Lower your stress levels
Build more life balance
Create a more ideal practice
Enhance your relationships
Recognize, treat, and prevent burnout

BURNOUT PROOF WORKSHOP

SATURDAY FEB. 24, 2018
9:30 AM-2:00PM
TROPICANA CONFERENCE CENTER

REGISTRATION INFORMATION INSIDE

Inside...
• 2017 Highlights
• Burnout Proof Workshop
• What's New in 2018
• New Massage Services Through Wellness 360°
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*Advertising or publication in the VCMS Monitor does not imply approval or endorsement by the Vanderburgh County Medical Society.

New Members

Welcome New Members!

Julie M. Franz, MD
Geoffrey M. Geoghegan, MD

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President’s Message

Holiday Hustle

As we go through the hustle and bustle of the holidays, it can be hard to keep our wits about us as the whirlwind of events, parties, travels, and family demands add up. As physicians, our work demands also pull us in a hundred directions—patients want to be seen before the end of the year, surgeries to be scheduled now that deductibles have been met, office staff gifts need to be prepared, the EMR charts need to be completed, quality metrics have to be met, just to name a few things.

I certainly have felt the burden of it all and wonder if I can juggle everything. With so many things up in the air, it seems like just one more thing, one more spinning plate, and the whole balancing act will be up and come crashing down on me. I have been in a place of burnout before. There has been more than one occasion where I’ve wondered what I’m even doing? With my career? With my life? Is medicine what I thought it was going to be? Am I cut out to do this?

Physician burnout is an underdiagnosed problem for the medical community, and it has been getting more attention on the national stage over the last few years. In one study out of the Mayo Clinic, over 45% of physicians surveyed showed at least one sign burnout1. Similarly, among our nursing staff, there was a survey of over 10,000 inpatient nurses with more than 40% reporting emotional exhaustion2.

Here at the VCMS, we want to partner with you to help prevent burnout. This past summer we were able to launch our Wellness 360 program to be a support system for physicians. This February we are excited to host Dr. Dike Drummond as he leads us in a Burnout Proof Workshop. It will be an informative and relevant morning that will help equip us in meeting some of the challenges we face in our work-life balance. We wanted to reach a wide audience, and so nurse practitioners, physician assistants, and other physician extenders are invited to join the meeting. In fact, because we do not live in a vacuum taking care of our patients and our families, you and your spouse are both welcomed to attend. In helping our providers be healthy caretakers, we have a better chance of effectively tackling these struggles we have. Please mark your calendars and join your colleagues on February 24th. I look forward to seeing you there.

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Rachel Dierlam
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We get it.

Our team understands the financial concerns of medical professionals and works with physicians every day. We offer customized financial products and services to help you cash flow your practice, allowing you to focus on your patients, not your money.

Contact us today!
**Tri-State Medical Alliance** is grateful for a successful 2017 and is looking forward to an exciting and prosperous 2018!

In 2017, our annual Style Show, “Put Some Bling On It”, profited over $26,000. Those monies will be used to fund our Community Outreach Grants. We had more vendors participate in our Vendor Boutique, as well as our largest attendance at the event, than ever before. We initiated and launched a new webpage this year...thanks to the hard work of our V.P. of Marketing & Public Relations, Catie Tucker. This site has all the information about the TSMA, how to join, other organizations we support, and more! It will be a very valuable tool for us as we move forward in the New Year.

In 2018, we are looking forward to celebrating our spouses for Doctor’s Day in March, awarding our grant recipients at the Community Outreach Luncheon in April, and electing and installing new officers in May.

Lots of exciting things are happening at TSMA...join us for a meeting and be a part of something BIG!

---

**Mark you calendars...**

**Thursday, January 18** – General Membership Meeting
   Guest speaker: Holly Dunn Pendleton

**Friday, February 2** – “Sweet Heart” Party w/ Spouses
   (Invitations will be sent)

**Tuesday, March 20** – General Membership Meeting
   @ Whims & Wishes (Henderson)

---

For more information about meetings or membership:
email us @TRISTATEMEDICALALLIANCE1@GMAIL.COM or visit our website at www.tristatemedicalalliance.org
Cheers to the Moon!

Happy New Year! I hope this finds you all healthy and ready to tackle a new and exciting year. 2017, of course, flew faster than anything of us could imagine. While most of us probably begrudge the winter months after the Holidays, I always welcome this time as a period where I can evaluate what worked in the previous year and more importantly what didn’t work.

While reflecting on the past and scheming for the future, I stumbled upon an article or blog I guess you call it these days about January 2018 and how powerful it will be. This caught my eye. How could a month (especially one as dreary as January) be considered powerful? Are New Year’s resolutions really that mighty?

As it turns out, January 1st was a full moon and not only was it a full moon it was a supermoon. Apparently, a supermoon is an occasion where the moon shines closer to the earth’s rotation, making it appear larger in the night sky. Supermoons are thought to amplify a reflective full moon energy. But wait there is more! What makes January of 2018 so unique, is that there will be two supermoons with the second one arriving on January 31st. Great news for those of you who missed it, right? So this is referred to as a Blue Moon which is also considered a lunar eclipse. This is all “extra special” according to NASA. Blue Moons occur every 2.5 years or so. Guess this explains where “Once in a Blue Moon” originated. I will store that one in my library of useless knowledge (also known as the Cliff Claven library)

I have never been a big astrology person, but I do find it somewhat empowering to know we are starting off a new year with such lunar excitement and some extra energy. I figure we can all use a little more of that in our lives.

