

# MINNESOTA FAMILY PHYSICIAN

Newsletter of the Minnesota Academy of Family Physicians

## Family Medicine Residents & Medical Students Attend AAFP National Conference in Kansas City

By Lisa Regehr, Conference Coordinator

*Public Health: One Community at a Time* was the focus of the 2011 National Conference held July 28-30 in Kansas City. Chapters of the Academy and the University of Minnesota – Department of Family Medicine and Community Health provided scholarships for 26 students to attend. Two Mayo students received a first-time attendee scholarship and three more students attended as delegates to the Student Congress.

Sponsors of the Minnesota Reception were Allina Hospitals and Clinics, Cuyuna Regional Medical Center, Essentia Health, Fairview Health Services, and HealthPartners Medical Group. This event is intended to strengthen medical students' interest in the family medicine specialty through networking with Minnesota residents and physicians.

"If you have even the slightest interest in Family Medicine, then this conference is for you," said **Daniel Dudenkov, MS2**, Mayo Medical School. "It will not only help solidify your future career goals, but it will also help direct you on how to go about meeting those goals. As a second year, I left very passionate about and ready for Family Medicine."

Delegates to the Resident and Student Congresses were Resident Director **Hilary Hammell, D.O.**, Resident Alternate Director, **Jon Currey, M.D.**, Student Director **Christine Spampinato**, and Alternate Student Directors, **Dylan Bindman** and **Julia Welle**. Resolutions addressed interest rate reduction for primary care physicians, physician-owned hospital regulation reform, establishing a single payer task force, importance of Obstetrics Training in Family Medicine, and more.

**Kate Vickery, M.D.**, and **Ramsey Peterson, M.D.**, Allina Health System United Family Medicine Residency, presented their poster on *Healthy West 7th: A Resident-Neighborhood Partnership for Health Improvement* at the research poster session.

**Krista Skorupa, M.D.**, faculty advisor, and medical student leader, **Cory Buschmann, MS3**, accepted a Program of Excellence Award for the University of Minnesota Family Medicine Interest Group. Buschmann later shared best practices from the FMIG, including a book club focusing on *The Country Doctor Revisited*, edited by **Therese Zink, M.D.**, at a breakout session.

"At the University of Minnesota we are very excited and proud that our Family Medicine Interest Group won the American Academy of Family Physician's Program of Excellence Award," said Buschmann. "I attribute our success to enthusiastic student leaders and our very supportive and involved faculty mentors. Special



Ramsey Peterson, M.D., and Kate Vickery, M.D., present their research poster while at the National Conference.

thanks to Dr. Skorupa, Judy Hillstrom, our family medicine preceptors, the Department of Family Medicine, and the Minnesota residency programs. With their help we have really been able to promote family medicine at the University of Minnesota."



Krista Skorupa, M.D., and medical student, Cory Buschmann accept the Program of Excellence Award for the U of M Family Medicine Interest Group.



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This issue of Minnesota Family Physician is brought to you by the Minnesota Academy of Physician Assistants.

## Coming Up



10/8	Residency Recruitment Event, Holiday Inn Minneapolis Metrodome, 9 a.m. - Noon
10/28	MAFP Strategic Planning
10/29	MAFP Board Meeting
11/24-25	Holiday, MAFP Office Closed
1/14/2012	MAFP Board Meeting

## Continuing Medical Education Courses

### Fourteenth Annual Twin Cities Sports Medicine Conference, Marathon Weekend

**Date:** September 30 - October 1, 2011

**Location:** Minnesota Doubletree Hotel Minneapolis-Park Place

**CME Credit:** 11.25 Prescribed credits

**Provider:** University of Minnesota Office of Continuing Medical Education

**Phone:** 612-626-7600 **Email:** [cme@umn.edu](mailto:cme@umn.edu)

**Website:** [www.cmecourses.umn.edu](http://www.cmecourses.umn.edu)

### An Overview of Perioperative Medicine

**Dates:** October 12 - 15, 2011

**Location:** 200 First Street SW, Rochester, Minnesota Mayo Clinic

**CME Credit:** 24.75 Prescribed credits

**Provider:** Mayo School of Continuous Professional Development

**Phone:** 800-323-2688 **Email:** [cme@mayo.edu](mailto:cme@mayo.edu)

**Website:** [www.mayo.edu/cme/](http://www.mayo.edu/cme/)

### Decade of Discovery: Diabetes Research Update & Diabetes Expo Following

**Date:** October 15, 2011 7:00 am - 8:45 am

**Location:** Minneapolis Convention Center

*Event is free of charge and open to all healthcare professionals to attend*

**CEU Credit:** 1.5 credit hours for RN, RD, PharmD

**Provider:** American Diabetes Association, Minnesota Area

**Website:** [www.diabetes.org/expominneapolis](http://www.diabetes.org/expominneapolis) **Contact:** Carol Holten

**Phone:** 763-593-5333 ext 6611 **Email:** [cholten@diabetes.org](mailto:cholten@diabetes.org)

### Best of Hennepin Conference/Partnerships in Primary Care

**Dates:** October 20-22, 2011

**Location:** Holiday Inn Metrodome

**CME Credit:** 15.0 Credits (Physicians)

**Provider:** Hennepin County Medical Center

**Contact:** Robin Hoppenrath Phone 612.873.7128

**Email:** [robin.hoppenrath@hcmcd.org](mailto:robin.hoppenrath@hcmcd.org) **Website:** [www.hcmcd.org/bestofhennepin](http://www.hcmcd.org/bestofhennepin)

### Pediatric Update: Beyond the Basics

**Date:** October 29, 2011 **Location:** Minnesota HealthPartners Conference Center

**CME Credit:** 4.50 Prescribed **Provider:** HealthPartners **Registrar:** Kristin Robb

**Phone:** 952-883-6225 **Email:** [Kristin.A.Robb@HealthPartners.com](mailto:Kristin.A.Robb@HealthPartners.com)

**Website:** <http://healthpartnersIME.com>

For additional CME opportunities, visit [www.mafp.org/cme.asp](http://www.mafp.org/cme.asp)

It was a lot simpler when I was a kid. We just moved my son to college. I remember leaving home with little more than a suitcase and my wits. Now it takes a pickup truck. These guys have microwaves, televisions, laptops, futons, sound systems, refrigerators, and need ethernet cables (not in Griggs Hall though— that’s wireless now). Your student ID is also your bus pass and meal ticket. You get cable TV in your dorm room! I think you might still need your wits, but if you left them at home you can be instantly connected to friends or family via cell phone. The great wide world is a mouse click away on the internet. We had a telephone. Not a touchtone mind you, a dial phone (boy does THAT make me feel old). Calling home meant paying for long distance. Times have changed.

