

## American Board of Ophthalmology 2023 Scorecard

Stakeholders	Internal Processes
Patients and the public regard ABO certification as a valued credential verifying competence in ophthalmic care.	The ABO administers reliable and valid summative examinations that measure relevant patient-centered competencies.
Candidates and diplomates regard ABO certification as a valued credential verifying competence in ophthalmic care.	ABO Directors demonstrate their commitment to the ABO mission by active and timely engagement.
The ABO collaborates with the AAO and other membership organizations; the ABMS and ABMS member boards; and the ACGME, ACCME, and other relevant organizations.	ABO volunteers demonstrate their commitment to the ABO mission by active and timely engagement.
Learning and Growth	Finance
ABO Directors and Staff enhance their professional skills.	The ABO meets annual budget goals and maintains adequate reserves.
The ABO has a positive culture.	Annual audits of the ABO are satisfactory.
The ABO actively pursues diversity, equity, and inclusion in its culture, people, processes, and programs.	The ABO maintains a GuideStar Platinum rating.

2023 by the Numbers	
ABO Diplomates: 22,801 Lifetime: 8,827   Time-Limited: 13,974	
Written Qualifying Examination 504 (80.6%) passed out of 625 examined	Oral Examination Spring 2023: 264 (79.5%) passed of 332 examined Fall 2023: 237 (79.8%) passed of 297 examined
Continuing Certification # of diplomates recertifying at the end 2023 1062 out of 1146*	
13 Employees	17 Volunteer Board Directors
550 Active Volunteers**	(-\$20K) Income
71 Email Campaigns in 2023	2,574 Calls Logged in 2023

### Update Key

\*Does not include extensions.

\*\*Active volunteers include examiners who have examined in the past eight years plus item writers who have written items in the past three years.

Objectives	Measures	2020	2021	2022	2023
<b>Stakeholders – Patients and Public</b>					
Patients and the public regard ABO certification as a valued credential verifying competence in ophthalmic care.					
Use of public verification tool (number of times search page is accessed annually)		35,993	38,826	48,893	86,114
Public phone inquiries to the ABO office		167 (2.82%)	142 (5.10%)	144 (5.03%)	126 (4.9%)
<b>Stakeholders - Candidates</b>					
Candidates regard ABO certification as a valued credential verifying competence in ophthalmic care.					
Percentage of candidates who pursue certification		Over the past 10 years, 92.8% of residency graduates have attempted the WQE within 2 years.	Over the past 10 years, 93.5% of residency graduates have attempted the WQE within 2 years.	Over the past 10 years, 93.6% of residency graduates have attempted the WQE within 2 years.	Over the past 10 years, 93.7% of residency graduates have attempted the WQE within 2 years.
Candidates rate their ABO experience favorably; Rated the overall exam experience as good, very good, or excellent.					
Exam Experience – Written (Reported that exam experience met or exceeded expectations)		83% No survey in 2019 due to technical exam delivery issues	90%	90%	92%
Exam Experience – Oral (Rated exam experience as good, very good, or excellent)		93%	89.5%	78%	88%
<b>Stakeholders – Diplomates</b>					
Diplomates regard ABO certification as a valued credential verifying competence in ophthalmic care.					
Percentage of diplomates who recertify		96%	97% complete	92% complete	93% complete
Continuing Certification participation Percent of Diplomates who are Current/Complete in Required Activities	Professional Standing		98.5%	96%	97%
	Lifelong Learning and Self-Assessment		CME: 42% Patient Safety: 53%	CME: 42% Patient Safety: 56%	CME: 21% Patient Safety: 56%
	Knowledge, Judgement, and Skills		35% participating and/or complete	65% participating and/or complete	59% participating and/or complete
	Improvement in Medical Practice		42% at least one activity	46% at least one activity	52% at least one activity
Diplomates participating in ABO-offered CME		6,353 claims of 8,708 eligible (73%)	6,249 claims of 9,753 eligible (64%)	5,483 claims of 8,814 eligible (62%)	4,974 claims of 8,496 eligible (59%)
Diplomate web site profiles		2969 (+407 average)	3793 Total (+420 in 2021)	4,130 (+337 in 2022)	4,384
Quarterly Questions (Q3 Surveys: Would recommend the program to a colleague)		2020: 98% 2019: 97% 2018: 98%	96%	N/A	N/A
Improvement in Medical Practice		371 Completed IMP Projects (168 COVID); 99.5% indicated approval of activities.	142 Completed IMP Projects at year-end 2021; 99.5% Indicated approval of activities.	166 Completed IMP Projects	31 Completed IMP Projects 61 Completed AAO Preferred Practice Patterns

