



Reflections on a Year as President of AAOS

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The theme of the AAOS 2019 year was Breaking Barriers. As the first woman president of the organization in 87 years, and the one leading organizational change, that glass ceiling was certainly broken. I was proud to represent Penn Ortho in this role and appreciate my partners' (especially Robert Wilson's) support during this time.

The year as Academy president built on two prior years in the leadership line spent understanding the issues facing the organization. High functioning organizations have a clear strategic plan that includes unique core values and an adherence to best practice governance. My focus in 2018 was to lead the Board of Directors in the development of a five year strategic plan in order to provide more member value and chart a course for the future. We spent a year with a consultant team and affirmed a new vision and 3 strategic goals. The vision: *"To be the trusted leaders in advancing musculoskeletal health"* is aspirational and requires us to think beyond orthopaedics. The three goals focus on the member experience, quality and value in patient care, and the governance and culture of AAOS. In 2019 we defined new core values for the organization and executed on the first year of the strategic plan.

Key 2019 accomplishments can be found in detail at <https://www.aaos.org/about/meet-the-aaos/aaos-annual-report/>. I

would highlight the focus on free, digital learning opportunities on the AAOS learning platform (learn.aaos.org). The upgraded AAOS Orthopaedic Video Theater (OVT) is an incredible resource for learning and CME, and Penn Ortho was one of the first two academic institutions to have our own 'channel' on this platform. A new Membership Council will join the councils on Advocacy, Research/Quality and Education in 2020. The AAOS developed a new musculoskeletal-focused definition of Quality and Value and continues to develop clinical practice guidelines and appropriate use criteria to help guide surgeons at the point of care. The AAOS Registry Program developed a collaboration with the American Association of Neurological Surgeons to develop an American Spine Registry to add to the American Joint Replacement Registry, the Shoulder and Elbow Registry, and the Musculoskeletal Tumor Registry. The AAOS also outlined a strategy to increase diversity in the volunteer structure which involves increased awareness, transparency, reporting, and implicit bias training.

My goal was to look forward and not back. Our future AAOS members want value, transparency, and inclusion rather than the status quo of an 87 year old organization. Change is hard and requires consistency to keep moving forward. It involves process over personality. It requires courage and integrity. It was an honor to serve in the role for the past year.



Dr. Kristy Weber at the American Academy of Orthopaedic Surgeons 2019 Annual Meeting in Las Vegas, NV.