



# ACFAS Update

VOLUME 26 ISSUE 8

NEWS from the AMERICAN COLLEGE OF FOOT AND ANKLE SURGEONS

## BOOK YOUR HOTELS FOR ACFAS 2020



Reserve your ACFAS 2020 hotel room today! Booking is easy with our official housing partner, onPeak. They guarantee you the lowest rate while protecting you from “hotel poachers.” Visit [acfas.org/sanantonio](https://www.acfas.org/sanantonio)



and click on the green Hotel Registration onPeak box to access the housing reservation site. Reservations can also be made by calling (800) 950-5542. ACFAS will not be responsible for any room reservations or deposits made through other companies or

websites, so please book through onPeak for your own safety.

Book your reservation with one of these five hotels:

- Grand Hyatt San Antonio
- Hilton Palacio Del Rio
- La Quinta Inn & Suites Riverwalk/Convention Center
- San Antonio Marriott Rivercenter
- San Antonio Marriott Riverwalk



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# NEW BEGINNINGS



## **A new year. Time for reflection, vision, and change.**

Henry David Thoreau wrote, “Success usually comes to those who are too busy to be looking for it.” To say 2019 was a busy year for ACFAS would be an understatement, but I tell you proudly that with the leadership of your Board of Directors and staff, “it” was nothing short of monumental. Why?

Throughout my athletic career, time in school, residency and practice, there are slumps, difficult times, and constant tests of mental and physical stamina. But the “it” describes resilience, determination, and passion, that never fails, and “it” is hustle. It’s a lesson I emphasize to my little leaguers and to my residents, that no matter the circumstances, no matter the odds, no matter your skill level, the ability to hustle will also be there and be in your control. Your ACFAS leaders flat out hustle. 2020 is nearly upon us and we are facing significant changes: new vision and mission statements, a new executive director, and a record five new board members; however, the groundwork, the culture, and the hustle will not change and the road map to success is ever present.

As we reflect on 2019 it is evident that we are setting the stage for growth and progress for

years to come. We set yet another annual conference attendance record in New Orleans. We responded to multiple attacks from outside our specialty. Refreshed bylaws and policies are now in place. Four new Clinical Consensus Statements were finished. New CME events were launched. And membership reached yet another record high.

Our intra-organizational work will pay off dividends in the long run for our members as we leverage current success into future triumphs. Our work on the DPM-orthopaedic task force, while slow and steady, will pay dividends. We have continued to work closely with ABFAS to ensure that being board certified in foot and ankle surgery is the measuring stick for our members, your patients, and your hospitals.

The most important work of this Board for the future of ACFAS is the adoption of new vision and mission statements and the selection of a new executive director. From July through October, the seven-member CEO Search Committee vetted candidates, conducted interviews and selected Patrick “PJ” Andrus, CAE as your new ACFAS executive director. PJ is a visionary with vast experience in organization leadership that will help take ACFAS to the next level.

Our new vision and mission statements are:

**ACFAS Vision:** Inspire excellence in foot and ankle care for every patient by every member.

**ACFAS Mission:** Empower our members to be proven leaders and lifelong learners who positively impact the lives of their patients.

We feel these updated statements better represent and align with the College’s core values and focus. They are more engaging and meaningful to our members and the patients we serve and the work that we do everyday. It was essential that they accurately pinpoint what ACFAS represents moving forward.

As you can see, 2019 was a huge success. 2020 will be even better. New leaders, new voices, but the same ‘ole hustle. As always, we are all proven leaders, lifelong learners, who change lives everyday. Happy New Year to all of you — and I hope to see YOU at our 2020 Annual Scientific Conference, February 19-22, in San Antonio.

A handwritten signature in black ink, appearing to read "Chris Reeves". The signature is fluid and cursive, with a large initial "C" and "R".

**Christopher L. Reeves, DPM, MS, FACFAS**  
ACFAS President

Questions for Dr. Reeves? Write him at [president@acfas.org](mailto:president@acfas.org).

## Come to the Exhibit Hall, Stay for the HUB



The Exhibit Hall is the action-packed home base of ACFAS 2020 serving as the place to meet colleagues and get an inside look at what's new in research and industry. No Exhibit Hall would be complete without the HUB—your one-stop shop guaranteeing practical learning for practically everyone!

