



**AAO Council on New and Younger Members
Dr. Javen Durham**

February 15, 2025

Greetings,

The last meeting was in-person at AAO headquarters in St. Louis on February 8, 2025. The council will hold a virtual follow up meeting in 2025 after Annual session date is TBA.

The Council on New and Younger Members (CONYM) is proposing the following budget for the 2025-2026 fiscal year. This budget is designed to ensure the continued support and engagement of members, while also facilitating critical activities and initiatives aimed at fostering growth and development within the AAO.

Proposed Budget Breakdown:

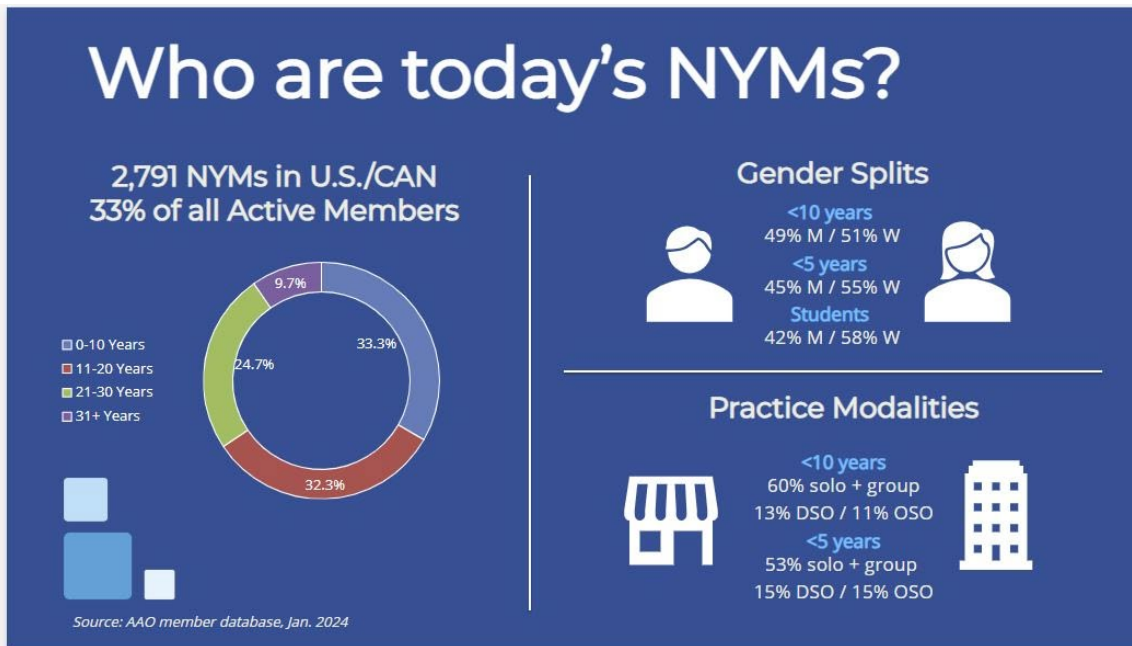
Budget Item	Amount
Council Meeting	\$17, 157
Annual Session Stipend – Chair	\$300
Annual Session Stipend – Residents	\$1,000
GORP Travel (1 Representative)	\$1,300
TOTAL PROPOSED BUDGET	\$19,757

Membership Renewal Update:

As of the latest update, **approximately 96.4%** of active members have renewed their memberships, showcasing a high level of engagement and commitment to the AAO. This includes **94.4%** of new and younger members who have also renewed, highlighting the organization's successful retention efforts.

Dr. Willet has been awarded the **CONYM Cup** for achieving the highest renewal rate among all CONYM representatives. This recognition underscores Dr. Willet's outstanding dedication to member engagement and renewal efforts.

Below are the statistics provided by the AAO on the Active New and Younger Members:



Proposed Changes and Initiatives:

- Maternity and Paternity Leave Waivers:** The **Council on Membership, Ethics, and Judicial Concerns (COMEJC)** has reviewed current policies regarding maternity and paternity leave waivers. The council believes that providing waivers at 50% and 100% amounts does not align with the standard 12-week leave period under the Family and Medical Leave Act (FMLA). It is proposed that members who miss **12 or more weeks** of practice time due to maternity, paternity, or other significant medical conditions be granted a **25% waiver**. This adjustment aims to balance the needs of members with the realities of time missed for these significant life events.
Furthermore, COMEJC is introducing a new policy for waivers related to debilitating medical conditions or primary caregiver status. Moving forward, members applying for these waivers will be required to provide a **statement from a physician** to substantiate their claim. This is a new practice for primary caregiver submissions.
- Bylaw Amendment for Orthodontic Interns:** COMEJC also proposes an amendment to the AAO's bylaws to include **orthodontic interns** from accredited orthodontic programs as eligible for **student membership**. This would be contingent upon notice of acceptance into the program. The aim of this amendment is to enhance engagement with orthodontic interns, as the AAO seeks to break down barriers and build stronger relationships with these individuals at the start of their careers.

AAO Annual Session Agenda Highlights are as Follows:

- **Friday, April 25**
 - *AAO PARTY NIGHT*
 - **Celebrity Keynote (Simone Biles) and 125th Anniversary Party**
 - Alumni Receptions
 - AAO Philly Fest

- **Saturday, April 26**
 - Residents' Reception
 - Free Night / Vendor Entertainment

- **Sunday, April 27**
 - 2nd House of Delegates
 - Global Reception

Announcement: The AAO wants to increase their social media footprint and is looking for anyone willing to help as a content developer for the AAO. Please contact me if interested.

Respectfully submitted,

Dr. Javen Durham, DDS
GLAO Representative to the AAO Council on New and Younger Members

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