



American Board
of Ophthalmology®

ADVANCING EXCELLENCE IN EYE CARE

Stakeholder Feedback Summary

Community Report-Out
CEO Search Committee

About the Search

Maximizing the Value of This Opportunity



An executive search is an optimal time to:

- Reset/reaffirm our strategic vision
- Re-engage stakeholders in our work
- Improve efficiency, innovate, and transform



Meet the Search Committee

Lorrayne Ward,
MBA, MPP, Public
Director, Austin,
TX, Search
Committee Chair



Ann Acers-Warn,
MD, MBA, 2025
Board Chair,
Lawton, OK



Bennie H. Jeng,
MD, MS, 2025
Board Vice Chair,
Philadelphia, PA



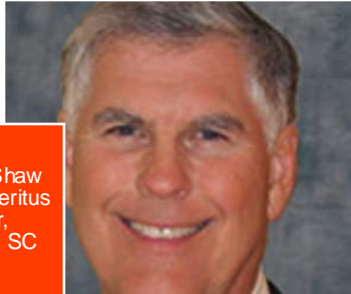
Chris V. Albanis,
MD, Director,
Chicago, IL



Ann-Marie Lobo-
Chan, MD, MS,
Volunteer,
Chicago, IL



Harold E. Shaw
Jr., MD, Emeritus
Director,
Greenville, SC



Keith A. Warren,
MD, Director,
Overland Park, KS



Robert E. Wiggins,
MD, MHA,
Director, Asheville,
NC

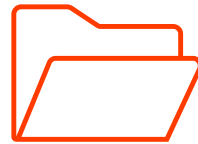


Search Committee Roles



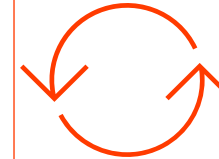
Engage Stakeholders

- Conduct surveys
- Hold listening sessions
- Build support and momentum for the next executive leader



Develop Internal Policy

- Avoid COIs
- Set protocols for engaging with potential applicants
- Conduct research and adhere to best practices



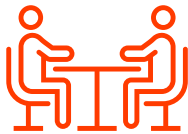
Update the Board

- Provide documents for review
- Develop regular report-outs on progress
- Maintain confidentiality



Design Job Description and Application Process

- Define the role and requirements
- Outline steps for application and review
- Adhere to timeline



Review and Interview Applicants

- Establish selection criteria
- Screen applicants
- Conduct interview process



Recommend Finalist and Support Transition

- Narrow selection to a final candidate
- Develop transition plan



What Comes Next (Milestones)

Fall 2024	Winter 2024	Spring 2025	Fall 2025	Winter 2025	Jan 2026	Jan 2027
✓ Convene Committee	✓ Review Feedback	Open application window	Conduct interviews	Announce selection	Successor shadows Dr. Bartley	Complete transition
✓ Engage Stakeholders and Conduct Research	✓ Shape role structure	Review candidates	Identify finalist(s) for Board vote			
✓ Set Policies	✓ Build job description					



Stakeholder Outreach Findings

Stakeholder Groups

Over the last several months, the CEO Search Committee engaged these 9 stakeholder groups because their opinions and perspectives are critical to shaping the needs and expectations for this role.

