented on the interviews conducted and he reviewed the gap analysis which compared the current state versus future state. This information will be utilized to develop the strategies for the AAOS relating to PROMs. The Project Team will continue to review the results from its May 6, 2022 Workshop and refine its recommendations to prioritize potential strategies across verticals. The final recommendations will be presented to the Board of Directors for approval at a future meeting.

V. Strategic Goal 3: Governance and Culture

A. Board Feedback

Dr. Savoie commented on the opportunity to solicit feedback following each Board meeting in an effort to further enhance and improve Board discussions for the future. He indicated that the Board Self-Evaluation occurs on an annual basis; however, it does not allow for fine-tuning efforts through the year. The Board was briefed on conducting a survey at the end of each Board Meeting to provide continual feedback.

Dr. Savoie proposed that three questions be presented to Board Members at the conclusion of each Board Meeting to solicit real-time, anonymous feedback.

Board Members spoke in favor of soliciting feedback on Board Meetings as an opportunity to further enhance experience for all Board Members.

VI. Other Business

A. Guest Travel

The current protocol for spouse / guest travel at Board of Directors Meetings provides that Board Members and Council Chairs may bring spouses / guests to the Spring Board Workshop / Meeting and the December Spring Board Workshop / Meeting. For these two events, the AAOS will cover expenses for the spouses / guests.

Dr. Savoie solicited feedback from the Board. Board Members and Council Chairs spoke both in favor and against spouse / guest participation at social events in conjunction with Board activities. The Board asked that benchmark data be compiled from other associations on this topic.

ACTION: Staff to compile benchmark data.

B. International Approach

Dr. Savoie noted that several discussions have been held at various governance levels about the international strategy / approach. Most recently, a discussion was held at the Officers' Retreat and consideration was given to creating a project team or task force to consider a future international approach.

C. Ethics, Professionalism and Harassment Work Group

Dr. Guy provided an update on the final discussions held by the Ethics, Professionalism and Harassment Work Group in follow-up to the Forum held at the Annual Meeting. An AAOS Now article highlighting the Forum was written. The Committee on Ethics and Outside Interests will be reviewing the current Code of Medical Ethics and the Opinions on Ethics and Professionalism and will recommend updates to the Board for approval at a future meeting. A proposed bylaws amendment to update the AAOS Standards of Professionalism will also be submitted by the Board of Councilors (BOC).

VII. Consent Agenda

Dr. Savoie drew attention to the items listed under the consent agenda for approval. He reminded Board members of the opportunity to remove topics if further discussion is needed.

There were no requests received to remove topics from the consent agenda.

- March 21, 2022 Board of Directors Meeting Minutes
- April 11, 2022 Board of Directors Meeting Minutes
- April 18, 2022 Executive Committee of the Board of Directors Meeting Minutes
- Resident Assembly Rules and Procedures – Revised
- First Quarter 2022 – Strategic Plan Initiatives Update

VIII. Adjournment

Prior to adjournment of the meeting, and as part of best governance practices, Ms. Malert provided a recap of the Board meeting actions.

There being nothing further to come before the Board of Directors of the American Academy of Orthopaedic Surgeons, the meeting was adjourned at 11:49 a.m. CT.

Prepared by: Donna J. Malert, CAE, Director, Governance and Affiliate Relations