



# ACFAS Update

VOLUME 23 ISSUE 8

NEWS from the AMERICAN COLLEGE OF FOOT AND ANKLE SURGEONS

**75**  
1942-2017

SCIENTIFIC CONFERENCE

## ACFAS Vegas

MIRAGE HOTEL & CASINO  
LAS VEGAS, NV

ANNUAL SCIENTIFIC CONFERENCE  
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## ARE WE TRULY STRESSED?



I recently read that more than half of physicians in the U.S. are “burned out.” Not just stressed, but actually so stressed they’re having trouble regrouping between shifts. While this may be hard for some of us to admit or understand, the research is telling us it’s true—we are experiencing job burnout, and the reports say it’s not getting better.

According to the Mayo Clinic Proceedings, evidence is rapidly accumulating to suggest physician burnout has reached epidemic levels in the U.S. healthcare delivery system. Researchers state that 54.4 percent of physicians reported at least one symptom of burnout, a rise of almost 9 percent in only three years. Physicians’ satisfaction with their work-life balance had declined from 48.5 percent in 2011 to 40.9 percent in 2014. Comparatively, the general adult population has a 28 percent burnout rate.

It’s inevitable that this crisis can lead to decreased patient satisfaction, empathy and patient compliance...not to mention malpractice and staff turnover. Yet, many doctors don’t understand the pathology, markers or how to treat their own burnout. One of the main reasons why is we often treat burnout and daily stress as the same. In reality, they are very different. Stress is something that drains you, but you are able to recover from it. Burnout is when you are drained and not able to recover between shifts.

Dike Drummond, MD, a physician coach, finds that physicians tend to use a battery metaphor to describe stress and burnout: “My batteries are run down” or “I’m recharging my batteries.” But he urges us to remember what happens when our phone battery runs out—it stops working! Surgeons don’t function like batteries.

I know we’re trained to run on empty and continue to see patients long after we are completely exhausted. Building the capacity to work despite complete exhaustion is an unfortunate outcome of our medical education and training. However, once you get out into practice, your whole life stretches out ahead of you, and there’s only so long you can practice on empty before something bad happens.

Dr. Drummond urges us to use three “Energetic Bank Accounts” to gauge our energy levels: 1. Physical Bank Account (Exhaustion); 2. Emotional Bank Account (Sarcasm, Cynicism, Blaming) and 3. Spiritual Bank Account (“What’s the use?”).

Each time you are in the clinic or operating room, you expend physical, emotional and spiritual energy. Once you become aware of the existence of the three energetic bank accounts, your job becomes very clear—Keep all three accounts in a positive balance: Physical —How is your energy?

Are you in a positive balance? Emotional—How are you feeling emotionally? Are you getting your needs met in your most important relationships? Spiritual—Do you feel your work makes a difference and is a meaningful path for you?

Two ways to increase your energetic bank account are to decrease the drain and to increase the deposits.

If you feel one or more of your “accounts” is out of whack, I urge you to read Dr. Drummond’s book, *The Happy MD* for his sage advice.

Your goal is to develop new habits that maintain a positive balance in all three accounts.

Remember more than 50 percent of us will be affected by this. So, I offer two final suggestions: 1. Reach out to colleagues whom you know who are not burned out and see how they manage their practice and lifestyle. 2. And/or, if you see a colleague who is showing signs of burnout, reach out to him or her as well.

Let’s start the New Year off with getting our Energetic Bank Accounts in balance for our families, patients and ourselves!

A handwritten signature in black ink, appearing to read 'Sean T. Grambart'.

**Sean T. Grambart, DPM, FCFAS**  
ACFAS President

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

## Dealer's Choice: **ACFAS 75** Preconference Workshops



We're dealing you three of a kind! Our new trio of preconference workshops will not only show you the best ways to treat malaligned feet, handle fusions and code your cases—you'll get a behind-the-scenes look at our 75<sup>th</sup> Anniversary Scientific Conference the day before it officially begins.

Set for Sunday, February 26 at The Mirage Hotel in Las Vegas, these hands-on, concentrated workshops push your skills to the limit and prime you for the three days of learning that lie ahead. Choose from:

- The Malaligned Foot: Primary Through Revision (7am–Noon, 4 CE contact hours, includes wet lab)
- Fusions: Ankle to Toe and Everything in Between (Noon–5pm, 4 CE contact hours, includes wet lab)
- Practice Management/Coding Workshop (7:30am–5:30pm, 8 CE contact hours)

Visit [acfas.org/vegas](http://acfas.org/vegas) to register and get a head start on your conference experience!

