2015 Annual Report
Working for You
Our Vision
To be indispensable to our members.

Our Mission
To promote the highest quality patient-centered neurologic care and enhance member career satisfaction.

Our Goals
- Ensure the ongoing health of the profession and the organization in order to support the unique needs of all members
- Personalize member communication and the member experience
- Educate and assist members in order to provide high-quality clinical care in the evolving health care environment
- Advocate for members and their patients on issues of importance to neurology, including access to high-quality, cost-effective care, research, and fair payment
- Enhance member satisfaction with resources that support members throughout their careers
- Promote neurology and neuroscience research and training

Our Core Values
Core values answer the question: “How do we want to act as we move toward achieving our vision?”

Leadership
We provide guidance and inspiration through education, information, policy development, and advocacy for our members and their patients.

Integrity
We set and maintain the highest ethical and professional standards for ourselves, our staff, and our programs.

Professionalism
We work with expertise, commitment, and diligence to provide high-quality neurological care.

Commitment
We are dedicated to upholding the integrity and mission of the American Academy of Neurology.

Respect
We embrace the dignity and uniqueness of every human being and in all we do keep the interests of the patients first.
Dear Member of the American Academy of Neurology,

On behalf of Past President Timothy A. Pedley, MD, FAAN, who completed his term in April, and the more than 6,800 member volunteers and 170 professional staff dedicated to fulfilling our mission and vision, we are proud to share with you this summary of our hard work and successes of 2015. We, who serve you, truly span the world. There is not one hour of the day that there is not someone—if not scores—of these fine people working on your behalf: planning courses for the Annual Meeting at our headquarters in Minneapolis. Editing a Neurology® journal article in Denver. Visiting a United States Senator in Washington, DC. Or representing the AAN at an education program in Khartoum.

As of the end of 2015, our membership surpassed the 30,000 mark for the first time! This means we are working for and representing an ever-widening range of neurology professionals. And we relish this opportunity. We know neurologists have many interests, some broadly shared, and some narrow in scope and we are determined to provide strong representation and excellent service across all areas of the profession—members in solo or small practices, neurologists in academic settings, practice managers, and now a growing number of members from advanced practice providers and business administrators. We are able to do so because all of our leaders represent you. Practitioners. Teachers. Researchers. Administrators. Residents, fellows, and students. Our staff is especially devoted to your success, as there is nary a person who has not been touched by a loved one or friend challenged by neurologic disease.

In 2015,

- We successfully fought for new increases for federal research into brain disease and for the end of the SGR penalty.
- We effectively advocated to reduce some of the demands of maintenance of certification and made our MOC learning modules free to our members to alleviate their financial burden.
- We produced another record-breaking Annual Meeting and introduced a new Breakthroughs in Neurology conference to meet the needs of neuroscience members.
- We began investing $1 million into our Axon Registry to enable neurology practices to efficiently identify and improve gaps in the quality of neurologic care.
- We created resources and tools to help navigate the changes in health care.
- And we published the leading neurology journals and news periodicals that keep you informed about the vast and magnificent world of neurology.

We did this for you in 2015, and we are committed to do even more in 2016.

Yes, we all are keenly aware of the pressures you face, and the tremendous work you do. Day in and day out. We want to make your membership in the American Academy of Neurology one that brings you true, undeniable, and unapproachable value. So that you know that every hour of every day you are working, the AAN is working for you. We’ve got your back.

Terrence L. Cascino, MD, FAAN
President, 2015-2017
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Catherine M. Rydell, CAE
Executive Director and CEO
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The AAN works for you by creating guidelines that are considered the gold standard in evidence-based medicine and assist you in providing the most useful treatment for your patients. The Academy published five new guidelines in Neurology® in 2015 and provided summaries for physicians and patients on these topics:

- Evidence-based Guideline Summary: Evaluation, Diagnosis, and Management of Congenital Muscular Dystrophy
- Evidence-based Guideline: Management of an Unprovoked First Seizure in Adults
- Evidence-based Guideline Summary: Evaluation, Diagnosis, and Management of Facioscapulohumeral Muscular Dystrophy
- Summary of Comprehensive Systematic Review: Rehabilitation in Multiple Sclerosis
- Practice Guideline: Idiopathic Normal Pressure Hydrocephalus: Response to Shunting and Predictors of Response

Muscle Disease Mobile App

For the convenience of members and their patients, the guidelines on congenital muscular dystrophy and facioscapulohumeral muscular dystrophy were added to the AAN’s muscle disease mobile app for iOS and Google.