The HUB is the spot for real-world advice and a fresh lineup of topics! The small 50-person theater allows for candid, interactive discussions between attendees and speakers in an intimate setting during hourly presentations. Topics at this year's HUB include:

- Peer to Peer Insurance Review
- Exit Strategies for Leaving a Practice
- Early Career Finance
- Why Should I Do Research?
- Being Part of a Team
- ABFAS Board Certification Process
- And more!

Chat directly with speakers and attendees and come away with tools you can use at any stage of your career.

Preregistration is not required to participate in HUB sessions. Visit [acfas.org/sanantonio](http://acfas.org/sanantonio) to download the ACFAS 2020 conference program and see the complete HUB schedule.

## 2020 EDUCATION PROGRAMS

February 18, 2020 (Tuesday)

### Pre-Conference: Coding and Billing for the Foot and Ankle Surgeon

Henry B. Gonzalez Convention Center  
San Antonio, TX

February 18, 2020 (Tuesday)

### Pre-Conference: Diabetic Deformity—Master Techniques in Reconstruction

Henry B. Gonzalez Convention Center  
San Antonio, TX

February 18, 2020 (Tuesday)

### Pre-Conference: High Frequency Foot Surgery Techniques

Henry B. Gonzalez Convention Center  
San Antonio, TX

February 18, 2020 (Tuesday)

### Residents' Day

Henry B. Gonzalez Convention Center  
San Antonio, TX

February 19-22, 2020  
(Wednesday-Saturday)

### 2020 ACFAS Scientific Conference

Henry B. Gonzalez Convention Center  
San Antonio, TX

May 1-2, 2020 (Friday/Saturday)

### On the Road with ACFAS – Fixing a Flat: Comprehensive Approach to Pes Plano Valgus Workshop and Seminar

Double Tree Suites by Hilton Charlotte SouthPark  
Charlotte, NC

May 15-16, 2020 (Friday/Saturday)

### On the Road with ACFAS – Fixing a Flat: Comprehensive Approach to Pes Plano Valgus Workshop and Seminar

Embassy Suites by Hilton St. Louis Downtown  
St. Louis, MO

October 10-11, 2020 (Saturday/Sunday)

### Surgical Management for the Active Patient

TBD

November 14-15, 2020 (Saturday/Sunday)

### Advanced Arthroscopy

Arthrex Distributor Location

\*To be waitlisted for sold-out courses, contact Maggie Hjelm at [hjelm@acfas.org](mailto:hjelm@acfas.org).

# Add to Your ACFAS 2020 Educational Experience with Pre-Conference Workshops

Add a day of educational excellence to your ACFAS 2020 adventure! Whether you aim to enhance your surgical skills or ramp up your coding expertise, join us in San Antonio on Tuesday, February 18 and pick from one of our workshops being offered:

## PRE-CONFERENCE WORKSHOPS

TUESDAY, FEBRUARY 18, 2020

### Coding and Billing for the Foot and Ankle Surgeon

7:30am-5:30pm | 8 Continuing Education Contact Hours

This interactive workshop will cover pertinent issues related to properly coding surgical procedures and evaluation and management services. Learn how to code efficiently and effectively to see an immediate return on investment in your practice.

### Diabetic Deformity: Master Techniques in Reconstruction (Cadaveric)

7am-Noon | 4 Continuing Education Contact Hours

Navigate and manage challenging wounds and associated deformities complicating non-healing wounds in the diabetic patient. Get an overview on multiple amputation techniques and surgically managing conditions that contribute to Charcot arthropathy.

### High Frequency Foot Surgery Techniques (Cadaveric)

Noon-5pm | 4 Continuing Education Contact Hours

Get advanced review of high frequency techniques in an intimate setting with real-time discussion with faculty and fellow attendees. Gain understanding of fixation mechanics and learn how patient recovery and satisfaction varies based on procedure choice and technique.

## 2020 RESIDENTS' DAY | pre-conference PROGRAM

9:30AM-5PM

ACFAS Resident Members: \$89

Non-Member Residents: \$110

The world of medicine is rapidly changing. Join experts and gain real world tools to help you successfully move from Residency to Practice. This must-attend special program answers your questions about the next important step in your career.

- Acquire practical solutions for a smooth transition from residency to practice
- Develop a firm understanding of the multiple aspects of practice in myriad practice settings
- Gain perspectives of practice through the lens of experienced surgeons
- Learn how to handle difficult cases from start to finish

For additional information and to register, visit [acfas.org/residentsday](http://acfas.org/residentsday).

