



PULASKI COUNTY MEDICAL SOCIETY

When you think professional, ethical, quality healthcare, think physicians of Pulaski County Medical Society.



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The Four Horsemen of the Physician Burnout Apocalypse

By Dike Drummond MD, CEO, TheHappyMD.com

Physician Burnout is a constant, prevalent, looming threat over doctors everywhere. The question is why? Yes, the nature of our work is difficult, stressful and draining... and there is much more here than just the stress of the clinical practice of medicine.

In my work with hundreds of over stressed physicians I have isolated one of the major invisible causes of burnout - the pervasive mental conditioning of our training process. Call it our "brainwashing" if you will. In this article I will show you four "flavors" of this conditioning - how and why they develop and how they contribute to the physician burnout epidemic.

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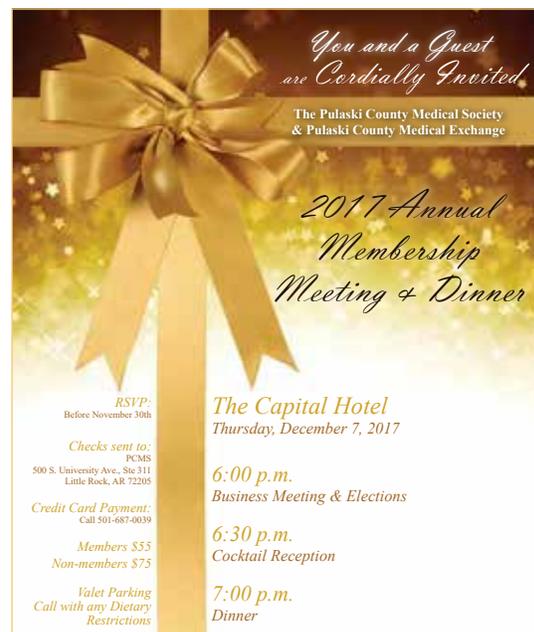
The brainwashing of medical education

Yes, indeed, we are most certainly brainwashed by our medical education. There is a set of attitudes and behaviors that are expected of us while in training that become subconscious and automatic by the time we are board certified. To most doctors these behavior patterns are invisible and unrecognized. You will see in a second why they virtually guarantee physician burnout in your 40's and 50's if they continue to sit in your blind spot.

The four horsemen of the physician burnout apocalypse

Here they are in all their glory. See if they feel familiar to you...

Continued on page 3



You and a Guest are Cordially Invited

The Pulaski County Medical Society & Pulaski County Medical Exchange

2017 Annual Membership Meeting & Dinner

RSVP: Before November 30th

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Credit Card Payment: Call 501-687-0039

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The Capital Hotel
Thursday, December 7, 2017

6:00 p.m.
Business Meeting & Elections

6:30 p.m.
Cocktail Reception

7:00 p.m.
Dinner

Join us to honor the 2017 President's Award for a Lifetime of Outstanding Contributions to Medicine Recipient
Dr. Kent Westbrook

Invited Speaker:
Governor Asa Hutchinson

Society to Honor Dr. Kent Westbrook



Dr. Kent Westbrook will be honored at the 2017 Annual Meeting and Dinner to be held Thursday, December 7, 2017 at the Capital Hotel. He will receive the 2017 President's Award For a Lifetime of Outstanding Contributions to Medicine. We invite you to attend and help us honor our 2017 recipient.



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- => Workaholic
- => Superhero
- => Perfectionist
- => Lone Ranger

Before they became subconscious conditioning, we learned each of these as distinct and very useful skill sets. Let's face it—there were hundreds of times in your medical education the skills of a workaholic or perfectionist came in handy. In fact, you could not have become a physician without them.

In an ideal world, you would have been taught to use them the way a carpenter uses the tools on his belt. You pull out a hammer when it is the best tool for the job at hand. You use it to drive in that nail, and then you slide it back into the loop on your tool belt where it belongs. When you are done with your tool, you go ahead and put it away.

When you are done with work, you take your tool belt off and put it away until your next day on the job. Those are healthy boundaries.

Early in our training, we hone and practice these skill sets constantly. We become experts in their use, even as pre-meds. We need them just to survive the training process of medical school and then residency.

Here is one of the differences between a doctor and a carpenter: no one ever showed you how to let go of your tools and put them away. We have no tool belt we can simply unclip and hang on a hook when we get home.

Very early in our education, we actually become our tools.

We literally become workaholic superhero perfectionist Lone Rangers. Without knowing how to turn them off and put them away, we start to live our whole lives this way.