First Seizure Awareness

To elevate public awareness of the guideline on first seizure in adults, the Academy issued a news release that attracted wide attention and a public service announcement (PSA) that has been broadcast more than 11,300 times on radio stations across the country. The PSA began airing in November, and has already provided the AAN with $709,000 in publicity value and generated 24,030,000 broadcast audience impressions.

Concussion Awareness

The AAN continued to publicize its concussion guideline and tools for both physicians and the public through many media sources, including TV and radio public service announcements with spokesperson and former NFL player Ben Utecht that began airing in February and continue to broadcast. Currently the PSA has nationally broadcast 30,456 times on radio stations and 20,172 times on television stations. These repeated broadcasts generated more than 347,506,000 impressions. The video PSA can be seen on YouTube at http://ow.ly/VvhJp. The Academy also ran paid ads during the year across Facebook, Twitter, and YouTube, and a Tweet Chat in December participated in the national conversation about concussion.
We began investing $1 million into your Axon Registry.

Axon Registry

In 2015, the AAN launched the Axon Registry, which will capture the data needed to improve the delivery of patient-centered quality neurologic care. The AAN launched two pilot cohorts, totaling nearly 400 participants from two dozen institutions. These sites are testing the Axon Registry’s ability to extract discrete data and text data fields electronically from a variety of electronic health record systems in order to assess performance on 15 quality measures. Additional cohorts, testing, and measures are in store for 2016.

MACRA and Alternative Payment Models

With the repeal of the sustainable growth rate physician payment methodology, Congress enacted new legislation known as the Medicare Access and CHIP Reauthorization Act of 2015, or MACRA. The shift from fee-for-service to value-based payment has created a range of alternative payment models that support new care delivery models such as accountable care organizations. The AAN helped, and will continue to help, members understand these models—their differences and advantages—through a series of educational AANnews articles and videos.

ICD-10-CM

The long road to implementation of ICD-10-CM came to an end on October 1 when the new codes went into effect, and the AAN accompanied practicing neurologists and business administrators each step of the way with a host of resources and tools to ease the transition.

Quality Measures

The Academy continued to create quality measures for neurology to identify gaps in care, facilitate participation in quality improvement, and support neurology’s participation in payer value-based payment programs, such as the Physician Quality Reporting System (PQRS). The AAN continues to encourage members to participate in quality improvement through AANnews articles, webinars, and online resources.

Neurology Compensation and Productivity Survey and Report

The Neurology Compensation and Productivity Survey collected benchmarking data from 1,350 AAN members (physicians and practice administrators), making it the largest survey of neurologists’ compensation. Those who completed the survey requirements received free access to the full report as well as the customizable dashboard which allows the ability to compare the productivity and efficiencies of their practices with others.

CMS and Private Payer Relationships

Strong relationship-building with representatives at the Centers for Medicare & Medicaid Services (CMS) led to several successes for neurology in the Medicare Physician Final Fee Schedule, including reimbursement for advance care planning. In its continuing efforts to educate private payers on the value of neurologic treatments, the Academy proactively initiated meetings with Anthem, Aetna, Health Care Service Corporation, and Blue Cross Blue Shield Association. New episode of care frameworks were created for dementia, epilepsy, and stroke, and shared with payers for their evaluations.
ACADEMIC

The AAN provides resources for neurology professionals in all areas of academic medicine: chief residents; education, clinical, or research-oriented faculty; division chiefs; chairs; deans; and other roles.

