



**ARCOS**

Association of Residency Coordinators in Orthopaedic Surgery

**19th Annual Conference**

San Francisco, CA  
February 13-15, 2024





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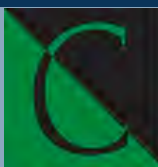
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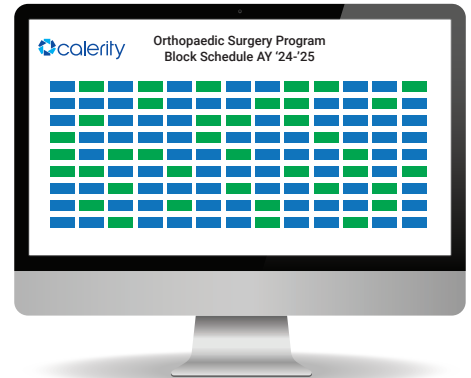
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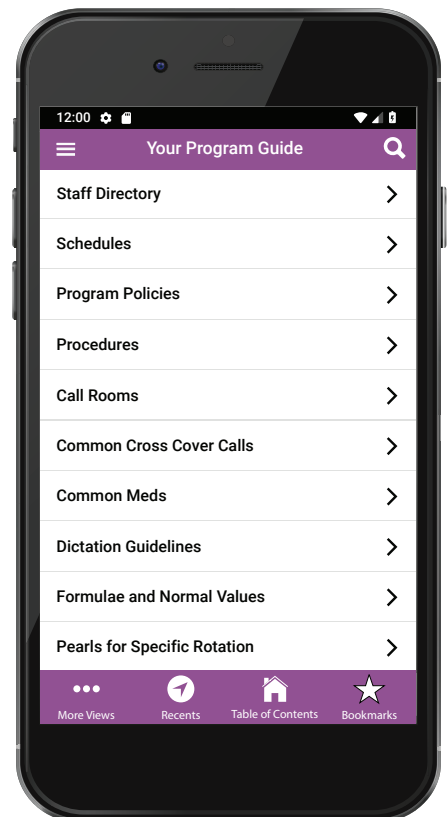
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# 19<sup>th</sup> Annual ARCOS Conference

## *Coordinator Path to Success: Moving Forward Together*

San Francisco Marriott Union Square  
San Francisco, California  
February 13-15, 2024

### TABLE OF CONTENTS

Schedule at a Glance.....	6
Greetings from ARCOS President Laurel Lewis.....	7
ARCOS Board of Directors .....	8
Conference Housekeeping and Sweepstakes Information .....	10
About ARCOS and Our Founder, Dr. Meyer .....	13
Past Keynote Speakers.....	14
Patsi Furr Coordinator Spotlight Lecture.....	15
ARCOS Membership Listing.....	16
Tuesday ARCOS Agenda and Speaker Biographies .....	24
ARCOS Financial Report .....	30
Wednesday ARCOS Agenda and Speaker Biographies .....	32
Thursday ARCOS Agenda.....	40
CORD Conference Agenda.....	41
Thursday ARCOS Speaker Biographies.....	42
ARCOS Conference Attendance Certificate.....	47

19<sup>th</sup> Annual ARCOS Conference  
**Coordinator Path to Success: Moving Forward Together!**  
 San Francisco Marriott Union Square, San Francisco, California  
 February 13-15, 2024

**Schedule at a Glance**

	<b>Tuesday, February 13</b>
9:30 am – 12:00 pm	Conference Registration Opens (Union Square Reception)
10:00 am – 11:00 am	New Coordinator Session (Union Square Ballroom)
11:00 am – 12:00 pm	Lunch, Poster Presentations (Sutters), and Headshots (Union Square Reception)
12:00 pm	ARCOS Opening Ceremony (Union Square Ballroom)
12:30 pm – 1:30 pm	ARCOS 2024 Frederick N. Meyer, M.D. Keynote Address
1:30 pm – 2:30 pm	Post-Keynote Panel Discussion – The Impact of SpeakUp Ortho
2:30 pm	Break
2:45 pm – 4:00 pm	AAOS Update
4:00 pm – 4:15 pm	Welcome Reception Sponsor Presentation – Corto Financial Group, LLC
4:15 pm – 4:30 pm	ARCOS Business Meeting
5:00 pm – 7:00 pm	ARCOS Welcome Reception (Sutters)
	<b>Wednesday, February 14</b>
7:00 am – 8:00 am	Breakfast (Sutters) and Professional Headshots (Union Square Reception)
8:00 am – 9:45 am	Round Table Discussions (Union Square Ballroom)
9:45 am – 10:00 am	Happy Hour Sponsor Presentation – AOC Connect
10:00 am	Break
10:15 am – 11:15 am	American Board of Orthopaedic Surgery (ABOS) Update
11:15 am – 12:00 pm	5 <sup>th</sup> Annual Patsi Furr Coordinator Spotlight
12:00 pm – 1:00 pm	Lunch, Poster Presentations (Sutters), and Headshots (Union Square Reception)
1:00 pm – 2:00 pm	Fellowship Updates (Union Square Ballroom)
2:00 pm	Break
2:15 pm – 3:15 pm	Panel Presentation - Program Coordinator and Director Relationships: Fostering a Healthy Working Partnership
3:15 pm – 4:00 pm	Lunch Sponsor Presentation – PrecisionOS
4:00 pm – 5:30 pm	ARCOS Happy Hour (Union Square Reception)
	<b>Thursday, February 15</b>
7:00 am – 10:00 am	CORD Spring Conference (off-site, San Francisco Marriott Marquis)
11:00 am – 12:00 pm	Lunch, Poster Presentation (Sutters), and Headshots (Union Square Reception)
12:00 pm – 1:45 pm	ACGME Updates (Union Square Ballroom)
1:45 pm – 2:45 pm	The AAMC and Thalamus Strategic Collaboration: Overview and Future Plans
2:45 pm – 3:00 pm	Break
3:00 pm – 4:30 pm	“Keep Calm and Carry On: Managing Crisis in GME”
4:30 pm	Conference Adjourn

*Schedule/Session topics subject to change*



Welcome, welcome, welcome to San Francisco, home of Karl the Fog, Lombard Street, the Painted Ladies, and “you got it, Dude!” (Full House). On behalf of the entire ARCOS community, I extend a warm and enthusiastic welcome as you continue, or embark, on your journey as an Orthopaedic Coordinator.

Last May, your ARCOS Board of Directors gathered in Rosemont, IL for their first of two in-person meetings in 2023 to plan this conference. We all agreed on the theme, ***Coordinator Path to Success: Moving Forward Together***. As the President of ARCOS, I speak for every member when I say that we are all committed to providing you with the support and resources needed to thrive in your position.

To that end, I encourage you all to make several new friends during these three days! How, you ask?? Strike up a conversation with someone at lunch, breakfast, or round tables. Your roles may seem vastly different, but you won’t know until you get to know them. Sit with the same people or be “a mingler.” Exchange contact information to get together for dinner, travel to CORD together, or save them a seat at breakfast, lunch, or your conference table. These folks are now in your networking group, ready to listen anytime you need an idea, don’t know what form to use or who to contact, or simply need to vent!! Networking is the key to our overall success! In the ARCOS community, you now have friends across the United States!

