

Bulletin

APR/JUNE 2023

MEMBER MAGAZINE FOR THE POLK COUNTY MEDICAL SOCIETY



PCMS Wild Lights 2023

PCMS 8th Annual Zoo Brew

PCMS Legislative Report 2023

Federal Advocacy in Washington, D.C.

VPN Appreciation Reception at Terrace Hill

Polk County Healthcare Workforce Collaborative

PCMS PHYSICIAN DAY AT THE IOWA STATE FAIR

WHEN

Saturday, August 12th, 2023

11:00 am - 1:00 pm

private party

You may enter the fair at any time/Any Gate

WHERE

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Official Publication
of the Polk County
Medical Society

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Des Moines, Iowa
April/June 2023

2023

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APR/JUN 2023
Bulletin
MEMBER MAGAZINE FOR THE POLK COUNTY MEDICAL SOCIETY

Inside This Issue

Feature Articles

| | |
|---|----|
| PCMS Legislative Report | 9 |
| Federal Advocacy in Washington, D.C. | 13 |
| PCMS Wild Lights 2023 | 15 |
| VPN Appreciation Reception at Terrace Hill..... | 19 |
| PCMS 8th Annual Zoo Brew | 23 |
| Polk County Healthcare Workforce Collaborative | 27 |

Monthly Articles

| | |
|---------------------------|----|
| President's Message | 4 |
| CEO's Perspective | 6 |
| Docs in the News | 29 |
| July Birthdays | 31 |
| August Birthdays | 32 |
| September Birthdays..... | 33 |
| October Birthdays | 34 |

COVER PHOTO: The sunflower tunnel of lights at the Blank Park Zoo Wild Lights, contributed by Juliet Romeo-Bascom, PCMS/VPN Programs Administrator.

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LIVE *Intentionally*

By: Jason Kruse, D.O.

Dear PCMS Membership,

As we wind through the summer months I hope this letter finds you well! The Polk County Medical Society executive team and staff are looking forward to a full slate of actions and activities with our community of physicians and future physicians.

I confess that between a busy family life and a busy practice I often find myself swept up in the current, and suddenly days and weeks have sped by. I suspect I'm not alone in that feeling.

Sometimes life events sharpen our focus. My cousin, Michael, died suddenly and unexpectedly over the summer. He was 38. While his

life was too short he lived fully and intentionally, having an outsized impact on his family and his city as a father, a coach and a fixture in his community. Michael's mantra for his kids and his players before each hockey game was "Work hard and have fun."

A substantial portion and perhaps a majority of PCMS membership participates in medical education. Every July we welcome a new group of residents and students into our practices. Each of us are coaches by default, and in a position to have an outsized impact. We (hopefully) model professionalism, good life habits and compassion. We share the highs and lows of medical

continued from page 4

practice and human experience with these learners and with each other.

In the last half of 2023 I encourage you to take time to reflect on what drew you to the practice of medicine. Take time to reflect on the meaningful work that you do and the very real impact you have on your patients, your coworkers and your community.

Encourage your residents, students and colleagues to value and enjoy the career they have chosen, to support and learn advocacy through their local medical society (Polk County

Medical Society); also to maintain perspective on what matters outside of the practice of medicine. Take time to take care of yourselves and your loved ones. Don't forget to find joy in all facets of your life.

While the practice of medicine is not a game, the same advice applies: "Work hard and have fun."

— Jason Kruse, D.O.

In memoriam
Michael Tveit
1984-2023





The Times **THEY ARE A-CHANGIN'**

By: Paula A. Noonan, C.E.O.

Since I began my tenure as CEO of Polk County Medical Society, there have been many changes within the structure of our local medical community. We have seen executive suite and leadership changes, as well as mergers and acquisitions. These changes further medical industry consolidation by combining healthcare companies, hospitals, physician practices or creating new evolving systems.

Typically, these changes aim to help sustain smaller health systems, lower healthcare costs and improve quality of care or even expand services for patients. For physicians and other hospital employees,

mergers and acquisitions lead to changes, which can often lead to workflow disruptions or organizational changes that may increase workloads and burdens for staff.

Change is a scary thing. We face many challenges with change. Those challenges come from our tendency to see them as problems rather than opportunities for growth, whether it be personal or professional. Most people are afraid of changing their routines or are afraid of how their work environment will differ. Will their role change? Will they still have a position? Will they adapt? These are all natural fears of change.

