



Associate Executive Director and Chief of Medical Affairs
American Board of Obstetrics and Gynecology
Dallas, Texas

The American Board of Obstetrics and Gynecology (ABOG) seeks an accomplished and collaborative physician leader to become its Associate Executive Director (AED) and Chief of Medical Affairs (COMA). Since its founding in 1927, ABOG has delivered on its mission to define standards in the field, certify obstetricians and gynecologists (OB GYNs), and facilitate continuous learning to advance knowledge, practice, and professionalism in women's health. Certification by ABOG provides assurance to the public that a physician has the competencies essential to delivering high-quality care to women and a commitment to lifelong learning and improvement.

The COMA will join an essential institution with a strong operation in solid financial standing prepared to continue advancing its mission in an increasingly complex world. Since the first certificates were awarded in 1931, ABOG has awarded more than 65,000 certificates in Obstetrics and Gynecology and more than 7,200 certificates in the subspecialties. The number of board-certified OB GYNs is on the rise, with nearly 1,500 specialists and 500 subspecialists having been newly certified in the past year. As of 2023, ABOG has over 37,000 active diplomates certified in OB GYN and over 6,800 in a subspecialty (physicians who are participating in continuous certification). In 2024, ABOG's new home, a state-of-the-art building located in Uptown Dallas, opened, allowing for more useable office and meeting spaces, as well as on-site testing.

The COMA will build on these foundations as the organization looks to the era ahead. Following the appointment of ABOG's new Executive Director (ED), Dr. Amy Young, on September 13, 2023, ABOG seeks to capitalize on its forward momentum and exciting vision with the appointment of a chief innovator to continue to establish and automate credentialing standards for diplomates, as well as build relationships with internal and external constituents to ABOG. ABOG's critical work of credentialing OB GYNs for practice has never been more important, and the COMA will seize the moment on behalf of diplomates and patients. In addition, ABOG is regarded as a leading board within the American Board of Medical Specialties (ABMS), and the future holds an opportunity to expand this dimension of ABOG's impact.

The COMA will be a strategic leader providing leadership and medical expertise to standards, professionalism, and the credentialing process, guiding the institution through the challenges and opportunities ahead. They will be equal parts, proactively planful, and responsive to changing conditions. Reporting to and working alongside the ABOG Executive Director, the Board of Directors, and with the support of the staff, the COMA will: establish, innovate, and automate credentialing standards and

processes for diplomates; ensure that credentialing standards align with ABMS and industry standards; create, verify, and maintain standards for ABOG volunteers; partner with the Chief of Assessments (COA) and the Chief of Medical Practice and Certification Innovation (COPI) to ensure a diverse and inclusive volunteer pool and ensure that volunteers are provided with training and orientation relevant to their volunteer roles; create and maintain programming to build connections with resident candidates, active candidates and diplomates through the lifecycle of their careers; partner with specialty and subspecialty associations who promote the health of women; partner with colleagues in educational roles within the ACGME and CREOG to promote safer care for women through education; enhance collaborative working relationships with ABMS member boards, committees and officials to highlight ABOG's strengths as a member board, participating in relevant AMBS committees; work closely with the ED, Chief Financial Officer (CFO), and other senior leaders to ensure fiscal stewardship of volunteer functions, forecasting board and subspecialty division project-related return on investment for new and ongoing activities; and serve as an administrative partner to the Credentials Committee and Policy Committee of the board and participate in the Credentials subcommittee.

The ideal candidate will be a board-certified OB GYN who will bring demonstrated experience and leadership in medical credentialing and a highly developed competency in the adoption of new technology. Evidence of exceptional leadership in obstetrics and gynecology, an ability to present and inspire around a shared vision, and talent for building and managing teams are required. They will be an effective, clear, and authentic communicator, a sincere listener, and bring evidence of career-long and steadfast commitment to collaboration and standards of excellence in women's health.

ABOG has retained Isaacson, Miller to assist in this important recruitment. Please direct all inquiries and applications as indicated at the end of this document.

About ABOG

Founded in 1927 and incorporated in 1930, ABOG is a 501(c)(3) non-profit organization that sets standards and certifies obstetricians and gynecologists and offers continuing certification to OB GYNs in the United States and Canada. ABOG also sets standards and administers certification in five subspecialties: Complex Family Planning; Urogynecology and Reconstructive Pelvic Surgery; Gynecologic Oncology; Maternal-Fetal Medicine; and Reproductive Endocrinology and Infertility. ABOG also offers Focused Practice Designations in Pediatric and Adolescent Gynecology and Minimally Invasive Gynecologic Surgery. ABOG is one of the 24 certifying boards of the ABMS and among the nation's oldest.