ARCOS was created to help you find the tools and opportunities to excel, and we encourage you to embrace every challenge as a steppingstone toward your professional development. For example, how about in the next year you create a poster to present, be a round table facilitator, sit on a panel, or run for the Board of Directors??

Once again, welcome to the 19<sup>th</sup> Annual ARCOS Conference. I look forward to witnessing your achievements and celebrating milestones together. If you have any questions or need assistance along the way, do not hesitate to reach out to me or any member of our dedicated Board of Directors.

Remember, we are moving forward together!!

Laurel Lewis, BA, C-TAGME  
ARCOS President

Thank you for joining us for our 19th Annual ARCOS Conference!



Please remember to log in to the ARCOS website and complete our post-conference survey!



Find the survey at <https://arcosonline.org> when the conference ends.

# ARCOS Board of Directors

## Officers



**Laurel Lewis, BA, C-TAGME**  
**President**  
*Senior Orthopaedic Residency  
& Fellowships Coordinator*  
Wellspan York Hospital



**Joni Roberts, BA, C-TAGME**  
**President-Elect**  
*Residency Program  
Coordinator*  
University of New Mexico



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*Academic Program Manager*  
University of Cincinnati



**Stacey Wilson, C-TAGME**  
**Secretary**  
*Academic Program Manager*  
Cedars-Sinai, Los Angeles



**Melissa Wheeler, MA, C-TAGME**  
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## Members-at-Large



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*Education Administrator*  
The University of Chicago



**Courtney Matlach, C-TAGME**  
*Residency Program Administrator*  
Montefiore Medical Center



**Maia Knox, C-TAGME**  
*Fellowship Education Supervisor*  
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**Bonnie Schuster, C-TAGME**  
*Education Administrator*  
University of Rochester



**Laurie Lynch, C-TAGME**  
*Residency Program Coordinator*  
Western Michigan University



**Monica Welsh, C-TAGME**  
*Residency Program Coordinator*  
University of Louisville





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ASSOCIATION

# COORDINATOR OF THE YEAR AWARDS

The AOA's Council of Orthopaedic Residency Directors (CORD) congratulates Jennifer Duane and Cindy Thompson, the two recipients of the 2023 Coordinator of the Year Award. During the upcoming Spring CORD Conference, program directors will celebrate all coordinators and announce the 2024 nominees and recipients.



**JENNIFER DUANE, EdM**  
Program Manager  
*Harvard Combined Orthopaedic  
Residency Program  
Large Program Award Winner*



**CINDY THOMPSON, C-TAGME**  
Senior Residency Program Administrator  
*West Virginia University  
Small Program Award Winner*

**AOA/CORD recognizes and thanks all residency education and program coordinators for your:**

- **Tireless creativity**
- **Compassion**
- **Hard work**
- **Dedication**
- **Enthusiasm**

**Together, CORD and ARCOS have united in the pursuit of excellence in education. Orthopaedic residency education is truly better because of you!**

**[WWW.AOASSN.ORG](http://WWW.AOASSN.ORG)**

## Conference Housekeeping Information

Conference attire is Business Casual (*intended to give a professional and business-like impression*).

Out of respect for Speakers and your Co-Members, please:

- Check in daily using the QR Code
- Step up to the microphone for all questions
- Take phone calls, FaceTime and Zoom meetings in the foyer outside the conference room
- If you must check your email or use your laptop, please move to the work station outside the conference room

Your certificate of attendance and education credits is on the last page of this book



### ARCOS Daily Drawings

How to enter? Be at the Conference every day!  
Random drawings of gift cards for \$50, \$100, \$200 all week for those in attendance!

### Introducing the ARCOS Sweepstakes

Enter EVERY DAY for a chance to win a free a registration for the 2025 ARCOS Conference.

Get one ticket each day for the sweepstakes at the registration table at these times:

- Tuesday, 9 AM –12 PM during registration
- Wednesday, 12-1 PM during lunch
- Thursday, 11 AM—12 PM during lunch

The drawing will be held at the end of the conference on Thursday. **You must be present to win!**



***ARCOS congratulates our members  
who have earned  
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ADDITIONAL INFORMATION

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*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 Hospital for Special Surgery and the Maine Orthopaedic Review. Hospital for Special Surgery is accredited by the ACCME to provide continuing medical education for physicians*

# ARCOS

## Association of Residency Coordinators in Orthopaedic Surgery

The phenomenal progress and success of ARCOS is directly related to Dr. Meyer's challenge for a handful of Orthopaedic Surgery Coordinators to move forward and form a specialty association exclusively for Orthopaedic Surgery Coordinators. From the beginning, Dr. Meyer envisioned the role of Residency and Fellowship Coordinators as that of a resourceful, effective and valuable member of the Program Director's team, and he encouraged us to view our role in the same manner.

The idea of forming a specialty group for orthopaedic surgery residency coordinators was discussed for a number of years before it was actually attempted and developed into ARCOS. It was officially established in New Orleans, Louisiana in February 2003 during the 70<sup>th</sup> Annual AAOS Meeting, by a gathering of volunteer residency coordinators representing a variety of orthopaedic surgery programs. The first inaugural conference was held in San Francisco, California, in March 2004.

### Frederick Nelson Meyer, M.D.

**September 30, 1945 – November 14, 2014**



Dr. Frederick N. Meyer earned his undergraduate degree in biology and chemistry from Westminster College in Salt Lake City and his medical degree from State University of Iowa in Iowa City, Iowa. He completed a surgical internship at Latter Day Saints Hospital in Salt Lake City and his residency in orthopaedic surgery at University of Utah in Salt Lake City. To further his training, Dr. Meyer completed a Joseph Boyes Hand Surgery Fellowship in Los Angeles.

At the time of his death, Dr. Meyer served as professor and chair of the University of South Alabama Department of Orthopaedic Surgery. He also served as program director for the orthopaedic surgery residency training program. Prior to his tenure at USA, Dr. Meyer held teaching and leadership positions in orthopaedic surgery residency and fellowship training programs in Denver and Phoenix. He was well-known and highly respected by his peers for his skill as an orthopaedic hand surgeon. He earned public recognition for his academic expertise and orthopaedic knowledge, as well as his surgical and teaching skills. He also occupied leadership positions in many national orthopaedic societies and served as a reviewer for a variety of journals.

As a humanitarian, Dr. Meyer led by example. During his mission travels to Ecuador, he and the residents who accompanied him provided orthopaedic care to hundreds of poor and disadvantaged patients over the years. His desire to alleviate suffering and improve the quality of life for his fellow man was always at the forefront of his medical practice.

In addition to his other accomplishments, Dr. Meyer proudly served in both the U.S. Marine Corps and the U.S. Navy and was the recipient of the Naval Commendation Medal for Outstanding Service. He held a very special place in his heart for the veteran and active duty patients he cared for from every branch of military service.