We as humans are hard wired to resist change. But change is also something that we desire and strive for as humans, whether we grow personally or professionally. We may be comfortable where we are and not want to be pushed into the unknown, especially in our work environment. Change creates an internal conflict for us, especially when thrust upon us without our approval, in that we are not really convinced about how much better the changes will be for us in both our work and professional life, or how it will impact us, in the long run, after we make the changes. Was all the effort worth it?

The challenge for us is to build optimism and even excitement of things to come, the changes that will help us streamline, grow, and improve. Have an open mind, make the changes work for you. Become part of the growth and change, help guide it with input to the parties that can implement those ideas into added value, continued improvement and streamlining of processes that will increase ease of workflow and lessen burden in the workplace.

Change can be thrust upon us without notice. It is how we process and view changes that will make a smoother transition for us personally. Recognize change is coming and that change encourages innovation. When we embrace change, we are adaptable to new circumstances, situations, and people and lean into the opportunities they offer (CENTERSTONE, 2023). Not all change is bad even if it may seem so at the time.

So, for better or worse, here we go. Your local medical society, Polk County Medical Society, is here for our physician members, to assist you and your colleagues. We encourage participation in our physician engagement events. It is a fantastic opportunity for you to network with your colleagues and have an informal conversation with them about how you feel about changes coming to our medical community, your workplace, or the challenges to come. It is a wonderful way to prepare and build support for yourself and your colleagues.

As Bob Dylan said, ***“The Times They Are A-Changin’.”***

PCMS FOSTER GROUP SOCIAL/HAPPY HOUR FOR PHYSICIAN MEMBERS & GUESTS

WHEN

Tuesday, September 26th, 2023
5:30-8:30 pm private party

WHERE

BIG GROVE BREWERY

555 17th Street,
Des Moines, IA 50309

FEATURING • PCMS Private Party:
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Bring your friends and celebrate our
medical community!!

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POLK COUNTY MEDICAL SOCIETY

2023 Legislative Report



John Cacciatore



Lon Anderson

Below is a summary of noteworthy bills of interest for the Polk County Medical Society during the 2023 Legislative Session. Please note that this is the first year of the 90th General Assembly. Legislation not enacted in 2023 is eligible during the 2024 session.

Bills Signed by Governor Reynolds

A HISTORICAL WIN FOR IOWA PHYSICIANS!

HF 161 A bill for an act relating to noneconomic damage awards against health care

WIN

providers, and including effective date and applicability provisions. Caps medical malpractice noneconomic damages at \$1 million for physicians and \$2 million for hospitals. (Formerly HF 102.) **(2/16 Signed by Gov.; 2/8 Passed Senate 29-20; 2/8 Passed House 54-46; PCMS Strongly Supported)**

HF 265 A bill for an act relating to midwife licensure, providing for fees, and making penalties applicable. (Formerly HSB 80.) The Senate modified the bill to allow certified nurse midwives to be involved in the rulemaking for midwives.

continued on page 10

Continued from page 9

(6/1 Signed by Gov.; 5/3 Passed Senate 46-2; 5/3 Passed House 91-2; PCMS Opposed House bill, PCMS supported the Senate changes)

HF 424 A bill for an act providing for the collaborative practice of physician assistants by allowing for the practice of physician assistants without supervision by a physician. (Formerly HSB 115.) The Senate added back in a minimum of two years of physician supervision and required collaborative agreements.

(5/10 Signed by Gov.; 4/20 Passed Senate 48-1; 5/1 Passed House 88-6; PCMS Opposed the House bill, PCMS supported the Senate changes)

SF 561 A bill for an act relating to appropriations for veterans and health and human services and including other related provisions and appropriations, providing penalties, and including effective date and retroactive and other applicability date provisions. (Formerly SSB 1213.) SF 561 contains \$225,000 for the Volunteer Physician Network program.

(6/1 Signed by Gov. 5/3 Passed Senate 32-16; 5/2 Passed House 63-32; PCMS Monitored the overall bill, PCMS Support funding for VPN)

HF 635 A bill for an act relating to the requirements for a license to practice podiatry. (Formerly HSB 221.) Effective date: 07/01/2023

(5/3 Signed by Gov.; 4/24 Passed Senate 49; 3/15 Passed House 97-0; PCMS Supported)

SF 514 A bill for an act relating to the organization, structure, and functions of state government, providing for salaries of appointed state officers, providing for confirmation of appointments, providing for penalties, making appropriations, providing Code editor directives and transition provisions, and including applicability and effective date provisions. (Formerly SSB 1123.)