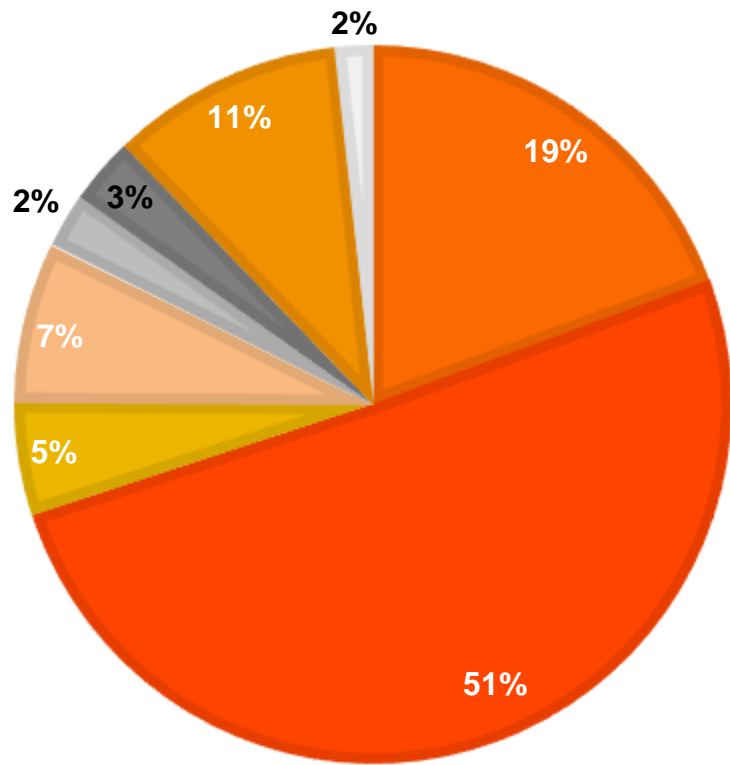


Stakeholder Outreach Overview

- Comprehensive survey shared with all stakeholders, open fall 2024 through winter 2025; received **237** completed responses.
- Online Listening Sessions / Focus Groups held with:
 1. Directors and Emeritus Directors
 2. Board Staff
 3. Diplomates, Candidates, and Volunteers
 4. Society Leaders and Board Liaisons



Survey Results: Respondent Breakdown



- ABO Candidate (not yet certified)
- ABO Diplomate (board certified)
- ABO Director
- ABO Emeritus Director
- ABO Liaison
- ABO Staff
- ABO Volunteer
- Ophthalmic Society Leader