Although Dr. Meyer experienced a busy professional life, he was an animal lover, a model train enthusiast and collector, and also greatly enjoyed movies and home theatre. For those who knew Dr. Meyer best, it was universally accepted that his love and dedication to his work were his real hobby and he could not imagine his life apart from orthopaedic surgery. His association with the USA department of orthopaedics and the residency training program was his passion and the success of both was truly his delight. Dr. Meyer always took the time to learn as much about the orthopaedic surgery residents as he could. When residents graduated from his program, they took with them Dr. Meyer's dedication for the well-being of every patient along with the knowledge that he was only a phone call away for advice or support.

Likewise, for the ARCOS board of directors, Dr. Meyer was only a phone call away for advice, support and encouragement. Dr. Meyer was the driving force behind ARCOS and we will be eternally grateful to him.

## ***ARCOS Frederick N. Meyer, MD Keynote Speakers\****

**2024 Mary Mulcahey, MD, FAOA, FAAOS**  
*Strategies for Promoting and Achieving Gender Diversity in Orthopaedics - Where Are We in 2024?*

**2023 Kimberly J. Templeton, MD, FAAOS, FAOA, FAMWA**  
*Resident Wellbeing and Red Flags: Program Coordinators are the Eyes and Ears of the Program*

**2022 George S.M. Dyer, MD, FACS,**  
*When No One Understands What You Do: The Road to Burnout for Orthopaedic Program Coordinators*

**2019 Samir Mehta, MD**  
*Talent Development in Resident Learners - Agility, Resilience, and Grit*

**2018 Theodore W. Parsons, III, MD**  
*Of Superheroes and Everyday People*

**2017 Lisa A. Taitsman, MD**  
*Professional Development and Wellness: It's more than just survival*

**2016 S. Elizabeth Ames, MD**  
*Moving Forward Together in Orthopaedic Education: The Art of Walking Slowly but Still Jumping in Puddles*

**2015 J. Lawrence Marsh, MD**  
*Milestones and Competency: Past, Present, and Future*

**2014 Kevin P. Black, MD**  
*Systems-Based Practice: The Core Competency*

**2013 Terrance D. Peabody, MD**  
*Challenges to Orthopaedic Residency Education*

**2012 Joseph D. Zuckerman, MD**  
*Teaching Professionalism in Orthopaedic Residency: Can It Be Done?*

**2011 Peter J. Stern, MD**  
*Unsung Heroes: Reflections from an Old Codger*

**2010 E. Anthony Rankin, MD**  
*GME Funding: Past, Present, and Future*

**2009 Terry R. Light, MD**  
*Chairman's Hour: Expanding the Curriculum*

**2008 Raoul P. Rodriguez, MD**  
*Our Response to a Major Emergency – Hurricane Katrina*

**2007 Richard E. Grant, MD**  
*National ARCOS 2006 Survey Preliminary Report: What We Really Do*

**2006 Jason H. Calhoun, MD**  
*Overview/Update on the Functions of the ACGME*

*\*no speakers in 2020 or 2021 - conferences cancelled due to COVID*

## Patsi Furr Coordinator Spotlight

ARCOS is proud of the many accomplishments of our members. Our coordinators are extremely gifted and skilled professionals who consistently strive for perfection not only in their positions, but also in their own professional development.

Patsi was the warm and friendly voice on the phone when we were all panicking about RRA's or our residents' boards registrations. More than that, Patsi was a friend to each and every ARCOS member. We loved having her at our conferences and it is simply not the same without her. Patsi was that friendly go-to person at ABOS for over 20 years.



To honor the achievements of our members and to honor a true friend to all coordinators, ARCOS, in partnership with the American Board of Orthopaedic Surgery (ABOS), was pleased to establish the Patsi Furr Coordinator Lecture in 2018. The ABOS has graciously endowed this lectureship in perpetuity in honor of Patsi's contributions to the ABOS and her relationship with all orthopaedic coordinators.



Each year, a coordinator from the ARCOS membership is chosen to present at our conference. The chosen coordinator receives a waiver of registration fees for this conference, as well as a plaque acknowledging their presentation.

### Patsi Furr Coordinator Lectures

**2024 Starla Pathak**, Tufts Medical Center

*“Managing Expectations with Your Program Director, Residents, Medical Students, Rotators and Yourself”*

**2023 Melissa Wheeler, MA, C-TAGME**, Summa Health System

*“Leading by Example: A Coordinator's Role in Leadership Development”*

**2022 Vanessa Glotzbach, BA, C-TAGME**, Hoag Orthopedic Institute

*“If You Build It, They Will Come – Program Coordinators as Champions for New Fellowship Programs”*

**2019 Barbra Solares**, University of Arizona

*“How to Create a Professional Development Council at Your Institution”*

**2018 Ashley Landreneau, CPC, CPCS**, Mississippi Sports Medicine Fellowship

*“How to Perform the Most Effective Interview Process for Your Program”*

#### **Interested in presenting at our 2025 Conference?**

We encourage your involvement and your professional development! Come share your knowledge and expertise with ARCOS! Look for the Call for Presentations in the fall of 2024 on the ARCOS Website.

To learn more about Patsi, go to <https://www.abos.org/the-diplomate-special-edition-in-memory-of-ms-patsi-furr> or Google: Patsi Furr ABOS

*Conference Attendees		2024 ARCOS Member Roster (by state)			Board Members	
<i>(you can also access our searchable member directory on our website at <a href="https://arcosonline.org">https://arcosonline.org</a>)</i>						
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## Tuesday, February 13

- 9:30 am – 12:00 pm **Conference Registration Opens** (Union Square Reception)
- 10:00 am – 11:00 am **New Coordinator Session** (Union Square Ballroom)  
Facilitators  
Stacey Wilson, C-TAGME  
Laurie Lynch, C-TAGME
- 11:00 am – 12:00 pm **Lunch, Poster Presentations** (Sutters), **and Headshots** (Union Square Reception)
- 12:00 pm **ARCOS Opening Ceremony** (Union Square Ballroom)  
Laurel Lewis, President Call to Order  
President’s Welcome Address  
Introduction of Board of Directors
- 12:30 pm – 1:30 pm **ARCOS 2024 Frederick N. Meyer, M.D. Keynote Address**  
Strategies for Promoting and Achieving Gender Diversity in Orthopaedics  
- Where Are We in 2024?  
Mary Mulcahey, MD, FAAOS, FAOA
- 1:30 pm – 2:30 pm **Post-Keynote Panel Discussion – The Impact of SpeakUp Ortho**  
Moderator: Mary Mulcahey, MD  
Panel:  
Jacqueline Brady, MD  
Jeff Junko, MD  
Chelsea Minoughan, MD  
Dustin Schuett, DO  
Lauren Zeitlinger, DO
- 2:30 pm **Break**  
*Door prize drawing after the break – you must be present to win!*
- 2:45 pm – 4:00 pm **AAOS Update**
  - Resident Enrollment/Membership; Barbara DiGangi, Resident Portal
  - David Marshal and OITE Exams Team
  - AAOS Resident Assembly/Program Delegates
  - ROCK; Courtney Dunker
  - Q&A
- 4:00 pm – 4:15 pm **Reception Sponsor Presentation** – Frank Corto, Corto Financial Group LLC
- 4:15 pm – 4:30 pm **ARCOS Business Meeting**  
*Door prize drawing following our business meeting – you must be present to win!*
- 5:00 pm – 7:00 pm **ARCOS Welcome Reception** (Sutters)







## **Mary Mulcahey, MD, FAOA, FAAOS**

*The 2024 Frederick N. Meyer, MD Keynote Speaker*

**“Strategies for Promoting and Achieving Gender Diversity in Orthopaedics - Where Are We in 2024?”**

Dr. Mary Mulcahey is a Board-Certified orthopaedic surgeon specializing in shoulder and knee surgery and sports medicine. She is a New Hampshire native, who received her Bachelor of Arts in Biochemistry from Dartmouth College and her Doctor of Medicine from the University of Rochester School of Medicine.