SF 514 is the Governor's massive bill reorganizing state government. **PCMS is monitoring the combining of DPH and DHS.** DPH previously administered the VPN program, now it will be a division within HHS.

(4/4 Signed by Gov.; 3/7 Passed Sen. 34-15; 3/15 Passed House 58-39; PCMS Monitoring)

SF 75 A bill for an act relating to certain health facilities including ambulatory surgical centers and rural emergency hospitals, including licensing requirements and fees,

Continued from page 10

providing penalties and making penalties applicable, providing emergency rulemaking authority, and including applicability and effective date provisions.

(3/28 Signed by Gov.; 3/14 Passed Senate 47-0; 3/7 Passed House 97-1; PCMS Monitored)

HF 347 A bill for an act relating to the administration of injections by licensed optometrists. (Formerly HF 179.) Effective date: 07/01/2023.

(4/28 Signed by Gov.; 4/17 Passed Senate 48-2; 3/7 Passed House 90-8; PCMS Opposed)

HF 183 A bill for an act relating to the requirements for a prescribing psychologist or a psychologist with a conditional prescription certificate. (Formerly HF 23.)

(4/28 Signed by Gov.; 4/17 Passed Senate 50-0; 2/9 Passed House 95-0; PCMS Monitored)

Latest Action and Died

HF 626 A bill for an act relating to continuity of care and non-medical switching by health carriers,

health benefit plans and utilization review organizations, and including applicability provisions.

(Formerly SF96; PCMS SUPPORTED *Died in Second Funnel)

SF 326 A bill for an act relating to the ordering and administering of epinephrine auto-injectors to persons ages eighteen years and older by a pharmacist pursuant to statewide protocols.(Formerly SSB 1103.)

(Died on Unf. Bus. Cal.; PCMS Monitored)

HF 157 A bill for an act creating a nurse preceptor tax credit available against the individual income tax, and including applicability provisions.

(Died in Ways & Means Cal.; PCMS Supported and collaborated for additional legislative language for Physician preceptor tax credit.)

HF 477 A bill for an act relating to the licensure of internationally trained physicians and including effective date provisions.

(Formerly SF 439; PCMS Monitored *Died in Second Funnel)

FOLLOW PCMS ON TWITTER (@PCMSIOWA)



PCMS FALLOWEEN FESTIVAL FOR PHYSICIANS AND FAMILY

WHEN:

Saturday, October 7th, 2023

TIME:

10am-12 pm (PCMS entrance time and private party at reserve tables.)

WHERE: Howell's Greenhouse & Pumpkin Patch

3145 Howell Court, Cumming, IA 50061

FEATURING: Food, Beverage, Wagon Rides, Corn Maze, Pumpkin Pad, play area, pumpkin patch.....
(NOT INCLUDED: Zipline, Pony Rides, Corn/Pumpkin Cannons and other adventure activities available with cash payment)

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POLK COUNTY MEDICAL SOCIETY

Federal *Advocacy* in Washington, D.C.

Polk County Medical Society met with Iowa Senators Charles Grassley and Joni Ernst on May 9th, 2023, to discuss issues impacting medicine.

The Medicare Geographical payment disparity continues to top issues in Washington, that have a profound effect on physician reimbursement rates. PCMS is scheduling meetings in September with CMS to further the issue to gain a foothold on resolution.

The PCMS CEO advocated personally with your Iowa Congressional Delegation on behalf of PCMS members. 4 key issues were discussed in depth:

1. Medicare's Geographic Payment Disparity and SRG

2. Fixing Prior Authorization and Gold Carding
3. Health Care Workforce Expansion
4. CMS Audits
5. Price Gouging distribution of medical supplies

PCMS continued to advocate aggressively for the accuracy of the geographic adjustment factors under Medicare for Iowa physician payments. With the SRG expiring soon, PCMS focused on early discussion with Senators prior to our fly in to D.C. with our physician delegation in September 2023.

Also discussed was physician concern for medical manufacturing/supply/distribution and pricing effecting practices and the costs of medicine.