Objectives	Measures	2020	2021	2022	2023
<b>Stakeholders - Other</b>					
The ABO collaborates with the AAO and other membership organizations.					
ABO Representation	ABO representation on AAO Council	ABO representation on AAO Council	ABO representation on AAO Council	ABO representation on AAO Council	ABO representation on AAO Council
ABO liaison representatives of major subspecialty societies	ABO has a specified liaison with all major subspecialty societies	ABO has a specified liaison with all major subspecialty societies	ABO has a specified liaison with all major subspecialty societies	ABO has a specified liaison with all major subspecialty societies	ABO has a specified liaison with all major subspecialty societies
The ABO collaborates with the ABMS and ABMS member boards.					
ABO Representation	ABMS Board of Directors, ABMS 3C	ABMS Board of Directors, ABMS 3C	ABMS Board of Directors, ABMS 3C	ABMS Board of Directors, ABMS 3C	ABMS Board of Directors, ABMS 3C
The ABO collaborates with the ACGME, ACCME, and other relevant organizations.					
ABO Representation	American College of Surgeons, ACGME RRC	American College of Surgeons, ACGME RRC	American College of Surgeons, ACGME RRC	American College of Surgeons, ACGME RRC	ACGME RRC
<b>Internal Processes</b>					
Initial Certification - The ABO administers reliable and valid summative examinations that measure relevant, patient-centered competencies.					
Equitable scoring practices and validated standard setting methods	WQE Pass rates: 90.1% for WQE 19A, 87.6% for WQE 19B. 2020 pass rate 80.8%. Because of the equating model used, this reflects the competence of the examinee population and is not indicative of any unfairness in the examination versus the last administered form. Oral Pass rates: 2019S: 82.3%, 2019F: 78.1%: 73.1%. Oral Pass rates: 2020A: 77.5%, 2020B: 75.4%, 2020C: 73.1%, 2020D: 70%. Due to the examination design and scoring, equitability across examinations cannot be assessed.	WQE Pass rate in 2021: 79.6%. The equating design and outcomes met testing standards. The last standard setting occurred in 2018 and all subsequent forms have used the 2018 form as the base form for linking. Oral pass rates in 2021: 2021 spring: 87.5% 2021 fall: 81.4% A new standard setting study was conducted for the 21ABC forms and approved by leadership. The 21DEF cut scores were established through the Tucker equating method and approved by leadership.	WQE Pass rate in 2022: 78.4%. The equating design and outcomes met testing standards. The last standard setting occurred in 2018 and all subsequent forms have used the 2018 form as the base form for linking. Oral pass rate in 2022 spring: 81.2%. Oral pass rate in 2022 fall: 82.1% The Tucker equating model was used to maintain the oral exam passing standard set in 2021.	WQE Pass rate in 2023: 80.6%. The equating design and outcomes met testing standards. The last standard setting occurred in 2018 and all subsequent forms have used the 2018 form as the base form for linking. Oral pass rate in 2023 spring: 79.5%. Oral pass rate in 2023 fall: 79.8% The Tucker equating model was used to maintain the oral exam passing standard set in 2021.	

Objectives	Measures	2020	2021	2022	2023
Supported ABO research goal of "examining the relationships between certification and physician education, clinical practice, and career-long improvement"				<p>Sheth BP, Schnabel SD, Comber BA, Martin B, McGowan M, &amp; Bartley, GB. (2023). Relationship Between the American Board of Ophthalmology Maintenance of Certification Program and Actions Against the Medical License. <i>American Journal of Ophthalmology</i>, 247, 1–8. <a href="https://doi.org/10.1016/j.ajo.2022.11.001">https://doi.org/10.1016/j.ajo.2022.11.001</a></p> <p>Huh DD, Yamazaki K, Holmboe E, et al. Gender Bias and Ophthalmology Accreditation Council for Graduate Medical Education Milestones Evaluations. <i>JAMA ophthalmology</i>. 2023;141(10):982-988. doi:10.1001/jamaophthalmol.2023.4138</p> <p>Starr M, Schnabel S, Bartley G. American Board of Ophthalmology Certifying Examination Performance and Opioid Prescription Patterns. <i>Journal of Medical Regulation</i>, 2023; 109(3), 12-19.</p>	
Continuing Certification - The ABO administers reliable and valid summative examinations that measure relevant, patient-centered competencies.					
Equitable scoring practices and validated standard setting methods	<p>QQ 2018 pass rate: 98.8%            QQ 2019 pass rate: 99.6%;            QQ 2020 pass rate: 99.2%</p> <p>All standards are set using a group consensus method similar to the Hofstee method. No equating occurs as the items are unique year over year.</p>	<p>QQ 2021 pass rate: 95.3%</p> <p>The standard setting process is unchanged from prior years.</p>	<p>QQ 2022 pass rate: 99.0%</p> <p>The standard setting process is unchanged from prior years.</p>	<p>QQ 2023 pass rate: 98.7%</p> <p>The standard setting process is unchanged from prior years.</p>	