## Serve on a Clinical Consensus Statement Panel

If you have expertise in treating heel pain and/or adult or pediatric flatfoot, consider serving on a Clinical Consensus Statement (CCS) panel. The College develops CCSs each year and publishes them in *The Journal of Foot & Ankle Surgery (JFAS)* to provide physicians with recommended approaches for treating specific conditions and pathology.

Email Sarah Nicholson, JD, ACFAS director of Health Policy, Practice Management and Research, at [sarah.nicholson@acfas.org](mailto:sarah.nicholson@acfas.org) to learn how to get involved and watch *JFAS* in 2017 for two new CCSs on perioperative management and heel pain.

## 2017 EDUCATION PROGRAMS

### Practice Management Seminars To Be Announced

#### February 26, 2017 (Sunday) Pre-Conference Workshops

Mirage Hotel & Convention Center  
Las Vegas

#### February 27–March 2, 2017 (Monday–Thursday) Annual Scientific Conference

Mirage Hotel & Convention Center  
Las Vegas

#### April 1–2, 2017 (Saturday/Sunday) Foot & Ankle Arthroscopy

Orthopaedic Learning Center  
Chicago

#### April 28–29, 2017 (Friday/Saturday) ACFAS on the Road

Tyson's Corner Marriott  
Vienna, VA

#### June 10–11, 2017 (Saturday/Sunday) Foot & Ankle Arthroscopy

Orthopaedic Learning Center  
Chicago

#### August 12–13, 2017 (Saturday/Sunday) Foot & Ankle Arthroscopy

Orthopaedic Learning Center  
Chicago

#### September 17–18, 2017 (Sunday/Monday) Foot & Ankle Arthroscopy

Orthopaedic Learning Center  
Chicago

#### November 11–12, 2017 (Saturday/Sunday) Foot & Ankle Arthroscopy

Orthopaedic Learning Center  
Chicago

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

## Why You Should Attend the Preconference Practice Management/Coding Workshop

*“The revenue saved and generated after attending far exceeds the cost of the course. This seminar is an absolute must for every foot and ankle surgeon.”*

—Ronald Martin, DPM, FACFAS

Dr. Martin’s testimony is just one example of the glowing feedback the College has received on its practice management and coding seminars. To further meet the demand for this popular course, ACFAS will hold a preconference Practice Management/Coding Workshop on Sunday, February 26 from 7:30am–5:30pm at The Mirage Hotel in Las Vegas.

Two foot and ankle surgeons and a certified coder will show you how to code for:

- multiple-procedure cases when performing forefoot, rearfoot or ankle reconstructive surgery;
- open reduction and internal fixation of multiple fractures;
- complex arthroscopy cases; and
- diabetic foot surgery.

Handouts include customized checklists and forms specially created for the workshop. Nowhere else will you find this depth of instruction on surgical coding. Register now at [acfas.org/vegas](http://acfas.org/vegas).

**“This seminar is an absolute must for every foot and ankle surgeon.”**

—Ronald Martin, DPM, FACFAS

# Are You Prepared for January 1, 2017?



January 1, 2017 begins the reporting period for the Medicare Access and CHIP Reauthorization Act of 2017 (MACRA). MACRA contains two quality payment programs: the Merit-Based Incentive Payment System (MIPS) and the Alternative Payment Models (APMs). Rather than jump feet first into quality payment program reporting on January 1, U.S. Centers for Medicare and Medicaid Services Acting Administrator Andy Slavitt proposed four alternative options to ensure physicians do not receive a negative payment adjustment:

**Option 1:** Healthcare providers can test the Quality Payment Program as long as providers submit some data to the program. If the provider submits some data after January 1, 2017, the provider will avoid a negative payment adjustment. However, the provider will not receive a positive payment adjustment.

**Option 2:** Healthcare providers can submit data to the Quality Payment Program for a reduced number of days. If a provider submits data on quality measures, how the practice uses technology and how the provider has improved its practice activities, the provider could qualify for a small positive payment adjustment.

**Option 3:** Healthcare providers can submit data to the Quality Payment Program for a full calendar year. The reporting period would start on January 1, 2017, and providers would submit information on quality measures, clinical practice improvement activities and practice technology for the entire calendar year. The provider could qualify for a modest payment adjustment.

**Option 4:** Healthcare providers can join an Advanced Alternative Payment Model, such as a bundled payment program or a Medicare Shared Savings Program.

Visit [qpp.cms.gov](http://qpp.cms.gov) for more information or contact Sarah Nichelson, JD, ACFAS director of Health Policy, Practice Management and Research, at [sarah.nichelson@acfas.org](mailto:sarah.nichelson@acfas.org).



