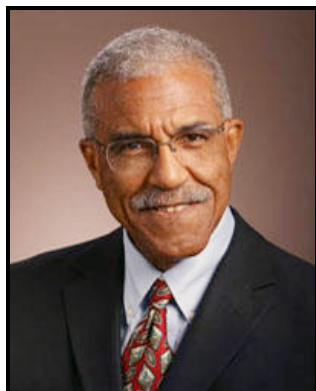




PRESIDENT'S MESSAGE

President's Message



Your Board met in Washington at the Walter E. Washington Convention Center on July 24, 2011. This meeting of the Board represented its first meeting since it was agreed upon to utilize the NMA Orthopaedic Section as the scientific platform for JRGOS. The primary goal of the meeting was to review the Presidential survey response, develop action plans based on the Presidential direct communication survey with the Board (included) and leadership brainstorming on an Action Plan from our well-grounded strategic plan (included). We all know strategy is easy, execution is everything. A good strategy with poor execution loses and a good execution with or without a strategy wins. The bottom line is execution and for this, we need workers. The [2011 JRGOS Action Plan](#) is included in this letter and volunteers are needed. Please feel free to review and comment. Revitalization, Energizing and Recruitment of volunteers for any and all of our Committees. All Committees are open top down and available for leadership. Here are some of the quick list projects. Please state your interest and get on board.

A formal Communications Committee is a must. We're to look into Facebook, Twitter and other social media. Anyone interested, please let Angela (schnepf@aaos.org) know so as to assist in outlining objectives for the next two years.

Complete transition. Energizing the Committees hasn't happened and we're anxiously awaiting energetic, enthusiastic volunteers for all Committees.

Mock Orals: We may be the only society to provide this value to members and non-members. The process seems to be working and has done well over the last 8 years. However, we don't have bragging rights and can't publicize our success without data. I have charged **Eleby R. Washington, MD**, and **Bonnie Simpson-Mason, MD**, with the task of retroactively developing a database on the participants' demographics, the pass/fail rate and whether the pass/fail rate has been affected by our involvement. We could easily write a paper on its success and use the data for promotion, marketing and recruiting purposes. There's no question of its value . . . what a return on our investment.

While we're currently financially solvent, the issue for our organization is where we go from here. Our extension of and forgiving of outstanding dues did not result in an overwhelming response of members returning to the fold. Recruitment and energizing our membership is paramount.

Dartmouth Scholarship: A letter to the Board from our past recipient, Vandy Gaffney, MD, is included. It appears as though he had a tremendous experience. I appeal to the membership to submit application for the opportunity or to recommend a friend or colleague do so.

Our current recipient is **Ryan Ilgenfritz, MD**, a graduate of the San Diego Rady Children's Hospital Fellowship. Dr. Ilgenfritz recently held a position at the University of Iowa in the Department of Pediatric Orthopaedics. He has pledged to follow the tenets of the JRGOS and will hopefully be a contributing member in the future.

We were unsuccessful in recruiting Kevin Johnson, former NBA player and Mayor of Sacramento, California, as speaker at the 2012 Annual Luncheon. We will post our selection in the next Newsletter. Recommendations are still being accepted. jrgos@aaos.org

Lastly, I encourage all of you to connect with the most approximate Student National Medical Association (SNMA) group in your area. These pluralistic, multiethnic and multicultural individuals represent the future lifeline to a large segment of our organization. The connection could position you for strong consideration for the "mentoring award" given at the JRGOS Annual Luncheon. Good luck!

FORMATION OF NEW STRATEGIC DIRECTION BY THE BOARD

At the Board Meeting held at the NMA, a new strategic direction of the organization was formulated. The ingredients of the plan were taken from the previous Strategic Plan (2007), the online survey to the general membership and input from the Board members present. Emphasis was placed in the following areas: Students, Residents and Young Professionals; Membership; Diversity/Disparities. Brief summations are included.

STRATEGIC ISSUES

Strategic Issue – Increase student, resident and young professional engagement within the society. Some of the action items to address the strategic issue include:

- Develop student/resident and young professionals focus groups to identify their needs and how JRGOS may be of value;
- Create a task force to develop methods to engage students/residents and young professionals;
- Develop student/resident specific membership benefits; and
- Develop a mentoring program, to include responsibilities, policies, procedures, training, etc.