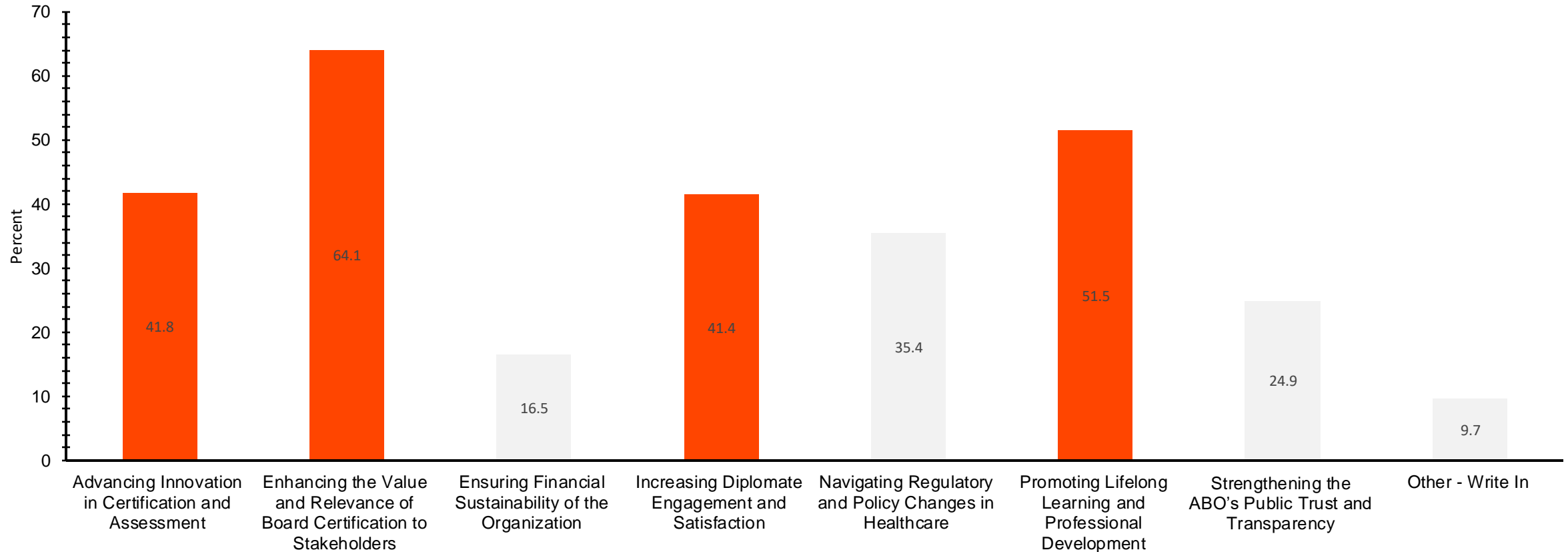


High-Level Takeaways

- There are strong opinions (both positive and negative) about the current value and efficacy of certification. Stakeholders seek more evidence.
- The general viewpoint is that the ABO CEO should be someone who is:
 - ✓ Representative of and relatable to the diplomate community
 - ✓ Attuned to the pressures and demands of current clinical practice
 - ✓ A visible presence within ophthalmology at-large; at the table for all key discussions
 - ✓ Accountable to the quality of ABO programs, assessments, and expenditures
 - ✓ Knowledgeable about the education of residents and fellows
 - ✓ Interested in continued stakeholder engagement and involvement