She completed her orthopaedic residency at Brown University, followed by a fellowship in Orthopaedic Trauma at the same institution. Dr. Mulcahey then went on to do a fellowship in sports medicine at San Diego Arthroscopy and Sports Medicine.

Dr. Mulcahey is an Associate Professor and Chief of Sports Medicine in the Department of Orthopaedic Surgery and Rehabilitation at Loyola University Medical Center in Chicago. She is immediate past President of the Ruth Jackson Orthopaedic Society. Additionally, she recently served on the AANA Board of Directors, and she is currently on the AOSSM Education Committee, the AJSM Electronic Media Editorial Board, and she was selected for the AOSSM Traveling Fellowship to Europe in April 2022. Dr. Mulcahey is a team physician for the Loyola University Chicago Ramblers athletic teams.



## **Jacqueline Brady, MD**

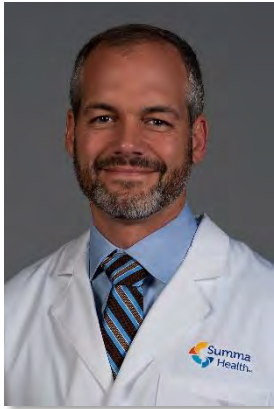
*Associate Program Director*

*Oregon Health & Science University Orthopaedic Surgery Residency*

**Panel Discussion – “The Impact of SpeakUp Ortho”**

Jacqueline Brady is an orthopaedic sports surgeon who serves as Associate Professor, Associate Residency Program Director, and Simulation Director for the orthopaedic surgery residency program at Oregon Health & Science University in Portland, OR. Her research interests include clinical topics

like knee and shoulder instability--particularly patellofemoral instability in the knee--and also residency training topics such as using learning motion patterns to better teach and track progress with arthroscopic surgery skills, and understanding how women differ from men in both self-evaluations and faculty evaluations during residency. She is delighted to serve on the SpeakUp ortho board, supporting the various efforts of the group and focusing particularly on educational initiatives.



## **Jeff Junko, MD**

*Program Director, Orthopaedic Surgery, Summa Health  
Chair, Orthopaedic Surgery, NEOMED*

### **Panel Discussion – “The Impact of SpeakUp Ortho”**

Dr. Jeff Junko is a board-certified orthopaedic surgeon specializing in foot and ankle surgery at Summa Health, a community-based level 1 trauma center in Akron, OH. He has served in the role of Program Director since 2006. He did his undergraduate education at the University of Akron, and got his

Doctor of Medicine from Northeast Ohio Medical University (NEOMED) in 2000. He completed his residency at Summa Health and his fellowship in Foot & Ankle from the University of Utah in 2006. He was recently appointed the Chair of Orthopaedic Surgery at NEOMED in 2023. As a program director for 20 residents in a community-based program for the last 18 years, he has been an advocate for gender inclusion and diversity. In his free time, he enjoys spending time with his wife and 4 children.



## **Chelsea Minoughan, MD**

*PGY-4 Resident*

*University of Cincinnati Orthopaedic Surgery Residency*

### **Panel Discussion – “The Impact of SpeakUp Ortho”**

Chelsea is currently a PGY4 resident in orthopaedic surgery at University of Cincinnati. She obtained both her bachelor of science in biomedical engineering and her medical degree from the University of Cincinnati. Chelsea plans to pursue a fellowship in joint reconstruction and is currently in the application process. Chelsea’s interests throughout residency have been in improving medical student education for our M3/4 rotating students and research on mental health among orthopaedic surgeons and barriers to treatment.

During residency Chelsea welcomed two children; one at the end of intern year and one at the end of third year. Based on these experiences she hopes to help future residents navigate the complicated task of being pregnant and having children during training.



**Dustin Schuett, DO**

*Assistant Professor*

*Uniformed Services University of the Health Sciences*

**Panel Discussion – “The Impact of SpeakUp Ortho”**

Dustin Schuett, DO is a board-certified Orthopaedic Surgeon with fellowship training in Adult Reconstruction. He is currently an Attending Orthopaedic Surgeon at Naval Medical Center San Diego and an Assistant Professor at the Uniformed Services University of the Health Sciences. In August, 2024 he will be leaving the Navy after 16 years of active-duty service and will be taking an Adult Reconstruction position at Allina Health in Minnesota. In his time in the Navy, he has been deployed to 9 countries and spent two years stationed in Okinawa, Japan.

He is the current chair of the American Academy of Orthopaedic Surgeons (AAOS) Social Media Ambassador Program and a member of the AAOS Communications Committee, the American Association of Hip and Knee Surgeons (AAHKS) Digital Health and Social Media Committee, and an ally of the AAHKS Women in Arthroplasty Committee. Dr. Schuett is also a Faculty Advisor for the Medical Student Orthopaedic Society. He has published over 140 articles on sites such as the White Coat Investor, MCCareer.org, and the satirical medical site Gomerblog.

Dr. Schuett has volunteered with Nth Dimensions and the Perry Initiative to help improve the diversity of the orthopaedic profession and to ensure that no one is denied access to their dream of becoming an orthopaedic surgeon based on their gender, race, ethnicity, religion, sexual orientation, or any other factor.

In his free time, he enjoys spending as much time as possible with his wife, and their daughter and two sons whether that be outdoors exploring nature or watching his kids play ice hockey and soccer.



**Lauren Zeitlinger, DO**

*UPMC Central PA Orthopaedic Surgery*

**Panel Discussion – “The Impact of SpeakUp Ortho”**

Lauren Zeitlinger, DO, is an orthopaedic surgeon with UPMC Central PA Orthopaedic Surgery and a faculty member for the UPMC Pinnacle Orthopaedic Residency. She received her medical degree from Lincoln Memorial University-DeBusk College of Osteopathic Medicine and completed her orthopaedic residency at The Orthopedic Residency of York, WellSpan York Hospital, followed by her Sarcoma and Advanced Clinical Fellowship – Musculoskeletal Oncology at the University of California – Davis.

Dr. Zeitlinger's clinical interests include complex limb salvage, reconstruction and/or fixation of metastatic bone disease, pediatric benign bone and soft tissue tumors, pediatric malignant bone and soft tissue tumors.

She serves the community of Harrisburg, PA and loves spending free time with her family of gentlemen; husband Julius, their 18-month-old son Welles, and dogs Buster and Baxter.