The way we practice medicine has changed also, but for too many of us, our way of managing patient encounters has not kept pace in adapting to the new demands. We used to deal with a few data points per encounter. Now we may deal with 15-20 or more per visit. To provide good care, we need to assess immunization status, tobacco use, alcohol use, and do multiple other appropriate screening exams. We point out the rationale for these things to our patients as we go. After doing a physical exam, synthesizing all this data, and making our diagnoses, we discuss treatment options, and provide whatever information our patients need to make informed choices about their care. Don’t forget medication side effects. Then we educate about healthy lifestyle choices, and risk factor modification. All of this is individualized, and delivered in the context of family, community, culture, and religious beliefs. Try to do that in fifteen minutes. Man, I feel burned out just thinking about it. That is why we need team-based care.

Team-based care is an integral part of the medical home model. I had the opportunity recently to hear Dr. Peter Anderson give a presentation on the Team-Based Care Model, and how he implemented it in his practice in Newport News, Virginia. By using nurses and appropriately trained staff to collect data and provide the education, he was free to concentrate on just the things he really needed to do – analyzing the data, performing the exam, diagnosing, and formulating a plan. Nursing staff takes care of entering all the information into the electronic medical record too. These changes led to increased satisfaction among staff and patients, and resulted in better patient care. Oh, and it resulted in a much more gratifying practice for the doctor too. Goodbye burnout. If you’re interested, you can watch a video about team based care on the AAFP website (one of the PCMH elements videos). Dr. Anderson is one of the people who were interviewed for the video.

On another note, the future continues to look bright for family medicine. Earlier this year, the Council on Graduate Medical Education announced their recommendation to boost the primary care workforce, and narrow the income gap between primary care and other specialties. More specifically, they recommend that the base of primary care physicians be increased from 32% to 40% of the total US physician workforce, and that these physicians’ average incomes be increased to at least 70% of the median income of all other physicians. AAFP’s new Primary Care Valuation Task Force just came out with their recommendations that Medicare should pay more for primary care services, and should better compensate high functioning

# President’s

## Message

By Alan Olson, M.D.



primary care practices. Frustration with inequities in valuation of services has even led six physicians in Georgia to file a lawsuit alleging that the RUC (Relative Value Scale Update Committee) does not follow federal guidelines for committees that advise the federal government, and therefore that the relationship between CMS and the RUC is illegal. The need for primary care continues to be strong. In their most recent survey, Merritt Hawkins, a national physician search firm, notes that demand for family physicians remains high.

We continue to deal with other frustrations. For example, our clinic is currently singing the “meaningful use” blues. There’s nothing like another computer software upgrade to brighten your day. This latest iteration is printing out visit summaries that are up to three pages long! Sadly, and cynically, one of our staff (not a doctor) suggested we provide a recycling bin for those who do not want to be burdened with bringing these summaries home. It’s a great idea (the summaries, not the recycling bin), but one that isn’t necessarily best implemented by a computer spitting out reams of data that are often not tailored to the needs of the individual patient. It is important, though, to remember that issues such as these are just distractions – speed bumps on the road to better patient care. Software continues to evolve. Our practices will continue to transform. It’s easy to get frustrated, but we should remind ourselves to keep our eye on the prize, better health for all. Pushing for constructive and meaningful change will help – just complaining will not. We are well positioned for the former.

One last thing. After my last message where I speculated on the savings we could achieve by modifying our prescription choice for acute otitis externa, Dr. Keith Stelter forwarded to me a reference for an article in the July 6th JAMA about US healthcare visits for AOE. In 2007 there were 2.4 million US healthcare visits for AOE. An estimated 597,761 hours were spent annually by healthcare providers on outpatient visits for AOE, and the estimated annual direct health care payments totaled \$489 million. WOW!

Hope you all have had a great summer. So long for now.

A handwritten signature in black ink that reads "Alan Olson MD".

# What's New

## ▶ Get Your Clinic On Board - Take the Flu Vaccination Challenge!

The MAFP is again issuing a 'flu vaccination challenge' to all Minnesota family medicine clinics. This year, the challenge will not only focus on family physicians, but clinics will be asked to make an effort to get ALL staff who have



clinical contact with patients vaccinated. Clinics that achieve a 95-percent vaccination rate among these eligible employees by November 30, 2011, will be sent a certificate by the MAFP acknowledging this accomplishment. Clinics that achieve the vaccination goal will also be publicly recognized. Clinic managers will be mailed information about the challenge in September. Last year, 73 Minnesota clinics met the challenge.

For more information, visit [www.mafp.org/hcwresources.asp](http://www.mafp.org/hcwresources.asp). The MAFP is asking family physicians to encourage your clinic to get involved. Also, don't miss the photo op! Have a your picture taken when you get your flu shot and then email the photo to [kthorson@mafpp.org](mailto:kthorson@mafpp.org). We'll share the pictures of family docs getting their shots on the MAFP



Facebook page to help promote the challenge to others.

## ▶ Got Your Shots? Conference

The "Got Your Shots? Immunization Conference" will take place October 20-21, 2011, at the Northland Inn in Brooklyn Park. The theme of this year's conference is, "Helping parents make informed decisions." The conference will help physicians, nurses, pharmacists, community vaccinators and other public health professionals learn how they can communicate effectively with vaccine-hesitant parents. The conference is put on by the MDH Immunization Program. Registration information can be found at [www.health.state.mn.us/immunize](http://www.health.state.mn.us/immunize).

## ▶ MAFP Member Receives Prestigious Teaching Award

Jennifer L. Budd, D.O., a practicing family physician in North St. Paul and part-time instructor at the St. Joseph Hospital Family Medicine Residency Program, University of Minnesota, is among a select group of physicians honored by the American Academy of Family Physicians Foundation for her commitment to education in the field of family medicine. Dr. Budd was selected to receive a 2011 Pfizer Teacher Development Award based on her scholastic achievement, leadership qualities and dedication to family medicine.



Jennifer L. Budd, D.O.

"It is an honor to be recognized by the AAFP for teaching," said Dr. Budd. "I enjoy promoting family medicine to residents and medical students. I have them get involved in the clinic, interact with patients and discuss evidence-based medicine and pertinent medical topics. I feel it is our duty as family practitioners to help educate our future physicians."