In this issue of *ACFAS Update*, Alan S. Goldenhar, DPM, FACFAS, of the College's Credentialing and Privileging Advisory Team (CPAT), answers the following question from readers.

Q: "A new foot and ankle orthopaedist recently came on staff at my hospital and is now responsible for evaluating foot and ankle surgeons' work. He does not like podiatrists and has told other staff members that foot and ankle surgeons are not trained to do much of the work they perform. Now he has been put in charge of determining our privileges. What should I do?"

A: The best avenue would be to approach the medical executive committee with the following ACFAS documents:

1. Guidelines for Institutional Credentialing and Privileging and Due Process Rights
2. Credentialing of Podiatric Foot and Ankle Surgeons and Guidelines for Surgical Delineation of Privileges
3. Total Ankle Replacement Surgery (if you perform this surgery)

Hospital credentialing has evolved into an evidence-based objective analysis of competency, and it is best handled by the governing body charged with credentialing. This ensures that all specialties, regardless of degree, are placed on a level playing field.

From a legal standpoint, having a sole practitioner responsible for determining privileges (whether podiatry-friendly or not) could be construed as a restraint of trade.

## Reach Your Patients with Winter *FootNotes*



Don't put your practice marketing efforts on the back burner just because of the holiday season. Finish the year off strong by downloading the latest issue of our free

patient education newsletter *FootNotes* from the ACFAS Marketing Toolbox and distributing it to your patients. Customize page 2 of *FootNotes* with your practice's contact information then post it on your practice's social media sites or print copies and leave them in your waiting and exam rooms.

Articles in Winter *FootNotes* include:

- Five Tips for Healthy Holiday Feet
- Snowboarders: Be Sensible on the Slopes
- Do a Midyear Performance Check on Your Children's Feet

Head to [acfas.org/marketing](http://acfas.org/marketing) today to access *FootNotes* and other free resources, such as infographics and PowerPoint presentations, to promote your practice any time of year.

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**ACFAS** Vegas

MONDAY, FEBRUARY 27 *thru*  
THURSDAY, MARCH 2, 2017

## Register for ACFAS 75

Don't gamble on your professional development when your ticket to ACFAS' biggest event ever is just a click away! Register now for the 75<sup>th</sup> Anniversary Scientific Conference, scheduled for February 27–March 2 at The Mirage in Las Vegas, and join your colleagues for four full days of sessions, workshops and special events to honor the College's influence on the profession.

Expect all your conference favorites, including the Exhibit Hall, Job Fair, HUB theater and Honors and Awards Ceremony, plus new tools, tips and takeaways you can immediately incorporate into your practice. **Visit [acfas.org/vegas](http://acfas.org/vegas) to register today and start 2017 on a winning streak!**



## All You Need is HUB

The Mirage Hotel in Las Vegas may be home to Cirque du Soleil's "The Beatles Love," but come February, the real show will be in ACFAS' HUB theater during the 75<sup>th</sup> Anniversary Scientific Conference.

From February 27 through March 1, you can stop by the HUB, an intimate 45-seat theater located outside the Exhibit Hall, for hour-long sessions on timely topics affecting the day-to-day operations of your practice. Learn how to command a crowd in "Imagine Them Naked: Public Speaking and Teaching" or get the scoop on the new Medicare payment system in "MACRA: The Next Frontier." Other sessions in the HUB lineup cover contract negotiations, workplace politics, digital marketing for your practice, job transitions and more.

Download the conference program at [acfas.org/vegas](http://acfas.org/vegas) to see the complete HUB schedule and session descriptions.



## Yours to Explore: ACFAS 75 Exhibit Hall

The hottest show in town, ACFAS' 75<sup>th</sup> Anniversary Scientific Conference, February 27–March 2, includes access to the always-popular Exhibit Hall. Come by in between sessions to talk with vendors, participate in daily prize drawings, scan your badge, catch up with your colleagues or grab a bite to eat.

On Tuesday, February 28 and Wednesday, March 1, visit Booth No. 1419 to update your professional **Headshots**® for your resume and social media profiles. A photographer and makeup artist will be available both days to get you ready for your close-up.

Also browse through our largest scientific poster display to date to view your peers' latest groundbreaking research. Meet poster authors on Monday, February 27 and Tuesday, February 28 from 1–2pm to learn more about what inspired their studies.

Check [acfas.org/vegas](http://acfas.org/vegas) for updates on Exhibit Hall activities and events.