Delivering unparalleled resources to members in academic medicine advanced even further in 2015 as the Academy launched its first-ever Academics section on AAN.com. This convenient resource center helps our members quickly locate information for neurology professionals in all areas of academic medicine, including chief residents, education, clinical, or research-oriented faculty; division chiefs; chairs; deans, and other roles.

Education-oriented faculty can now explore tools for how to evaluate your neurology residents and residency programs, tools to help meet important ACGME milestones, and how to further develop your career.

For research-oriented faculty, we provide resources, answers to FAQs, sample templates, and tools specific to basic, translational, and clinical science researchers/coordinators. Get tips on how to better manage your laboratory, recruit for clinical trials, and mentor a new generation of researchers.

We know the majority of clinic-oriented faculty time is spent seeing patients, and we have resources to help you provide the best possible care. Access valuable practice guidelines and other resources on reimbursement, quality improvement, health care reform, and health information technology.

We encourage you to also explore the added resources for division chiefs, chairs, and deans. The new Academic area on AAN.com is your first choice for helping you advance academic medicine, your program, or your career.
CME & MOC

The AAN’s continuing medical education programs have been considered the gold standard for decades. One watershed event in 2015 was the AAN’s effort to ease the burdens faced by members regarding the cost in dollars and time required to accomplishing maintenance of certification (MOC) as mandated by the American Board of Psychiatry and Neurology (ABPN).

Maintenance of Certification

The AAN recognized the burden that members faced on meeting the heavy demands of MOC. It pressed hard to convince the ABPN to end Part IV of MOC—to no avail—but the ABPN did agree to make the time-consuming feedback module optional. The ABPN also formed a clinical advisory panel that includes four neurologists, as recommended by the Academy.

Free MOC Education for Members

In response to member concerns about the high cost of CME necessary to complete MOC, the Academy offered these NeuroPI, NeuroLearn, and NeuroSAE education opportunities free with membership. Approximately 8,000 members subscribed to these no-cost resources by year end.

We made our MOC learning modules free.

Free EBM Online for Members

The AAN’s popular classroom-based course on evidence-based medicine was adapted for the internet and now EBM Online is offered free to AAN members. And in 2016, member neurologists, researchers, and advanced practice providers will be able to receive free CME credit.

Undergraduate and Graduate Education

The Academy worked to attract the best and brightest medical students into neurology through its Student Interest Group in Neurology (SIGN) program and various initiatives, and assisted neurology residents through scholarships and initiatives.
RESEARCH & AWARDS

The AAN supports researchers across their careers, providing opportunities and information about pursuing a career in scientific research and recognizing those researchers who have made significant breakthrough contributions to the field. The AAN works for you by creating exclusive resources to help you stay up-to-date on scientific developments in neurology, and scholarships, fellowships, and grants help support their efforts.

Awards and Scholarships

Recognition of the accomplishments of our members, whether new to the profession of neurology or seasoned veterans, salutes both their personal endeavors and advances in the science and art. The AAN honored more than 70 individuals with awards or scholarships in 2015.

Clinical Research Training Fellowships and Research Grants

The AAN believes the need for research into causes/treatments for neurologic disease and nurturing the careers of young investigators go hand-in-hand. Applications for the AAN’s coveted Clinical Research Training Fellowships and Research Grants reached 108, compared to 89 in 2014. The Academy provided 20 fellowships, and continues to seek out partnerships in the health care community to establish new fellowships to meet the increased need for this money, as well as the increased volume and quality of applications.

Neuroscience Is...™

The Academy launched its new Neuroscience Is... campaign, a nationwide effort to build public awareness and demonstrate the importance of neuroscience. The ultimate goal of the campaign is to create a culture in the United States that supports robust neurological research and encourages more young people to pursue careers in neuroscience. The campaign targets concise messaging to four specific audiences: Neuroscience Is... Cool: K-12 students; Neuroscience Is... Rewarding: High School, College, Medical Students, and Residents; Neuroscience Is... Essential: Practicing physicians/providers, and the patients and caregivers they serve; Neuroscience Is... Critical: Federal bodies and Congress.
PUBLIC POLICY

Victories in public policy rarely come easily, as attested by the long but successful fight to repeal the Sustainable Growth Rate (SGR). But the Academy's advocacy efforts on your behalf are strengthened exponentially when it is able to count on you to get involved and raise your voices.