Objectives	Measures	2020	2021	2022	2023
ABO Directors demonstrate their commitment to the ABO mission by active and timely engagement.					
Meeting and conference call attendance		2019 monthly conference calls: 82% 2019 in-person meetings: 100% attendance	2021 Interim meeting: 100% attendance 2021 June virtual meeting: 100% 2021 October meeting: 100% 2021 monthly conference calls: 97%	2022 Interim meeting: 100% attendance 2022 August meeting: 95% 2022 monthly conference calls: 97%	2023 Winter Planning Meeting: 94% (1 missing)  2023 Summer Meeting: 100%  2023 Monthly Meetings (4): 85%
Presentations on behalf of the ABO or contributions to Monday Minute		38% of directors presented or contributed articles	81% of directors presented or contributed articles	33% of directors presented or contributed content EB & SN presented multiple times	38% of directors presented or contributed content
ABO volunteers demonstrate their commitment to the ABO mission by active and timely engagement.					
Number of Active ABO Volunteers		548	550	614	623
Approval of new volunteers		25	60	40	46
Likelihood to recommend		100% strongly agree or agree responses to questions related to willingness to volunteer again.	100% strongly agree or agree responses to questions related to willingness to volunteer again.	100% strongly agree or agree responses to questions related to willingness to volunteer again.	100% of responders to the volunteer experience survey agree to recommend volunteering to other colleagues.
<b>Learning and Growth</b>					
ABO Directors and staff enhance their professional skills. - ALL					
Internal & External educational offerings			5/15	6/15	7/13
Self-assessment exercises: Annually for Directors and bi-annually for Staff		Conducted	Conducted	Conducted	Conducted
The ABO has a positive culture.					
Staff satisfaction and alignment with personal goals		At work, I have the opportunity to do what I do best every day: 42% strongly agree, 33% agree, 25% disagree  This last year, I have had opportunities at work to learn and grow: 64% strongly agree, 36% agree	Not conducted	At work, I have the opportunity to do what I do best every day: 36% strongly agree, 64% agree, 0% disagree  This last year, I have had opportunities at work to learn and grow: 36% strongly agree, 54% agree, 9% disagree	At work, I have the opportunity to do what I do best every day: 50% strongly agree, 30% agree, 20% disagree  This last year, I have had opportunities at work to learn and grow: 50% strongly agree, 40% agree, 10% disagree
Competitive compensation and benefits  (ABO targets pay at the 50 <sup>th</sup> percentile of the competitive market total compensation—ABO defines total compensation as including base salary, and benefits, including the ABO contribution to the 401K)		Meeting Target	Meeting Target	Meeting Target	Meeting Target
Staff retention		Three employees have left the ABO voluntarily during the past 20 years	Three employees have left the ABO voluntarily during the past 20 years	Three employees have left the ABO voluntarily during the past 20 years	One employee left the ABO voluntarily in 2023