## ▶ Medicare Payment for Health Care Home Services in Minnesota

Medicare payment for health care home services will begin in October. This new reimbursement for coordination of care is an additional incentive for practices to seek certification as health care homes. Through Minnesota's participation in the Medicare Multi-payer Advanced Primary Care Practice (MAPCP) demonstration, certified health care homes will be reimbursed for care coordination services provided to fee-for-service Medicare beneficiaries beginning October 1, 2011.

"I'm excited that Medicare has acknowledged the potential of the patient-centered medical home through this demonstration project," said MAFP Immediate Past President Terry Cahill.

Visit the Minnesota Department of Health's health care home website at [www.health.state.mn.us/healthreform/homes/medicare/index.html](http://www.health.state.mn.us/healthreform/homes/medicare/index.html) for the most up-to-date information.

## Nominate a Peer, Mentor or Colleague for an MAFP Award



The MAFP is now accepting nominations for the following awards:

Family Physician of the Year  
Teacher of the Year  
Researcher of the Year  
Resident of the Year  
Medical Student Award  
Merit Award

For more information and a detailed description of each award, please visit the MAFP website at [www.mafp.org/awards.asp](http://www.mafp.org/awards.asp).

### Nomination Process

All nominations must be made in writing to the MAFP office (mail, fax or e-mail). Include the award name, your name and phone number, and explain why the nominee is deserving. Also, if applicable, include the name of the nominee's clinic, residency program or medical school. Additional information may be requested from the nominator or nominee. Candidates must be MAFP members, except Researcher of the Year Award candidates.

### Deadlines for Submission

Family Physician of the Year: December 5, 2011  
All Other Awards: January 30, 2012

# Residency Recruitment & Procedural Workshops

## FREE for Medical Students !

Medical Students - gather to learn about family medicine residency opportunities & take part in procedural workshops on Saturday, October 8, 9:00 a.m. – Noon, at the Holiday Inn Minneapolis Metrodome. Parking vouchers will be available. To sign-up, email Lisa Regehr at [lregehr@mafpa.org](mailto:lregehr@mafpa.org).

**Procedures** include Acupuncture, Artificial Rupture of Membranes, Circumcision, Forceps Delivery, Intubation, Knot Tying, Radiosurgery, Punch Biopsy, and Suturing Techniques, Spinal Taps, Vacuum Extraction for Use in Labor and Delivery, Casting & Splinting, ECG Interpretation, Endometrial Biopsy, Laceration Repair, Manual Vacuum Aspiration, Short Arm Splinting, Shoulder Injections, and Ultrasound FAST Exam.

**Programs attending** are Allina Health System United Family Medicine Residency, Genesis Quad Cities, Grand Forks Family Medicine Residency, Hennepin County Family Medicine Residency Program, Indian Health Service, Iowa Lutheran Hospital, La Crosse-Mayo Family Medicine Residency, Mayo Clinic Family Medicine Residency, Mercy Family Medicine Residency, Northeast Iowa Family Medicine Residency, Sioux Falls Family Medicine Residency, Siouxland Medical Education Foundation, University of Minnesota Family Medicine Residencies - Duluth, Methodist, Mankato, North Memorial, Smiley's, St. Cloud, St. John's, and St. Joseph's.

To learn more about this event, please visit [www.mafpa.org](http://www.mafpa.org).

## Membership Report: July 1, 2011 - August 31, 2011

### New Active and Supporting Members

#### Central Chapter

Elizabeth Wheatley, M.D.,  
Foreston  
Gregory Zimmerman, M.D.,  
St. Cloud

#### East Metro Chapter

Kavita Monteiro, M.D.,  
Woodbury  
Brian Weitz M.D.,  
Apple Valley

#### Lake Superior Chapter

Jason Wall, M.D., Duluth

#### Southeast Chapter

Vishwanth Mallipeddi M.D.,  
Rochester

#### Southern Chapter

Raymond Rivas, M.D.,  
Albert Lea

#### West Metro Chapter

Michael Manning, M.D.,  
Chanhasen  
Jonny Salim, M.D., Shakopee  
Kate Sann, M.D.,  
St. Michael

### New Student Members

#### University of MN – Twin Cities

Michael Carrigan  
Matthew Majerus  
Ruth Olson

### New Resident Members



#### Duluth Family Medicine

Robyn Gilbertson, M.D.  
Matt Hansmeier, M.D.  
Matthew Holmes, M.D.  
Eli Horn, M.D.  
Shanna Landgren, M.D.  
Chad Norris, M.D.  
Katherine Norris, M.D.  
Sara Olmanson, M.D.  
Laura Paulson, M.D.  
Nicholas Vidor, M.D.

#### Hennepin County Medical Center

Puneet Aggarwal, M.D.  
Raj Bhui, M.D.  
Behrang Dehkordi, M.D.  
Shahram Fasihy, M.D.  
Mitika Kanabar, M.D.  
Bernice Lee, M.D.  
Steven Olson, M.D.  
Pranav Reddy, M.D.  
Sharath Reniguntala, MBBS  
Stephen Uslinov, M.D.

#### Mayo

Akochi Agunwamba, M.D.  
Timothy Busian, D.O.  
Lindsey Chmielewski, M.D.  
Elizabeth Cozine, M.D.  
Jacob Erickson, D.O.  
Mary Lally, M.D.  
Kirk O'Donnell, M.D.  
Ian Young, M.D.

#### United Family Medicine

Michelle Buelow, M.D.  
Kathleen Byron, M.D.  
Joel Giffin, D.O.  
Micah Johnson, M.D.  
Teresa Jones, M.D.  
Jalayna Smith, M.D.

#### University of MN Programs

*Fairview Smiley's Clinic*  
Carrie Eckstam, D.O.  
Liban Farah, M.D.  
Amanda Mayer, M.D.  
Rashmi Narayana, MBBS  
Sandhita Saha, M.D.

#### Mankato

Troy Benson, M.D.  
Rhonda Gaugh, D.O.  
Joshua Kempf, D.O.  
Ryan Luong, M.D.

#### Methodist Hospital

Matthew Gorman, M.D.  
Rachel Long, M.D.  
Elizabeth Meichsner, M.D.  
ABM Masudur Rahman,  
MBBS  
Kelly Sander, M.D.

