

Name (*report preparer*): Brandon Hackworth

Date: July 1, 2020

Name of Council/Committee/Task Force: Council on Membership, Ethics & Judicial Concerns

## MEETINGS

Date: July 1, 2020

Conference Call

In-person

Location: Conference Call

### Attendance:

Chair: Dr. Stephen Belli

Members: Drs. Bret Mooso, Luis Toro, Stephen Belli, Scott Arbit, Matthew Ng, Theresa Skelton, Chris Murphy  
Daniel Keith (NYM Advisor), Michael Sherman (BOT Liaison)

Staff: Mr. Brandon Hackworth

Not Present:

Guest(s):

## BOT RECOMMENDATIONS

Recommendation	Responsible Party	Completion Date	Budget Implication
<b>HOD Referral</b>  That resolution 15-20 MSO be approved as written and submitted to the 2021 HOD for adoption.	BOT	August 2020	None

## DISCUSSION

Topic	Discussion	Action/Follow-up
Meeting	The Council on Membership, Ethics & Judicial Concerns (COMEJC) held a scheduled conference call beginning at 7:00pm Central on Wednesday, July 1, 2020.	N/A
Opening Remarks	Dr. Stephen Belli, Chair, expressed interest in meeting via Zoom on a quarterly basis throughout the year. Dr. Belli also welcomed new council members Drs. Chris Murphy (NESO) and Michael Sherman (Board Liaison).	N/A
BOT Update	Dr. Michael Sherman, Board Liaison, discussed the selection of two new At-Large Trustees who were elected to the Board as full voting members in June 2020: Drs. Dale Ann Featheringham and Alex Thomas. These Trustees were selected based on unique demographics and expertise to fill deficiencies within the Board.  Dr. Sherman also encouraged council members to remember why the AAO exists: for the success of our members. This should be kept in mind when the council makes decisions throughout the year.	N/A

2021 Face-to-Face Meeting	Dr. Belli asked council members to reserve Friday, January 8, 2021 for the council's annual face-to-face meeting. The council is scheduled to meet at AAO headquarters in St. Louis. Council members were asked not to make travel arrangements until further notice as the AAO continues to monitor the COVID-19 situation.	Council to be informed when travel arrangements can be made.
2020-21 Strategic Priorities	<p>Dr. Belli reviewed the AAO's Strategic Plan to help guide council activities throughout the year, with particular emphasis on the goals to:</p> <ol style="list-style-type: none"> <li>1. Promote and defend our specialty</li> <li>2. Engage and delight our members</li> <li>3. Drive transformation and innovation</li> </ol> <p>Further, the Board of Trustees (BOT) has identified "four areas of focus" that should be priorities in 2020-21 to support all members: clear aligners, financial management, practice management and all things digital. The BOT will be seeking recommendations from all councils/committees on how to advance members' success in these four areas. Staff Liaison Brandon Hackworth indicated that AAO staff are currently reviewing possible initiatives for each council to address, which will then be discussed with council/committee Chairs this summer, followed by the full councils during their fall/winter meetings.</p> <p>Dr. Belli reviewed some ideas that had been brainstormed for each of the four areas and encouraged council members to start thinking about other possible recommendations.</p>	"Four areas of focus" to be discussed and explored further.
HOD Referral	<p>The 2020 House of Delegates (HOD) referred to COMEJC resolution 15-20 MSO, which entails amendments to the dues waivers section of the AAO Financial Policy. Direction from the HOD was for COMEJC to review the amendments and make a recommendation to the BOT for their December 2020 meeting.</p> <p>Upon discussion, council agreed with the changes to policy and supports moving forward with adoption.</p> <p><b>Motion (Belli; Toro second):</b> That resolution 15-20 MSO be approved as written and submitted to the 2021 HOD for adoption.</p> <p>Motion passed.</p>	Recommendation to be submitted to the BOT for their August 2020 meeting.
Request from Special Committee on Women Orthodontists	Prior to the call, Dr. Valerie Martone, Chair of the Special Committee on Women Orthodontists (SCWO), contacted Dr. Belli to ask for COMEJC's insights on obstacles pertaining to women, new and younger members, or other groups in areas pertaining to membership, practice management, career development or leadership. During the call, council	Brandon and Dr. Belli to craft a response to Dr. Martone with input provided by COMEJC members.

	<p>members discussed information that could be provided to Dr. Martone and the SCWO, including:</p> <ul style="list-style-type: none"> <li>• Member retention and market share data</li> <li>• COMEJC's desire to seek feedback from non-renewing female members as to the reasons why. This will be incorporated into the AAO's non-member research that's in process.</li> <li>• Reminder that COMEJC passed a resolution in 2019 to adopt a "primary caregiver" dues waiver for members who take time out of practice to care for immediate family members, such as newborns. This may need to be made known to more female members.</li> <li>• Information on COMEJC and CONYM considering changes to the graduating dues scale for recent graduates (which did not move forward).</li> <li>• COMEJC's belief that AAO leadership should encourage constituents and components to seek diverse leaders within their respective groups.</li> </ul>	
Upcoming Initiatives	<p>Brandon gave an update on the following initiatives that carried over from 2019-20:</p> <ul style="list-style-type: none"> <li>• Tiered membership – Staff will be working on models for the council to review this summer.</li> <li>• Member rewards program – Staff are currently investigating capabilities to implement a program that would reward/incentivize members for engaging with the AAO on a regular basis.</li> <li>• International/Canadian member research – A question about Canadian members' desires to be International Members will be incorporated into an upcoming AAO member pulse survey.</li> </ul> <p>Relative to Canadian member research, Dr. Sherman requested to find out the AAO's market share of Canadian members, which is believed to be higher than the Canadian Association of Orthodontists (CAO).</p>	Staff to follow up with more information this summer.
COMEJC HOD Resolutions	<p>Council member Dr. Luis Toro referenced two resolutions that were submitted by COMEJC to the 2020 HOD resolutions that did not move forward:</p> <ol style="list-style-type: none"> <li>1. Moving up the renewal deadline from December 31 to October 31 – This was withdrawn by the council due to COVID-19 but will be reconsidered by COMEJC again during its 2021 meeting.</li> <li>2. Establishing a non-orthodontist educator membership category – Dr. Toro indicated the HOD needs to be educated on the difference between this category and honorary membership (which is already established) as some delegates believe the honorary category would suffice.</li> </ol> <p>[UPDATE: Brandon confirmed with HOD Speaker Dr. Jeff</p>	COMEJC to discuss further during January meeting.

	Rickabaugh that the non-orthodontist educator membership category resolution was postponed by the HOD for 2020 due to the virtual nature of the HOD meeting but was not formally withdrawn or rejected. The intent is to reconsider the resolution in 2021.]	
Adjournment	Having no other business, the meeting adjourned at 8:03pm.	N/A

### **Future Reference or Archive**

The council would like to retain these items for future reference or for archive:

N/A