



Newsletter

Summer 2004

President: Marlene Reid, DPM

Editor: Karen Glandon, DPM

Serving Women Podiatrists Nationwide

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AAWP President's Report

AAWP Has a Powerful Political Presence in DC at the HOD Meeting!!

Marlene Reid, DPM



Marlene Reid, DPM

This past March, the AAWP made sure that the rest of the podiatric world knows who we are and what we stand for! The AAWP sponsored two events at the House of Delegates Meeting this year in Washington, DC. Last year, several delegates requested that we hold a women's caucus and that is exactly what we did this year! Dr. Colleen Schwartz and I met with a dozen delegates and alternates and talked about AAWP goals and direction.

The forum also provided an opportunity for the representatives from several states to meet and discuss issues common to us all. Promoting women as leaders of state podiatric politics was a big topic. It was wonderful to hear how many women served as state association presidents. For some, the AAWP was a stepping stone for their political careers. Each year we encourage our members to apply for the APMA committees assignments. The APMA has assured me that it does want to see more women active within the profession.

The meeting provided us with an opportunity to seek additional speakers and workshop leaders. The APMA asked me if the AAWP would continue to put on the cadaver workshops at the APMA Annual meetings each year. This year's workshop in Boston will be the third such program we have put on at the request of the APMA. Our dedication to CME and excellent educational programming has not gone unnoticed within the profession!

The issue of a possible part-time APMA membership was also discussed and debated. I had approached the APMA on exploring the need for a part-time category to enable the related organizations such as ours to gain new members who currently are not APMA members due to part-time employment in podiatry. Because of our persistence, The APMA Membership Committee entertained the idea and requested that the state executive directors investigate the possibility. Colleen brought this to the executive directors at the ASPE meeting and the AAWP gained integrity and respect among the state administrators.

Our other formal gathering was a membership drive dinner that was held at the hotel for all DC area female podiatrists. The dinner was fully sponsored and was one of four such gatherings we held this year. Membership development was a strong prior-

ity of the AAWP this past year and meetings were also held in California, Cleveland and Chicago. During the AAWP luncheon at the Midwest Podiatry Conference, APMA then President Dr. Jerry Ferrito and APMA Executive Director Dr. Glenn Gastwirth not only addressed our group of 35, but remained for lunch and our entire program. We were honored and thrilled with their support.

As the AAWP representative at the Leadership Conference, I was approached by many organizations for photos, article requests and opportunities for AAWP members. As the AAWP continues to strengthen we hope to develop avenues for our members to take advantage of these opportunities and to increase their involvement.

As we increase our exposure within the world of the APMA, we also hope to increase women's involvement within our own organization. We are asking those of you who not members to become members to strengthen our numbers and to strengthen our support for the female students. We are asking our members to become more involved and volunteer for a committee. We are currently developing membership and web site committees; and looking for people to be listed on our speaker bureau, write articles for the newsletter and provide public service pieces for the web site. Future plans include promoting women in research and establishing a relationship with the organization that promotes the AVON Breast Cancer walks. Please contact me at mreiddpm@yahoo.com if you are interested in serving on any of these committees.

Over the past few years, the AAWP has become a political entity as well as an excellent CME provider and a strong social support group. We have come so far and I see how much further we really can go. I am very proud to have served as President over the past two years and I feel confident that the AAWP will continue to go forward in meeting its goals and serving the needs of our members. ♦

**AAWP Annual
Business Meeting & Luncheon
Tues., Aug. 24, 2004 • 12:00-1:30 pm
See page 3 for more details!**



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For change of address, please contact Treasurer Pam Sisney, DPM.

Communications regarding the newsletter should be addressed to Editor Karen Glandon, DPM.

For questions regarding advertising in the newsletter, please contact the Executive Director. Camera-ready ads are preferred.

The AAWP Newsletter is the official newsletter of the AAWP, Inc. The contents contained herein are not necessarily reflections of any policy or opinion of the AAWP, Inc. All articles represent the individual contributors who are at liberty to express their own views. We are willing to publish opposing viewpoints.