#### North Memorial Health Care

Keri Bergeson, M.D.  
Tyler Helland, M.D.  
Liban Hired, M.D.  
Muna Jama, M.D.  
Medha Karmarkar, MBBS  
Abby LaBounty, M.D.  
Susan Pleasants, M.D.  
Tessa Reff, M.D.

#### St. Cloud Hospital

Laura DuChene, M.D.  
Natalya Lyadova, M.D.  
Vitus Nwaele, MBBS  
Elsaid Rabi, MBCHB  
Gobindveer Sahi, M.D.

#### St. John's Hospital

Jeremiah Eisenschenk, M.D.  
Kelsey Hultman, M.D.  
Jihan Jacobs, D.O.

#### St. Joseph's Hospital

Matthew Hoffman, M.D.  
Alana Sasaki, M.D.  
Gretchen Vanden Berg, M.D.  
Danielle Wang, M.D.  
Jamie Wirth, M.D.

### In Memoriam

Dale Hawk M.D., St. Charles  
Member enrolled since 1955

### MAFP Membership

(As of 8/31/11)

Actives = 2,129  
Residents = 217  
Students = 316  
Life = 265  
Inactive = 51  
Supporting = 1

**Total = 2,979**

# A Year Long Family Centered Learning Experience - Mayo Medical School

By Christine Spampinato, MS2, Nora King, MS2, Samuel Porter, MS2, Jennifer Pecina, M.D., FMIG Advisor and John Bachman, M.D., Chair of Education, Department of Family Medicine

**\*\*\*The MAFP is focusing on the importance of preceptors for medical students. This is the second in a series of articles highlighting precepting projects at the medical schools.\*\*\***

Medical school curricula emphasize issues affecting a family's health. This is done by learning economic, educational, religious, and geographic influencers often through sterile case studies in classes with descriptions of "Mr. X." and his special needs son or Jane Doe's insurance-less navigation of the health care system. While useful to learn the general concepts, this approach does not provide a first hand look at these issues in action. A solution to better understand these influencers though is to engage students with families firsthand. With this in mind, the Mayo Clinic Department of Family Medicine, in conjunction with the Family Medicine Interest Group, is planning a voluntary longitudinal family shadowing program to introduce first and second year students to these critical issues of Family Medicine.

One of the most valued aspects of primary care is the relationship built between a physician and patient over time. This long-term shadowing opportunity aims to give students a glimpse of the type of relationship that cannot be provided in one visit. The goal of this program is to both help students better understand the spectrum of family medicine and to expose students to issues that are difficult to capture in short-term clinical experiences— such as continuity of care, cultural sensitivity, and the provider-patient relationship.

Interested students are assigned to a willing, "higher-utilizing" family that is cared for by a family medicine physician. Ideally,

this is a family with a wide range of needs, including certain characteristics that interest the individual student, such as refugee health or developmental disorders. After meeting and getting to know the family, the student then attends medical appointments with them. The family's primary care physician will be precepting the overall experience, however "shadowing" opportunities could also spill over into the emergency room, specialty appointments, labor and delivery, etc. Overall, the student will take in the whole scope of the family's health.

The hope is that this program will also be an asset to the participating families. The families would in turn receive benefits, such as knowing that they are helping to shape a future doctor and having another resource with whom to discuss health concerns. This is also an opportunity for students to learn about creating and maintaining balanced, professional relationships. Students and families initially discuss and then deal with issues of confidentiality, boundaries, family history, interests, etc., all over the course of the one-year program.

Ultimately, this program aims to provide students with an in-depth appreciation of the comprehensive healthcare of a family by taking the shadowing experience straight to the source. Because who better to teach students about the life and health of the family than the family themselves?

For more information on this project, please contact Shelly Clark [clark.shelly@mayo.edu](mailto:clark.shelly@mayo.edu)

## THE BULLETIN BOARD

### **Make a Tar Wars Presentation**

Family physicians, family medicine residents and medical students are encouraged to visit local schools and make a Tar Wars presentation in their communities. Those interested in helping keep kids stay tobacco-free, should call the principal, a teacher or school nurse at the school of their choice and arrange presentation times and dates. To view the easy-to-follow curriculum and to learn more about the Tar Wars program, please visit [www.mafp.org/tarwars.asp](http://www.mafp.org/tarwars.asp).



### **Save the Date! 2012 Winter Conference Returns to Alexandria**

The 2012 Winter Conference will take place February 3rd & 4th at the Arrowwood Resort, in Alexandria, MN. Gather for this conference that combines continuing medical education with a winter getaway. The focus will be on "Sports and Outdoor Medicine." Registration will be available online at [www.mafp.org](http://www.mafp.org) in late fall (brochures will also be mailed). If you are interested in being a presenter, or to suggest someone, please email [lregehr@mafpp.org](mailto:lregehr@mafpp.org).

### **METRIC for MC-FP Part IV**

The AAFP has a program that helps physicians fulfill MC-FP Part IV (Quality Improvement) as a group and earn CME credit. To learn more about Metric, visit [www.mafp.org/METRIC.asp](http://www.mafp.org/METRIC.asp).

### **Like Us on Facebook!**

The MAFP is on Facebook and wants you to Like Us! Join in on the conversation, view photos, comments and more. To find us, simply search for Minnesota Academy of Family Physicians while on Facebook, then hit like at the top!



# 2011 MAFP Resident and Student Director Reports



*Hilary Hammel, D.O.  
Resident Director*

## Resident Director

Greetings! I'm writing this report with a renewed sense of vigor and inspiration after having returned recently from the AAFP National Conference. The 2011 National Congress of Family Medicine Residents considered 19 resolutions on topics ranging from the need for a policy on pharmacies administering vaccines to a proposal to create a National Conference video contest for residents and students to promote family medicine.

Perhaps even more importantly, the conference functioned to unite family physicians, residents, and students from various communities and backgrounds to share in a common goal of promoting our profession during this exciting time in our nation's health care.

Certainly, many questions exist regarding the political direction of healthcare reform in the years to come. In my discussions with fellow young colleagues, we are enthusiastic about our roles in the future changes. We continue to hear the emerging evidence in regards to the quality driven, cost-effective care family physicians provide to their patients. Yet, this is not news to us. We experience the value we provide as family docs every day, and it is why we chose this field. It would appear that this belief is also becoming apparent to future generations of physicians as well, as evident in the increased number of U.S. medical school grads choosing to go into family medicine in the 2011 match. As family medicine residents, we are hopeful for the future. However, as we become more immersed in our training, we are also experiencing the many frustrations in our field and recognize the fundamental need for reform. During this time of re-shaping the way we value health care as a nation, it is now more essential than ever that we continue to have a leading spot at the table of healthcare reform, both nationally and as a state.