# ACFAS Announces New Executive Director



The ACFAS Board of Directors is pleased to welcome Patrick (PJ) Andrus, CAE, as the new executive director. Andrus will officially take the reins on March 1, 2020, replacing the retiring Executive Director J.C (Chris) Mahaffey, MS, CAE, FASAE.

“We are very excited to welcome PJ to ACFAS as the next executive director,” Christopher Reeves, DPM, MS, FACFAS and president of the ACFAS Board of Directors, said. “His expertise and background will be a great asset to help us lead the College into the future,” he added. “I’d also like to thank Chris Mahaffey for his almost 17 years of dedicated service to the College and congratulate him on a well-deserved retirement.”

Andrus comes to the College from the Veterinary Emergency and Critical Care Society (VECCS) where he served as the CEO. Prior to VECCS, Andrus spent 13 years at the American Hospital Association (AHA) in various roles with the most recent as the

Executive Director of the American Society for Health Care Engineering of the AHA, an organization dedicated to representing 13,000 hospital engineering professionals.

“I am thrilled to join the ACFAS community. It is an honor to succeed Chris Mahaffey and serve as the next Executive Director of an organization with such a rich history and important mission. I am eager to get to work with the Board of Directors, volunteer leaders and the ACFAS team to support the needs of our members and the patients they serve,” Andrus, said.

Andrus earned his Certified Association Executive (CAE) from the American Society for Association Executives in 2013. He completed his MBA from DePaul University—Charles H. Kellstadt Graduate School of Business (Chicago) in 2011 and his Bachelor of Science degree in marketing with a minor in finance from the University of Dayton (Dayton, Ohio) in 2003.

## Congrats to Our 40-Year Members!

ACFAS congratulates those loyal and dedicated members who have been a part of the College since 1979. In appreciation, the following 40-year members receive automatic Life Membership status with ACFAS:

- John C. Donovan, DPM, FACFAS, Binghamton, NY
- Mark Drucker, DPM, FACFAS, San Rafael, CA
- Lawrence M. Fallat, DPM, FACFAS, Taylor, MI
- Bart W. Gastwirth, DPM, AACFAS, Arlington Heights, IL
- Mark R. Gorman, DPM, FACFAS, Scottsdale, AZ
- Michael R. Joyce, DPM, FACFAS, Eden, NC
- Charles G. Kissel, DPM, FACFAS, Warren, MI
- Gary M. Lepow, DPM, FACFAS, Houston, TX
- David R. Levitsky, DPM, FACFAS, Clinton, MI
- Steven M. Spinner, DPM, FACFAS, Plantation, FL
- Robert B. Weber, DPM, JD, MBA, FACFAS, Trappe, PA
- Mark E. Wolpa, DPM, FACFAS, Berkeley, CA

## Managing Your Practice Pay Schedules



Bela Pandit,  
DPM, FACFAS



Gregory Still, DPM, FACFAS

It's not news to anyone that foot and ankle surgeons have a lot on their plates—finding the perfect work/life balance, managing hefty patient loads and continuing education to stay at the top of their game to provide the best care possible. When it comes to managing a practice and managing employee payment schedules as well as your own, that's one more thing added to the ever-growing to do list.

The topic of managing payment schedules for doctors and staff as private practice physicians was discussed with Drs. Bela Pandit, DPM, FACFAS and Gregory Still, DPM, FACFAS. Dr. Pandit owns Pandit Foot & Ankle Clinic in Evergreen Park, Illinois where she leads a five full-time staff, two part-time doctors and sees approximately 150 patients per week. Dr. Still practices at Table Mountain Foot and Ankle in Denver with one partner, one part-time independent contractor physician, nine full-time staff and

two part-time staff. Both doctors shared their thoughts on different payment schedules for office staff and doctors and gave insight into pros and cons for both.

When first talking about the pros and cons of differing payment schedules for staff, Dr. Pandit points out the biweekly schedule seems to be preferred by employees. "It's easy in terms of staff—they want to get paid on a more frequent basis so bimonthly is extended too long. Biweekly helps with peoples' lifestyles." For the practice owner it's beneficial to keep this in mind, but there's a downside to the staff's biweekly schedule when it comes to staff turnover. "If turnover is high, it becomes a bit of a hassle with payroll to adjust according to when people leave. It would be easier to adjust with bimonthly schedules, but that's something to think about with a more frequent pay schedule."

When managing a practice and making sure your employees are taken care of, it's also important to figure out how to take care of yourself. While it seems biweekly pay schedules are the norm in medical offices for staff, doctors tend to be paid monthly with a quarterly bonus structure or profit sharing. Dr. Pandit shares, "When I first started out, I paid myself distribution every quarter, but monthly payment schedules tend to be the norm with other practices more doctor heavy." Staff are paid biweekly with any staff bonus situations being paid quarterly.