People outside of medicine look at doctors and think, that's just the way doctors are. What they are really seeing is this deep, comprehensive, and subconscious conditioning. This is one of the prices we pay to survive the education process. It sets us up for burnout down the road.

Recognizing Your Programming

You can recognize your workaholic programming when your only solution to any problem is to work harder, and you get angry at people who don't work as hard as you.

You can recognize the superhero when you feel you should save everyone or get very upset when you can't.

You can recognize the perfectionist when you agonize over details that are not clinically relevant or chastise patients and your staff – even your family - for minor imperfections.

You can recognize the Lone Ranger when you are stuck in the maze of doing everything yourself, despite having a team around you.

How deeply are we brainwashed?

Basic training in the military is 8 weeks. In that time they can condition an 18 year old to take a bullet on command. Medical education is a minimum of 7 years. Take a second to count up how long it took you from your first day in medical school to your first day in private practice. Do you think that in all those years you were just a little bit conditioned? I believe there is no more thorough conditioning program on the planet than becoming a practicing doctor.

If your only tool is a hammer, every thing looks like a nail.

That is the problem. Not everything in a doctor's world is a nail ... especially after you graduate to private practice and the rest of your life. Burnout results when these four become "overused strengths".

Being a workaholic superhero perfectionist Lone Ranger is an absolute requirement to make it through a 72 hour shift in your residency and it is NOT a great way to

- Be in a loving relationship
- Raise your kids
- Get your own needs met
- Or live your life

I help my clients see this conditioning when it appears as automatic behavior that is driving their physician burnout ... when they are using this set of hammers to drive things that are NOT nails.

For most of us these four horsemen and their automatic behaviors are deeply subconscious. Remember that you spent a minimum of 7 years installing them in your psyche – deliberately, consciously, through thousands of hours of dedicated study and on the job training. No wonder they poke their heads into all areas of your life – and not always in a good way. AND this is not the only risk factor for physician burnout.

Continued on page 4

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Continued from page 3

The Four Horsemen of the Physician Burnout Apocalypse

Next Steps:

Here's a simple way to expose your own brainwashing and lower your physician burnout risk.

Whenever you find an area of your practice or life that is **NOT WORKING** the way you would like ... I have found a 95% probability that one of the horsemen is at least partly to blame.

When you notice a major problem at work or at home ... stop ... ask yourself:

"How am I perhaps acting like a workaholic superhero perfectionist Lone Ranger here?"

POWER TIP:

If you really want to get some feedback on your programming, tell your significant other about this issue and ask them how they think your programming might be playing a role. They will have some fresh input for you I am certain.

When you notice one of the four horsemen as the source of your automatic behavior in this area ...

Ask: "If I was to **STOP** behaving like a workaholic superhero perfectionist Lone Ranger here ... what might I do differently to get more of what I really want?" Again, your significant other is a great source of input here.

In the end, all of us must recognize and rise above our programming to build the practice and life we dream of. Remember Einstein's insanity definition? "Doing the same thing over and over and expecting a different result". That's crazy, right? I want you to know that doctors sit in this insanity trap all the time. It is a major cause of physician burnout.

Being stuck in your workaholic programming is one of the major reasons people come to me for coaching. They work harder and harder doing the same things they have always done, quietly praying they will get a different result this time – while their energy level slowly spirals downward.

Now you know about the four horsemen. Your eyes are wide open. I sincerely hope you recognize when they are driving your behavior and notice the other choices available to you. It takes new actions to get new results. Everything can change from this point forward.

Dike Drummond MD is a family physician, executive coach, trainer and consultant specializing burnout prevention and treatment services for physicians.

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PCMS NEWS

Barnes Honors Mentor, Longtime Nurse by Donating \$75,000 for Scholarships



C. Lowry Barnes, M.D., has made a distinguished career as an orthopaedic surgeon with the support of a kindly mentor and a dedicated nurse. Now, he's paying it forward: spreading \$75,000 across two scholarships, each honoring their contributions.

Barnes donated \$37,500, matched by UAMS for a total of \$75,000, towards the Blackwell-Barnes College of Medicine Scholarship and the Marty Bushmiaer Orthopaedic Nursing Scholarship. The former honors his mentor, Banks Blackwell, M.D., and the latter honors Marty Bushmiaer, A.P.R.N., Barnes' longtime nurse.

The Blackwell-Barnes College of Medicine Scholarship will assist College of Medicine students with a preference for those from southeast Arkansas and an interest in orthopaedics.