# 2023 Year End ARCOS Treasurer Report

January 2023-December 31, 2023

Current Bank Balance as of 12/31/23: \$220,234.62

	<u>Totals</u>	<u>Notes</u>
<b>Income</b>		
Sponsorship Income (2023 Annual Conference)	\$5,300.00	AAMC/TAGME for 2023 Annual Conference
Sponsorship Income (2024 Annual Conference)	\$18,700.00	Corto Financial, Precision OS, AOC, Thalamus/AAMC, Maine Ortho Review, AOA/CORD, TAGME, JBJS
<b>Total Sponsorship</b>	<b>\$24,000.00</b>	
2023 Annual Conference Registration	\$24,783.75	
2024 Annual Conference Registration	\$49,175.00	
<b>Total Conference Registration</b>	<b>\$73,958.75</b>	
<b>Membership Dues</b>	<b>\$26,500.00</b>	
<b>Total Income</b>	<b>\$124,458.75</b>	
<b>Expenses</b>		
Advertising & Marketing	\$50.00	Fox Den (ARCOS Logo)
2023 Conference Expenses	\$83,768.89	
2024 Conference Expenses	\$945.59	Plum Flower(Conference App) & Speaker Recognition Gifts
Bank Charges and Fees	\$2,716.81	
Board Meeting Expenses	\$4,182.20	
Legal & Professional Fees	\$4,859.03	AMC (Mail)/Pasek (Quickbooks Training & Reconciliation)
Office Supplies & Software	\$4,121.09	Quickbooks, Membership Works, Website
Taxes & Licences	\$664.00	2022 Taxes & State of IL
<b>Total Expenses</b>	<b>\$101,307.61</b>	
<b>Net Income for 2023</b>	<b>\$7,071.59</b>	
<b>Reoccurring Operating Expenses</b>		
Zoom Account	\$163.39	Virtual sessions & Meetings
BlueHost (Website Host)	\$347.88	Paid through 1/25/2026
Website Domain Renewal (Blue Host)	\$35.99	
SSL Renewal with Blue Host	\$89.88	Security Protection for Website
Leadstream (Webmaster)	\$1,500.00	Website & Technical Support
Membership Works (Membership Management System)	\$420.00	\$35 per month
Quickbooks (Accounting Software)	\$784.80	\$65.40 per month
Sendgrid (Online Community E-mail Host)	\$239.40	\$19.95 per month
<b>Total Annual Fees</b>	<b>\$3,581.34</b>	

<b>Annual Conference Details</b>	
<b>Expenses</b>	
Location	Las Vegas
Year	2023
Attendees	116
Price/Attendee	\$985.43
Board Expenses	\$336.81
Donations	\$500.00
Hotel Conference AV	\$23,785.00
Hotel Conference Catering	\$57,060.81
Meeting Supplies	\$466.72
Photographer	\$2,500.00
Printing	\$6,564.70
Promo Items	\$5,795.43
Raffle Items	\$999.50
Reception	\$10,989.00
Scholarships	\$3,100.00
Speaker Expenses	\$2,211.59
<b>Total Expenses</b>	<b>\$114,309.56</b>
<b>Income</b>	
Paid Registration	\$56,700.00
Conference Sponsorship	\$11,200.00
<b>Total 2023 Conference Income</b>	<b>\$67,900.00</b>
<b>2023 Annual Conference Deficit</b>	<b>(\$46,409.56)</b>

<b>Prior Conference Expenses</b>					
Location	<b>Orlando</b>	<b>San Diego</b>	<b>New Orleans</b>	<b>Las Vegas</b>	<b>Chicago</b>
Year	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2022</b>
Attendees	123	116	136	138	90
Price/Attendee	\$684 pp	\$622 pp	\$666 pp	\$591 pp	\$1,014.30
Donations/Scholarships	\$2,000.00	\$1,000.00	\$2,000.00	\$2,000.00	\$5,150.00
Hotel Catering-Incidentals	\$66,358.97	\$55,693.50	\$59,771.51	\$50,243.73	\$63,450.96
Receptions	\$0.00	\$0.00	\$9,534.36	\$10,502.41	\$7,495.68
Registration	\$153.54	\$281.50	\$184.97	\$300.00	
Speaker	\$8,112.67	\$9,353.92	\$8,721.11	\$7,071.51	\$7,103.76
Raffle Items	\$863.86	\$862.88	\$800.00	\$800.00	\$900.00
Promo Items	\$4,572.97	\$4,373.04	\$5,473.78	\$6,274.39	\$2,879.67
Document Services	\$2,093.14	\$1,448.54	\$3,004.52	\$3,771.34	\$2,408.97
Miscellaneous	\$0.00	\$381.64	\$1,155.74	\$637.66	\$838.86
Photographer	\$0.00	\$0.00	\$0.00	\$0.00	\$1,059.00
<b>Total</b>	<b>\$84,155.15</b>	<b>\$73,395.02</b>	<b>\$90,645.99</b>	<b>\$81,601.04</b>	<b>\$91,286.90</b>

## Wednesday, February 14

- 7:00 am – 8:00 am      **Breakfast (Sutters) and Professional Headshots** (Union Square Reception)
- ♥ It's Valentine's Day! Show your love for what we do and wear your Valentine's Day colors. Remember to keep it business casual! ♥
- 8:00 am – 9:45 am      **Round Table Discussions** (Union Square Ballroom)
- American Board of Orthopaedic Surgery (ABOS) Knowledge, Skills and Behavior (KSB) Program
  - Clinical Competency Committee (CCC)/Milestones
  - Fellowship Interviews for PGY4's
  - Interview Season
  - Medical Student Rotators
  - Time Away Policy/ Resident Attendance/ Maternity & Paternity Leave
- 9:45 am – 10:00 am      **Happy Hour Sponsor Presentation**
- L. Scott Levin, MD, Chair of Orthopaedic Surgery, UPenn  
Chief Medical Officer of the Academic Orthopaedic Consortium (AOC)
- 10:00 am                      **Break**
- Door prize drawing, sponsored by ABOS, after the break - you must be present to win!*
- 10:15 am – 11:15 am      **American Board of Orthopaedic Surgery (ABOS) Update**
- David Martin, MD  
Mona Saniei  
Sonya Parker
- 11:15 am – 12:00 pm      **5<sup>th</sup> Annual Patsi Furr Coordinator Spotlight**
- “Managing Expectations with Your Program Director, Residents, Medical Students, Rotators and Yourself”  
Starla Pathak
- 12:00 pm – 1:00 pm      **Lunch, Poster Presentations (Sutters), and Headshots** (Union Square Reception)
- 1:00 pm – 2:00 pm      **Fellowship Updates**
- 1:00 pm – 1:30 pm – Scott Steinmann, MD, BOS Chair  
1:30 pm – 2:00 pm – Dennis Thomatos, SF Match Manager
- 2:00 pm                      **Break**
- Door prize drawing after the break - you must be present to win!*



## Wednesday, February 14 (continued)

2:15 pm – 3:15 pm

**Panel Presentation - Program Coordinator and Director Relationships:  
Fostering a Healthy Working Partnership**

Panel:

Cheryl Cundy/Stephen M. Kane, MD; WellStar Kennestone Hospital  
Amy Kraus/Izuchukwu K. Ibe, MD; University of Mississippi Med Center  
Viveka Spivey, C-TAGME/Marilyn Heng, MD, MPH, FRCSC; University  
of Miami  
Cindy Thompson, C-TAGME/E. Barry McDonough, MD; West Virginia  
University

3:15 pm – 4:00 pm

**Lunch Sponsor Presentation –**

Danny P. Goel, MD, CEO and Founder of PrecisionOS  
Introduction and discussion of immersive medical education software

4:00 pm – 5:30 pm

**ARCOS Happy Hour** (Union Square Reception)





## **David F. Martin, MD**

*American Board of Orthopaedic Surgery*  
**ABOS Update**

David F. Martin, MD currently serves as the Executive Medical Director (2016-present) of the American Board of Orthopaedic Surgery (ABOS). He is a past president of the ABOS (2011-2012) and served as a Director on the ABOS Board from 2006 through 2015. He has previously held the ABOS offices of Treasurer and Chairman of the Maintenance of Certification (MOC) Committee. He has also been an ABOS Oral Examiner and a test question writer. Dr. Martin was a member of the ACGME Orthopaedic Residency Review Committee (RRC) from 1993 through 1999 and also has experience as an RRC Specialist Site Visitor.

A graduate of Dartmouth College and The Johns Hopkins University School of Medicine, Dr. Martin completed Sports Medicine Fellowships at the Hughston Sports Medicine Foundation and the Union Memorial Hospital. After serving as a member of the faculty in the Department of Orthopaedic Surgery at The Johns Hopkins University School of Medicine from 1988 through 1990, he joined the faculty at the Wake Forest School of Medicine, where he is currently a Professor of Orthopaedic Surgery and the former Director of Sports Medicine. Still clinically active, Dr. Martin's research interests focus on running injuries, throwing injuries, knee injuries, and medical education. He served as the Head Team Physician for the Wake Forest University Demon Deacons from 2000 through 2016 and was also the team physician for the Winston-Salem Single A Professional Baseball Organization (currently the Winston-Salem Dash) for over 20 years. Dr. Martin was a Major in the U.S. Army Reserve, having served on Active Duty during Desert Shield and Desert Storm.

Having been ABOS Board Certified in Orthopaedic Surgery since 1991, Dr. Martin also holds Subspecialty Certification in Orthopaedic Sports Medicine; he is participating in the ABOS Maintenance of Certification program.

Dr. Martin is married to Sue A. Martin and they have two daughters, Lizzie (PhD candidate at the University of Pennsylvania, currently working for the U.S. GSA Office of Evaluation Sciences) and Sarah (Resident in Pediatrics at Cincinnati Children's Hospital). They are active members of the First Presbyterian Church in Winston-Salem, North Carolina.



## **Mona Saniei**

*American Board of Orthopaedic Surgery*

### **ABOS Update**

Mona Saniei (pronounced San-Ee) is the project manager for the American Board of Orthopaedic Surgery Knowledge, Skills, and Behavior (ABOS KSB) Program. She also manages on other ABOS resident/residency program initiatives such as the Resident Advisory Panel. Mona also provides support for research and professional educational programs and activities. While Mona was born in

Virginia, she is happy to call North Carolina home. Mona holds an MPH from Eastern Virginia Medical School/Old Dominion University and was a doctoral candidate in Health Services Research when she moved to North Carolina and started working with the University of North Carolina-Chapel Hill Eshelman School of Pharmacy. Mona has worked through many research and administrative challenges that have helped her bring a unique perspective to her position at the ABOS. She has an unyielding personal respect for the orthopaedic profession. When not in the office, she enjoys Pilates, classical music, running after her son, and perusing international cookbooks in an attempt cook something other than chicken. Mona can answer your questions about the ABOS KSB Program and can be reached at [msaniei@abos.org](mailto:msaniei@abos.org) or 919-929-7103.



## **Sonya Parker**

*American Board of Orthopaedic Surgery*

### **ABOS Update**

Sonya Parker started in 2015 with ABOS in the role of Office Assistant. After gaining knowledge and experience, she was promoted to her current position of Certification Specialist. Certification Specialists work with Part I and Part II Candidates, guiding them through the examination process along with assisting ABOS Diplomates through the Maintenance of Certification (MOC) process. Sonya works with Candidates and ABOS

Diplomates with last names beginning C-G. She also works with the Orthopaedic Residency Programs and internationally educated surgeons in their pursuit to become ABOS Board Certified.

Sonya has had a diverse professional career, from a trained machinist to a medical coding/billing specialist, medical software support, and medical management. Before coming to ABOS in 2015, she spent 21 years as a Medical Office Administrator for a multi-provider Internal Medicine / Occupational Health practice. Sonya loves to read, swim, craft, and travel with her husband, exploring this beautiful world and all its many wonders. Sonya is very knowledgeable about Certification and Maintenance of Certification and is a valuable part of the ABOS team.



## **Starla Pathak**

*Fifth Annual Patsi Furr Coordinator Spotlight Speaker*  
**“Managing Expectations with Your Program Director,  
Residents, Medical Students, Rotators and Yourself”**

Starla Pathak has been in Graduate Medical Education for more than 30 years at Tufts Medical Center in Boston, Mass. In 2011, she was persuaded to interview for the Program Coordinator’s position in Orthopaedics and has been in Orthopaedics since January 2012. Starla is currently the Manager of Educational Programs for the Department of Orthopaedics and Rehab Medicine at Tufts Medical Center.

Starla is active in GME at her institution and currently serves as mentor for newer program coordinators in her institution. During her time as Program Coordinator in Obstetrics & Gynecology, she collaborated to start the Ob/Gyn Program Coordinators Organization ARCOG (now known as APMOG) with support from the Executive Director of the American College (now Congress) of Obstetrics and Gynecology (ACOG) and the leadership of CREOG (Council on Resident Education in Obstetrics and Gynecology), which is the Program Director’s organization. With full support of both ACOG and CREOG, ARCOS continues to be an official organization under the ACOG Education Department, with support from the CREOG admin team as well as a seat on the CREOG Council.

Starla has a BA in Communication and Journalism from the University of Northern Colorado and has been married for 31 years to her husband Ajay. They have two grown twin sons, Ravi and Vijay, as well as three Golden Retrievers. In Starla’s free time, she and her husband are active on the Student Life Leadership Council (SLLC) for the University of Alabama, and they like to travel.



## **Scott Steinmann, MD**

*Fellowship and San Francisco (SF) Match*  
**Fellowship Update**

Dr. Scott Steinmann serves as Emeritus Professor of Orthopedic Surgery Mayo Clinic, Rochester, Minnesota. Dr. Steinmann has held various leadership positions in the American Shoulder and Elbow Surgeons and the American Academy of Orthopedic Surgery. He is a past president of the

Minnesota Orthopedic Society. He has been selected as one of Minnesota Monthly Magazine's top orthopedic surgeons for several years. He has performed several thousand shoulder replacements and rotator cuff repairs. He also has a special interest in elbow trauma, elbow replacement, and elbow arthroscopy.