Paula Noonan, CEO, meets to discuss Iowa's healthcare issue with Senator Joni Ernst on behalf of Central Iowa Physician members of Polk County Medical Society.



Paula Noonan, CEO, meets to discuss Iowa's healthcare issue with Senator Chuck Grassley on behalf of Central Iowa Physician members of Polk County Medical Society.



PLANNING FOR FUTURE HEALTHCARE EXPENSES



CALEB BROWN, CFP®

These days, you can insure just about anything. So, the question becomes “What is worth insuring?” The answer almost always boils down to how much you’ll have to pay to insure the thing you don’t want to lose.

Many of the clients I work with are concerned about how to pay for their future healthcare needs, particularly the costs associated with long-term care. Planning for these expenses can be tricky, because your future health is uncertain. One way to mitigate these expenses is to insure the risk. As you consider this, there are some important things to know.

On average, an American turning 65 in 2022, will incur \$120,900 in long-term care costs* in his or her lifetime. In my experience, that is much less than what most people believe it will cost. The average is far less scary than general opinion. The tricky part is that it’s an average.

It’s important to note that Medicare doesn’t cover long-term care costs, so you can expect to pay those yourself. But roughly 6 out of 10* individuals turning 65 won’t even spend anything on long-term care costs. Because of this, many people make the decision to do nothing. I think this is a possibility you should prepare for.

As a financial planner, I work with all my clients to come up with a game plan for this possibility. There are two ways of mitigating the risk of future healthcare costs:

1. You can pay someone else to insure this risk.
2. You can act as your own insurer.

If you decide to work with an insurance company, they will create a pool of benefits that you can use if and when you need to use them. To access the benefits, you generally need to meet some qualifications first. These are called “ADLs” or Activities of Daily living. For example, if you can’t get out of your bed and get dressed for the day, you would need some assistance. This could mean someone comes into the home or you go to

a facility. This is one example of qualifying to get access to the benefit pool. Here are the six “ADLs”:

- | | |
|--------------------------|---------------|
| 1. Bathing | 4. Eating |
| 2. Dressing for your day | 5. Toileting |
| 3. Transferring | 6. Continence |

In the last 20-25 years, the costs for traditional long-term care insurance have been increasing, making them less affordable and less attractive to insure the risk.

The other option is to self-insure this risk. One of the best ways to do this is to build a Health Savings Account (HSA) now. Why is this the case? The HSA is triple tax-exempt, a unicorn in the tax code. If you contribute through payroll:

- You can avoid FICA taxes (*Social Security & Medicare*).
- The contribution is pre-taxed (*you deduct this from your income*).
- You can invest the money in your HSA, and
- It grows tax deferred.

Later, if you use it for qualified medical expenses, it’s a tax-free distribution.

These are two examples of how to insure the possibility of paying for your long-term healthcare needs. If you are wondering what your best option may be, reach out to Foster Group.

**Based on ASPE Research Brief (August 2022): Long-Term Care Services and Supports for Older Americans: Risks and Financing, 2022*



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POLK COUNTY MEDICAL SOCIETY WILD LIGHTS:

Celebrating Physicians and Their Families

Once again, Polk County Medical Society (PCMS) physician members, family, guests, and sponsors came out in full force to have fun while celebrating physicians in Central Iowa at the Blank Park Zoo Wild Lights on Thursday, April 27, 2023. There were new incredible displays of Xian Warriors, Fantasy beast and even Giant drums that changed lights to the beats of gleeful children and adults alike. The event turned out to be an adventurous night in support and awareness of our PCMS

physicians and front-line workers, who are fierce themselves, in caring for lowans throughout the pandemic and every day! This event has turned into an annual awe inspiring night of fun, camaraderie, food, and a magical displays of animals and creatures coming to life after dark. Thank you to all who attended and supported this great evening! If you didn't make it this year, mark your calendars for next year!



L-R: Jason Kruse, D.O., with his wife and children start their adventure with the fish and lily pads as the evening lights up and the magic begins.

continued on page 16

Continued from page 15



L-R: Elizabeth Lehn, Annie Lehn, Kate Massop, Daniel Massop, Tom Lehn, Aaron Lehn, Douglas Massop, M.D., and Sarah Massop celebrate family and colleagues at the Wild Lights event.



L-R: Cassandra Peed and Michael Jackson, M.D. get ready to set off on a new adventure.