ABOG's certification processes require qualified residency and fellowship graduates to take a computer-based qualifying exam and subsequently pass an oral certifying exam. Board certification is voluntary and distinct from licensure to practice medicine, which is conferred by individual state medical boards; licensure is a pre-requisite to gain and maintain diplomate status.

ABOG has been an innovator on multiple fronts. The organization was an early adopter of a continuous certification through its MOC process and, in 2012, transitioned from a periodic re-certification exam model to an annual article-based assessment model, in the years since many other medical boards have followed suit. ABOG has also been an innovator in introducing psychometric advances in scoring and grading models to assure fairness, reliability, and validity of its testing. ABOG has also been a leader in item, test, and rater differential functioning analyses to ensure that its exams, grading, and decisions minimize bias.

Governance, Operations, and Finances

ABOG has a strong governance structure. The organization is governed by a volunteer, 23-member Board of Directors, comprising board-certified OB GYNs and one elected public member. Thirteen of the members are at-large members elected from society or self-nominations. The Board is led by four elected officers: the President, Vice President, Treasurer, and Immediate Past-President. The Executive Director and Associate Executive Directors serve as ex-officio, non-voting members of the Board. There is an Executive Committee comprising the elected officers, the physician executives, and the Chair of the Subspecialty Committee. The Board is intentionally diverse in terms of gender, ethnicity, geographic location, and type of certification.

Board governance is further supported by a set of five Subspecialty Divisions, differently comprised, with six individual members, each led by a chair, who in turn serves as an ex-officio member of the Board. Divisions are tasked with maintaining and updating subspecialty standards for certification, item writing, exam development, and oral exam administration. They also oversee the subspecialty Continuing Certification-(MOC) requirements and activities.

At present, there are 45 full-time staff members at ABOG. In addition to the ABOG staff, the organization manages nearly 1,000 volunteer subject matter experts whose efforts and dedication assure peer input, transparency, accountability, and diversity in OB GYN certification processes.

ABOG's finances are healthy. The annual budget is approximately \$20M. Revenues generated from fees for initial certification and continuing certification are highly predictable year-over-year. There is continued annual growth in the number of initial certifications and the number of diplomates participating in Continuing Certification-MOC. The Board and staff leadership have been careful stewards of the organization's resources, and reserves have grown over the last decade.

ABOG is a 501(c)(3) organization that organizes educational opportunities, including scholarships and seminars relating to the OB GYN field of medicine for both existing doctors and students. ABOG directly supports other societies' research scientist development programs for junior scientists focusing on OB GYN, and in the future, will also support an ABMS Scholar. This type of educational support is an important way ABOG delivers on its mission and contributes to the field.

Strategic Vision

As ABOG looks to its next chapter under new leadership, it seeks to preserve its legacy while being at the forefront of innovation in pursuit of a bold future. At the core of its organizational vision for the future is its desire to lead in the field of obstetrics and gynecology by establishing and upholding the highest standards of excellence in patient care, education, promotion of mastery, and professionalism. The organization aims not only to define minimum standards for the specialty through thorough assessment and ongoing educational efforts but also to encourage and incentivize mastery through innovative programs rewarding and incentivizing best outcomes in clinical practice, providing diplomates experiences to better serve the patients they care for.

ABOG has recently opened its new headquarters, a four-story building housing a testing center with 59 examination rooms, meeting rooms, and administrative offices. The newly inaugurated facility at ABOG serves as more than a mere physical location—it functions as a vibrant hub fostering collaboration, innovation, and connection among OB GYNs. Through the provision of state-of-the-art resources, immersive training experiences, and dynamic networking opportunities, the organization endeavors to cultivate a robust sense of identity and community within the specialty.

As the calm, reliable, and influential voice representing obstetrics and gynecology, ABOG remains steadfastly committed to promoting safe and evidence-based care for women with a national perspective. The organization tirelessly works to advance policies and practices that prioritize women's health, empower patients, and address disparities in healthcare access and outcomes. By leading with integrity, expertise, and compassion, ABOG inspires confidence and trust in both the specialty and its diplomates.

THE ROLE OF THE ASSOCIATE EXECUTIVE DIRECTOR AND CHIEF OF MEDICAL AFFAIRS

The Associate Executive Director and Chief role is housed under the Office of Medical Affairs at ABOG. The COMA is responsible for intentionally cultivating relationships related to credentialing diplomates, candidates, future candidates, volunteers, board members, board committees, and subspecialty divisions. The COMA will also establish professional relationships with partner societies and organizations, providing support for diplomates in continuing education and other areas. The COMA will ensure that ABOG remains relevant, on mission, and accountable to its stakeholders, societies, and organizations in matters related to credentialing.