PRESS SCHEDULE FOR NEWSLETTER

The AAWP Newsletter is published three times each calendar year. The deadlines for the newsletter are January 1, May 1 and September 1. Articles from the membership for publication are appreciated and encouraged.

Don't forget to use the AAWP Newsletter to announce special events/promotions, discuss topical issues, acknowledge members and student chapter activities/achievements, that promote women in the podiatric medical community.

Breast Cancer Support Reigns Supreme at NYCPM

Submitted by Alecia Williams, President



Logo of the T-shirt used while walking in the Making Strides Walk

The NYCPM chapter of AAWP has been very avid this fall. First the chapter welcomed in the class of 2007 at the first academic year meeting with the speaker being Dr. Eunice Ramsey-Park, a clinician in the Department of Primary Podiatric Medicine at the Foot Clinics of New York. She spoke on etiquette in the field of podiatry and even presented appropriate and unacceptable shoes to wear in the clinic and out in practice.

A volunteer activity for junior and senior members included the Avon Walk for Breast Cancer, held on September 20-21, 2003 in New York City. This two day event featured over 2,500 walkers with the same objective: raising money benefiting the Avon Foundation Breast Cancer Crusade®.

The length of the walk was 26-39 miles depending on the walker's skill level. The categories of walkers included: cancer survivors, friends or family of those affected by the disease, or people just wanting take part in this cause.

As a result of this, there were many different levels of walkers, male or female, with a vast range of experience from novices to the hard core walkers and marathon runners. This brought out a huge need for podiatry as there were many who suffered with foot ailments such as blisters, sprains/strains and pain. In past years, only practitioners from the New York Area recruited by NYSPMA manned the podiatry tent. This was the first year AAWP at NYCPM was recruited to bring out student volunteers in addition to the practitioners.

There were over twenty students to aid in what has become a very hectic tent to maintain during the course of the event. The busiest time was the Saturday late night visit, with up to an hour wait for walkers. I encourage other student chapters to participate in this walk held in cities near you, most notably Chicago, June 5-6, 2004 and San Francisco, July 10-11, 2004. We look forward to participating in next year's event in New York City on October 2-3, 2004.

The chapter again participated in the Making Strides for Breast Cancer walk, sponsored by the American Cancer Society, held on October 19, 2003. Many freshmen walked in this 10K fundraiser held in Central Park raising over \$500. All of the walkers took part despite the torrid weather to support one of the largest issues in women's health. AAWP looks forward to the Spring as NYCPM again welcomes its January class. ❖



Juniors Vasavi Reddy and Marlene Bonilla in the Podiatry Tent of the Avon Walk.

Case Presentation Winners

Dr. Martha Ajlouny of Greensboro, North Carolina won the Call For Case Presentations. She presented her case of an unusual gouty tophus at the 9th Scientific Seminar in Scottsdale, Arizona.

Three students from CSPM also presented cases and journal reviews. They were Lida Faroqi, Kessa Mauras and Kim Wilms. ❖

Founder's Scholarship Winners 2004

Each year AAWP awards five Founder's Scholarships of \$1000 each to deserving AAWP student members. They apply each spring, and must be a rising senior with at least a 3.0 GPA. The scholarships are awarded based on academic achievement and involvement with the organization. This year's winners are:

Amy Pitzer: Amy is a student at Des Moines University of Podiatric Medicine. She is past President and Secretary of AAWP. She is involved in multiple activities, and finds time to be a fitness instructor.



Kirstyn Davis: Kirstyn is a Past President of AAWP and currently Vice President of Local Affairs at Ohio College of Podiatric Medicine. She has volunteered for American Red Cross blood drives and many other projects.



Rachel Verville: Rachel attends Des Moines University of Podiatric Medicine. She finds time to be a fitness instructor and helps teach Basic Life Support and Physical Diagnosis.