"I have a strong affection for southeast Arkansas," Barnes said. "This is about giving back – both to that region of Arkansas and to orthopaedics."

2017 Annual Business Meeting Notifications

PCMS Bylaws state "The slate of candidates shall be presented to the Board of Directors for approval and shall be mailed to all members prior to the Annual Business Meeting". It also says "bylaws may be amended by the affirmative vote of two-thirds of the members voting at a regular or special meeting of the Society. Proposed amendments shall be mailed to all members at least thirty days before the vote on such amendments is taken".

Pulaski County Medical Society Nominees:

Officer Nominees:

- | | |
|------------------------|---------------------|
| Amir Qureshi, MD - | President |
| Joshua Chance, MD - | President-Elect |
| Kay Chandler, MD - | Vice President |
| W. David King, MD - | Secretary/Treasurer |
| Kristen Lienhart, MD - | Immediate Past |
| President | |

Nominees for Board of Directors (2 year term)

- Danny Wilkerson, MD
- Gary Wheeler, MD
- Brian S. Wayne, MD

Pulaski County Medical Exchange Nominees:

Nominees for Board of Directors:

- J. K. Buchman, MD
- Kent Covert, MD
- W. Blake McGowan, MD
- David Mego, MD
- John T. Baber, MD

THE FOLLOWING ARE PROPOSED CHANGES IN THE BYLAWS FO THE PULASKI COUNTY MEDICAL SOCIETY	
All highlighted areas in this column are words that have been omitted in the proposed wording	All highlighted areas in this column are words that have been added to the proposed change
Current Wording	Proposed Wording
<p>Articel V- Officers: 3.5 - Secretary</p> <p>The Secretary shall oversee the recording and maintaining of minutes of all meetings of the Society. He shall oversee the custodianship of records and papers of the Society. He shall work with the Executive Director to keep an accurate list of all members of the Society and shall perform other secretarial duties as the Society may require. He shall be a member of the Board of Directors.</p>	<p>Article V- Officers: 3.5- Secretary/Treasurer</p> <p>The Secretary/Treasurer shall oversee the recording and maintaining of minutes of all meetings of the Society. He shall oversee the custodianship of records and papers of the Society. He shall work with the Executive Director to keep an accurate list of all members of the Society and shall perform other secretarial duties as the Society may require. He shall oversee all financial accounts, funds and securities of the Society. He shall oversee the deposit of Society funds in such depositories as he shall determine subject to the approval of the Board of Directors. He shall have the responsibility of overseeing the maintenance of adequate books and accounts for the Society and shall work with the Executive Director to have such books and accounts audited annually by a Certified Public Accountant. He shall serve as a member of the Board of Directors and as the Chairman of the Finance Committee.</p>
<p>Article V- Officers: 3.6- Treasurer</p> <p>The Treasurer shall oversee all financial accounts, funds and securities of the Society. He shall oversee the deposit of Society funds in such depositories as he shall determine subject to the approval of the Board of Directors. The Treasurer shall have the responsibility of overseeing the maintenance of adequate books and accounts for the Society and shall work with the Executive Director to have such books and accounts audited annually by a Certified Public Accountant. The Treasurer shall serve as a member of the Board of Directors and as the Chairman of the Finance Committee.</p>	<p>Deleted</p>

calendar of events

OCTOBER 21, 2017 2017 Arkansas Diabetes Symposium

The 2017 Arkansas Diabetes Symposium will present current information and evidence-based strategies on these topics. Clinicians will assess case studies using an interactive audience response system to increase knowledge, improve competence, and help facilitate change in performance and professional practice.

OCTOBER 26, 2017



Don't Let MACRA MIPS you in the Bud
*Rebecca Tutton,
Arkansas Mutual Insurance Company*

This will be an overview to help demystify MACRA (Medicare Access & CHIP Reauthorization Act), and MIPS (Merit-Based Incentive Payment System).