Meanwhile, at the VCMS while we do not typically chart the moon phases or even read horoscopes, we also feel that January, as well as the entire year of 2018, will be a powerful and energy filled year. January will kick off with a Family Fun Day at the Tri-State Athletic Club (14th). There will be plenty of fun-filled activities for both adults and children. Take a tour and get a good work out in or take a dip in the indoor pool.

February (24th) will bring everyone together for a half-day workshop to combat physician burnout. Spouses are encouraged to come as well as Nurse Practitioners and Physician Assistants.

May (7th) is the Annual Golf Scramble at Victoria National. Get your teams together now or sponsor a medical student to play in your place.

June (21st) is the Annual Meeting for First District and VCMS at a new location!

July (14th) is the date for Just For The Health Of It – An interactive health fair to help mitigate fears children might have associated with going to the doctor. This will be held at CMOE – Children’s Museum with an anticipated attendance of over 350! Your help is needed for this event as we need physicians and staff to participate in making this a successful event.

There is more to come so please stay tuned. We are very grateful to those of you who have supported our activities, volunteered and served not only our members but our community. Feel free to contact me anytime with ideas on how to improve our mission and services.
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Thank You for Coming to the 2017 VCMS Holiday Party!

We hope everyone who attended had a festive night!

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- Obstetrics
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Does anyone besides me remember Mr. Wizard? Mr. Wizard (actually a man named Don Herbert) had a weekly television show in the fifties and sixties which was dedicated to science and technology and was geared for preteens and teens. He performed fascinating scientific experiments, many of which could be replicated at home by the kids in his audience, frequently to their parents’ chagrin. We loved that show, and I think many of my generation became interested in science because of it. The show was sponsored by something called The Better Breakfast Council, which was a coalition of cereal manufacturers, who informed us that “Breakfast is the most important meal,” and, not surprisingly, that breakfast should consist of “Fruit, cereal, milk, bread, and butter. (Or eggs and breakfast meats for variety.) Little did we know that that seemingly brilliant and kindly man was really trying to poison us all. I mean consider that dietary hall of shame. Fruit thank God we all now know that fruit is to be avoided because of the high sugar content. Cereal: sugar, sugar and more sugar. Milk: no comment even needed. Bread (and white bread for crying out loud): gluten, starch, pure poison. Butter: ‘Nuff said. Oh, I forgot, butter is better now. After two generations of choking down margarine for health reasons we now know that butter, while not great, is better for us than margarine ever was. And eggs, let’s talk about eggs. For my entire sentient life, eggs were the worst thing you could eat. I have known doctors who would limit themselves to one half of an egg per week to stave off instant cardiac apoplexy, (although how they cut that egg in half still baffles me.) But now I understand that eggs, even as many as one per day, are okay. I’m holding out for the bacon, country ham and sausage to regain the favor of the nutritional community.

And what about other environmental toxins which we foolishly have welcomed into our bodies over the generations? During my brief sojourn through this vale of tears, I have been informed, on good scientific evidence, that saccharine caused bladder cancer, that coffee caused pancreatic cancer and that apples, because of the Alar sprayed on them, should be totally avoided. Beef and pork are both fatal, and chicken, once thought to be an acceptable protein source, is so full of the contaminants of mass food production that only if we raise them ourselves in the side yard might we avail ourselves of some boiled, skinless white meat. Cheese should be avoided at all cost, in spite of the fact that the French, who, like I, consume vast amounts of it, have relatively little heart and vascular disease (Maybe it’s the wine. I certainly hope so.) Whole wheat bread was once the way to near eternal life, and then whole wheat bread was the worst thing you could eat. We were told that our diet should be mostly grain-based, and then that a grain-based diet is terrible and we should confine ourselves to a Neolithic menu, which I suppose means insects, small rodents, wooly mammoths and nuts and berries.

I guess the only thing left to eat is kale. Kale is very popular these days. I will admit that I like kale, especially when it’s slow cooked with a lot of country ham, but I’d have to really be hungry to blenderize a bunch of it and then choke down the resulting green potion like Jimmy Stewart drank Hermione Gingold’s witches brew in Bell, Book, and Candle.

Well, all of this is depressing. I guess I’ll just make myself a peanut butter and mayo sandwich on white bread, cover it with Cheetos, get a glass of wine and tune in to TV Land and watch some old Mr. Wizard reruns. That guy was a real scientist.
**FEATURED SPEAKER**

**DR. DIKE DRUMMOND**

This workshop features nationally recognized speaker, Dr. Dike Drummond. Dr. Drummond is a Mayo trained family doctor, executive coach, and CEO of TheHappyMD.com whose sole professional focus since 2011 has been addressing the modern burnout epidemic in physicians. He has delivered trainings to the AAFP, Minnesota Medical Association, ACPE, Kaiser NW and many more top level organizations. His book, "Stop Physician Burnout" shares field-tested tools to help physicians lower stress, prevent burnout and build a more ideal practice.

Dr. Drummond's team of physician burnout coaches is also offering their services to the Vanderburgh County Medical Society members at a 15% discounted rate.

---

**THE PROGRAM**

Research shows that an average of 1 in 3 doctors suffer from symptomatic burnout on any given office day. Some surveys show burnout rates over 70%. Physician burnout and its complications are the #1 threat to a physician's medical career.