Strategic Issue – Develop and execute proactive and systematic member recruitment and retention programs.

Some of the action items to address the strategic issue include:

- Develop and administer a member needs assessment to determine the value of current JRGOS benefits as well as assist in the identification of programs and services that may better serve our membership;
- Identify current programs and services that should be limited to members-only; and
- Increase the promotion of current member benefits such as the job board, networking opportunities, etc.

Strategic Issue – Proactively bring attention to matters of diversity, inequities and disparity of care to the Orthopaedic community.

Some of the action items to address the strategic issue include:

- Consider the development of scholarships/grants for medical school students;
- Partner with other societies to further spread the message on the importance of addressing disparities in health care and culturally competent care;
- Serve as ambassador to other society meetings, presenting information on the importance of addressing disparities in health care and culturally competent care; and
- Research the development of posters, pamphlets, etc to further spread this information.

Do You RECOGNIZE – YOU?

Have you ever been asked to look at an old photo taken maybe during your undergrad days and then asked to find yourself among a large group of people? The same thing can be applied when you are asked to find your views and feelings amongst those of other individuals that are part of a large organization.

Several months ago, President Crawford, seeking to reenergize the group, conducted an online survey via Survey Monkey to get an up-to-date profile of the group and get the feeling of the group on important issues going forward. We are going to ask you to review a profile of the Organization as reflected by the responses that were obtained and then ask you, did you see yourself? (regardless if you took part in the survey or not).

The average Gladden member is 50 years old and has been a member for 9 years and 95% planned to renew their membership. The subspecialty rate was 23% in sports, 16% in peds, 12% in spine and 10% in hip and knee. There was general agreement about the Mission of the organization and the value that was held by members of the organization. While only 40% of the membership visited the website on a consistent basis, most (84%) admitted to receiving the Newsletter in electronic form but were not as well acquainted with the *Gladden Nuggets*. The Annual Luncheon at the AAOS was an enjoyable occasion for most (88%) of the group and suggestions for improving the event were offered. Over half of the group (57%) was interested in serving on a Committee.

If you did not recognize your views in those presented above or in the entire Survey, we would like to hear from you and get your views. You may write, call or email us. In the future, we do plan to have "Comments to the Editor Section: where you may express your views on any topic as it relates to you, your practice and the Society. Again, to make this a great working organization, we depend not only on your paid dues but also, taking an active part in group activities. Email: jrgos@aaos.org

Tribute to Senior Members

The J. Robert Gladden Orthopaedic Society is composed of a very diverse group of individuals that have in common the vision and mission of the organization. The term ELDERS is used to denote WISDOM and COMMITMENT rather than the aging process. The purpose of this section is to recognize such members of the Society. These first two members exemplify the core values of our organization.

Louis P. Clark, Jr., MD and
Charles D. Mitchell, MD



Louis P. Clark, Jr., MD, of Fayetteville, North Carolina, is a founding member of the J. Robert Gladden Orthopaedic Society. **Dr. Clark** attended Meharry Medical College and completed his internship at Hubbard Hospital, Nashville. He completed his Residency in orthopaedic surgery at the University of Missouri-Kansas City and a Fellowship in hand surgery at the University of Connecticut Medical School. In 1970, **Dr. Clark** joined the US Army where he practiced hand surgery and general orthopaedics in Frankfurt, Germany; Ft. Carson, Colorado; and Ft. Bragg, North Carolina. **Dr. Clark** retired from the US Army after 33 years as a full Colonel. Presently, he is a partner in the Cape Fear Orthopaedic Clinic in Fayetteville, North Carolina.

Dr. Clark has been married to Edwina for 47 years. They have four children and six grandchildren.

Charles D. Mitchell, MD, received his Bachelor's Degree in Biology from the University of North Texas in 1961 and his MD from Howard University School of Medicine. He completed his Residency in Orthopaedic Surgery and started his practice in Dallas, Texas. While maintaining a very active practice, **Dr. Mitchell** served on the Admission Committee as a mentor to a number of medical students at the University of Texas Southwestern Medical School. He was appointed to serve on the Board of Regents at the UNT and served on several others, including the Dallas Black Chamber of Commerce. His mentoring activities were recognized by the JRGOS as recipient of the Alvin H. Crawford Mentoring Award in 2001.