Monthly payment schedules seem to be the norm for doctors on staff. With private practices there are other contributing factors as well. Dr. Pandit shares "I have two part-time doctors working with me and they're paid on percentage on a monthly basis. The percentage of patients they saw and how much was collected in the office

**"It's easy in terms of staff—they want to get paid on a more frequent basis so bimonthly is extended too long. Biweekly helps with peoples' lifestyles."** — Bela Pandit, DPM, FACFAS

determines the percentage they get. Because of insurance, they are paid monthly.” When all is said and done at month’s end and the staff and bills are paid, any additional profits are equally distributed among the practice owners and partners. Dr. Still adds for doctors owning private practices and doing profit sharing, “When practice income is down then the amount of money to potentially share at the end of the month, depending on the previously arranged agreement by the partner, is also down so it’s important to run a tight ship so you can have some additional monies through each doctors’ volume and collections.”

Another thing to consider when looking at varying payment schedules is taxes and how to accommodate for months with a low patient volume. Dr. Pandit includes “As a business owner in a private practice, you have to look at how you’re paying your taxes and have money in reserves. If you’re paying yourself and staff biweekly, you’re also paying taxes biweekly. It’s something to think about when starting out, you do have to have that money in reserves.” Dr. Still shares the sentiment especially after one of foot and ankle surgeons’ busiest time of the year—the holiday season. “October through December is usually the busiest time of the

year. By the first quarter money can be tight as patient volume is down and insurance companies payments tend to be backed up, the biweekly payment schedule can be rough.”

When it comes to managing a practice and perfecting the balancing act of life, always know your overhead and do your due diligence regarding taking care of the practice, employees and yourself.

**“October through December is usually the busiest time of the year. By the first quarter money can be tight as patient volume is down and insurance companies payments tend to be backed up, the biweekly payment schedule can be rough.”** — Gregory Still, DPM, FACFAS



## Final Reminder to Pay Your Dues

Membership dues reminders have gone out to all Fellow and Associate Members for the 2020 calendar year. Payments are due by December 31, 2019. Pay your dues online at [acfas.org/paymydues](https://www.acfas.org/paymydues) or by mail or fax once you receive your reminder. Visit the Member Center at [acfas.org](https://www.acfas.org) to learn how to maximize the member benefits you receive from ACFAS.

## A Night to Remember – Board of Directors Visits ACFAS Student Club at Barry



Students at the ACFAS Student Club at Barry University were in for a rare treat on November 8 when the entire ACFAS Board of Directors and a representative from the American Board of Foot and Ankle Surgery (ABFAS) toured the campus, met with school leadership, and hosted a meeting of the club. Students learned how to differentiate the

College from the certifying Board; heard two clinical lectures on Mangled Extremities and Limb Salvage Cases; and were treated to a residency director panel discussion.

Panelists included: ACFAS Board Members, John Steinberg, DPM, FACFAS; Thanh Dinh, DPM, FACFAS; Christopher Reeves, DPM, FACFAS; Eric Barp, DPM, FACFAS; Harry

Schneider, DPM, FACFAS; and ABFAS committee member Roland Ramdass, DPM, FACFAS. The panelists gave the students great insight into many of the frequently asked questions of students looking to find the perfect residency match, and also answered some unusual questions.



## Have a Burning Coding Question?

We have the answers! The Practice Management Committee is hosting an **Ask the Coder** program at the Annual Scientific Conference. If you have a surgical coding question, you can sign up for a free half-hour consultation with our coding consultant, Jacqueline Kravitz. Sessions will be offered on a first-come, first-serve basis and will meet in the ACFAS Membership Booth. Times available, include:

**Wednesday, February 19**  
10am-4pm

**Thursday, February 20**  
9:30am-4pm

**Friday, February 21**  
9:30am-1:30pm

To reserve your time slot, contact Melissa Matusek, director of Marketing and Communications at [Melissa.Matusek@acfas.org](mailto:Melissa.Matusek@acfas.org)

# ACFAS Adopts New Mission and Vision

As an outcome of the July Board meeting, ACFAS developed new mission and vision statements to better represent the College's core values and focus. The update came after much discussion and consideration among board members to better define the College's statements and ensure they accurately pinpoint what ACFAS represents.