The Vanderburgh County Medical Society is offering this physician workshop to supply VCMS physicians with practical and field-tested tools to help prevent and treat burnout in themselves and their colleagues.

- **All Physicians, Nurse Practitioners, Physician Assistants, spouses, and significant others are invited**
- **Receive a free copy of the book:** "Stop Physician Burnout - what to do when working harder isn't working"

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of Deaconess Health System and Vanderburgh County Medical Society. The Deaconess Health System is accredited by the Indiana State Medical Association (ISMA) to provide continuing medical education for physicians.

The Deaconess Health System designates this live activity for a maximum of 3.5 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**AGENDA**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:30am</td>
<td>Registration &amp; Continental Breakfast</td>
</tr>
<tr>
<td>10:00am</td>
<td>&quot;Burnout Proof Live Workshop&quot; Interactive, high energy live workshop teaching how to recognize and prevent burnout, lower stress and build a more balanced, supportive and productive workplace for physicians and staff.</td>
</tr>
<tr>
<td>11:30am</td>
<td>Concurrent Breakout Sessions For Physicians: “Getting What you Need from Within a Bureaucracy” From this point forward in the American healthcare system, most physicians will be in an employee position. The medical education process does not prepare them for this position in the middle of a bureaucracy. This interactive, high-energy workshop teaches how to manage your boss and get what you need to build your ideal practice from within a bureaucracy.</td>
</tr>
<tr>
<td>12:30pm</td>
<td>Lunch</td>
</tr>
<tr>
<td>1:00pm</td>
<td>&quot;The Quadruple Aim Blueprint&quot; Interactive, high energy live workshop teaching the four-step process to build an organization-wide, proactive burnout prevention program which will naturally drive higher levels of physician engagement, care quality and patient satisfaction.</td>
</tr>
</tbody>
</table>

**REGISTRATION**

Register By: February 19, 2018

Cost:
- Students: Sponsored by IUSM-E
- Resident: $25.00
- Individual: $50.00
- Couple: $75.00

*Includes: sessions, CME, breakfast, lunch, and copy of Dr. Drummond's book

Complete Registration Form Below OR Register Online (See Details on Bottom)

Mail form and check to the VCMS office:
Vanderburgh County Medical Society
3116 E. Morgan Ave., Suite F
Evansville, IN 47711

Make Checks Payable To: Vanderburgh County Medical Society

You Can Also Register Online At: http://vcmsdocs.org/event/burnout-proof-workshop/

Questions? Please contact the VCMS Office.
Thank You for a Fabulous 2017

Happy New Year!

See you in 2018!
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The Program

The Wellness 360° program offers physicians a support system that provides whole-person care and helps to mitigate any stage of physician burnout. Huge stress levels, long working hours, and poor work-life balance are contributors to physician burnout—a phenomenon that has reached epidemic proportions. More severe cases can lead to a blurred sense of purpose and goals and—in extreme cases—may even lead to suicide. Physicians ignore the symptoms and those that do validate them do not seek assistance—often because they do not feel comfortable to do so. This is detrimental to them, to their families and to their patients. The Wellness 360° program provides a safe, supportive environment where physicians can receive the care they need and deserve.

Every member of the Vanderburgh County Medical Society will receive complimentary counseling services from a Psychologist and Health & Wellness Coach. Members will also have access to a certified physician burnout coach at a discounted rate. All services are 100% confidential tailored to physician’s needs. It is quickly accessible at the convenience of the physician, free, and private with no disclosure of information to others, including insurance companies, or medical licensing boards.

Health Coaching

The Integrative Health & Wellness Coach will work together with the physicians to implement basic, gradual modifications based on the physician’s unique needs towards a sustainable health and wellness transformation. These modifications will improve the physician’s diet and include positive lifestyle changes towards a more fulfilling career, supportive relationships, daily enjoyable exercise, and a nourishing self-practice. The goal is to prevent physician burnout by incorporating realistic, small changes that will lead to lifelong healthy habits and improve work-life balance.

What Physicians Will Receive

- Two 60-minute sessions per month for six months
- Flexible session setting in person, on phone, or via face-time
- Email support between sessions
- Simple, healthy recipes, food samples, and self-care products
- Handouts and articles specific to your needs and goals
- Accountability

“Testimonial”

“I first noticed the article in the Monitor about the coaching this Fall and was interested, so I contacted Talya, and we got together where she explained the program and answered all my questions. I gave it a try. I was able to identify my goals for the future, which included weight loss, regular exercise routine, and some lifestyle decisions. She arranged a month’s free trial at Tri-State Athletic Club with eight private training sessions. I worked with Robin who does an outstanding job leading you through a series of weight training exercise in 30 minutes with clear explanations of how to get the most benefit. Talya met with me for an hour every two weeks, and we discussed my progress making suggestions and keeping me focused. This was a very beneficial part of the program. I highly recommend giving it a try.”

– A testimonial from a Wellness 360 participant
Confidential Counseling
The Psychologists will provide confidential counseling services to address the physicians’ specific needs.