ABOS INFO

Maintenance of Certification

The American Board of Orthopaedic Surgery (ABOS) has launched its new Maintenance of Certification (MOC) process for diplomates to maintain Board Certification. Similar to the traditional "recertification" system, the diplomate has to pursue a series of educational activities throughout 10-year cycles. In addition, documentation of a second three-year period of CME/SAE will be required when the full 10 year MOC cycle is in place, starting with the Diplomates of 2017.

We anticipate that many of our members will fall into this group. The 10-year MOC process requires that you:

1. Obtain 120 Ortho MA PRA Category I CME Credits
2. Include a minimum of 20 credits of Scored and Recorded Self Assessment Exams
3. Complete a secure cognitive exam

The J. Robert Gladden Orthopaedic Society will continue to provide information on opportunities which will assist our members in completing these requirements. Please note that all educational programs sponsored by the JRGOS, such as the Orthopaedic Program at the NMA, fits into the first category.

Focus on Musculoskeletal Disparities

Unintentional Injuries are classified as injuries resulting from motor vehicle accidents, drowning, poisonings, falls, fires, suffocation and firearms. According to epidemiologists, over 400 Americans die each day as a result of these types of injuries. One of the major objectives of Healthy People 2010, was to reduce the death rate from 35/100,000 to 17.5/100,000. Many of these injuries are preventable and are amendable to early interventions.

In 1999, the injury death rate for black males ages 15-24 was 80% greater than in white males (148.5 vs. 82.5/100,000). According to the CDC, African Americans are three times more likely to be injured or killed in traffic related accidents than any other ethnic group. More than 40% of all traffic related injuries seen at Johns Hopkins were African American. Minority pedestrians account for approximately 35% of all motor vehicle fatalities in cities with populations exceeding 1 million. In 1998, motor vehicle crashes accounted for 779,000 emergency room visits for African Americans, a rate of 24/1,000 compared to 14/1,000 for whites. Unintentional injuries have been shown to be a modifiable component when well-focused interventions are implemented in a minority community. Dr. Barbara Barlow and her group in Harlem were able to lower the injury rate 40% using a grant from the Robert Wood Johnson Foundation. This program has been nationalized in 7 of the trauma regions covering the mainland USA.

Expansion of Approach to Culturally Competent Education for Orthopaedic Surgeons

About a quarter of all medical doctors in the US are foreign-born with the percentage higher in rural areas. The percentage may increase with the projected short-fall of US graduates not keeping pace with the demand.

The basis of culturally competent care is all about understanding, sensitivity, respect and communicating with the culture of the patient.

This suggested consideration is the reverse of having Caucasian male physician work force trying to relate to other cultures. It involves culturally different physicians trying to relate to different patient cultures.

I feel this is an expansion of culturally competent care that keeps the concept going as a variation of the previous theme.

This was presented by Board Member, **Douglas W. Jackson, MD**, for possible discussion at an upcoming Board Meeting and the possibility of presentation to AAOS as a new roundtable with eventually an Instructional Course Lecture. Thank you, **Dr. Jackson**.

ORTHOPAEDIC SURGEON

WANTED IN TEXAS

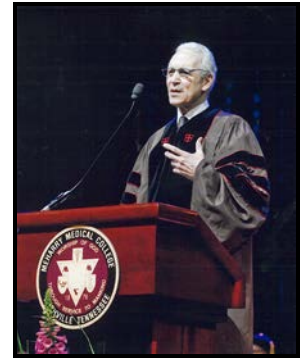
Assurgent Medical Solutions has been asked to assist a prominent healthcare organization in its search for an Orthopaedic Surgeon. This opportunity is located in a rapidly growing community with beautiful living areas, excellent public and private schools, a regional airport and plenty of recreational activities. The 225 bed hospital is equipped with state-of-the-art medical technology, including: digital operating suites, a robotic surgical system and advanced diagnostic imaging systems. Starting negotiations will be in the \$550K range and will be increased according to the candidates experience and credentials. This opportunity also offers: signing bonus, exceptional family and health benefits, a competitive retirement package, allotted time for CME, relocation assistance and 4 weeks vacation. This is an exceptional opportunity to work with another well respected orthopaedic surgeon in an outstanding hospital.