My experience at the National Conference has also solidified my recognition of the strong family medicine foundation that I am fortunate to be a part of as a resident in the state of Minnesota. I had the opportunity to network with other resident delegates who seemed impressed with the strong role of family medicine I've come to experience in this state. To me, this is highlighted by the some of the accomplishments realized amidst recent Minnesota state budget negotiations. Just as family physicians play a vital role in ensuring our recognition in patient-centered primary care on a national level, we continue to have as important of a job ensuring our role on a state level.

I continue to be inspired by the strong leadership of the MAFP, and as Resident Director I aim to encourage my resident colleagues to unite in the goals and activism of the council. My goal is to continue to engage fellow residents and students in becoming involved through the MAFP, and to motivate future leaders in family medicine. I'm pleased to represent my fellow

family medicine residents at the various programs throughout the state of Minnesota. To all the residents out there, please let me know what your thoughts are. I'm eager to hear any comments and/or suggestions you have! You can reach me at [hmhammell@gmail.com](mailto:hmhammell@gmail.com).

## Student Director

My name is Christine Spampinato, MS2, Mayo Medical School, and I am honored to serve the medical students of Minnesota as the chapter's Student Director. In this role, I have served on the MAFP's Board of Directors and Academic Affairs Committee, which have each equally informed me and allowed me to advocate for the future of the state's students. During the past three short months, I have developed a sincere appreciation for the vision and mission of the MAFP.



*Christine Spampinato,  
Student Director*

From July 28 - 30, 2011, myself and 31 other Minnesota medical students were able to attend the AAFP National Conference of Family Medicine Residents and Medical Students. This was an opportunity to learn, network, and debate issues integral to the future of the Academy, with topics including the Coca-Cola/AAFP sponsorship and increasing management education in medical school curriculums. In addition, many fourth year students found the exhibit hall invaluable, with over 300 residencies represented. More than anything, the AAFP National Conference was a time for attendees to unite and share in their enthusiasm for Family Medicine. In this arena, medical students and residents with different interests are joined by colleagues to discuss the wonders and worries of Family Medicine.

And so, on behalf of all conference attendees, I would like to sincerely thank the AAFP and MAFP local chapters, and the University of Minnesota Department of Family Medicine and Community Health. This strong showing of students would not have been possible without their support.

As we go forward from this conference, I am excited to continue to serve as the MAFP's Student Director. In this position I am joined in stride by my Alternate Student Director counterparts: Dylan Bindman, MS4, UM -TC, and Julia Welle, MS2, UM-Duluth, whom also attended the recent National Conference and represented the chapter's interests during congress sessions.

Looking to the future, there are several events in the works, including the Residency Recruitment and Procedures Workshop on October 8th and the Academic Round Table in mid-November, which will focus on what can we learn from international experiences to help us do more with less.

If you would ever like to contact me with questions, ideas for advocacy, or any other reason, please don't hesitate to do so at [spampinato.christine@mayo.edu](mailto:spampinato.christine@mayo.edu).



# MINNESOTA ACADEMY OF FAMILY PHYSICIANS FOUNDATION NEWS



*The mission of the MAFP Foundation is to support family physician health care delivery, research and education, and to promote the specialty of family medicine.*

## Thank You to Our Amazing MAFP Foundation Donors!

The MAFP Foundation thanks the following businesses, organizations and foundations for their support of our family medicine programs, projects and activities. This list includes financial contributions and auction donations received between January 1, 2010, and June 23, 2011. Thank you!

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Wild Mountain  
Wright Hennepin Electric Trust  
Zipp's Liquors



*Carolyn Hudson, RD, LD*

*"The Midwest Dairy Council supports the MAFP Foundation because we both share in the mission of promoting science-based information and research that supports a positive approach to nutrition, and nutrient-rich foods as part of a healthy diet and lifestyle."*

## Interpreter Workshop Available to Members, Clinics, Medical Schools and Residency Programs

The MAFP Foundation & Minnesota Medical Association offer an education workshop for residents and students to get the most out of working with professional interpreters. Led by a physician and trained interpreter, the workshop covers relevant research studies and outcomes, relative roles for physician, patient and interpreter and Best Practices when communicating with patients with Limited English Proficiency. The program is available at no cost to MAFP and MMA members, including residency programs and medical schools. Contact Lynn Balfour at [foundation@mafpp.org](mailto:foundation@mafpp.org) or 952-542-0130 for more information.



*Alejandro Maldonado, Dennis Gerhardstein, Ruth Westra, D.O., and Lynn Balfour, Foundation Executive Director, talked with medical students at the University of Minnesota Medical School – Duluth about how to enhance their communication with patients with Limited English Proficiency.*



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**The University of Minnesota Medical School Duluth** invites applications for a full-time Assistant Professor (teaching track; non-tenured) in the Department of Family Medicine and Community Health Duluth. Candidates must have a M.D. or D.O. degree with Board Certification in Family Medicine or other primary care specialty, licensed or license eligible in Minnesota, with a minimum of 3 years of related clinical practice. Evidence of essential verbal and written communication skills, including clarity in the delivery of lectures, as well as evidence of medical student and/or resident teaching are required. For additional details regarding the position and to ensure consideration, follow the application instructions online at: <https://employment.umn.edu/> (requisition # 172877). The University of Minnesota is an equal opportunity educator and employer.