Vanessa Bodnar: Vanessa, an Ohio College of Podiatric Medicine student, is treasurer for her student chapter. She has helped with blood drives and is a competitive runner in marathons. She also finds time for tutoring and research.

Elizabeth Baracz: Elizabeth, a student at the Ohio College of Podiatric Medicine, has been quite active in the AAWP as President of her chapter. She has been a participant for American Red Cross blood drives, head of Akron Towpath Marathon Committee and head of various committees. She has been involved in multiple research case studies. ❖



9th Scientific Seminar a Success

Jane Andersen, DPM AAWP Vice President

The Fairmont Scottsdale Princess was the scene for the 9th Scientific Seminar by AAWP. It was held May 13-16th, 2004 and for the first time, featured 25 Continuing Education Contact Hours.

More than 80 podiatrists from around the country attended, as well as some students from CSPM. There were lectures regarding wound care, radiology, sports medicine, pediatrics, research and practice management. Hands-on workshops--including total contact cast application, wound vacuum application, diagnostic ultrasound and orthotic casting-- offered a chance for participants to get a first hand feel of what they were learning about. Participants enjoyed case presentations at a wine and cheese reception, and especially enjoyed the luncheon with exhibitors

The resort was spectacular and offered something for everyone including swimming, golf, great dining, and of course, the world class spa.

AAWP would like to thank our sponsors for making this event possible: Medefficiency; KCI; Dermik; Pfizer; Dr. Comfort; New Balance/Aravon Shoes; West Coast Pathology Labs; Superfeet; BodySense; Healthtronics; Universal Ultrasound; GWR; Precision Intricast; Johnson & Johnson; Medicis; Eppointments/Physician WebPages; IMS Medical and JM Orthotics. ❖



Dr. John Tassone and Dr. Serrina Yozsa applying a Medefficiency total contact cast to Dr. Colleen Schwartz (AAWP Executive Director)

AAWP Annual Business Meeting and Luncheon

Tuesday August 24, 2004
12:00-1:30pm
Boston Marriott-Copley Place,
Simmons Room
110 Huntington Avenue Boston, MA

Please plan to attend the AAWP Annual Business Meeting and Luncheon! Executive Board elections will be held at the business meeting.

Please RSVP to Dr. Marlene Reid by August 21, 2004 at (630) 852-8650 or via e-mail to mreiddpm@yahoo.com

The luncheon is sponsored by Dr. Comfort Shoes. There is no cost associated with the luncheon. However, there will be a fundraising raffle.....so be sure to bring your check-book! ❖

AAWP Student Chapter Priorities at CPMS

President: Anisa Pea, DPM'06

Vice President: Heather Harden, DPM'06

Secretary: April Skarboszewski, DPM'06

Treasurer: Wendy Nethery, DPM'07

At CPMS, our AAWP club currently has 23 members, most of whom are consistently active in our mission to bring female podiatric medical students closer together to benefit our community, our university, and our own wellbeing. Last fall, we concentrated on helping out the community with a clothing/toiletries drive for a shelter, a cookie bake for a retirement home, and a fundraiser for JDRF. This spring, our chapter experienced some vital changes, and contributing to wellbeing of our members was our first priority.



At the potluck dinner with Dr. Freeman in the center

In January, we held our first spring meeting with our faculty advisor, Dr. Denise Freeman, who shared the hardships and rewards of her personal experiences as a female podiatric physician specializing in biomechanics. By that time, many of us had heard that Dr. Freeman had accepted the position

of Associate Director at the Podiatric Medicine Program, Midwestern University, in Phoenix, Arizona. She took the time to tell us about her new career journey at our last annual potluck dinner