If you or anyone you know is interested in learning about this opportunity, please email your CV to kpostlethwait@assurgentmedical.com or fax it to 877-300-0086. Please include a phone number where you can be reached. If you would like to speak with Ms. Postlethwait directly, please contact her at 877-842-6833. **All inquires will be held in the strictest confidence.**

AUGUSTUS A. WHITE, III, MD, PhD DELIVERS MEHARRY COMMENCEMENT ADDRESS

On May 21, 2011, **Augustus A. White, III, MD, PhD**, delivered the Commencement Address and also received an Honorary Doctor of Science degree at Meharry Medical School. Commencement took place at the Grand Ole Opry House in Nashville.

This was a particularly gratifying and emotional experience as his father received an MD from Meharry 82 years earlier, in 1929. It was also special in that two of **Dr. White's** three daughters (Atina and Annica), one of his two grandchildren and his wife, Anita, attended.



Members in the News



Dr. Cato T. Laurencin, the Van Dusen Distinguished Endowed Chair in Orthopaedic Surgery at the University Health Center, was honored by the establishment of the Cato T. Laurencin Distinguished Research Career Award from the National Medical Association and the W. Montague Cobb, NMA Health Institute.



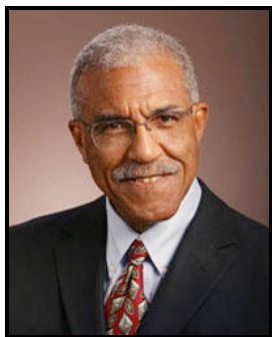
Congratulations to USA representative **William T. Long, MD**, for placing second (of 40) in the long jump in the World Masters Track and Field Competition on July 9-17, 2011, in Sacramento, California. Athletes from 93 countries, ages 35-101 participated. **Dr. Long** took home a silver medal.



Past President **Charles L. Nelson, MD**, has been selected as the Austrian-Swiss-German (ASG) Traveling Fellow. He, along with one other American, one Canadian and one British orthopaedic surgeon, will tour orthopaedic centers in Austria, Switzerland and Germany for three to four weeks. Good Luck, Charles!



Congratulations to **Clarence L. Shields, Jr., MD**, for being inducted into the American Orthopaedic Society for Sports Medicine's Hall of Fame on July 8th in San Diego.



Alvin H. Crawford, MD, President, was selected to receive the Laurel Wreath, the highest award given by the Kappa Alpha Psi Fraternity at its Centennial Meeting held in Indianapolis, Indiana.

The Laurel Wreath represents a member's achievement in service to the fraternity, in human endeavors, national or international. In its 100 year existence, the fraternity has only awarded this honor to 69 of its members.



Augustus A. White, III, MD, PhD, was selected to receive one of the Living Legend Awards given by the Museum of African American History on March 11, 2011 at the Four Seasons Hotel in Boston. The award is a commemorative Silver Cup presented by David Lloyd Garrison, the great grandson of William Lloyd Garrison, who was the well known abolitionist and sole publishers of the newspaper, *The Liberator*. The Museum of African American History's annual Living Legends Awards Gala commemorates the legacy of champions such as Frederick Douglass, William Lloyd Garrison and Maria Stewart, by honoring contemporary heroes and "sheroes" who have followed in their footsteps through the pursuit of equality, education and justice of all Americans.

2012 ANNUAL EVENTS



MARK YOUR CALENDAR

The JRGOS Annual Luncheon will be held during the AAOS Annual Meeting Thursday, February 9, 2012 in San Francisco.

The Student/Resident Workshop will be held again that afternoon and will be followed by the Student/Resident Networking Reception.

The Annual Trilogy Breakfast, which includes members of the Ruth Jackson Orthopaedic Society and the AAOS Diversity Committee, will be held Friday, February 10th.

Location and additional details will be available soon on the JRGOS website: www.gladdensociety.org

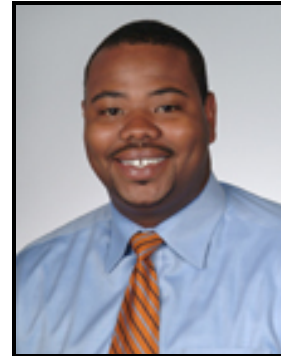
RESIDENTS and STUDENTS ZONE

MaCalus V. Hogan, MD, resident at the University of Virginia and Resident Board Member of the J. Robert Gladden Orthopaedic Society, was the first place winner in the Timothy L. Stephens, Jr., MD, Research Symposium, held during the Orthopaedic Section of the National Medical Association Annual Meeting.