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**Sanford Health** – the largest, not-for profit, rural health system in the nation is currently seeking BC/BE Family Medicine physicians to join staff at several of our primary care clinics. Practice opportunities exist in Minnesota communities including Bemidji, Cass Lake, Detroit Lakes, East Grand Forks, Moorhead, New York Mills, Pelican Rapids, Perham and Thief River Falls, and in North Dakota communities, Fargo, Jamestown, Mayville, Oakes, Valley City and Wahpeton. Good call arrangements and modern well-managed community hospitals. OB is desired but not required. Sanford offers market competitive salaries, comprehensive benefits, paid malpractice and a generous relocation allowance. Starting incentives available at most sites. To learn more about these excellent opportunities visit Sanford's website at [www.sanfordhealth.org](http://www.sanfordhealth.org) or contact: Shannon Ellering, Physician Recruiter, Phone: 701-280-4817, Fax: 701-280-4136. Email: [Shannon.Ellering@sanfordhealth.org](mailto:Shannon.Ellering@sanfordhealth.org)

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**Rice Memorial Hospital** has an outstanding opportunity for the right person to serve as its Chief Medical Officer (CMO). Reporting directly to the CEO, this senior executive will be responsible for leading the medical staff in the planning, facilitating and implementing of programs to enhance physician effectiveness, quality of practice, clinical integration and patient satisfaction. The CMO will be line administrator for physician services within the Emergency Department and is expected to provide direct patient care at least four shifts per month in the Emergency Room. The position requires an MD or DO with a license to practice medicine in the State of Minnesota. An MBA or Masters degree in public health is desirable. Contact: Nancy Skindelien email: [nski@rice.willmar.mn.us](mailto:nski@rice.willmar.mn.us) at Rice Memorial Hospital 301 SW Becker Avenue Willmar, MN 56201 Rice provides a competitive salary and generous benefit package. To learn more see our website at [www.ricehospital.com](http://www.ricehospital.com)

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**Express HealthCare** seeks moonlighting casual family physicians to work in our State of Art Urgent Care facility. We offer a modern working environment utilizing an EMR, digital imaging and onsite automated prescription dispensing. We are located next to the National Sports Center in Blaine. We are open everyday from 10AM to 10PM. We offer competitive pay and flexible scheduling. Please contact Anne van Bruggen, HR manager, at [annevb@express-healthcare.com](mailto:annevb@express-healthcare.com) or call 763-795-9363 x 305.

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**Welcome to Mille Lacs Health System!** We are seeking a Family Physician to join our rural practice on the southern tip of beautiful Lake Mille Lacs in Onamia, Minnesota. Our 7 Family Physicians, 8 Physician Assistants and General Surgeon provide a unique rural health opportunity with 4 outreach clinics, a 25-bed Critical Access Hospital, and attached Geriatric Psych Unit and LTC facility. We also provide services to the Mille Lacs Band of Ojibwe. Our ER is staffed 24/7 by skilled PAs. Mille Lacs Health System is an integrated healthcare organization that tends to the lifelong healthcare needs of all its patients. Come live where there is excellent hunting, fishing, and cross-country skiing. Practice medicine where your skills and experience can be fully utilized, and where you can make a difference. OB is required and C-Section training is a plus. We offer a competitive salary. Please send inquiries to: Fern N. Gershone at [fgershone@mlhealth.org](mailto:fgershone@mlhealth.org) or Dr. Tom Bracken at: [tbracken@mlhealth.org](mailto:tbracken@mlhealth.org).

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**Family Medicine Physician - HealthPartners Central Minnesota Clinics – St. Cloud/Sartell, MN** We are actively recruiting exceptional PT or FT BC/BE family medicine physicians to join our primary care team in Sartell, MN. This position is out-patient only, no OB or hospital call and rounding. Our current primary care team includes family medicine, adult medicine, OB/GYN and pediatrics. Our HealthPartners Central Minnesota Clinics – Sartell moved into a brand new primary care clinic in the summer 2010. We offer a competitive salary, an excellent benefit package, a rewarding practice and a commitment to providing exceptional patient-centered care. We are located just one hour north of the Twin Cities and offer a dynamic lifestyle in a growing community with a traditional appeal. For more information please contact [diane.m.collins@healthpartners.com](mailto:diane.m.collins@healthpartners.com) or call Diane at (800) 472-4695 x3. EOEmployer.

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**The Department of Family Medicine and Community Health** is seeking family physicians for teaching faculty positions at our residency sites in the Twin Cities metro area, Duluth and Mankato. Full time and part time Assistant/Associate Professor faculty appointments are available through the University of Minnesota Medical School. Duties include full-scope clinical practice of family medicine, including obstetrics, precepting residents, teaching and advising medical students, participating in faculty meetings, and serving on committees as needed. Positions require candidates to possess either an MD or DO degree, have completed or soon to have completed a family medicine residency program, be board certified, and licensed or eligible in Minnesota. The department is especially interested in recruiting physicians with a DO degree for some of our residency sites. For more information on the specific positions available and application instructions, visit the department's website at <http://www.fm.umn.edu/employment/home.html>. The University of Minnesota is an equal opportunity educator and employer.

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**You are the difference. You are Essentia Health.** Essentia Health is an emerging network of hospitals and clinics across Minnesota, Wisconsin, North Dakota and Idaho. Join 750 physicians across 55 medical specialties in delivering care that makes patients feel known and understood. Seeking Family Physicians in Aurora, Detroit Lakes, Duluth, Fosston, Hermantown, Hibbing, International Falls, Park Rapids and Virginia, Minnesota; Fargo, Jamestown and Valley City, North Dakota; Ashland and Superior, Wisconsin. ER, hospitalist and float pool positions also available. Choose from flexible practice models with outreach support. Positions offer competitive compensation and benefits. EOE/AA [EssentiaHealth.org/Careers](http://EssentiaHealth.org/Careers)

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**North Memorial** is presently recruiting BC/BE family medicine physicians. We strongly promote primary care physician practice opportunities with our owned and associated clinics; including those that are physician owned, joint ventures and hospital owned. Which means you can choose from large or small and multi or single specialty practice options in metro, suburban or rural locations. These are excellent practice opportunities with comprehensive compensation and benefits packages. Contact: Mark Peterson, Physician Recruiter, North Memorial Medical Center, 3300 Oakdale Ave. N., Robbinsdale, MN 55422. Telephone (763) 520-1336. E-mail: [mark.peterson@northmemorial.com](mailto:mark.peterson@northmemorial.com) Website: [www.northmemorial.com](http://www.northmemorial.com).

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**Southwest Metro- Waconia** Independent, 50 physician multispecialty clinic seeking a FT/4 day week, BC/BE Family Medicine/OB physician. Traditional practice model with outpatient in inpatient care. Call schedule, with all hospital care at Ridgeview Medical Center. Contact: Scott Ellingson, M.D., Lakeview Clinic Ltd. 952-442-4461 or email at [administration@lakeviewclinic.com](mailto:administration@lakeviewclinic.com)

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**Essentia Health - Detroit Lakes** is seeking two FP's to join a group of 22 other physicians at Essentia Health Detroit Lakes, MN. We offer full benefits and a competitive salary that is guaranteed for two years, along with a generous starting incentive and a retention bonus after two years. Enjoy a beautiful lake community in Western Minnesota. The anticipated weekly work schedule is 8-5 M-F plus a limited call rotation. Physicians can expect to see 15-20 patients a day in clinic. For more information please contact: Jodi Baumgartner, Physician Recruiter, Essentia Health West Region, Work: 701-364-8022, Cell: 701-261-9747, Email: [jodi.baumgartner@essentiahealth.com](mailto:jodi.baumgartner@essentiahealth.com).