What Physicians Will Receive:
- Complimentary counseling in a private, comfortable, serene, setting that is 100% confidential
- 6-8 sessions offered per year
- Appointment confirmation within 24 hours; including after office hours
- Security that no insurance is billed, no electronic records are created, and no information is disclosed to others without physician’s written consent

Tri-State Athletic Club Partnership
Tri-State Athletic Club’s role in the Wellness 360° program will be to lead the exercise and accountability component. Each participant will be given a 30-day trial membership with full club privileges. The Wellness Staff will create an individualized exercise regimen based on each participant’s needs.

What Physicians Will Receive
- Access to Tri-State Athletic Club’s fitness center, yoga studio, tennis courts, racquetball court, indoor salt water pool, outdoor pool, group exercise classes, and hot tub and sauna.
- Complimentary one on one training with a personal trainer twice a week for 30 days.
- Assessment session complete with goal setting with health and wellness staff.
- Support to achieve participant goals to improve overall health.

Additional Services Available to VCMS Members at a 15% Discounted Rate

Physician Burnout Coaching
The physician burnout coach is both a physician (not local) and an experienced executive coach. The coach will be your success partner who keeps you focused on your vision, support you, and create a plan of action together with you to reduce burnout. This service will be provided to VCMS members at a discount.

What Physicians Will Receive
- 1-hour calls with the Physician Burnout Coach via phone or skype
- A step-by-step action plan to lower your stress and create a more balanced life
- Detailed information on physician burnout including the causes, effects, pathophysiology, and consequences
- Support to achieve your goals and improve your personal and professional development
- 24-hour emergency phone line

For more information please visit: https://www.thehappymd.com/physician-burnout-coach-team

Benefits of Wellness 360°
- Improved overall health
- Stress reduction and life balance
- Improved relationships professionally and personally
- Improved patient satisfaction
- Motivation to be well
- Physicians will be equipped to deal with the pitfalls of their profession
- Gained support system

Schedule Your Appointment
To schedule an appointment, please call our Private Wellness 360° Line at (812) 475-9001.

The VCMS Wellness 360° program will not turn any physicians away. If you are a non-member seeking help, there is a fee schedule. Please contact the private Wellness 360° phone line for more information.

For more information please visit: http://vcmsdocs.org/wellness-360-2/
As a physician, you spend the majority of your professional career taking care of people in need, physically and mentally. You deal with sickness on all levels from a child with a cold to an adult in their last days. Add to that the bureaucratic pressures and loss of autonomy, it’s no wonder that studies show that Physician Burnout is on the rise. Burnout leads to stress, which leads to sickness. After a full day of work, you come home to a family that needs your attention too. When do you take time for YOU? If we don’t take care of our own needs, then how are we to be of any use to anyone else?

When did you last have someone take care of you? When is the last time you got a massage? Maybe you think massage is just foo-foo. Maybe you wonder, when do I have time to do that?

Dedicating an hour to your own well-being could be the best investment you could ever make to your medical practice and your life. Massage can be your one hour of it being all about YOU. One hour to switch it all off and leave it to your therapist to bring the Zen back into your life. An hour of inner reflection while your body is receiving the much-needed relief it so craves. Receiving massage on a regular basis can improve your life dramatically. Just looking at your calendar and seeing you have an upcoming massage can brighten your day.

Maybe you’ve heard of how the Cleveland Clinic in Ohio is trying to combat physician burnout with a program they call ‘Code Lavender.’ The Code Lavender program, which has been in place since 2008, aims to support nurses and physicians during emotionally troubling or exhausting times, often after experiencing the death of one or several patients. Within 30 minutes of a call, the Clinic’s team of holistic nurses arrives at the unit to provide Reiki and massage, healthy snacks and water, and lavender arm bands to remind the nurse or physician to take it easy for the rest of the day. How amazing is that?

At Zen, we’d like to offer you this retreat outside of your place of work. After an introductory, complimentary 30-minute massage, we’d like to encourage you to get on a regular schedule by offering you services at a discounted rate with a promise to yourself that you will return at least once a month.

Give it a try and see the difference it makes in your life. We believe you will see improvements in your mental and physical health. Regular massage improves emotional well-being by making the person feel nurtured. This lowers stress levels and feelings of anxiety. Massage improves quality of sleep and improves concentration. What’s not to like about that?

Give yourself the gift of massage. Your body, your family, your co-workers, and your patients will thank you. I look forward to seeing you at Zen.
Well, here we are at the start of a New Year! Did you take action on your 2017 health and wellness goals? If not, no worries, you’re not alone. The good news is that you can begin to start achieving your 2018 health and wellness goals at any time! The best way to start is to give Tri-State Athletic Club a try for FREE! All VCMS members receive a complimentary 30-day trial membership and personal training. Included in your trial membership are the following:

- Eight complimentary personal training sessions
- Learn Tennis Fast – 3-week introductory tennis program
- Access to our Yoga Studio – over 30 classes per week
- Over 50 group exercise classes per week including barre, spin, pilates, group core, group power, aqua, and many more!
- Over 50 strength training machines and free weight areas to accommodate any goal
- 40+ pieces of new cardio equipment with HD TV attached
- Access to our Kids Club
- Sauna, Steam Room, and Hot tub
- Two full-size basketball courts
- Indoor track
- Access to our Indoor and Outdoor Tennis Courts
- Racquetball
- Access to both of our pools - indoor salt water and outdoor
- Access to our Pickleball courts

In fact, to see what Tri-State Athletic Club has to offer. Stop by the club from 1 – 4 pm on Sunday, January 14th for a special Family Fun Day! Here’s what to expect: fun family activities, kids’ fitness classes, kids’ music featuring the Evansville Philharmonic Orchestra, snacks, drinks, prizes, and guided tours. Our kid’s club will also be open for child care.