Dr. Steinmann completed his undergraduate training at Columbia University and his MD degree at Cornell Medical School. While there, he was exposed to the orthopedic surgeons at the Hospital for Special Surgery, one of the premiere orthopedic hospitals in the country, sparking his interest in the field. Dr. Steinmann completed his orthopedic surgery residency and a shoulder and elbow fellowship at the New York Orthopedic Hospital/Columbia University. He completed a hand surgery fellowship at the Mayo Clinic Rochester.

Dr. Steinmann served as a Commander in the United States Navy, where he was the attending orthopedic surgeon and director of upper extremity service for the National Naval Medical Center in Bethesda, Maryland. During this time, he had the opportunity to take care of many of the country's wounded warriors, as well as legislators at the Capitol and the White House. After his military service, Dr. Steinmann began his career with the Mayo Clinic in Rochester, Minnesota.



## **Dennis Thomatos**

*San Francisco (SF) Match Manager*  
**Fellowship Update**

Dennis is a people and project manager in software and service operations for the American Academy of Ophthalmology in the role of match manager for the SF Match since 2007. He is responsible for overseeing programming and support of all systems and people operations for the group. Dennis has worked at Adobe Systems Inc. for more than six years and was the principal executive at Access Internet Communications, Inc. in Cupertino, CA.

He holds a BS. In Industrial Technology from San Jose State University and a Business Process Management Certificate from UC Berkeley Extension. He has served as Executive Director of a local non-profit organization in San Jose, CA and speaks annually at society meetings. He resides in Marin County, California with his wife and two children.

## **Panel Presentation**

### **Program Coordinator and Director Relationships: Fostering a Healthy Working Partnership**

*Panel Participants:*

**Cheryl Cundy and Stephen M. Kane, MD**  
WellStar Kennestone Hospital

**Amy Kraus and Izuchukwu K. Ibe, MD**  
University of Mississippi Med Center

**Viveka Spivey, C-TAGME and Marilyn Heng, MD, MPH, FRCSC**  
University of Miami

**Cindy Thompson, C-TAGME and E. Barry McDonough, MD**  
West Virginia University

## Thursday, February 15

- 7:00 am – 10:00 am     **CORD Spring Conference**  
*Off-site at the San Francisco Marriott Marquis Hotel, Room Golden Gate AB.*  
*Separate registration required. See [www.aoassn.org](http://www.aoassn.org) for details*
- 11:00 am – 12:00 pm     **Lunch, Poster Presentation (Sutters), and Headshots (Union Square Reception)**
- 12:00 pm – 1:45 pm     **ACGME Updates (Union Square Ballroom)**  
S. Elizabeth Ames, MD, Chair, Council of Review Committee Chairs  
Brent Ponce, MD, Chair and Founder of COERG (*Collaborative Orthopaedic Educational Research Group*)  
Stuart Slavin, MD, ACGME Senior Scholar for Wellbeing  
Cindy Thompson, C-TAGME, Residency Coordinator, West Virginia University, Member of the ACGME Coordinator Advisory Group
- 1:45 pm – 2:45 pm     **The AAMC and Thalamus Strategic Collaboration: Overview and Future Plans**  
Terri Feist, BBA, PMP, Thalamus Senior Account Manager and Account Management Team Leader  
Richard Peng, ERAS Outreach and Engagement Manager
- 2:45 pm – 3:00 pm     **Break**  
*Door prize drawing following the break - you must be present to win!*
- 3:00 pm – 4:30 pm     **“Keep Calm and Carry On: Managing Crisis in GME”**  
Cristin Hart, M.Ed., Tenet Health
- 4:30 pm     **Conference Adjourn**  
*Sweepstakes and door prize drawings. You must be present to win!*





AMERICAN  
**ORTHOPAEDIC**  
ASSOCIATION

Council of Orthopaedic Residency Directors 2024 Spring CORD Conference  
San Francisco Marriott Marquis Hotel, San Francisco, CA; Room Golden Gate AB

Thursday, February 15, 2024, 7:00am-10:00am PST

## **Residency Assessment**

- 7:00am**      **OPENING REMARKS**  
Matthew D. Karam, MD, FAOA, University of Iowa
- 7:05am**      **COORDINATOR OF THE YEAR AWARDS PRESENTATION**  
Melvyn A. Harrington, Jr, MD, FAOA, Baylor College of Medicine
- 7:15am**      **ACGME RESIDENCY REVIEW COMMITTEE UPDATE**  
Corey J. Parker, MPA, ACGME; S. Elizabeth Ames, MD, FAOA, RRC Chair
- 7:30am**      **ABOS UPDATE**  
Lisa A. Taitsman, MD, MPH, FAOA, Chair ABOS GME Committee
- 7:45am**      **AOBOS UPDATE**  
John Schlechter, DO, FAOA, AOBOS Board
- 7:55am**      **ARCOS UPDATE**  
Laurel Lewis, C-TAGME, ARCOS President
- 8:00am**      **Q&A**
- 8:05am**      **CLINICAL COMPETENCY COMMITTEE (CCC) – BEST PRACTICE**  
Moderator: S. Trent Guthrie, MD, FAOA, Henry Ford Hospital
- Background: Paul Dougherty, MD, FAOA, UF Health Jacksonville
  - Structure/Function (s): Alicia Harrison, MD, FAOA, University of Minnesota
  - Feedback to Residents: Heather Kowalski, MD, FAOA, University of Iowa
- 8:50am**      **Q&A**
- 9:00am**      **REMIEDIATING THE STRUGGLING/IMPAIRED LEARNER**  
Moderator: Hassan Mir, MD, FACS, MBA, FAOA, University of South Florida Morsani
- Identifying the Struggling or Impaired Resident: Brandi Hartley, MD, FAOA, University of Louisville
  - The Process of Resident Remediation: Byron F. Stephens, MD, FAOA, Vanderbilt University
  - When Remediation Doesn't Work Out: Rajiv Rajani, MD, FAOA, Texas Tech Health Sciences Center El Paso Department of Orthopaedic Surgery
- 9:45am**      **Q&A/Open Discussion**
- 9:55am**      **Summary, Next Steps**
- 10:00am**     **ADJOURN**





**S. Elizabeth Ames, MD**

*Chair, Council of Review Committee Chairs; Executive Committee, ACGME*

**ACGME Updates**

Dr. Ames has been Program Director at the University of Vermont Department of Orthopaedics and Rehabilitation since 2009 and elected fellow to the American Orthopaedic Association in 2012. Her interest in surgical education led to elected Chairmanship of the Council of Orthopaedic Residency Directors (CORD) from 2015-2018 and election to the Orthopaedic RRC in 2017. She assumed the Chairmanship of that group in 2021. She earned the rank of professor at the University of Vermont College of Medicine in 2017 and was accepted to the University of Illinois's Department of Medical Education health education masters' program in 2020.