Sasha McCoy, Conner McCoy, Kathy McCoy, Tim McCoy, D.O. and Gabby McCoy begin the evening of fun under the Butterfly light tree on the journey to unknown lit up exploration.



L-R: Steve Eckstat, D.O. and Victoria Eckstat look forward to fun with colleagues and their families.

Continued from page 16



Jane Patten, Xavier Patten, Ira Warren, James Patten, M.D., and Nina Warren face the fierce XIAN Warriors.



Marty Crowder, Janie Hendricks, D.O., Baylee King, and Chrissy King walk through the bamboo forest only to find magical pandas wandering around.



L-R: Dane Andersen, Natasha Andersen, Elizabeth Andersen, and Kenneth Andersen, M.D. enjoy good food and conversation as the evening adventure begins.



Kevin Birusingh, M.D., Aria Birusingh, Patty Birusingh, and Siri Birusingh join together and celebrate physicians.



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VOLUNTEER PHYSICIAN NETWORK RECEPTION

At Terrace Hill

The Polk County Medical Society's (PCMS) Volunteer Physician Network (VPN) held the annual appreciation reception at Terrace Hill, Wednesday, May 31st, 2023. Polk County Medical Society President Jason Kruse, D.O., hosted the celebration for the Volunteer Physician Network specialists and hospital partners who participate in the program. Their dedication in providing

the only access to free specialty care for lowans at risk continues to be a true gift to all they serve. The reception was in celebration of the almost 5000 lowans served from July 2022-June 31, 2023 with millions of dollars in donated care, and for the continued service provided to all lowans in the state who do not qualify for any other assistance programs.



L-R: Tom Klein, D.O. and Brenda Klein join the PCMS appreciation reception for all of the Volunteering physician Specialists who care for Iowans at risk through the Volunteer Physician Network at Terrace Hill.



L-R: Kathleen Halm and Steven Halm, D.O. jovially meet with colleagues in celebration of all the hard work and dedication each physician has dedicated.

continued on page 20

Continued from page 19



L-R: Amy Bingaman, M.D. and Jason Kruse, D.O. discuss the continued work provided by the Volunteering Physicians that provide the only access to free specialty healthcare for Iowans in need in the State of Iowa.



L-R: Larry Beaty, M.D. and Kathy Beaty enjoy refreshments before chatting with colleagues.



L-R: Tom Klein, D.O. and Dermot Noonan enjoy the historical surroundings of Terrace Hill and the true gift of care through donation that almost 500 PCMS Volunteer specialty physicians provide through the Volunteer physician Network.



L-R: Kathie Lyman, Michelle Mahoney, and Craig Mahoney, M.D. come together to celebrate and support the continued need for Volunteer Physician Network.

Continued from page 20



L-R: Laura Cunningham, Bobby Townsend, and Brandon Kranovich discuss funding continued program services.

L-R: Craig Mahoney, M.D. and Lon Anderson discuss the importance of continued funding for the Volunteer Physician Network, and the vital need for the program.



L-R: Victor Mejias Hernandez and Maria Guevara Hernandez, M.D. round the night off with smiles.

L-R: Maria Guevara Hernandez, M.D., Jason Kruse, D.O., and Victor Mejias Hernandez enjoy the Terrace Hill Executive Chef's delectables.





www.pcms.org/membership

The MISSING PIECE
in Your practice of
medicine - JOIN TODAY!

8th Annual

POLK COUNTY MEDICAL SOCIETY Zoo Brew

On Wednesday, June 21st, 2023 physicians in Central Iowa came out for another wild time at the Polk County Medical Society (PCMS) 8th Annual Zoo Brew! Physicians, family, guests, and sponsors came out to hear some great music, eat some great food, test some local IPAs and have fun with each other and the animals.

It was a great night to see physicians of all ages and stages of their career paths, getting together and engaging. Events like this help to support physician wellbeing by building relationships through fun! Next year, throw off that white coat and come join in the fun! Adults only, but you can be a kid at heart!



L-R: Daniel Dodge, D.O. and Papi Dodge pose for a quick picture while heading over for an adventurous evening.



Michael Jackson, M.D. joins the 8th PCMS Annual Zoo Brew to meet up with friends, and explore the evening events.

continued on page 24

Continued from page 23



L-R: Ethel Condon, M.D. and Shirley Beedon enjoy the cool weather, fun and music.