Sustainable Growth Rate Victory
Abolishing Medicare's flawed SGR was a decade-long effort by the AAN and its allies. But persistent advocacy finally paid off in 2015, as Congress scuttled the law and eliminated the threatened reimbursement cuts physicians faced annually. Many of the 2,228 neurologists who sent at least one message to their members of Congress when prompted by the AAN did so during the final push to victory.

Telemedicine
The advent of telemedicine has increased the ability of neurologists to diagnose and treat patients who lack convenient access to care. The AAN supported the efforts of 10 states to join the Federation of State Medical Boards Interstate Compact, which allows for the voluntary licensing within the states in the compact, and helps reduce legal and reimbursement barriers and challenges across state lines. Resources were developed to help members understand implementation of teleneurology services.

Neurology on the Hill
This signature event for member advocacy on federal issues brought concerned neurologists to Capitol Hill to make their case directly to lawmakers for elimination of SGR, passage of the Saving Lives, Saving Costs Act (which would provide legal safe harbor for physicians who demonstrate best practices by using evidence-based guidelines), and support for the BRAIN Initiative. The 156 participating AAN members (a 13-percent increase over 2014) were set apart from the many other visitors to the Hill by unique—and stylish—Academy green bow ties. By the end of the day, AAN members had visited with staff in 226 congressional offices and met personally with 80 members of the House or Senate.

Palatucci Advocacy Leadership Forum
In its 13th year as the AAN's distinguished training program for new advocacy leaders, 27 members experienced a life-changing weekend that educated them in best practices for developing and executing their action plan to make positive changes in their practices, institutions, and communities on behalf of their patients. Learning how to work with the media to get prime exposure of their key messages is a strong component of this training.
BrainPAC

BrainPAC is the only political action committee in Washington, DC, dedicated solely to neurology. Launched by the AAN in 2007, it calls upon members to make an investment in their profession through donations which are used to gain access to politicians and support those federal candidates to the House of Representatives and Senate who support our neurology goals. In 2015, BrainPAC raised nearly $342,000 from 1,292 members, compared to $322,000 and 1,360 members in 2014. These funds will be used to support policymakers in key positions and others who show support of issues important to our members.

Research Funding

The AAN increased its lobbying efforts and enhanced its collaboration with patient groups and coalitions seeking increased support for neuroscience research, including NIH and NINDS funding. During Neurology on the Hill, AAN members advocated for $135 million for the BRAIN Initiative, a $70-million increase. As a result of this effort, three members of Congress co-authored a letter in support of this funding that garnered 41 congressional signers and both House and the final appropriation for FY2016 exceeded this request by allocating $150 million for the Brain Initiative and an additional $2 billion for NIH.
Along with hosting the world’s largest gathering of neurologists at the AAN Annual Meeting, the Academy offered three popular regional meetings, including the new Breakthroughs in Neurology.

2015 Annual Meeting

Washington, DC, was the nexus for neurology professionals from across the globe to network, discuss cutting-edge research, and take part in top-rated education programming across a wide variety of topics. The AAN again enjoyed a record year with 13,583 attendees, a three-percent increase over 2014. Attendees also benefitted from a record number of submitted abstracts: 3,324 compared to 3,032 in 2014.

Breakthroughs in Neurology

2015 was the inaugural year for this conference, held in January in Phoenix, AZ. It drew nearly 350 attendees excited to learn the “best of” clinical highlights, scientific breakthroughs, and other hot topics from the previous year.

Sports Concussion Conference

The Academy’s second conference devoted to the latest research findings and education on this too-common brain injury brought 437 attendees to Denver in July. There was additional emphasis on attracting sports medicine professionals and family practice physicians, and a half-day of programming was added to focus on multi-disciplinary approaches to diagnosing and treating concussion.