2003-2004 Corporate Excellence Award

Colleen Schwartz, DPM AAWP Executive Director

The 2003-2004 AAWP Corporate Excellence Awards were presented at the Fairmont Scottsdale Princess on Friday May 14, 2004. Companies received special recognition for their exceptional involvement in our organization. The winners were Physician Webpages, KCI, and West Coast Pathology Laboratory. Physician Webpages has exceeded expectations for development, support, creativity and management of the updated www.aawpinc.com. KCI has been true to their corporate code of ethics supporting each AAWP educational program and AAWP outreach program. West Coast Pathology Lab through graduation gifts for this years residents and students, sponsoring the AAWP t-shirt and sweatshirt sale and organizing the Smithsonian Women of Our Time exclusive photography showing and AAWP Northern California dinner meeting demonstrated steadfast support of women in podiatric medicine. ❖



Linda Koepsel (Appointments and Physician Webpages) and Dr. Colleen Schwartz (AAWP Executive Director)

at her home in February. The dinner was a great opportunity for us to get together as a club, as friends, and as little and big sisters. For the first time, we had three AAWP club presidents, four generations of little/big sisters, and the largest circle of friends within our program come together in one evening. We used the opportunity to thank Amy Pitzer, DPM'05, for her incomparable leadership as our president in 2002/2003, and to show our appreciation to Dr. Freeman for her guidance and support as our advisor.



Club Presidents (L to R): Anisa Pea (2003/04), Amy Pitzer (2002-03), Patris Toney (2001/02)

We have continued our spring activities in the same direction. In March, we helped sponsor our CPMS Women's Basketball Team for their tournament in Philadelphia. In April, we elected our new class officers: President - Shannon Leonard, DPM'07; VP - Bethany Laak, DPM'07. In May, we shared a great 60 minutes with Dr. Denise Mandi, who provided a valuable insight into her life as a physician and a dedicated mother returning to podiatric surgical practice.

What's next for our chapter? We hope more of the same, with new faces and new goals. ❖



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Washington D.C. Regional Meeting

Colleen Schwartz, DPM AAWP Executive Director

Women from the Washington D.C area and delegates in town for the APMA Leadership conference and 2004 House of Delegates met with AAWP President, Dr. Reid, and Executive Director, Dr. Schwartz, to discuss issues important to AAWP membership at the April 23 dinner meeting sponsored by PracticeSource.

A main topic of discussion was membership categories in the APMA. Dr. Marlene Reid presented the request for investigation and consideration of a standardized APMA part time membership category both verbally and in letter format to the APMA membership committee. The APMA in turn requested input from the American Society of Podiatric Executives. Earlier that day at the Association for Podiatric Executives meeting Dr. Schwartz was asked to chair a committee to investigate if all potential members of the APMA are adequately served in the existing membership categories. The committee formed of several state component executive directors and affiliated and related association executive directors will look closely this summer at the American Dental Association membership categories. The ADA has identified a part time membership category which has increased membership in the association with positive financial outcome for the association. Dr. Schwartz welcomes all ideas regarding the potential need for a part time membership status in the APMA. Please email drschwartzaaawp@sbcglobal.net.

Dr. Patricia Moore announced her involvement as the podiatric representative on the national public health and awareness committee. She is working hard to establish more of a podiatric presence on all public health programs. Please contact Dr. Schwartz by email if you wish to assist Dr. Moore in any public health capacity.



L to R: Dr. Barbara Schlefman, Dr. Marlene Reid (AAWP President) and Dr. Sylvia Virbulis

PPAC board of director Dr. Carol LaRose congratulated the AAWP on the past two year significant donations. She looks forward to representing our political needs as an association.

The dinner was a true round table discussion where members shared personal and professional successes and challenges as women in podiatric medicine. Other inspirational attendees included Dr. Sylvia Verbaulis (NC), Dr. Janet Simon (NM), and AAWP Past President Dr. Barbara Schlefman (GA). DC area attendees included Dr. Brenna Steinberg with newborn, Dr. Kerry Becker and Dr. C. Kincaid-Washington. ❖

Ray Dudley from **PracticeSource** lectured on practice management.