**Brent A. Ponce, MD, FAOA**

*Chair and Founder of COERG (Collaborative of Orthopaedic Educational Research Group); Jack Hughston Memorial Hospital*

**ACGME Updates**

Brent A. Ponce, MD, graduated medical school from the Vanderbilt University School of Medicine in Nashville, TN. He completed his surgical internship from Wright State at Wright Patterson AFB. His orthopaedic surgery residency, as well as a shoulder fellowship was completed at Harvard Medical School. He then served in the military as a flight surgeon before becoming an orthopaedic surgeon, where he was stationed at the Air Force Academy. He served as the team physician for the men's basketball program and was deployed overseas for a tour in Kirkuk, Iraq.

Dr. Ponce is a member of the AAOS, AOA, ASAES, and Interurban Orthopaedic Society. He is the Chair of Research at the Hughston Foundation and the Chair and Founder of the Collaborative of Orthopaedic Educational Research Group (COERG).

Dr. Ponce continues his research through the Hughston Foundation. He also plans to mentor sports medicine fellows and surgical residents through Hughston's fellowship and residency programs. Dr. Ponce is also the Chairman of Research at the Hughston Foundation and is leading the Hughston Orthopaedic Research Fellowship for Medical Students.



**Stuart Slavin, MD, M.Ed.**  
*ACGME Senior Scholar for Well-Being*  
**ACGME Updates**

Stuart Slavin MD, M.Ed is Senior Scholar for Well-being at the Accreditation Council for Graduate Medical Education (ACGME). A graduate of Saint Louis University School of Medicine, Dr. Slavin completed his residency training in pediatrics at UCLA and then served as a faculty member there for seventeen years before returning to Saint Louis University as Associate Dean for Curriculum. While at SLU, Dr. Slavin led efforts to improve the mental health of medical students that produced dramatic decreases in rates of depression and anxiety in pre-clerkship students. He joined the ACGME in 2018 and is helping to lead efforts to improve the mental health of residents and faculty across the US.



**Cindy Thompson, C-TAGME**  
*Senior Program Administrator, West Virginia University*  
*ACGME Coordinator Advisory Board*  
**ACGME Updates**

Cindy Thompson is the Senior Program Administrator in the Department of Orthopaedics at West Virginia University. She was appointed as the first Residency Program Coordinator in 1999 and also manages the Adult Reconstruction and Spine Fellowship Programs. She has served on various committees during her tenure at WVU including; Internal Review Committee, Program Manager Foundation Committee, Duty Hours/Wellness Committee and Program Operating Budget Committee.

Cindy has been actively involved in graduate medical education both locally and nationally. Cindy became a member of ARCOS in 2003 and in 2008 she was elected as an ARCOS Steering Committee Member-At-Large. In 2011 she was elected President of ARCOS and completed her Presidential line in 2017. She has served on the AOA/CORD Governing and served on various committees within TAGME (Training Administrators of Graduate Medical Education) including the Board of Directors. Cindy was the recipient of the AOA's Council of Orthopaedic Residency Directors (CORD) "Coordinator of the Year" award in 2023. In July 2023, she was appointed to the ACGME Coordinator Advisory Group for a 3-year term. Her professional interests include leadership development and process improvement.



**Terri Feist, BBA, PMP**

*Senior Account Manager and Account Management Team Leader, Thalamus*

**The AAMC & Thalamus Strategic Collaboration: Overview and Future Plans**

Terri Feist is a Senior Account Manager and Account Management Team Leader at Thalamus. Terri has over 12 years' experience in GME as a residency coordinator. She has conducted national surveys and co-authored several publications regarding the coordinator workforce, challenges within Graduate Medical Education (GME) and coordinator burnout. Terri is the co-founder and former president of the Program Coordinators of Child Neurology (PCCN) group. She hosted a Thalamus Community Forum on Coordinator Burnout and Turnover, with the largest turnout to date. Terri is a dedicated advocate for Program Coordinators and improvements within GME.



**Richard Peng**

*ERAS Outreach and Engagement Manager, Association of American Medical Colleges (AAMC)*

**The AAMC & Thalamus Strategic Collaboration: Overview and Future Plans**

Richard Peng works for the Association of American Medical Colleges as a program leader in ERAS®. He joined the AAMC in 2015 and has extensive experience working directly with learners, medical residency and fellowship programs, medical schools, and specialty societies as they navigate the application process for training positions. Richard has created and produced many webinars, learning resources, and support tools for all involved in the recruitment and selection process. He's actively engaged in community-wide collaborations with other committee partners across medical education to improve the entire undergraduate to graduate medical education transition.



## **Cristin Hart, M.Ed.**

*Tenet Health*

### **“Keep Calm and Carry On: Managing Crisis in GME”**

Cristin has worked for over a decade developing and managing GME programs, first at the University of Florida College of Medicine, where she served as the Resident Ombudsman and Director of GME as well as her role as the Assistant Vice President for the University of Central Florida/HCA

Consortium, and now she works nationally in GME with Tenet Health.

Cristin earned her Bachelor of Science degree in Criminal Justice and Public Affairs at Indiana University and her Master of Education at the University of Florida. Before coming to GME, she worked in law enforcement and assets protection. This experience has transitioned her as an industry leader in crisis response education and planning, presenting nationally on GME crisis policy training and protocols.

#### **Session Description:**

Historically, response to crisis is reactionary, with little forethought going into preplanning protocols, media management, or HR components. This session will provide a transparent dialogue on crisis management, share real examples, and supply participants with an Emergency Response Flip-Chart template they can take and personalize for their institution. We will tackle crisis at all levels; from a resident death, and domestic violence situations, to notifying next of kin, protecting resident and families right, dealing with social media, HR policies, and Title IX.

#### **Session Objectives:**

At the end of this session, learners will be able to: 1. Provide a base knowledge of managing unexpected & complex situations in medical education. 2. Properly strategize how to prepare for a crisis. 3. Learn to create action plans focused on a variety of crisis situations and the utilization of an emergency response plan.

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- Employee Performance, Compensation & Benefits
- Communication and Conflict Resolution
- Becoming a Great Boss to Your Staff and a Trusted Partner to Your Colleagues
- Know Your Leadership Deficits and How to Close Those Gaps



"When COVID hit, Mike proactively engaged hundreds of residents across the country in conversation to ask how he could help us and to better understand our needs...and he then went to private and academic practice leadership to replicate this needs assessment and created an incredible platform with content to make us stronger candidates who are better prepared for practice while also helping to satisfy our ACGME requirements. JobsInOrtho brings tremendous visibility to all job opportunities while increasing efficiency and reducing anxiety and costs for everyone."

Jason Lipof, MD, Clinical Fellow, Department of Orthopaedic Surgery, University of Rochester



"Michael, thank you so much for all of your excellent leadership and contribution to the field of orthopaedics. I am the Program Director for the Residency at LSU in Shreveport. I wrote the article on Surgical Selection in JAAOS with our Chair, Dr. Shane Barton, and attended the recent lecture with you and him. I just gave my residents the lecture on different contracts and practice models based on the PPT you gave us months ago. The feedback was extremely positive. My residents want more! I think AOC could really pioneer this business/ leadership aspect for all residents from day one with a solid curriculum and I love the list of topics you have!"

Patrick Massey M.D., Program Director, Director of Clinical Research, Dept. of Orthopaedic Surgery, LSU Health Shreveport, Director of Pediatric Sports Medicine, Shriner's Hospital for Children Shreveport



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