Dr. Hogan presented original work entitled, "Tendon Healing and Regeneration: Where We Have Been, Where We Are Going". His work detailed the tissue engineering solution for tendon repair. The use of growth factors and mesenchymal stem cells and the development of biocompatible scaffolds have proven to be very successful.



Vandy Gaffney, MD, the inaugural Gladden-Zimmer-Dartmouth Clinical Research Fellow, completed his work on June 10th. **Dr. Gaffney's** project, entitled, "Does an Increase Minority Orthopaedic Surgeons in the Workforce Demographics Decrease Disparity in Total Knee Arthroplasty Rates for Minority TKA Patients?", was co-authored with James N. Weinstein, MD; **Charles L. Nelson, MD**; and Jonathan Skinner, PhD.



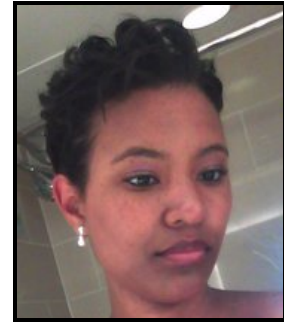
Eldra W. Daniels, MD, BS, a student of Howard University School of Medicine, presented a paper entitled, "A Survey of the Ethnic and Gender Distribution in Orthopaedic Residency Programs in the US: A 15-year follow-up Study. The study was co-authored by senior JRGOS member, **Richard E. Grant, MD**. The study was completed while **Dr. Daniels** was serving a Timothy L. Stephens, Jr., MD, Fellowship at Cleveland University Hospital. Upon graduation from Howard, Dr. Daniels received the Matory-Kiernan Surgical Fellowship.



ORTHO SURGERY FUTURES

Kaya Jackson, MD, completed her undergrad work at Xavier University in Louisiana finished Meharry Medical College AOA and is now a first year resident at Southern Illinois University. She writes, "I was first introduced to Orthopaedic Surgery when **Dr. Bonnie Mason** came to my medical school, which had limited exposure to orthopaedic surgery, to teach an orthopaedics lecture and sawbones workshop. I was immediately fascinated with the field of orthopaedic surgery. I am excited to begin my career as a resident working with Dr. Jasmin McGinty and **Dr. Saadiq El-Amin** at Southern Illinois University. I look forward to a successful career in orthopaedic surgery and continuing to be involved in mentoring minorities."





Keisha L. French, MD, BS, is the present Timothy L. Stephens, Jr., MD, Orthopaedic Fellow at University Hospital in Cleveland, Ohio. She is a former student of Howard University. Dr. French presented a paper at the recent NMA Orthopaedic Section entitled, "Retrieval Analysis of Harris-Galante 1 and 11 Acetabular Liners in Vivo More than 10 Years".

Anyone interested in applying for the Timothy L. Stephens, Jr., MD, Orthopaedic Fellowship can apply as follows:

Application Process

All applications must be received prior to March 30 of each year. A completed application consists of the following materials:

- Completed [Timothy L. Stephens Jr., MD, Orthopaedic Fellowship Application](#) (PDF);
- Official undergraduate and graduate school transcripts;
- Letter of recommendation from the dean of the applicant's medical school;
- Letter of recommendation from the chair of the applicant's medical school's department of orthopaedics;
- Letter of recommendation from an additional faculty member of the applicant's medical school;
- Resume or CV; and
- Personal statement answering:
 - Why did you apply for the Timothy L. Stephens Jr., MD, Orthopaedic Fellowship program?
 - What your long-term goals?
 - How have you overcome the challenges you have faced in pursuing your academic and career goals?