Top Three CEO/ABO Priorities

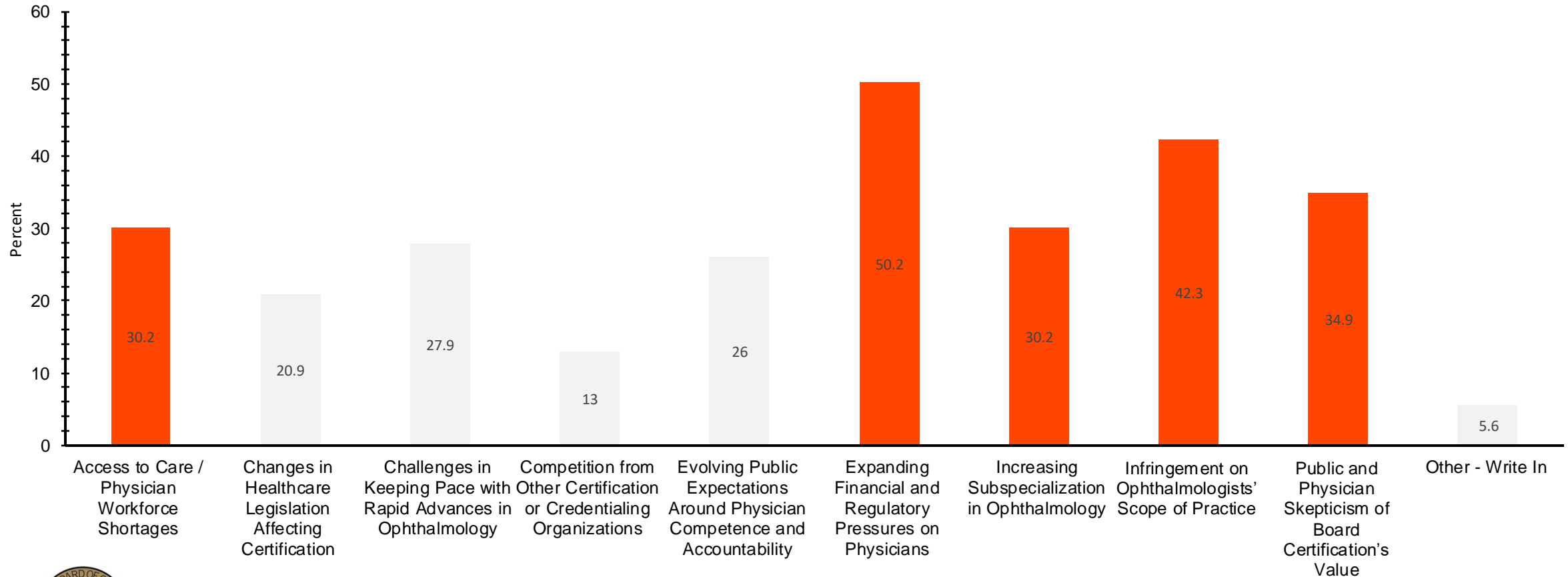


Suggested Short-Term Goals / Priorities

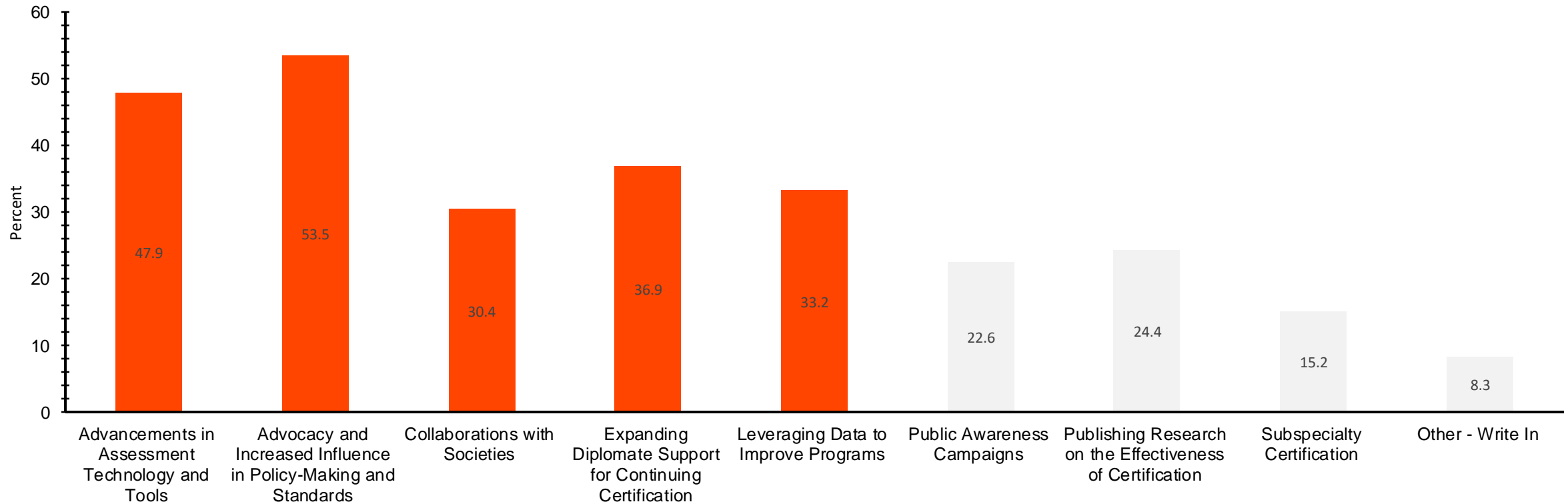
- Maintain mission clarity and avoid mission creep
- Produce evidence/research demonstrating the value of ABO certification
- Improve public education and awareness about certification
- Assess surgical skill/competency
- Address subspecialty recognition
- Keep certification and Continuing Certification costs affordable
- Update or eliminate the Oral Exam