L-R: Todd Miller, D.P.M. and Amy Miller enjoy food and collegiality as the evening begins.



L-R: Brooke Hiatt and Laura Cunningham exercise their adventurous side at the 8th PCMS Annual Zoo Brew.



L-R: Teresa Martin, Janie Hendricks, D.O., Shirley Beedon, and Ethel Condon, M.D. enjoy catching up and an evening of relaxation with colleagues.

Continued from page 24



L-R: Amr Kamhawy, M.D. and Karol Kamhawy enjoy this annual event with their peers.



L-R: Tom Benzoni, D.O. and Noreen O'Shea, D.O. join in the fun with colleagues, while relaxing at Zoo Brew.



L-R: Ron Eisbrenner, Kathie Lyman, Jason Brown, and Lily Lopez enjoy lively conversation about the music.



L-R: Sarah Eckstat and Stephen Eckstat, D.O. take father/daughter adventures to new levels of fun.



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Polk County Healthcare *Workforce Collaborative*

In June of 2022, Polk County Supervisor Angela Connolly requested leaders from education and healthcare systems to look at ways we could work in collaboration to address workforce challenges that added to the crisis within our health care systems. The participants include Des Moines Area Community College, Grandview, Mercy College, Des Moines University, Broadlawns, UnityPoint and MercyOne. This group quickly identified that working together on collaborative solutions was essential to making a significant impact.

Over the past year, leaders from each of the institutions have met regularly, to advance the goals of meeting the needs around health care career exploration and student/employee support through education. This goal was designed to address the need for future providers and better address the health care shortage in all health care areas.

The group decided the most positive way we could make an impact would be to work collaboratively to support high school and college students through pathway navigators for career development and exploration. This is a long-term efficient solution to address the collective healthcare system needs and to bring into the pipeline individuals interested in health care careers.

The Collaborative seeks to raise awareness and excitement about a variety of health professions including surgical technology, medical assisting, respiratory therapy, nursing, and other careers. This will allow the collaborative to educate more lowans regarding high demand occupations and employ these individuals in healthcare organizations in Polk County and the State of Iowa. To serve the high school population a work-based learning navigator will engage students and educators through hands-

continued on page 28

Continued from page 27

on exploration, information, and connection to professionals. Currently, each organization is receiving calls and emails from numerous teachers asking for ‘shadowing opportunities’ for students.

With this funding, the collaborative will be able to take a joint approach to supporting these requests and offer additional ways to learn about careers. To serve the college students pursuing their healthcare education, the collaborative will have a pathway navigator to help remove barriers to completion and connect students to their future employment.

The Collaborative has current funding to support these efforts for 3 years. We believe the success of this Collaborative will be demonstrated by increasing the number of individuals interested in a healthcare field, increasing the number of individuals

successfully completing healthcare education and training programs and increasing employment in healthcare fields for the State of Iowa. This model creates efficiencies for all parties, and we believe could be replicated throughout Iowa. We have hired the two positions and are within the first 90 days of implementation. Throughout the past year, the Collaborative has proven that we are stronger working together and have built solid trusting relationships within the Healthcare community. We share a vested interest in the success of our community and continue to be thinking of solutions to create a solid health care workforce. We look forward to sharing the outcomes as data becomes available and results of the program can be measured.

This brief was provided by DMAACC, Dean of Health & Public Services, Jeanie McCarville, Kerber PhD, LISW

NEWS • NEWS • NEWS • NEWS!

Polk County Medical Society wants to know what’s new! Have you been appointed to a board, received an award, volunteered for a medical mission? Email us at pcms@pcms.org.