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Not Quite Mainstream Employment

Mike Worpell, DPM

Ted Carlson, DPM, JD

To become a podiatric physician requires an extensive investment in time, money, and effort. There is continuing sacrifice through what may seem like endless years of dedication in the pursuit of your goal to become a podiatric physician and enjoy the benefits of practicing podiatric medicine.

Once you are ready to practice podiatric medicine, mainstream options of employment are available to most new practitioners. These options usually consist of purchasing an existing practice, a buy-in outright or through an associateship leading to partnership, or starting a new practice on your own.

What if your lifestyle, or a change in lifestyle, does not permit entering or continuing the practice of podiatric medicine through mainstream options? Should you simply work full or part time as an employee? And how should you be compensated?

Let's take an example of someone newly starting out in the field of podiatric medicine. This person may have family commitments of varying types, and would like to work part time. Most likely you will have to work part time as an employee for someone with an established practice. This employment should be structured for the protection and understanding of both parties.

Before employment is begun, a written contract should be established between the two parties. The contract should be written with the understanding that both parties are providing a benefit to the podiatric medical practice.

The established employer doctor will provide a patient base and reputation upon which the practice can expand. The

employer provides the office, equipment, staff necessary to conduct business, and practice management and billing skills. The employer also provides introduction and marketing of the employee into the local and medical communities. Considerations for the employee include job security, a guaranteed base salary, and possibly benefits.

The employee will often bring to the practice new skills and recent training. They can help the established doctor increase medical skills and knowledge, increase the patient base in both type and volume, and provide revenue production to offset certain fixed overhead costs. The employee will build equity in a practice for the future.

It should have been ascertained, through the written employment contract, if the employee will be compensated for the increase in equity the practice has enjoyed through of the employment period. This equity increase is realized through an enhanced patient base, revenue flow, and practice recognition in the community.

It is important to establish the practice equity as a basis to establish what the employee has added to the practice value. This can be accomplished by valuing the market price of the practice before and after the employer-employee relationship. The written contract should then spell out if and how the employee is to be compensated for the increased practice value upon termination of the employee-employer relationship.

Dr. Mike Worpell is the president of Medical Practice Opportunities (MPO). Dr. Ted Carlson is the secretary of MPO. MPO is a complete marketing and placement medical practice brokerage service for and by podiatric physicians. ❖

Finance Report

Pam Sisney, DPM AAWP Treasurer

DUES ARE NOW DUE (for Calendar year 7/1/04-6/30/05)

Our finances are doing well considering the six month extension to this year's membership dues. The extension allowed AAWP to change its fiscal year from the calendar year to July 1 to June 30. So it is REALLY important to send in your dues ASAP and make sure you continue your support (tell a friend too).

We took in \$37,000 for the seminar and have spent \$36,000 for a profit of \$1,000.

We have secured sponsorship for most of our receptions and events but have spent \$4,000 at Midwest, leadership and several state meetings; these generate members and exposure for the group.

At this point (6/15/04) we have an income of \$41,000 and expenses of \$28,000 with a checking balance of \$15,000 and another \$20,000 in a money market.

We have given \$1000 to charity and plan an additional \$5,000 in scholarships.

Podiatry as a Fellowship of like-minded individuals...

With the popularity of the Lord of the Rings movie series the concept of fellowship is thoroughly explored. We, in podiatry, are united by our profession and then further as women in the profession. Why then do we badmouth each other instead of supporting each other? I do not perceive other professions as so "cut throat" and unsupportive. A neighbor recently related that he saw another podiatrist in my community. After mentioning that he had seen me several years before, the other provider proceeded to bad mouth me and say what a better physician HE was. (He has never even met me).

Was that necessary? Did it help podiatry? Did it make him feel better about himself? It certainly did not create a good impression in my neighbor. It did not foster fellowship in the podiatric community. It did not do anything for podiatry-except tear it down.