Always remember that it’s never too late to get started on your goals! Contact the VCMS office to get your prescription for the free 30-day trial and let Tri-State Athletic Club assist you in achieving your goals!
Very often our health and wellness goals and New Year’s resolutions revolve around food and weight. While a wholesome, nourishing diet is a very important goal aimed at leading a healthy, energetic life, it is just one piece of the puzzle. If other aspects of your life don’t fulfill you, no amount of vegetables will make you happier. Now, I’m not telling you to eat junk food and sit on your couch all day. What I am saying is focus on the complete picture; fueling your life physically, emotionally, and spiritually will bring you closer to a happier, healthier, more fulfilled YOU!

In 2018 I want you to broaden your health and wellness goals. In addition to adding more whole foods to crowd out the processed foods and sugar, focus on leading a life you love! Do you participate in physical activities you actually enjoy? Do your relationships fuel you? Does your career motivate you? Do you have a spiritual practice that inspires you? Do you do something fun every day? Do you make time for YOU and include self-care rituals that nourish you?

I have clients whose initial main focus is to lose weight, increase energy, or heal digestive issues—all very important goals. We work together towards gradually adding more whole foods that nourish their unique body and crowd out the foods that don’t serve them well. But that is only one aspect of what they gain in my 6-month integrative health-coaching program. They find physical activities they look forward to doing each day. They learn ways to reduce their stress through breathing techniques, meditation, and yoga. They improve relationships with their loved ones. They are happier at their jobs. They become more mindful while eating and in all aspects of their daily activities. They sleep better and are more at peace. They carve out time to do activities that rejuvenate them. They radiate with a newfound appreciation for themselves and their life!

Leading a healthier, happier life goes beyond the food on your plate. Here are some of my favorite tips for gradual modifications you can incorporate in the coming year to fuel yourself physically, emotionally, and spiritually:

**Slow Down** – In this fast-paced, technology-based world we are always in a rush. We run from place to place and constantly think of the next task or event. Resolve to add ten extra minutes to get to your next activity. Take a step back and look around and truly appreciate the moments with your family, friends, and all that nature offers in this beautiful world.

**Sleep More** – Make sleep a priority. Give your body a chance to rejuvenate and rest as much as possible. Start by going to sleep 30 minutes earlier and turn off electronics an hour before bed, so you can truly unwind.

**Do physical activities you enjoy** – Experiment and find physical activities that motivate you. If you don’t like running on the treadmill, then don’t run on the treadmill. Do you Love to dance? Take a dance class. Cherish your time in nature? Go for a hike. Do you enjoy team sports? Get a group of your friends or family together for a game. Do you enjoy group strength training? Take a boot camp class. Are you looking for more of a lower impact class? Try yoga or Pilates. The important thing is to do an activity you like, so you look forward to it!
Do What You Love – Find a career you love or make changes, so you can love the work you already do! Does your job bring fulfillment and gratification? Are you using your strengths and creativity? Are you motivated? Are you working in a positive environment with those who encourage you? Do you look forward to work? Are you involved in networking groups to enhance your career? Ask yourself these questions to see if your career aligns with you or how you can improve it.

Find a Spiritual Practice That Speaks to you – Spirituality comes in many forms including religion, yoga, meditation, art, music, and nature—just to name a few. Add to your life a spiritual practice that inspires and enlightens. Find something that grounds you and is your happy place. Don’t be afraid to try something new.

Appreciate, Forgive, and Cultivate Positive Relationships – Relationships should provide joy, comfort, and growth. Acknowledge and appreciate those around you. A simple “thank you” can make someone’s day. Forgive those who have done you wrong, and make peace with the past. Talk to the person or write a letter that describes how you feel; often just writing the letter without sending it is enough to let it all go. You will feel a sense of peace and closure. Release the negative people in your life who are downers and surround yourself with those who support you and motivate you to be your best self!

Be a Yes for You – Too often I hear clients say that they just don’t have time for themselves, yet they manage to do things for everyone else in their lives. It’s OK to say no to others when they ask you to do something. It’s OK to place your needs first. Be a YES for you in 2018 and carve out time for you every single day, even if it’s just 20 minutes. Do something relaxing and fun! You are not selfish for doing so and deserve it.

Start and finish the day with gratitude – When you wake up in the morning, acknowledge everything you are grateful for in life. List the items out loud or write them down. Count your blessings when you go to sleep and appreciate all of the good things that happened that day. You will start to focus on the positive rather than the negative.

Set intentions - Intentions help you achieve your goals and provide a roadmap to your desired destination. Set intentions for yourself each day such as: “I intend to slow down and find the beauty in everything,” “I intend to be selective with my time,” “I intend to try something new,” or “I intend to stop before responding to someone right away and acknowledge both sides of the situation.” Intentions will motivate you, provide a focus, and set you on a path to work towards your goals.

Listen to your body– Last, but certainly not least, always listen to your body. If it needs rest, then make sure to get sleep and slow down. If your body is aching, do stretches. If your stomach hurts, pay attention to the foods you are eating, how you are eating, where you are eating, and incorporate stress releasing activities such as yoga and deep breathing. Your body knows what it craves and is your best healer.