The COMA will also be responsible for supervising and developing the employees housed under the Office of Medical Affairs. Official titles, roles, and responsibilities of these employees may be subject to change.

OPPORTUNITIES AND CHALLENGES

Working closely with the Executive Director, Board Members, and colleagues, the COMA will address the following opportunities and challenges:

Broadcast the work and importance of ABOG to diplomates and volunteers

The COMA is the chief sponsor for credentialing standards at ABOG, ensuring that they represent the very best in professionalism in the specialty and align with ABMS and industry standards. ABOG is rooted in science and evidence-based practice, driven by the belief that OB GYNs can enhance the care of women. The COMA serves as the creator, verifier, and maintainer of standards for volunteers, ensuring that ABOG continues to be represented in the best light. They will act as an ambassador to diplomates, resident candidates, active candidates, and volunteers, engaging in effective communication about ABOG's crucial work and the potential for lifelong practice improvement.

Maintain strong external relationships with other organizations such as the ABMS, ACOG, ACGME, ACCME, subspecialty organizations, and philanthropic partners

ABOG's relationships with its constituencies and external audiences are important and strong. This includes the most significant constituency—the diplomates—but also other OB GYN societies and associations, other certifying boards, other organizations focused on medical training and certification, and the public. A well-established partnership with the American College of Obstetricians and Gynecologists provides support for OB GYN diplomates in their continuing education and Continuing Certification-(MOC) activities. Close coordination with the ACGME and the Review Committee is critical for ensuring the establishment and further definition of standards for OB GYN training and certification; there is also important collaboration, research, and data-sharing that takes place between the organizations. ABOG is a respected voice within ABMS and the member board community. There are multiple boards with which ABOG has significant collaborations and crossover, ranging from combined programs to content overlap. Therefore, relationships with the corresponding ABMS specialty boards are also important. The COMA will serve as one of the external faces and representatives of ABOG; they must attend appropriately and intentionally to these relationships such that the organization's capacity to fulfill its mission is amplified.

Collaboratively work to ensure a diverse and inclusive volunteer pool representative of ABOG's excellence

Playing a vital role in ABOG's success, the COMA must cultivate a strong collaborative relationship with the Chief of Assessments and the Chief of Medical Practice and Certification Innovation to ensure a diverse and inclusive volunteer pool. The COMA will work with the other Chiefs to ensure volunteer excellence based on performance outcomes of engagement, quality assessment, and production, determining measures that represent best practices. Serving as a bridge between the ABOG and volunteers, the COMA

will work to create and maintain standards that represent ABOG in the best light. The COMA will also be responsible for working closely with the Executive Director, CFO, and other senior leaders to ensure financial stewardship of volunteer functions, projecting the ROI of new and ongoing volunteer activities.

QUALIFICATIONS AND EXPERIENCE

While no one candidate will embody every quality, the successful candidate will bring many of the following professional qualifications and possess these personal characteristics, attributes, and values:

- Sincere commitment to the core mission of ABOG
- A demonstration of leadership, inquiry, and dissemination of advances in medical credentialing is preferred
- A firm grasp of the challenges facing OB GYNs, including the ever-increasing complexity of today's healthcare system
- A competence and appreciation for the adoption of new and emerging technologies
- A demonstration of innovation in advancing excellence in care outcomes
- A naturally collaborative, respectful, and accessible leadership style coupled with an inclination to circulate, listen, and learn
- The willingness to lead decisively and to energize and inspire, even when consensus is elusive
- Sound judgment; a highly ethical and honest individual in both person and intellect
- A willingness to stand for the principles and mission of ABOG in a sometimes-tumultuous external climate
- A tangible commitment to taking progressive and actionable steps to help reduce disparities and advance health equity and access for all
- The ability to speak to and communicate well with a variety of stakeholders, collaborators, and partners in a variety of settings
- Past or current engagement with ABOG as Board examiner required. Other ABOG volunteer experiences are preferred.
- MD or DO degree, ABOG certification in OB GYN, and participation in MOC required

A desire to participate in ongoing clinical practice up to 50% is preferred - percentage to be negotiated, as well as location of practice. Remote work exclusive of clinical effort permitted for up to 50% of ABOG dedicated time. Actual percentages are to be negotiated and periodically revisited.

TO APPLY

ABOG has retained Isaacson, Miller, a national executive search firm, to assist in this search. Inquiries, nominations, and applications should be sent in confidence to the following:

Ariannah Mirick, Partner
Natalie Leonhard, Partner
Katie White, Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/abog/chief-medical-affairs>

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