The next time you have this opportunity, give it some thought before bad mouthing another. After all, we are all part of the fellowship and only by supporting each other and the profession can we move forward. ❖

Recommended Slate of Board of Directors for 2004-2006

The AAWP nominating committee, led by Chair Rachel Wood, DPM is pleased to announce its recommended slate of Board of Directors for 2004-2006:

<i>President</i> Jane Andersen, DPM	<i>Vice President</i> Melinda Reiner, DPM	<i>Treasurer</i> Karen Glandon, DPM	<i>Secretary</i> Kathleen Satterfield, DPM
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Jane Andersen, DPM is a graduate of the California College of Podiatric Medicine. She completed a three year residency at Stanford University and DVAMC Palo Alto, CA. She is a Diplomate of the ABPS. She is in private practice with her husband in Chapel Hill, North Carolina where they live with their two young daughters.

Dr. Andersen was an active member of AAWP throughout school, residency and professional career. She joined the board in 1997 and has served at the Vice President and Secretary.

Melinda Reiner, DPM is currently in practice with an orthopedic group in Eugene, Oregon, and specializes in sports medicine and trauma. She also works with the University of Oregon athletes.

She trained both Kaiser Permanente Medical Center in Sacramento, California, and Veteran's Administration Medical Center in Northport, New York. Dr. Reiner graduated from and was president of her class at the New York College of Podiatric Medicine. She holds a masters degree from Columbia University and a bachelors degree from Syracuse University.

Dr. Reiner is a diplomate of the American Board of Podiatric Surgery, and a fellow of the American College of Foot and Ankle Surgeons and American Academy of Podiatric Sports Medicine. She received the Patricia Kopenhaver Scholarship when a student at NYCPM.

Karen Glandon, DPM currently serves as the secretary for AAWP. A former member of the APMA Young Members Council, Karen has also served as a delegate for Ohio to the APMA House of Delegates. Additionally, she serves as the treasurer for

her local podiatry academy and has represented her colleagues at the Ohio House of Delegates at the state level.

A graduate of (formerly) Scholl College of Podiatric Medicine and the Kern Hospital (PSR-24) residency program of Warren, MI, Karen now practices in Cincinnati where she also resides with her husband and newborn son.

Kathleen Satterfield, DPM is an Associate Professor in the Dept. of Orthopaedics at the University of Texas Health Science Center at San Antonio, where she is involved with diabetic limb preservation.

She is a graduate of the College of Podiatric Medicine and Surgery in Des Moines and was recently named the Alumnus of the Year. She had previously served as Associate Dean for Academic Affairs for the school before returning to her home state of Texas. She is a former chief resident and graduate of the residency now recognized as the Yale University School of Medicine Podiatric Residency Program in Connecticut.

Dr. Satterfield is board certified by the ABPOPPM and is a Fellow of the American Professional Wound Care Association.

Marlene Reid, DPM has served the AAWP as our First and Second Vice President as well as President. Dr. Reid is in private practice in Westmont, IL with her husband who is also a podiatrist. Dr. Reid is Board Certified by the ABPS and ABPO and a Fellow of the ACFAS and ACFO. She is a member of the APMA Public Education and Information Committee and the APMA Mentoring program. She has also served as the APMA spokesperson for the National Health Advisors Meeting. Dr. Reid is the mother of two children. ❖

Proxy for 2004 AAWP Annual Meeting

I hereby constitute and appoint _____ or Karen Glandon, DPM and in case of substitution, her substitute, attorney or agents for me and in my name, place and stead, to vote as a proxy at the annual meeting of the members of AAWP, Inc., scheduled for August 24, 2004 in Boston, MA in any adjournments or adjournments thereof, upon any question which may be brought before such meeting, including the election of directors, in the manner and to the extent I should be entitled to vote if then personally present, with the full power to each of my said attorney to appoint a substitute in her place.

Date _____, 2004

Your name _____

Signature of member

Your address _____

Please send to: Karen Glandon, DPM; P.O. Box 498922; Cincinnati, Ohio 45249

✂

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Questions? Contact Dr. Colleen Schwartz at drschwartzawp@sbcglobal.net