To Apply

[Apply online](#) or download and complete the [application](#) (PDF) and mail all of the above materials to:

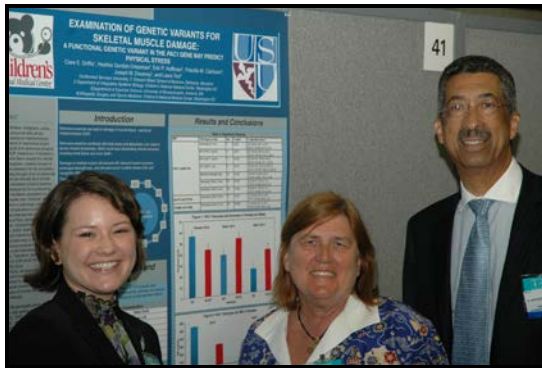
Richard E. Grant, MD
The Timothy L. Stephens Jr., MD, Orthopaedic Fellowship
Department of Orthopaedic Surgery
University Hospitals Case Medical Center
11100 Euclid Avenue
Cleveland, OH 44106
Phone: 216-844-1118
Email: Richard.Grant@UHhospitals.org

For additional information on this Fellowship:

http://www.uhhospitals.org/portals/6/docs/About_UH/Diversity/application-stephensfellow-v2010.pdf

OREF GRANT OPPORTUNITIES

[Click here to register for OREF's eMinder Service](#), which provides e-mail updates as additional grants and awards are funded, as deadlines approach, and other news pertaining to programs supporting orthopaedic research and education.



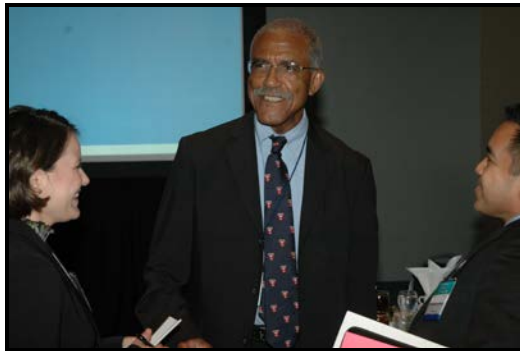
E. Anthony Rankin, MD; Lori Tossi, MD; and a student



2011



Melvyn Harrington, MD and presenters from the Stephens Symposium



Alvin H. Crawford, MD, with students



Augustus A. White, III, MD, PhD, and Vietta Johnson, MD

NMA
THANK YOU

NMA ORTHOPAEDIC SECTION



Dear Gladden Society Members,

I would like to thank you for your continued support of this summer's NMA Annual Convention. Those of you who were able to attend, were treated to an outstanding academic program. For those of you were not able to attend this year, I would hope that you will mark your calendars and plan to attend next year's meeting in New Orleans. The dates for next year's meeting are July 28 - August 1, 2012.

I would like to mention some highlights from this year's meeting. We began the meeting on Sunday with the Timothy Stephens research symposium. We had six excellent presentations. Our winners were: **MaCalus Hogan, MD**, Chief resident, University of Virginia, first place; **Marvin K. Smith, MS4**, University of Miami, second place; and **Clifford Voigt, MD**, Hospital for Special Surgery, third place. Congratulations to all of our presenters and especially our winners. Please encourage any medical students or residents to participate in our symposium next year. This is an excellent opportunity to present at a national meeting and is funded through a grant from the JRGOS and DePuy.

At our Scholar's Luncheon we were privileged to hear from **Dr. William Martin, III**, Medical Director of the AAOS. **Dr. Augustus White III** also led a thought provoking discussion with highlights from his book [Seeing Patients](#).

Sunday afternoon, Dr. Bonnie Simpson-Mason led her superb Business of Medicine Symposium in conjunction with the Post-graduate Section. This session was very well attended.

I would especially like to thank our sub-specialty session organizers for putting together a phenomenal educational program that was certainly on par with any other academic orthopaedic meeting around. Our moderators were: **Dr. Harish Hosalkar, Dr. Aham Onyike, Dr Saadiq El-Amin, Dr. Phil Wodajo, Dr. Brian Coleman, Dr. Robert Wilson, Dr. Darryl Peterson, and Dr. Jim Fleming**. Dr Fleming led the Spine session in conjunction with the Neurology/Neurosurgery Section.

I would especially like to thank everyone for participating in a productive section business meeting. I would like to congratulate **Dr. Ronald Baker** who was elected to serve as our Section Vice-Chair. **Dr. Darryl Peterson** has also volunteered to serve as our program chair for next year. We are beginning our planning for next year's meeting. Please contact us if you would like to be involved. Also please encourage medical students and residents to submit their research for the Stephens Symposium.

Thank you again for your support.

See you in New Orleans,

Melvyn Harrington, MD
NMA Orthopaedic Surgery Section Chair

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