Fall Conference

The Fall Conference in Las Vegas, NV, continued its successful run with its convenient three-day format of neurology and practice management education programs. The attendance count of 619 was a 23-percent increase over 2014—and just 20 attendees below the record year of 2013.
MEMBERSHIP

The leaders of the AAN know the organization is only as strong as its members. Not only is it vital to provide those resources and services essential to success and satisfaction in this profession in the here and now, it’s just as necessary to grow our membership in both breadth and depth. How well we are working for you is evident in our steadily increasing membership numbers.

Health and Wellness

President Cascino is committed to help address the fact that neurologists have one of the highest rates of burnout among all medical specialties, and some of the poorest rates of work-life balance. An AAN task force tackled the issues of the causes and symptoms of burnout, recovery, and prevention, and the role wellness plays in everyday job satisfaction. The task force continues to develop resources to be posted on AAN.com.

Leadership Programs

The Academy continued to refine and enhance its programs for training qualified members in areas that will help build a strong pool of future leaders for the AAN and neurology: Women in Leadership Forum; Emerging Leaders Forum; Diversity Leadership Forum; and the Palatucci Advocacy Leadership Forum.

Advanced Practice Providers

The Academy knows the work of providing quality neurologic care is the work of many hands, and wants to provide membership programs for your entire care team. Several years ago, business administrators were brought into the fold so they could access timely resources and information to help strengthen neurology practices. This year, membership plans and tiered pricing were established for nurse practitioners and physician assistants, and a representative of those roles was appointed to the Education Committee. We now have nearly 500 nurse practitioners and physician assistants members.

Business Administrators

The AAN worked to increase its practice/business manager membership by creating a tiered membership model for business administrators.

Sections and Personalized Membership

To better meet the needs of subspecialties and special interest groups, the AAN revamped its Sections and added staff dedicated to supporting their unique needs. The Academy also continued to personalize communications to ensure a seamless and optimal member experience, delivering the information most vital to their professional interests.

Trainees

To ensure the ongoing health of the profession and the organization in order to support the unique needs of all members, the AAN deepened its commitment to medical student recruitment to neurology, increasing this membership population to 4,112, exceeding the Board’s goal of 3,252.

Junior Members

Particular attention was given to recruiting medical students to choose neurology as their specialty, and greater effort went into retaining Junior members (residents and fellows) and engaging them more fully in the AAN experience with tailored communications.

Career Services

The AAN wants to take some of the load off members who are coming into their first jobs, or changing career tracks or locations—as well as those who are seeking new employees. The Neurology Career Center was exceptionally busy in 2015, with over one million jobs views. More than 1,600 applications were completed online—an estimated four times the number completed directly with an employer. And the popular monthly Jobs Email continued to be one of the top-viewed emails of all AAN communications to members.
Breakdown of US Members

- Neurologist: 55.4%
- Junior: 16.0%
- Student: 14.3%
- Non-neurologist Clinician: 2.0%
- Nurse Practitioner/Physician Assistant: 1.9%
- Senior and Honorary: 6.0%
- Business Administrator: 1.0%

Membership Growth

- 1995: 14,000
- 2000: 17,000
- 2005: 19,500
- 2010: 24,000
- 2015: 30,000

Based on 2015 year-end data.
Membership Demographics

**U.S. Members**

- 24,000

**U.S. Neurologists**

- 14,000

**International Members**

- 6,000

*More than 89% of current market share*

*Based on 2015 year-end data.*
PUBLICATIONS

The Academy enhances member satisfaction by delivering to you the latest information affecting neurologic research, health care practice, and policy developments. The AAN’s journals are consistently rated among the most highly regarded benefits of membership, and the publishing portfolio covers a wide range of content and resources.

**Neurology**

The high-quality scientific research flagship journal Neurology continued its dominance as the number one journal in the specialty in 2015 providing clinical neurologists with outstanding peer-reviewed articles, editorials, and reviews to enhance patient care, education, clinical research, and professionalism. The Neurology Podcast attained 1,336,503 downloads in 2015.