President Christopher Reeves, DPM, MS, FACFAS agrees the updated statements

more closely align with the College's values and purpose. "The new mission, vision and value statements are more engaging and meaningful for members and the patients we serve. These statements are a snapshot into who we are and what we do, so it's important they reflect the organizational ideals and capture the work we do each and every day."

## ACFAS Vision

Inspire excellence in foot and ankle care  
for every patient by every member.

## ACFAS Mission

Empower our members to be proven leaders  
and lifelong learners who positively  
impact the lives of their patients.

## JFAS Reader Survey Results

The results are in from the 2019 *Journal of Foot & Ankle Surgery (JFAS)* reader survey conducted in conjunction with the July/August 2019 issue. Results were captured from 503 *Journal* readers, both members and non-members, evaluating what they look for in a journal and gauging overall satisfaction and results were presented to the Board.

Overall, the *Journal* is viewed strictly in print by 36 percent of readers while 30 percent read it mainly in print with occasional online viewing. The *Journal* was rated favorably as being written by respected authors, and respondents strongly feel the articles directly apply to

their specialty and 88 percent believe it keeps them abreast of the latest information. Eighty-four percent of respondents cited at least 30 minutes of reading time for the publication with almost half of them indicating they save the entire issue for future reference.

Among the most popular articles, Tips, quips and Pearls topped the list once again with 89 percent of readers finding these most interesting, followed by 86 percent of readers interested in Original Research articles and 85 percent interested in Case Reports and Series. When asked what readers would be interested in seeing in future journal articles, 44 percent responded

wanting patient education materials and 42 percent indicated peer-reviewed supplements would be of interest. Journal editor, Dr. Scot Malay, DPM, MSCE, FACFAS was happy with the overall results of the survey. “I was pleased to see the degree to which the *Journal* is read and how thoroughly it’s used by our readers to say abreast of what’s new in foot and ankle surgery,” he added. “The *Journal* will continue to promote original research and our ongoing effort to promote clinical research and to teach and review elements of bias reduction and patient-oriented research methodology as we critically appraise the reports submitted to *JFAS*.”



# Fall Board Meeting Highlights



The ACFAS Board of Directors met November 7-8, 2019, in Fort Lauderdale, Florida. The Board also conducted their annual visit with students, this year at Barry University in nearby Miami Shores; including a clinical lecture, an overview of ABFAS/ACFAS and a Q&A session with residency directors on the board. Highlights of the board meeting included:

- Approving the CEO Search Committee's selection of Patrick (PJ) Andrus, CAE, MBA as the sixth ACFAS executive director, effective March 1, 2020
- Adopting the 2020 budget of \$7.5 million in revenues
- Electing Gregory P. Still, DPM, FACFAS, as recipient of the 2020 Distinguished Service Award
- Selecting CliftonLarsonAllen as the College's auditor for 2020-2024
- Naming two task forces to study RVU Issues and a new early career-targeted education program
- Reviewing the College's investment portfolio with the investment advisor
- Adopting new policies on speaker selection sign-offs, Annual Scientific Conference site selection, and course evaluation data reporting
- Preparing a series of bylaw amendments for member consideration.
- Updates on the ACFAS-AOFAS-APMA-AAOS Parity Task Force, the Legacy Fund, the new learning management system, and the College's archiving program with Archivist Jerry Noll, DPM
- Approving five new JFAS section editors
- Revising Region CME policies and related matters

The next Board meeting will be February 18, 2020, immediately before the Annual Scientific Conference in San Antonio, Texas. Questions? Contact ACFAS executive director Chris Mahaffey, CAE, FASAE, at [mahaffey@acfas.org](mailto:mahaffey@acfas.org).

## ACFAS CORPORATE SPONSORS

### Platinum Level

Arthrex  
Wright Medical

### Gold Level

DePuy Synthes  
Stryker Foot and Ankle

### Silver Level

Organogenesis Inc.  
PICA  
Trace Medical Concepts, Inc.  
Zimmer Biomet

### Bronze Level

In2Bones  
Integra LifeSciences  
Medartis, Inc.  
OCPM Foundation  
Paragon 28

### Pewter Level

ABFAS  
Amniox Medical  
Medline  
UNITE Foot and Ankle

### Copper Level

Bako Diagnostics  
Nextremity Solutions  
Podiatry Foundation of Pittsburgh  
Practice EHR



# ACFAS Update

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Get details about these member services at [acfes.org/benefitpartners](https://www.acfas.org/benefitpartners).



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