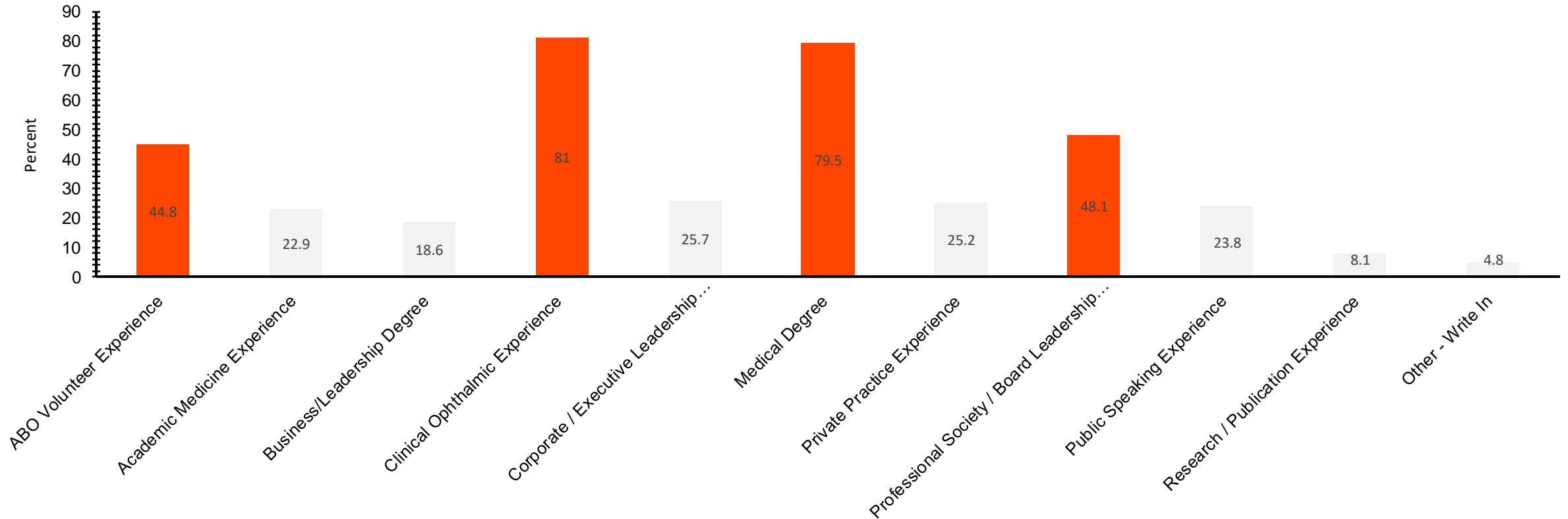
Perceived Threats Against the ABO



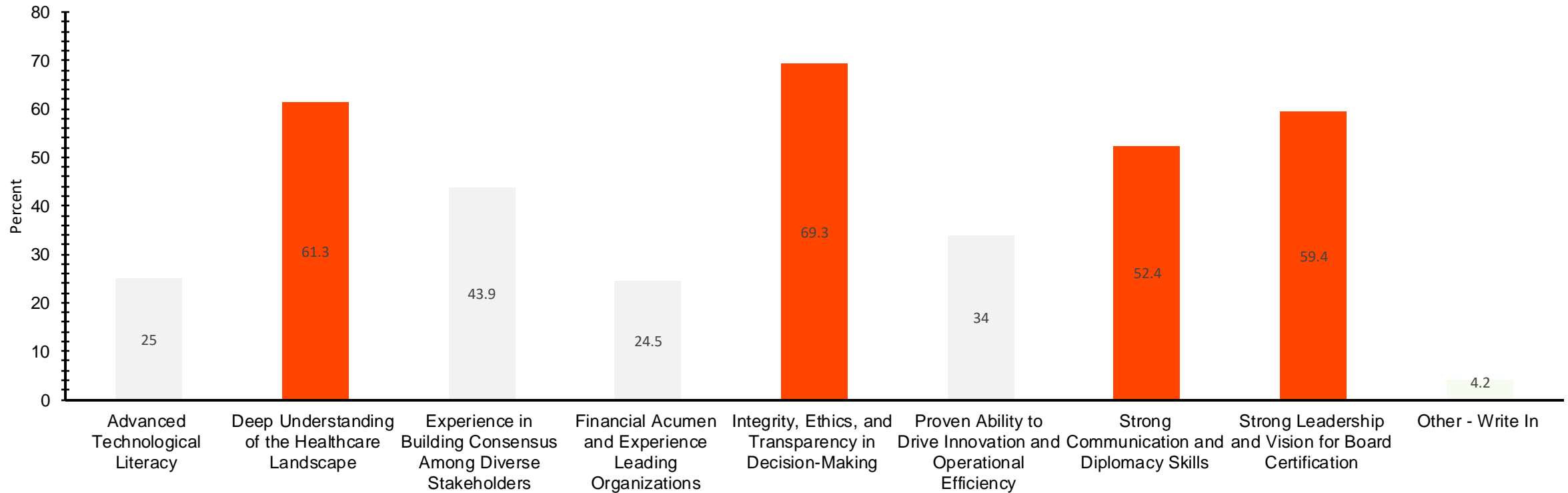
Potential Opportunities for the ABO



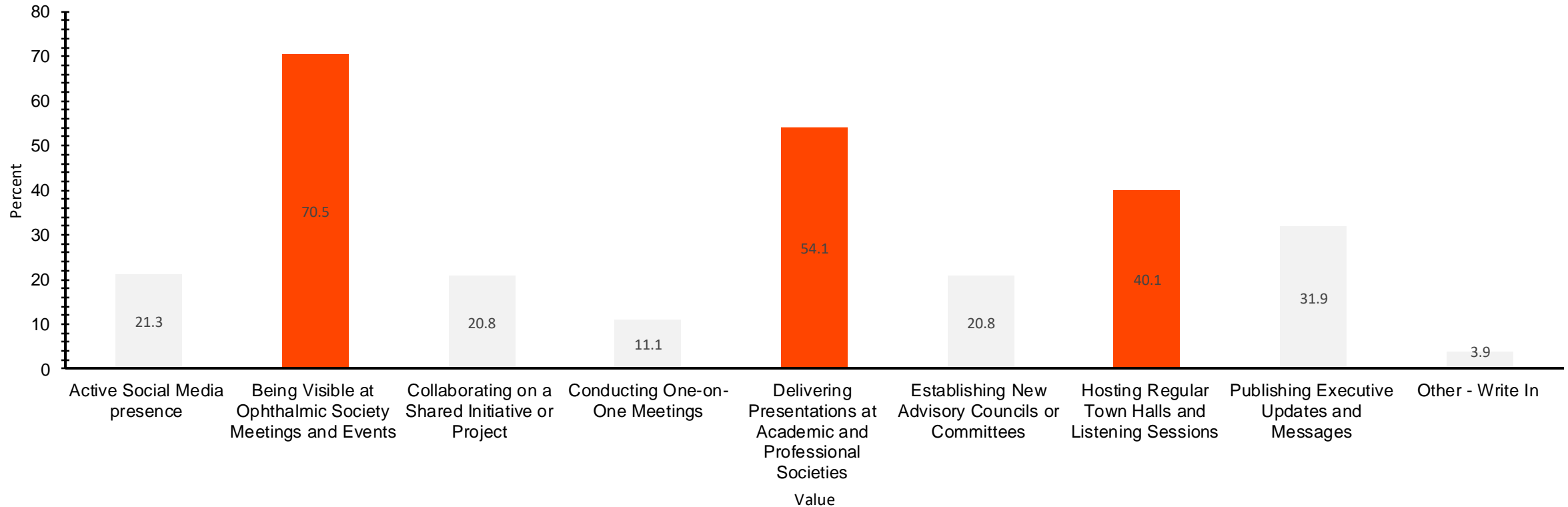
Most Desirable CEO Qualifications



Preferred Strengths/Skills



Prioritizing Engagement



Words of Advice

- “Hire someone who is still in the game...who brings energy and enthusiasm to the role and is not focused on transitioning to retirement.”
- The CEO “should be a doctor's doctor, someone that we admire.”
- The CEO needs that rare combination of gravitas, unimpeachable respectability, and personality that engages all stakeholders.
- To maintain credibility and authority, the Board needs a leader “who is willing to be the public face of the organization: to live the values, have difficult conversations, and stand behind the value of certification.”
- Be mindful of salary/budget considerations.



Other Requests / Considerations

- **Publicly share the survey feedback** with stakeholders and show how we used it to inform the job description and candidate profile.
- **Invite all diplomates** to review, share, and potentially apply for the position, provided they meet the qualifications.
- Do more to **acknowledge what's on the minds of diplomates** (scope of practice, advocacy issues, etc.) and demonstrate how we are considerate of these concerns even if they are not directly within the scope of our mission.





American Board of Ophthalmology®

ADVANCING EXCELLENCE IN EYE CARE