**Neurology® Genetics**

Continuing the momentum generated by the successful Neurology: Neuroimmunology & Neuroinflammation, the AAN launched its second online open access journal in 2015 to be the premier peer-reviewed journal in the field of neurogenetics. Neurology: Genetics provided neurologists with outstanding original contributions that elucidate the role of genetic and epigenetic variation in diseases and biological traits of the central and peripheral nervous systems. The journal published original articles in all areas of neurogenetics including rare and common genetic variation, genotype-phenotype correlations, outlier phenotypes as a result of mutations in known disease genes, and genetic variations with a putative link to diseases. Articles included studies reporting on genetic disease risk, pharmacogenomics, and results of gene-based clinical trials (viral, ASO, etc.).

**Neurology® Clinical Practice**

Providing content geared toward the day-to-day needs of practicing neurologists, this bimonthly journal offered peer-reviewed, timely updates in clinical neurology, plus helpful analyses of office-based and health policy issues.

**Neurology Today®**

The AAN’s biweekly newspaper covered important news on clinical, research, policy, practice, and other topics relevant to neurologists, and was received by all US neurologists and all AAN members worldwide. The publication launched the Neurology Today Conference Reporter this year, an e-news service sent to all subscribers covering scientific meeting highlights from the AAN’s Annual Meeting and seven additional subspecialty meetings.
Continuum: Lifelong Learning in Neurology®

With a total circulation in November 2015 of 10,736 subscribers, the AAN’s bimonthly topic-based, self-study CME journal for practicing neurologists examined spinal cord disorders, neuro-oncology, behavioral neurology and neuropsychiatry, headache, neurocritical care, and neuroinfectious disease. Continuum® is provided as a free benefit of Junior membership.

Neurology Now®

This patient and caregiver magazine is provided free to those with neurologic conditions and their families and is an important patient education resource for AAN member neurologists to distribute in their offices. It has a per-issue estimated reach of 1.6 million readers and more than 260,000 individuals have signed up to receive free subscriptions. Longtime contributor Orly Avitzur, MD, MBA, FAAN, assumed the role of editor-in-chief this year, following the decade-long tenure of founding editor Robin L. Brey, MD, FAAN.

AANnews®

The Academy’s monthly magazine continued to keep members informed of the association’s events and services, as well as timely subjects related to changes in health care policies and legislation that have significant impact on practicing neurologists. New President Terrence L. Cascino, MD, FAAN, took over the President’s Column as Timothy A. Pedley, MD, FAAN, ended his two-year term, and outlined the priorities of his leadership.
Diverse revenue streams help the AAN keep membership *dues as low as possible.*
American Academy of Neurology and American Academy of Neurology Institute

Strategic planning is all about determining where the Academy is going, how we get there, and when we’ll know if we got there or not. Our philosophy is to be mission directed, data-driven, and have strategic planning be an active part of the culture and process. As a result, the AAN has developed a strategic plan for the next three years.

Creating a Wildly Important Goal (WIG) has served as a critical organization-wide strategy in the midst of the day-to-day functions or “whirlwind” of what needs to be done. The identified WIG is to:

**2016 Strategic Goals**

The Board-approved goals for 2016–18 are:

1. Ensure the ongoing health of the profession and the organization in order to support the unique needs of all members
2. Personalize member communication and the member experience
3. Educate and assist members in order to provide high-quality clinical care in the evolving health care environment
4. Advocate for members and their patients on issues of importance to neurology, including access to high-quality, cost-effective care, research, and fair payment
5. Enhance member satisfaction with resources that support members throughout their careers
6. Promote neurology and neuroscience research and training

Next Steps

Much progress was made in 2015 toward accomplishing the Academy’s goals. In 2016, the strategic planning process will continue pursuant to the strategic planning policy adopted by the Board of Directors. The Academy will continue to focus on expansion of the Axon Registry, subspecialty and Section relations, preparing our members for MACRA and other health system reforms, international business development strategies, member outreach and personalization of the member experience, and expansion of the Academy’s neuroscience research program.

Demonstrate the value of neurology, neurologists, and neuroscientists
2015-2017 AAN BOARD OF DIRECTORS

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Guideline Development, Dissemination, and Implementation Subcommittee
International Subcommittee
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