Name: _____

What’s new: _____

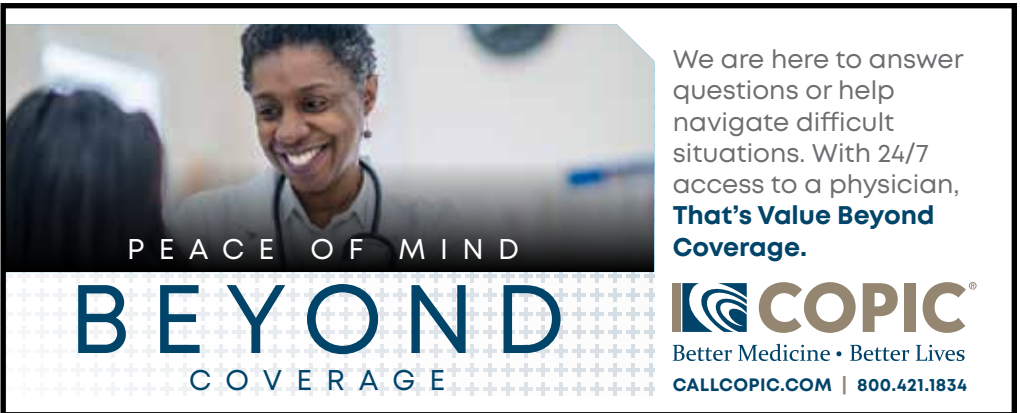
Or mail this form to: Editor, Polk County Medical Society, 1520 High St., Des Moines, IA 50309



Congratulations to Shawn Johnson, D.O., who was featured on the **Front Page** of the **Des Moines Register** on June 13th, 2023. Dr. Johnson discussed the continued lengthy ER waits from COVID-19 and the effects on hospital staffing from COVID-19.




Congratulations to Nathan Mohr, M.D., Current 4th year resident of the General Surgery Residency Program at UnityPoint Health Des Moines, who was featured in the **Front Page** of the **Des Moines Register** on June 27th, 2023. Dr. Mohr discussed his experience in transitioning from a UFC to becoming a physician.



PEACE OF MIND

BEYOND
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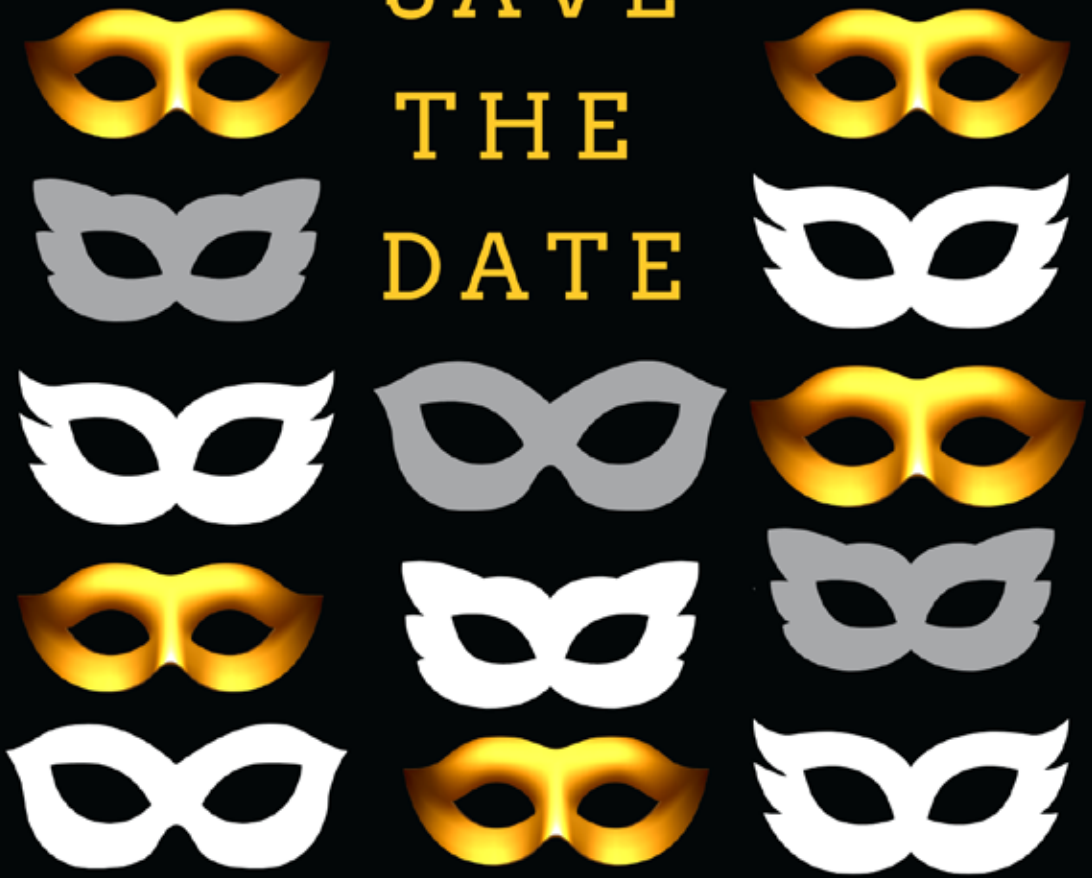
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JULY BIRTHDAYS

