

Council on New and Younger Members (CONYM)

The end of 2017 brings a close to a very active second half of the year for the Council on New and Younger Members (CONYM). In the spring of 2017, CONYM sponsored a survey that was disseminated to all new and younger members (NYMs) within the association to ascertain determinants as to whether a NYM attends the AAO's Annual Session. It is our Council's belief that attendance at the Annual Session is critical for NYMs, particularly during their first few years of membership, to see the association in action and sense the excitement that abounds at this meeting with the thought that this will, in turn, lead to a NYM being interested in association involvement and meeting attendance moving forward. From the results of our survey, two primary hindrances were noted regarding NYM attendance at the Annual Session: travel-related expenses and time away from practice life.

As part of the August 2017 AAO Board of Trustees's (BOT) meeting, CONYM submitted several recommendations to address the survey results. Those recommendations included adding more affordable hotel options to the traditional Annual Session offerings and the creation of a "weekend registration" option, which would allow a member to attend the Annual Session on the weekend and pay a reduced registration fee.

The BOT unanimously approved the additional, more affordable lodging recommendation and AAO staff has already secured a number of hotels in which 50% of the rooms will be reserved for NYMs and 50% will be available for the membership at-large. AAO transportation will not be available from these locations; however, they are all within walking distance of the convention center. From the recommendation of a weekend registration option, the BOT was openly receptive to exploring both the length and time of the Annual Session as well as various registration options. An "Annual Session Task Force" was created to study these issues with a report due back in 2018.

With all the activity in Washington these days regarding both healthcare and tax reform, CONYM is taking an active role in the conversation as a few subsets of the proposed tax bills involve areas pertinent to NYMs. One of the bills being discussed and advocated for by both the Council on Government Affairs (COGA) and the AAO's legislative arm, Arnold & Porter Kaye Scholer, and sponsored by Congressman **John Garamendi** (D-CA) with the urging of AAO President Dr. **Nahid Maleki**, is the Student Loan Refinancing & Recalculating Act. This has several provisions that would directly affect our young members including student loan interest not accruing during residency and the ability to refinance student loans at the current 10 Year Treasury Note plus 1%. Both would have significantly positive effects on the financial situation for our current residents and recent graduates. With the debt that our current graduates are completing residency with, the efforts of the AAO and our lobbying arm have been strong and CONYM is very appreciative of this. To this end, CONYM is in contact with our NYMs throughout the association and is urging their participation of this lobbying effort through direct contact

with their respective state congressional delegations in urging the importance of support for bills such as this.

At the 2018 Annual Session in Washington D.C., CONYM will be sponsoring two events: The New Orthodontist and Resident Conference as well as the Town Hall. The New Orthodontist & Resident Conference will be headlined by **Brad Kucharo**, CFA, CFP, from The McGill & Hill Group. Mr. Kucharo's lecture will be entitled *Planning Your Professional Future* which will offer young doctors the information needed to avoid costly financial mistakes and achieve financial success, including establishing proper business format, minimizing tax burdens, maximizing tax deductions, retirement saving strategies to get started and stay on track, and loan repayment options. In addition to this lecture, there will be a multitude of roundtables with topics including starting a practice, managing your orthodontic team, growing your practice through social media, DSO opportunities, the legal implications of practice ownership, implementing cutting edge technology in the new practice and working with an accountant and attorney. This roundtable format was extremely popular at last year's event and we are looking forward to even greater attendance this year.

With the Town Hall event, CONYM has chosen to reformat this event into a *Luncheon with Leadership* in which lunch will be provided to all attendees and a member of CONYM and the BOT will be positioned at each roundtable to engage in more intimate discussions with our members informing them of the ongoing efforts of AAO governance to provide additional member value as well as in answering any questions that our members may have. Please remember that, although this is a CONYM-sponsored event, this event is open to all AAO members. In addition, CONYM members also will be present at the 2018 Winter Meeting in Scottsdale, Arizona, and will be holding a gathering for NYMs during the meeting's reception to further engage these members.

According to association data, an AAO member is most likely to drop their membership between their third and fourth year out of practice. Knowing this, CONYM has become involved in the process of aiding in member retention through member outreach. In November 2017, over 200 NYMs that had not renewed their membership were directly (via telephone or email) contacted by their respective CONYM constituent representative to discuss renewal. During this process, many of our Council members had engaging conversations with these individuals to discuss the association's efforts on behalf of NYMs as well as to visit about any issues that our membership base may have that is impeding them from renewing.

At the 2017 House of Delegates in San Diego, a resolution was passed recommending that each constituency place a NYM on their delegation. We are very pleased to announce that, as of this date, each delegation has at least one NYM on their team serving as either a delegate or alternate delegate. The origin of this resolution can be traced to the efforts of our MSO delegation team. Great work everyone!

In November 2017, CONYM conducted its second podcast recorded at AAO Headquarters in St. Louis. This podcast covered topics ranging from the student advocacy efforts in Washington to the programs and issues being added and addressed throughout the association for the benefit of the NYM. We had great feedback from our members following our initial Summer 2017 podcast regarding interest in further use of this medium for communication and we look forward to continuing to record these member updates periodically throughout the coming years.

That wraps up a very active 2017 for the AAO's Council on New and Younger Members and we expect even more involvement and activity from our council as we move into 2018.

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