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**Winona Health**, Winona Minnesota's community healthcare system is seeking a board certified Family Medicine physician to join our progressive healthcare team. Enjoy full time employed position joining an established clinic. Practice includes full-scope Family Medicine services with OB optional. Second call 1:10. Modern facility with new MOB and state-of-the-art equipment/technology and 24-hour staffed ER, Imaging and Lab. Position is part of a multispecialty group with internal medicine, general surgery, pediatrics, OB/GYN, Ortho and Ophthalmology. Winona, a sophisticated community with art exhibits, museums, theater and several festivals; also offers quality schools, two universities, international businesses, and endless recreational opportunities from boating to indoor tennis. Winona is located within 45 minutes of two airports. Contact Cathy Fangman 800.944.3960 ext 4301, [cfangman@winonahealth.org](mailto:cfangman@winonahealth.org); [www.winonahealth.org](http://www.winonahealth.org).

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**Allina Hospitals & Clinics** is a not-for-profit family of hospitals, clinics and other care services dedicated to meeting the lifelong health care needs of communities throughout Minnesota and western Wisconsin. Allina has implemented one of the most comprehensive electronic medical record (EMR) systems and has been nationally recognized for it. We are transforming health care with the EMR by providing patients with seamless, coordinated and more informed care and improved patient safety. Currently we are seeking part- and full-time BE/BC Family Physicians in the following Minnesota communities: Buffalo, Cambridge, Champlin, Cokato, Coon Rapids, Eagan, Elk River, Faribault, Farmington, Forest Lake, Hinckley, Hopkins, Maplewood, Minneapolis, Mora, New Ulm, Pine City, Ramsey, Savage, Shoreview, St. Michael, West St. Paul, and Woodbury. For more information, please contact Kaitlin Osborn at [Kaitlin.Osborn@allina.com](mailto:Kaitlin.Osborn@allina.com)/ (612) 262-4584 or view all of our openings at [www.allina.com/jobs](http://www.allina.com/jobs). EOE

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**Allina Hospitals & Clinics- Leadership opportunity.** Allina is a not-for-profit family of hospitals, clinics and other care services dedicated to meeting the lifelong health care needs of communities throughout Minnesota and western Wisconsin. The Allina Medical Clinic division is currently searching for a District Medical Director that will have overall accountability for our clinics in the South Central District (7 clinics from St. Paul to Faribault, MN). This is a full-time leadership/administrative opportunity that includes a .5 patient practice with no hospital obligations. Candidates must be BE/BC in Family Medicine, hold a MN license, have 5 yrs clinical practice, and a minimum of 4 yrs experience in a relevant clinical leadership role. For more information, please contact Kaitlin Osborn at [Kaitlin.Osborn@allina.com](mailto:Kaitlin.Osborn@allina.com)/(612) 262-4584. EOE

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**Mayo Clinic Health System – Red Cedar in Menomonie, Wisconsin**, seeks BC/BE Family Medicine physicians; 1 OB optional and 1 OB. Call of 1:10.5. EMR, PACS. We are a 45 physician multi-specialty clinic and a 25-bed critical access hospital. We offer a competitive salary guarantee and complete benefit package. Menomonie, a city of 16,000, is home to the 9,300 students at the University of Wisconsin-Stout and located one hour east of Minneapolis/St. Paul. Perched on the banks of Lake Menomin, the community offers strong schools and safe neighborhoods in a beautiful setting. The community and surrounding area is home to abundant four-season recreational opportunities. For more information contact Cyndi Edwards at 1-800-573-2580; fax 715-838-6192; or [edwards.cyndi@mayo.edu](mailto:edwards.cyndi@mayo.edu). EOE

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**Mayo Clinic Health System – Northland in Barron, Wisconsin** is seeking a physician, BC/BE in Family Medicine. Our Barron, WI location has a traditional family practice with OB. OB call of 1:6. General call of 1:13. Mayo Clinic Health System is a 240-physician directed, integrated hospital and multispecialty clinic based in Eau Claire, WI. Our physicians practice evidence based, protocol driven medicine. EMR, PACS, and other on-line resources make it possible to practice state-of-the-art medicine in a vacation-like setting. Barron is located in Northwest Wisconsin, 100 miles east of Minneapolis, MN and 50 miles north of Eau Claire, WI. Barron is a community of 3,500. The area is promoted as a prime recreational area for tourists and locals year round. Contact Cyndi Edwards, 800-573-2580; [edwards.cyndi@mayo.edu](mailto:edwards.cyndi@mayo.edu); fax 715-838-6192. EOE

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**Western Wisconsin (Amery, Osceola) HealthPartners Medical Group** is seeking exceptional BC/BE family medicine with or without OB physicians for growing rural communities in western Wisconsin. These positions offer a traditional family medicine practice in small-town rural settings, all within an hour's drive of the Twin Cities. We offer a competitive salary, an excellent benefits package, and a commitment to providing exceptional patient-centered care. For more information, contact [diane.m.collins@healthpartners.com](mailto:diane.m.collins@healthpartners.com) or call Diane @ (952) 883-5453, toll-free: (800) 472-4695, x3. Apply online at [www.healthpartners.jobs](http://www.healthpartners.jobs) EOE

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**Park Nicollet Clinic** is seeking a full-time BE/BC Emergency Medicine or Family Medicine Physician to join our growing dedicated Urgent Care Department with six regional clinic locations. We offer full EMR since 2002, digital imaging with radiology support, lab and CT resources, ACLS/PALS trained nursing staff, triage and UC fast track, flexible scheduling, and a very competitive income potential. Our integrated health care system, including Park Nicollet Clinic and Methodist Hospital, is recognized locally and nationally for great care and leadership. For immediate consideration, please send CV to: Missy Fisher, Director Clinician Recruitment, Park Nicollet Health Services, 3800 Park Nicollet Boulevard, St. Louis Park, MN 55416. For more information contact Ms. Fisher at 952-993-6025 or [Melissa.Fisher@parknicollet.com](mailto:Melissa.Fisher@parknicollet.com).