Make 2018 the year to nourish your body, mind, and spirit. We can work together to create the life you love!
Hippocrates is quoted to have said, “Where there is love of medicine, there is love of humankind.” But in today’s healthcare, is there still a love of medicine? Does our practice demonstrate a love of humankind? I must admit, as a physician I don’t see us always exhibiting a love of medicine. And if we do not love medicine, are we also failing to love humankind?

Walk into any hospital or clinic, and we can see practitioners who are struggling. I see in the eyes of highly educated and previously passionate colleagues, men and women who are struggling to get through their work days. I speak to colleagues over the phone on admissions or consultations, and I can hear the dimness of their spirits. I pass colleagues in the hallways, and I recognize pervasive fatigue and frustration. I know because I’ve been there... and I have asked myself, “where is the love of medicine?”

Healthcare has become, in large part, not a place of healing but too often it has become a toxic work environment. To gain what we perceive to be medical practice efficiency, our healthcare culture has stripped away innovation, a sense of fun, and altruism, and what is left behind is an environment that is often cold, sterile, generic and unfulfilling. Let’s call it what it is: healthcare has become a toxic work environment, and as a result, the Three D’s of disengagement, dissatisfaction, and discouragement are running rampant. These Three D’s are in evidence in the halls of our hospitals and clinics, and consequently, we have colleagues and co-workers feeling the Three F’s: fear, frustration, and flight.

Our work environments should reflect a love of medicine and a love for humankind. Instead, there is widespread evidence of behaviors and signs that suggest our profession is struggling from a lack of humanity. Stoicism is a classic term, and it is a coping mechanism doctors often employ to preserve emotional space. However, I am not sure where the notion came from that formality and friendliness should be mutually exclusive, but to me that idea is preposterous. To make healthcare more human again we must acknowledge we are human beings trying to care for other human beings, and that gets messy. I sometimes wonder if the trend towards unfriendliness in medicine has developed as a way of trying to hold ourselves emotionally together. Again, this is preposterous. As our interactions in our healthcare environments become less friendly, more toxic and less human, might this trend be signaling we lack requisite emotional energy and skills for today’s healthcare environment. As an active practitioner, here is what I’ve noticed:

- A world without smiles is desolate. Some days the only smile I see in the clinical setting is from someone who is running out the door!
- Colleague interactions are becoming more limited, with little interpersonal information sharing. If we are honest, some days our only “communication” with colleagues is a handoff by a text or email.
- Community break rooms and doctors’ lounges used to be safe areas for sharing. But many of our co-workers avoid these areas, and consequently, relationships can become strained.
- Aggressive behaviors—both passive and overt—characterize many of our clinical interactions. Yelling and blow-ups with colleagues, team members or patients, or chronically negative comments about the state of healthcare, are all symptomatic of individual and collective woundedness. We cannot ignore symptoms and expect a different outcome.
- Patients are noticing our woundedness. Some patients avoid or otherwise refuse to have interactions with certain physicians and team members.
- Innovative change in healthcare is certainly needed. But the professional silos isolationism, the tribalism, inflexibility and an outright disdain for change, are all impacting—and limiting—our love of medicine and humanity.
So, how do we go about fixing the issue of toxicity in medicine and re-engaging with our reason for choosing medicine? I respectfully submit it is time we take a serious self-reflective look at our behaviors, and consider if we are a negative influence. Frankly, we have two choices: we can continue to ignore or deflect the issues, or we can name the elephant in the room, and confront the issues that are negatively impacting the joy of medical practice.

As medical practitioners, we are not without power to be a healing influence within our organizations. The toxicity that is all-too-common in healthcare is symptomatic of pain and suffering. As physicians, we can—and must—challenge the status quo of toxicity. We have a professional—and human—obligation to address the unethical practices and unacceptable behaviors we are experiencing. Therefore, I have made a commitment to a new approach for my practice, and I invite you also to consider how you can be a source of healing in your organization.

I will no longer be a neutral bystander saying, “I’m just the doctor,” effectively pushing the toxic problems and circumstances aside to HR or administrative personnel and writing them off as simply an “employee issue.” Instead, I am committing that when I see toxic behaviors exhibited—or when I am the offender—I am going to name the toxic behaviors for what they are, and invest professional time and energy towards addressing the pain behind those exhibited behaviors. I am also committed to making other day-to-day changes that research tells us can be beneficial.

- Communicate appreciation. Even if someone is “just doing their job” none of us likes to be taken for granted. Talk with your co-workers about what they define as “appreciation.” This may be nominating someone to the hospital’s award program or advocating for an extra hour or two of time in their Vacation Bank. If we are obsessively grateful to those who make our work easier, we will not lack for help.

- Acknowledge pain and woundedness—our own, and that we see exhibited in others. Many people act out of a place of pain because they do not know how to respond otherwise. When we work to transcend our pain and woundedness, people can envision hopefulness, and hope is crucial for healing.

- Show consistency when dealing with non-acceptable behaviors. Failing to address non-acceptable behaviors only fuels frustration and escalates negativity.

- Foster trust. Trust ignites teamwork, and it is built in the small moments, every day, over time. Trust can also be destroyed almost instantaneously, so we must be vigilant in our team building efforts.