| | |
|---|--|
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| 2 Matthew J. DeWall, M.D. Michael A. Gainer, M.D. | 17 Karen Kemp-Glock, D.O. |
| 6 Timothy C. McCoy, D.O. | 19 Scott M. Shumway, M.D. |
| 8 Mustafa ElDadah, M.D. Christopher L. Hauptert, M.D. | 22 Edward G. Jones, D.O. |
| 9 Joel A. From, M.D. Jason D. Stecker, D.O. | 26 Steven J. Phillips, M.D. Jeffrey A. Rodgers, M.D. |
| 10 Ze-Hui Han, M.D. | 27 Jason Kopp, D.O. |
| 11 Steven P. Hedding, M.D. Mohammad S. Iqbal, M.D. | 28 Christopher B. Vincent, M.D. |
| 12 Walter B. Eidbo, M.D. | 29 Susan Beck, D.O. Shawn Johnson, D.O. Dustin D. Wiemers, M.D. |
| 13 Randolph R. Rough, M.D. | 30 Valerie Kounkel, D.O. |
| 14 James A. Davison, M.D. James D. German, D.O. | |

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AUGUST BIRTHDAYS

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2
Norma Hirsch, M.D.

6
Steven Strang, D.O.

7
Susan Jacobi, M.D.

8
Matthew Rauen, M.D.

15
Mark Bissing, D.O.
Craig Shadur, M.D.

17
Dale Andres, D.O.
Dana Danley, M.D.
David McAllister, D.O.
Jennifer Thompson, D.O.

18
William Yost, M.D.

20
Marc Klein, M.D.
Dawn Schissel, M.D.

24
Gregg Polzin, M.D.

25
Raymond Webster, M.D.

27
Douglas Massop, M.D.

29
Christine Carstensen, M.D.

30
Christopher Blodi, M.D.
Bernard J. Munro, M.D.

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1
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James W. Hopkins, M.D.
Robert C. Kitterman, M.D.

2
Noreen E. O'Shea, D.O.

3
Robert H. Hoyt, M.D.

4
Ryan S. Bakke, M.D.

6
David C. Ball, M.D.

8
James F. Lawler, M.D.

9
Jennifer Abler, D.O.
Manmohan Singh, M.D.

10
Kevin J. Cunningham, M.D.

11
Mark R. Mathes, M.D.

13
Stanton L. Danielson, M.D.

14
Janie C. Hendricks, D.O.

15
John U. Skoog, M.D.

16
Libby K. Naeve, D.O.

18
Todd Miller, D.P.M.
Stephanie L. Pothoven, D.O.
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19
Bick T. Carfrae, M.D.

21
Dante R. Toriello, D.O.
Mark W. Westberg, M.D.

24
Martin R. Aronow, D.O.
Illa S. Chandani, M.D.
Praveen C. Prasad, M.D.

25
Gregory Schmunk, M.D.

29
Benjamin S. Paulson, M.D.

30
Jennifer A. Groos, M.D.

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OCTOBER BIRTHDAYS

6

Larry Beaty, M.D.
Sue Ann Olmstead, D.O.

7

Kyle J. Alliman, M.D.
Ellie L. Bishop, D.O.
Eytan Young, M.D.

8

Thomas Benzoni, D.O.
Elizabeth A. Brown, M.D.
Steven M. Craig, M.D.
Royce K. Dexter, M.D.

11

Theodore W. Rooney, D.O.
Bradley E. Wilcox, D.O.

16

Amy J. Fulton M.D.
Richard L. Glowacki, M.D.

18

Michael L. Blaess, D.O.
Margaret H. Verhey, M.D.

20

Kent J. Hall, M.D.
Laurie M. Kuestner, M.D.

21

Charles J. Deay, M.D.
Lingxiang Zhou, M.D.

23

Sharon Bertroche, M.D.
Robert L. Clark, M.D.

26

Michael C. Fraizer, M.D.

27

G. Leon Barkley, D.O.

28

Douglas Hanson, M.D.

29

James M. Cummings, M.D.

30

Teri Wahlig, M.D.

31

Eric Andersen, M.D.
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