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**Affiliated Community Medical Centers, Willmar, MN:** Physician-owned multi specialty clinic is seeking a full-time physician to join the Family Practice Department in their Willmar, Redwood Falls, Granite Falls, Marshall, Litchfield and Benson affiliates. These positions offer a guaranteed salary plus production incentive and an outstanding benefit package. For further information, please contact Kari Bredberg, Physician Recruitment, 320-231-6366 or e-mail [karib@acmc.com](mailto:karib@acmc.com); or Julayne Mayer, Physician Recruitment, 320-231-5052 or e-mail [mayerj@acmc.com](mailto:mayerj@acmc.com). Website: [www.acmc.com](http://www.acmc.com).

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**Gateway Family Health Clinic, Ltd:** Physician-owned practice in Moose Lake, Sandstone, and Hinckley is seeking a family medicine physician with OB (c-section optional) to join our growing practice of 20 providers. With clinic locations off I-35 and centrally located between Minneapolis/St. Paul and Duluth, the area provides an excellent family focused, quality of life opportunity in a rural setting, abundant with lakes, rivers, state parks, and ideal hunting, and all within an hour to metropolitan conveniences. Gateway provides a generous starting salary and bonus with an outstanding benefit package and retirement plan. Shareholder opportunities available. Current physician opening is for our Sandstone clinic where there is an opportunity to assume a busy primary care / OB practice. Three or four day a week clinic and 1:7 call, which includes generous call pay. ER shifts optional at local hospital. Gateway Clinic serves a large rural geographic location popular for tourism with a diverse economic base. The area is known for good public schools and moderate population growth. Gateway Clinic admits to the local Hospitals in both Moose Lake and Sandstone and Gateway staffs each hospital with separate call pools. [www.gatewayclinic.com](http://www.gatewayclinic.com) For additional information, please contact Dr. Lynn Stottler, President at [lstottler@gatewayclinic.com](mailto:lstottler@gatewayclinic.com), or Eric Nielsen, Administrator at [enielsen@gatewayclinic.com](mailto:enielsen@gatewayclinic.com) 218-485-2000. See our physician opportunity web presentation at: [www.mrcblacksheep.com/listings/fpob9800](http://www.mrcblacksheep.com/listings/fpob9800).

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**Looking for the ideal practice setting?** Imagine a morning commute that takes you past sparkling lakes and through the beautiful north woods. You arrive at your office...a state-of-the art healthcare center equipped with the latest technology in patient care and management. **Riverwood Healthcare Center** – a 24-bed progressive and innovative Critical Access Hospital – has an opportunity for a BE/BC Family Medicine Physician to join our growing practice: 4 day work week...friendly atmosphere...call 1:7 weekdays and 1:10 weekends...quick and easy ramp up of your practice...over 35 physicians, specialists and surgeons. To learn more, contact Tanya Pietz at: [tpietz@sisunet.org](mailto:tpietz@sisunet.org); 218-927-5587; <http://www.RiverwoodHealthcare.com>.

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**Leading the way in innovation.** **Fairview Health Services** is reforming health care delivery. Today, exciting and groundbreaking innovation, led by physicians and health care teams, is happening within Fairview. As a major health care provider, Fairview is in the best position—and has a responsibility—to reinvent the way care is delivered. Fairview has ambitious goals for this work: to improve quality, improve the patient experience and reduce the total cost of health care. Our physicians are champions, pioneers and practitioners of new models of care in today's ever-changing health care environment. We are seeking physicians to join us in Minnesota who want to be a part of our nationally recognized, patient-centered, evidence-based care team. Join us in vibrant and growing communities such as Andover, Ellsworth, Fridley, Minneapolis, Pine City, Princeton, Prior Lake, Red Wing, and surrounding areas. Visit [www.fairview.org/physicians](http://www.fairview.org/physicians) to explore our current opportunities, then apply online, call 800-842-6469 or e-mail [recruit1@fairview.org](mailto:recruit1@fairview.org). EEO/AA Employer

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**Central Lakes Medical Clinic, PA**, an independent, 30 physician, multi-specialty clinic including 14 Family Medicine physicians, has opportunities for additional Family Medicine physicians with OB. Located in the central Minnesota town of Crosby, CLMC shares a medical campus with Cuyuna Regional Medical Center. CRMC is a critical access hospital offering superb new facilities with the latest medical technologies. Outdoor activities abound including kayaking, fishing, and snowmobiling with miles of skiing and biking trails right out our door. The Twin Cities metropolitan area is just a short drive away. Enhance your professional life in an environment that provides the opportunity to practice a full spectrum of Family Medicine in a beautiful northwoods setting. Our growing health care facility offers competitive compensation and benefits. I would welcome the opportunity to tell you more. Call Todd Bymark at 866-270-0043 or email me at [tbymark@cuyunamed.org](mailto:tbymark@cuyunamed.org). Or see us at [www.practicenearperfect.com](http://www.practicenearperfect.com). I look forward to hearing from you.

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**Mayo Clinic Health System - Lake City** is seeking family medicine physicians to join our compassionate, high quality and nationally award-winning team of health care professionals. A physician-led family practice group, we strive for personal, compassionate health care supported by advanced technology. Our main campus, located in Lake City, Minnesota, houses our clinic, hospital and nursing home. We also have three off-campus clinics in Wabasha and Plainview, Minnesota and Alma, Wisconsin. Lake City Medical Center offers a competitive salary and benefits package, along with a friendly and rewarding work environment. For more information, contact Cheri Kramer, chief administrative officer, 651-345-3321.

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## 7 Facts About a Physician Assistant

**Physician Assistants (PAs)** work in a variety of settings including clinics, hospitals, surgery, long term care facilities, and academic medical centers.

A physician may supervise more than one PA at a time.

PAs can practice at sites remote from the supervising physician.

Minnesota PAs have prescriptive privileges and their own DEA number.

Multiple studies show that patients report a high level of satisfaction with the care they receive from PAs.

Writing in *Family Practice Management*, a family physician describes the PA's role:  
"The PA makes himself invaluable by smoothing the ebbs and flows of our daily workload...  
We wonder how any practice can thrive without one."

**Physician Assistants are great additions to your health care team!**

For more information, visit the Minnesota Academy of Physician Assistants at [www.mnacadpa.org](http://www.mnacadpa.org).