Physicians have a lot to offer the enterprise of healthcare. We are not powerless pawns. We can love medicine again and inspire a greater love for humankind if we place ourselves back into the equation of professionalism. We can no longer float along in our medical practices and allow toxic habits to destroy the profession of medicine. We must change medical practice—both our own attitudes and behaviors and those that are evidenced in our institutional cultures—and work to replace mindless productivity with deliberate, thoughtful activities that will help us re-engage with our purpose and passion for medical care. Next time you are tempted to despair about the profession of medicine, I challenge you to join me with new vigor and purpose: invest in personal reflection, engage in thoughtful dialog, build trust by acknowledging woundedness and demonstrating appreciation and thankfulness, and then boldly engage your native skills and training to be an exemplar for a better way forward.
Negotiation for Women: The Key to Greater Influence

LEARNING OBJECTIVES
At the conclusion of this retreat, attendees will be able to:

1) Identify the role, significance and uniqueness of the negotiation process for women – personally and professionally
2) Utilize a negotiation framework that can be applied to solve a wide variety of needs
3) Apply the framework to a current situation with opportunity for practice and feedback

ISMA member: $200
Non-member: $300
Resident/Student: $150

ABOUT THE PRESENTER
Kathleen McAllen, MHA, teaches at the Richard M. Fairbanks School of Public Health and the School of Public and Environmental Affairs Executive Education program, both at Indiana University. She has a tremendous passion for leading change, to continuously improve the health care experience for patients and those who care for them. She is an innovative, out-of-the-box thinker who is comfortable challenging the status quo to promote excellence. With a 28-year health system career rooted in hospital and ambulatory operational leadership, she now specializes in strategy, new venture development and partnerships. Most recently, she served as the vice president of network partner services for Community Health Network in Indianapolis. Her years of working directly with physicians of all specialties, along with her strong collaboration acumen, give her the experience and perspective to create synergistic partnerships.

Kathleen McAllen, MHA
Indiana University School of Public and Environmental Affairs
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Air Tours with Collette Vacations!

Alaska & the Yukon
featuring the Yukon, Fairbanks and Denali
August 5 - 17, 2018
HIGHLIGHTS: Anchorage, Tok, Whitehorse, Skagway, Dawson City, Fairbanks, Sternwheeler Cruise, Denali National Park, Tundra Wilderness Tour, Talkeetna

Surround yourself in unspoiled landscapes, ancient glaciers and an array of wildlife on your Alaskan and Yukon adventure. Take a trip through breathtaking Prince of William Sound to view its glaciers. Visit the small town of Tok, the original trade center for travelers coming from and returning to Canada. Set out for the “Gateway of the Klondike” – Skagway. Board a scenic sternwheeler for a cruise on the peaceful Chena River. Enjoy breakfast and savor first-class Goldstar service on the Alaska Railroad on an adventure into Denali National Park and travel deep into the park on a backcountry adventure Tundra Wilderness tour. Enjoy some leisure time in the quaint town of Talkeetna. Along the way come to know all of the treasures of “the last frontier.”

Charming French Canada

featuring Montréal, Quebec City, Charlevoix and Montebello
August 31 - September 7, 2018
HIGHLIGHTS: Montréal, Fairmont Le Chateau Frontenac, Quebec City, Charlevoix, Whale Watching, Montmorency Falls

Discover the many charms of the Canadian province of Quebec. This tour introduces you to natural and historic wonders while staying in some of its most luxurious hotels. You’ll spend two nights each in European style grandeur at the Fairmont Chateau Frontenac and at the regal Fairmont Le Manoir Richelieu in the Charlevoix region. Decide how you want to tour Montréal: by foot or by coach. Discover the tradition of maple syrup making at a local sugar shack. Tour Quebec City’s old and new treasures. Embark on a whale-watching expedition with a naturalist guide. Ferry to a 19th century mill that lies on an island in the St. Lawrence River. Visit the magnificent Shrine of St. Anne de Beaupré and behold the spectacular Montmorency Falls. Your French Canadian adventure awaits.

Spectacular South Africa

Culture and Nature in Harmony
October 11 - 23, 2018
HIGHLIGHTS: Johannesburg, Soweto, Kruger National Park, Safari Game Drive, Garden Route, Knysna, Featherbed Nature Reserve, Cape Town, Table Mountain

South Africa’s cosmopolitan cities, posh resorts, expansive desert, magnificent wildlife and fertile wine country combine with a harmonious mix of many cultures to create a beautiful mosaic to discover on this fascinating tour. Ponder history during a visit to the Apartheid Museum. Search out the “Big Five” during an open-air safari game drive. Visit the Featherbed Nature Reserve. Travel the lush Garden Route between the mountains and the balmy Indian Ocean. Visit a working ostrich farm. Indulge in a wine tasting and lunch at a local vineyard in the winelands region. Relax during a leisurely stay in Cape Town, one of the most beautiful cities in the world.

Spring Motorcoach Tour
Chihuly at The Biltmore
• Lodging for two nights at the Inn on Biltmore Estate
• Self-Guided tour - Biltmore House
• Chihuly Nights Exhibit
• Lunch at Deerpark Restaurant
• Visit Southern Highland Craft Guild’s Folk Art Center
• Chihuly Nights Dinner

Five Meals Included • September 5 - 7, 2018
Memorable Destinations & Doctors Outbound

If you would like your recent family vacation photo (non-scenic) in future Monitor Publications, please email cpatterson@vcmsdocs.org.