Objectives	Measures	2020	2021	2022	2023		
The ABO is committed to diversity, equity, and inclusion in its organization and programs.							
Unconscious Bias Education and Anti-Bias Training			Conducted during exam development premeeting training 2021 Mitigating Bias training session was developed and required for fall ABO examiners. Bias Awareness and Disruption Training provided for Board and staff	Mitigating Bias training session was developed and required for spring and fall 2022 ABO examiners. Conducted during written exam development premeeting training 2022	Mitigating Bias training session was developed and required for spring and fall 2023 ABO examiners.		
Evaluate ABO Assessments to Ensure Fairness			Quality review of all existing QQ as well as ½ of WQE item bank for quality and fairness conducted as part of written exam development in 2021. 2021 educational learning series developed for Initial Certification Committee to assess the validity of the oral examination. Was rolled out in Q1 and Q2 2021.	Quality review of all existing retina QQ items for surgical, medical, or both purposes, as well as ½ of WQE item bank for quality and fairness conducted as part of written exam development in 2022. Post 2022 Fall oral administration fairness and validity study conducted.	All ABO examination content undergoes content reviews by volunteer ophthalmologists who have had training in DE&I, bias, and principles of fairness in testing.		
Increase Diversity of ABO Volunteer Pool							
<b>Gender</b>	<b>Prior Two-Year Average</b>	<b>2021 Count</b>	<b>Overall % Change 2020-2021</b>	<b>2022 Count</b>	<b>Overall % Change 2021-2022</b>	<b>2023 Count</b>	<b>Overall % Change 2022-2023</b>
Women	172	228	↑ 32%	285	↑ 4.96%	299	↑ 4.91%
Men	289	322	↑ 11%	329	↓ 4.96%	324	↓ 1.51%
<b>Race/Ethnicity</b>							
White							
Asian							
African American	120	145	↑ 19%	167		166	↓ 0.6%
Hispanic/Latino	65	79	↑ 21%	87	↑ 0.84%		↑ 2.3%
Mixed	11	13	↑ 18%	23		89	↓ 4.3%
Unknown/Other	12	16	↑ 33%	15	↓ 0.19%	22	↑ 6.7%
<b>Practice Type</b>							
Academic	4	5	↑ 25%			16	↓ 60%
Private	249	287	↑ 18%		↑ 1.38%	2	↑ 5.5%
(Multi/Ophthalmology/Solo Practice)	199	246	↑ 23%	5	↓ 0.47%	323	↑ 4.39%
Hospital/Health System	199	232	↑ 16%		↓ 0.09%		↑ 63.3%
Government	21	18	↓ 9%		↓ 0.09%		↑ 10.5%
Undisclosed	13	20	↑ 38%				↑ 8.7%
	34	33	N/C	306	↑ 2.34%	309	↑ 11.1%
					↑ 3.84%	405	
				296		21	
				248	↑ 12.78%	25	
					↓ 0.18%	30	
				19	↑ 0.11%		
					↓ 1.60%		
				23			
				27			

Objectives	Measures	2020	2021	2022	2023
Continue and increase support for the American Academy of Ophthalmology and Association of University Professors Minority Ophthalmology Mentoring program			Doubled financial support and actively encouraged Board Directors to participate and support program; Invited Dr. Carter to provide further information to the board on the program in June	<p>The ABO provides financial support for the Minority Ophthalmology Mentoring (MOM) Program: \$10,000 over two years (2019-2020); \$30,000 over three years (2021-2023).</p> <p>The ABO encouraged Board Directors to serve as MOM Mentors, if possible. To date, two ABO Directors serve as MOM Mentors. The ABO provided a \$10,000 grant to the Rabb-Venable Excellence in Ophthalmology Research Program to be distributed over two years.</p>	<p>The ABO provides financial support for the Minority Ophthalmology Mentoring (MOM) Program: \$30,000 over three years (2021-2023).</p> <p>The ABO encouraged Board Directors to serve as MOM Mentors, if possible. To date, two ABO Directors serve as MOM Mentors. The ABO provided a \$10,000 grant to the Rabb-Venable Excellence in Ophthalmology Research Program to be distributed over two years.</p>
Support Learning and Growth in DEI Topics					The Board welcomed Dr. Peter A. Quiros, Professor of Ophthalmology at the David Geffen School of Medicine at UCLA, and member of the American Academy of Ophthalmology LGBTQ+ (AAO LGBTQ+) Community to discuss the work of the AAO LGBTQ+ Community and promote strategies to improve cultural competence among ophthalmologists.
Support Understanding Social Determinants of Health			New	The ABO hosted Dr. Eve Higginbotham to speak to the Board of Directors, Exam Development Volunteers, and staff on August 12, 2022 about this topic.	The ABO welcomed Mary I. O'Connor, Co-founder, and Chief Medical Officer of Vori Health, who spoke to the Board about her efforts to enhance Diversity, Equity, and Inclusion within the orthopedic surgery community, specifically related to understanding social determinants of health on health care processes and outcomes.
<b>Finance</b>					
The ABO meets annual budget goals and maintains adequate reserves.					
Net operating income	\$877K	\$1.3M (decreased expenses by 12% over last five years)	\$555K	(\$20K) 0% operating margin	
Financial Oversight	Yes	Yes	Yes	Yes	
Reserve balance (Goal is one-three year's operating expenses.)	\$6.7M (>1X)	\$10.4M (2X)	\$9.1M (>1X)	\$10.5M (2X)	
Annual audits of the ABO are satisfactory.					
Audit results	Achieved	Achieved	Achieved	Achieved	

Objectives	Measures	2020	2021	2022	2023
The ABO maintains Candid/GuideStar Platinum rating.					
Rating status		Achieved	Achieved	Achieved	Achieved