## Raise the Stakes on Your ACFAS 75 Experience *with* Special Events



You know Lady Luck is on your side when you have so many ways to make an already incredible event like ACFAS 75 even better. Make the most of your time at the 75<sup>th</sup> Anniversary Scientific Conference at The Mirage in Las Vegas by attending special events that connect you with your colleagues and celebrate the College's history.

Start on the evening of Monday, February 27 with the **Premier Connection opening event** at The Pool and Siegfried & Roy's Secret Garden and Dolphin Habitat. Meet up with classmates, colleagues and new friends while enjoying live music and delicious food and drink. If you're a resident or student, stop by the **invitation-only Resident and Student Networking Event** beforehand to network with your peers and ACFAS and ABFAS board members.

Rise and shine on Tuesday, February 28 with a **satellite breakfast** sponsored by Amnio Medical and another by Bioventus, then root for the Manuscript, Poster, Honor and Merit Award winners and new Fellows at the annual **ACFAS Honors and Awards Ceremony**.

On Monday and Tuesday, also visit the Exhibit Hall to see more than 250 award-winning research studies in our **poster display**. Speak with poster authors from around the world each day from 1-2pm for an inside perspective on what drives their research.

Close out your week in Vegas with a **Wrap Party** on Wednesday, March 1 at the High Roller, the world's tallest observation wheel, and Brooklyn Bowl in the LINQ entertainment promenade. Take a 30-minute ride in any of the High Roller's spacious cabins for awe-inspiring views of the Las Vegas skyline from 550 feet in the air. Or head right over to Brooklyn Bowl for live music, dancing, gourmet comfort food and bowling —and don't forget to pick up your 75<sup>th</sup> Anniversary socks!

Visit [acfas.org/vegas](http://acfas.org/vegas) for details on our special events and to download the conference program.

## ACFAS 75 Special Events Calendar

**Monday, February 27**  
6:15-7:30pm

**The Premier Connection Opening Event at The Pool and Siegfried & Roy's Secret Garden and Dolphin Habitat**

**Monday, February 27**  
5:15-6:15pm

**Resident and Student Networking (by invitation)**

**Tuesday, February 28**  
6:30-7:30am

**Amnio Medical Satellite Breakfast  
Bioventus Satellite Breakfast**

**Tuesday, February 28**  
Noon-1pm

**ACFAS Awards and Honors Ceremony**

**Monday, February 27 and  
Tuesday, February 28**  
1-2pm

**Meet Scientific Poster Authors**

**Wednesday, March 1**  
6pm

**Wrap Party at the High Roller and Brooklyn Bowl in the LINQ Entertainment Promenade**

## ACFAS Board Visits Kent State University



Kent State University's ACFAS Student Club hosted the College's Board of Directors and staff on October 28. The College's Dean, Allan Boike, DPM, FACFAS, along with Kent State ACFAS Student Club President Emily Zulauf, led a tour through the university's facilities, and the Board was able to see their various labs and lecture halls with state-of-the-art HD video capabilities.

ACFAS President Sean Grambart, DPM, FACFAS, gave a clinical lecture about first/second MTPJ realignment, stabilization and complications. He also shared the video, "My ACFAS Story," which features an ACFAS Student Club member, resident member and Fellow of the College discussing their career paths and how ACFAS has helped them along the way.

Finally, Board members participated in a residency directors' panel discussion to answer students' questions about residency programs. The Board provided dos and don'ts on how to be a good intern; how often students should visit a residency program in which they are interested; how to handle the resident interview process; and, most importantly, how to make the stressful process enjoyable. The visit ended with Eric Walter, DPM, FACFAS, board liaison to the Kent State Student Club, providing Zulauf with the club's annual stipend check to help the club provide its members with events, workshops and lectures.

## Vote for the 2017 Board of Directors

Online voting for the 2017 ACFAS Board of Directors is open from December 12–30. ACFAS voting members (Fellow, Associate, Life and Emeritus members) should refer to the email they received from the College's independent election firm with their unique link to the 2017 Board of Directors election website.

Voters may vote for one, two or three of these Fellows recommended by the Nominating Committee:

- Randal L. Wraalstad, DPM, FACFAS (Incumbent)
- Gregory D. Catalano, DPM, FACFAS
- Michael J. Cornelison, DPM, FACFAS
- Katherine Dux, DPM, FACFAS
- Meagan M. Jennings, DPM, FACFAS

Candidate profiles and position statements are available at [acfas.org/nominations](http://acfas.org/nominations). Have your say in the College's future and help advance the profession—vote today!