Dr. Michael and Nancy Drake • New York
In front of the Brill Building

Dr. Scott Cordts and family • New York Yankees Game
Summer 2017

Martha & Dr. Santi Vibul
Sherborne Abbey • Somerset, England

Jen and Dr. Mac Blanton • At the Peabody, Memphis, TN
New Year’s Eve

Shroeders at
Mt. Everest
Base Camp
Happy New Year from the Vanderburgh Medical Alliance! We hope you enjoyed a wonderful Holiday Season with family and friends.

The Alliance finished the year with a busy December. The Annual Holiday Party, held December 8th, was hosted by Craig and Dawn Triola at their beautiful Newburgh home. Members and guests shared a delicious arrangement of appetizers and desserts and enjoyed the evening socializing with friends and colleagues and listening to guitar music provided by local college student, Ben Dahlquist. If you missed this social event, we hope you will join us at our Valentine Party, February 8th, at the home of Jen and Chris Braden. Everyone is welcome, but an RSVP is needed.

Other social events in December included the Annual Christmas Book Club Party which features a book exchange and a delicious lunch provided by our talented member cooks. The Foodie Group met for a cooking lesson at Thyme in the Kitchen and then went to Schon Boutique at their new location on Wabash Avenue. Both businesses are loyal supporters of our fundraisers—members were happy to look for a perfect gift on their holiday lists.

The VMA also participated in a few community projects this season. Our November General Membership Meeting was held at the Ronald McDonald House where we were treated to a tour of the facility. VMA members were asked to donate K-Cups for use by the guests—we left them with an impressive supply of the single-serve coffee cups. Additionally, VMA members took time to volunteer for a week in December at the YWCA at their after-school program for school-age girls, ages 8-12, helping them shop and wrap Christmas gifts for their families from the YW’s store.

Our largest annual fundraiser, the 31st Annual Style Show, will take place April 6th at the Tropicana Pavilion. Mark your calendars and plan to attend! We would love your support in the form of a donation or purchase of a seat or two. Maybe you would consider modeling for the show? Let us know how you would like to help.

The VMA has year-round membership and is open to physicians and their spouses or partners. Please contact us if you are interested in joining the Alliance! We hope to see you soon!

In good health,

Fran and Francie

Fran Vix and Francie Renschler
Co-Presidents 2017-2018
Vanderburgh Medical Alliance
Contact us at: vanderburghmedicalalliance.org
SAVE THE DATE!
VCMS & First District Annual Golf Scramble
Support an IUSM-E Scholarship!

Monday, May 7, 2018
Time TBD

Stay tuned for more details!

Contact the VCMS office
to be a sponsor
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Cpatterson@vcmsdocs.org
www.vcmsdocs.org
Thank You To Our 2017 VCMS Monitor Advertisers!
# Calendar of Events

## Save The Dates

<table>
<thead>
<tr>
<th>Month</th>
<th>Date</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>JANUARY</td>
<td>January 9th</td>
<td>VCMS Executive Board Meeting&lt;br&gt;VCMS Offices 6:00 pm</td>
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<tr>
<td>JANUARY</td>
<td>January 14th</td>
<td>VCMS/Tri-State Athletic Club Family Fun Day&lt;br&gt;1:00 pm – 4:00 pm • Tri-State Athletic Club</td>
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<tr>
<td>FEBRUARY</td>
<td>February 24th</td>
<td>Burnout Proof Workshop&lt;br&gt;9:30 am – 2:00 pm • Tropicana Conference Center</td>
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<tr>
<td>MARCH</td>
<td>March 13th</td>
<td>VCMS Executive Board Meeting&lt;br&gt;VCMS Offices 6:00 pm</td>
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<td>MAY</td>
<td>May 7th</td>
<td>First District/VCMS Golf Scramble&lt;br&gt;Time TBD • Victoria National Golf Course</td>
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<tr>
<td>JUNE</td>
<td>June 21st</td>
<td>First District &amp; VCMS Annual Meeting&lt;br&gt;Time TBD</td>
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<tr>
<td>July</td>
<td>July 14th</td>
<td>Just For The Health Of It at CMOE&lt;br&gt;Time TBD</td>
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More exciting events to come!

Stay updated on future events and visit the VCMS website at [http://vcmsdocs.org/events/](http://vcmsdocs.org/events/)
Happy Birthday!

### January Birthdays

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Daniel B. Daniels, MD</td>
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<tr>
<td>Theodore J. Stransky, MD</td>
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<td>Mell B. Welborn, Jr., MD</td>
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<td>William A. Blume, MD</td>
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<td>Aung Choon, MD</td>
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<td>Gilbert A. Sartore, MD</td>
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<td>Eric S. Brackett, MD</td>
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<td>James A. Rice, DO</td>
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<td>Peter A. Knoll, MD</td>
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<td>Mohammed S. Adeel, MD</td>
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<td>Kevin W. McConnell, MD</td>
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<td>Shari L. Barrett, MD</td>
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<td>Darla R. Grossman, MD</td>
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<td>Craig A. Triola, MD</td>
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<td>Philip Jackson Kline, MD</td>
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<td>R Kenneth Spear, Jr., MD</td>
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<td>Randall R. Stoltz, MD</td>
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<td>Robert R. Penkava, MD</td>
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<td>Mahendra R. Sanapati, MD</td>
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<td>Lawrence A. Judy, MD</td>
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