A FREE CME ACTIVITY

2017 Arkansas Diabetes Symposium: Focus on Treatment Advances, Nutrition Therapy, Obesity and Metabolic Syndrome

Saturday, October 28, 2017, 7:00 am – 1:00 pm
Embassy Suites Hotel Little Rock, 11301 Financial Centre Parkway, Little Rock, AR 72211 – (501) 312-9000

For complete details, including learning objectives, supporting competencies, and faculty disclosures, please visit www.MandatoryCE.com/ARdiabetes

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Course Director
Philip Levy, MD, MACE
Clinical Professor of Medicine
University of Arizona College of Medicine
Endocrinologist
Banner University Medical Group

Faculty
W. Timothy Garvey, MD, FACE
Satterthwaite Professor and Chair
Department of Nutrition Services
University of Alabama at Birmingham

Faculty
Debra Heald, EdD, RD, LD, CDE
Associate Professor-EPNPP and
Nutrition Specialist
University of Arkansas, Division of Agriculture
Cooperative Extension Service

Faculty
Appathurai Balasubramaniam, MD, DrPH, MPH
State Chronic Disease Director
Medical Director, Chronic Disease Prevention
and Control Branch
Associate Director for Science,
Center for Health Advancement
Arkansas Department of Health

Agenda

7:00 am Registration, Breakfast in Exhibit Area

7:55am Welcome and Introduction

8:00am Update on T2DM and Obesity from the Arkansas Department of Health, including Epidemiology and Current Initiatives

8:30am Nutrition Therapy Recommendations

9:15am The Overlap of Metabolic Syndrome and Prediabetes: Pathophysiology, Early Identification and Intervention

9:45am Practical Tools and Guidelines for Managing Obesity in Patients with T2DM

10:30am Break, Refreshments in Exhibit Area

11:00am Overview of Current Treatment Options Comparing Efficacy and Adverse Events

11:30am Update on Novel Antidiabetic Agents: Focus on SGLT2s, Incretins, Insulins, and Combination Therapies

12:30pm Q&A Panel Discussion

1:00pm Adjourn

CME Accreditation and Designation
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 sponsorship of St. Joseph's Hospital and Medical Center, and MandatoryCE. St. Joseph's Hospital and Medical Center is accredited by the ACCME to provide continuing medical education for physicians.

St. Joseph's Hospital and Medical Center designates this live activity for a maximum of 4.5 AMA PFA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

AMA PFA Credits
Applications for CME credit have been filed with the American Academy of Family Physicians. Determination of credit is pending.

Developed in collaboration with:
PULASKI COUNTY MEDICAL SOCIETY
ARKANSAS DEPARTMENT OF HEALTH
CHRONIC DISEASE PREVENTION AND CONTROL BRANCH
ARKANSAS COALITION FOR OBESITY PREVENTION
ARKANSAS ACADEMY OF PHYSICIAN ASSISTANTS
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PCMS NEWS

Navy Veteran Dr. Stacy S. Griffin MD joins Little Rock Allergy



“As we expand clinic hours in certain locations due to increased patient demand, the addition of Dr. Griffin will enable us to maintain the highest standards in care,” this is according to practice administrator, Angela Thennes.

Dr. Griffin specializes in the treatment of pediatric and adult allergy, asthma and immunodeficiency disorders. After serving 11 years as an active duty physician in the United States Navy and retiring from active duty, Dr. Griffin joined the staff of Little Rock Allergy and Asthma in August, 2017. Dr. Griffin is certified by the American Board of Allergy and Immunology and the American Board of Internal Medicine.

CHI ST. VINCENT HEART INSTITUTE ADDS THREE NEW PHYSICIANS



Dr. Indranill Basu Ray



Dr. Yazan Ghosheh



Dr. Trace Garner

CHI St. Vincent Heart Institute, the largest and most diverse network of cardiologists and cardiovascular surgeons in Arkansas, has added three new physicians in central Arkansas, further enhancing the quality of care for the region.

The new additions bring diverse backgrounds and skill sets to the team. They are:

Dr. Indranill Basu Ray is practicing at CHI St. Vincent Heart Clinic Arkansas- Little Rock (Kanis Road). He is an electrophysiologist who served as a faculty member at the Harvard Medical School in Boston, Mass., and the Tulane University Medical Center in New Orleans and recently completed a fellowship in electrophysiology at the Texas Heart Institute, Baylor College of Medicine, in Houston.

Dr. Yazan Ghosheh most recently completed a fellowship in interventional cardiology at the University of Texas Health Science Center in San Antonio, where he also completed a fellowship in cardiovascular disease. He joins CHI St. Vincent Heart Clinic Arkansas- North Little Rock.

Dr. Trace Garner a cardiologist who graduated from the University of Arkansas for Medical Sciences in Little Rock recently completed his fellowship in cardiovascular disease at the University of Mississippi Medical Center in Jackson, Miss. Dr. Garner brings his expertise and interest in serving rural communities to CHI St. Vincent Heart Clinic Arkansas-Monticello. The Monticello site is the newest CHI St. Vincent Heart Clinic Arkansas location.



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Photo by Greg Disch, Petit Jean State Park, Arkansas

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