**Don't Delay: Pay Your 2017 Dues by December 31, 2016**

Before you ring in the New Year, be sure to pay your 2017 dues. If you're an Associate or Fellow member, you should have already received your dues reminder in the mail. Pay online at [acfas.org/paymydues](http://acfas.org/paymydues) or via mail or fax by December 31, 2016 and continue to enjoy the many valuable benefits your ACFAS membership provides.



## Boost Your Career at the 4<sup>th</sup> Annual ACFAS Job Fair



Back by popular demand! If you're looking for a new job or plan to expand your practice's staff, be sure to bring your

resume to the 75<sup>th</sup> Anniversary Scientific Conference at The Mirage in Las Vegas and come to the ACFAS Job Fair, sponsored by ACFAS Benefit Partner PodiatryCareers.org.

Located in the Exhibit Hall, the ACFAS Job Fair gives you the opportunity to post your resume and open positions and to arrange onsite interviews through PodiatryCareers.org's easy-to-use online scheduling tool.

Not sure if your resume properly represents your best assets? Then be sure to schedule one-on-one time with the professional resume reviewer, who will offer appointments for the first two days of

the conference during Exhibit Hall hours to give advice on how to stand out from other job candidates.

A photographer and makeup artist will also be on hand again this year to take free professional headshots for your resume and social media profiles.

As always, ACFAS members receive reduced rates on online job postings and can display their available positions on the Job Fair bulletin boards at no cost. And if you can't make it to ACFAS 75 in Las Vegas, note that all positions and resumes received will be posted on PodiatryCareers.org before the conference.

## Board of Directors Approve Redistricting of ACFAS Divisions

ACFAS' Board of Directors has reviewed and approved the Division Presidents Council (DPC)'s request to redistrict its 14 Regional Divisions to nine Regions. This change will more evenly divide the number of members, thus the amount of financial resources, throughout the country. It will also allow the new Regions to better serve their members within their various geographies.

To complete this project, the DPC broke the redistricting process into four different areas:

- A new map, which breaks the country into nine Regions, standardizes the number of members and puts local areas together, while working to support local schools and residency programs.

- New Region names, which move away from the numbering system to descriptive names: Pacific, Big West, Gulf States, Midwest, Great Lakes, Southeast, Mid-Atlantic, Tri-State and Northeast.
- Reallocation of Division officers, which will work to combine the former Division officers into the new Regions. The process takes advantage of their experience and allows them to succeed up, while making note of gaps in the Region officers and where elections will be required.

- Reallocation of Division funds. The process will entail moving the funds from the Divisions to the new Regions based on the number of members in each region.

With the Board's approval, the plan to redistrict will begin now, with all changes to be in effect by 2018. The DPC looks forward to soon being able to work as new Regions and to more readily provide support, programming and networking opportunities to their members at the local level.

# Board vs. College

# What's the Difference?

## American Board of Foot and Ankle Surgery (ABFAS)

ABFAS is the organization that administers board certification exams and recertification for foot & ankle surgeons. The Council on Podiatric Medical Education, through the JCRSB, recognizes ABFAS as the only certifying body for foot & ankle surgeons. ABFAS develops the policies for board certification.

### ABFAS Provides:

- Board certification and recertification examinations
- Certification requirements
- Single-source credentials verification

### Contact ABFAS to:

- Learn about qualifications for becoming certified.
- See the current schedule for available examinations.
- Register to take Part I & Part II examinations.
- Understand case requirements for certification.
- Submit cases for the Part II examination.
- Find practice examinations.
- Find out about the recertification timeline and requirements.



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San Francisco, CA 94117

## American College of Foot and Ankle Surgeons (ACFAS)

ACFAS is the professional society for foot & ankle surgeons providing education, advocacy, research and community to advance the profession of foot and ankle surgery.

### ACFAS Provides:

- CME programs
- Consumer/patient education
- *The Journal of Foot & Ankle Surgery (JFAS)*
- Health policy & advocacy
- Research
- Practice management information
- A professional & collaborative community exclusively for board-certified and board-qualified foot & ankle surgeons.

### Contact ACFAS to:

- Register for educational programs.
- Purchase educational resources to expand your foot & ankle surgery knowledge.
- Get involved in your ACFAS Regional Division.
- Join or renew your annual membership.
- Connect with your fellow foot & ankle surgeons.



American College of  
Foot and Ankle Surgeons®

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# ACFAS Update

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Benefits Partners

Get details about these member services at [acfas.org/benefitspartners](http://acfas.org/benefitspartners).



Officite



*in this issue*



**Don't Delay: Pay  
Your 2017 Dues by  
December 31**

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## CPAT Q&A

**Another Question  
Answered**

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**Prepared for January 1?**

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