

Thomas Weida, M.D.
Professor, Family and Community Medicine
Penn State College of Medicine
Hershey Medical Center
Board Certified in Family Medicine and Geriatrics

Good morning. Chairman Grell and Chairman Sabatina, thank you for inviting me to testify at today's hearing. I would also like to thank Chairman Marsico and Chairman Caltagirone for authorizing this hearing examining the issue of raising the retirement age of our jurists. I am Dr. Thomas Weida, a family physician and Professor of Family and Community Medicine at the Penn State Hershey Medical Center and College of Medicine. I have been in practice for 25 years and am board certified in family medicine and geriatrics. I see a majority of patients who are over the age of 65 in my medical practice and appear today regarding the wisdom of increasing the mandatory retirement age of judges from 70 to 75.

The essential concern of increasing the mandatory retirement age is the deterioration of cognitive functioning in the elderly. Sadly, we all reach our peak mental acuity at age 25, with a progressive decline from then. Brain volume shrinks beginning at age 30. But like most organs of the body, the brain also has tremendous reserve, so that this decline for most individuals is not functionally noticeable in old age or even advanced old age.

According to a number of studies, the number of people over 65 with dementia compared to the population, known as the prevalence of dementia, increases with advancing age, ranging from 1.5% in the 65-69 year age group to about 3% in the 70-74 year age group. It approaches 6% in the 75-79 year age group. Therefore, even in advanced age, the prevalence of dementia which can interfere with decision making is relatively small, particularly up until age 75.

In animal studies, brain cells with advancing age can lose 45% of spiny dendrites which are responsible for learning and remembering new things. However, the stubby dendrites which are responsible for things which have been known for years suffer no decline. Hence, new memories may be more difficult to retain with age, but knowledge and expertise remain intact, oftentimes well into the 80's.

We all know individuals whose mental capabilities remain sound well into their 80's and 90's. I have a number of patients 80 years of age in my practice who are highly functional mentally and physically, participating on boards of directors and running businesses. Penn State's College of Medicine has no mandatory

retirement age. In the world of medicine and its critical decision making, individual functionality is favored over an arbitrary retirement age. Expertise trumps memorization of rote facts. Also, the Board of Medicine has no age at which a physician must relinquish his or her license. Medical licenses are revoked for performance issues, not after a predetermined age has been reached.

As such, age cannot be the only factor affecting mental acuity and reasoning. Only about 20-25 percent of the variation among people in standard measures of memory, problem-solving, and other executive functions, is the result of age. The rest—64 to 96 percent on different cognitive test scores, is the result of other factors.

Factors which negatively affect mental abilities as one ages are low education status, genetic factors, high blood pressure, diabetes, hardening of the arteries, smoking, depression, head trauma, poor diet and poor social networks.

Americans are living longer, now with an average life expectancy of 78. Additionally, they are living healthier longer which correlates with retained cognitive abilities.

What improves mental acuity with age is the same thing that improves the body's overall functioning: aerobic exercise such as brisk walking. Three vigorous, 40-minute walks a week over a six month period improved memory and reasoning according to a study done at the University of Illinois. It also stimulated the birth of new brain neurons and increased the volume of white matter, which connects neurons, in areas responsible for such executive functions as planning. A Canadian study showed that use of non-steroidal anti-inflammatory drugs, wine consumption in moderation, coffee consumption and regular physical activity were associated with a reduced risk of Alzheimer's disease. A study by Bruce Campbell showed that adult cognitive development continues indefinitely in active learners, that college-degreed, older adults who are actively engaged in learning use age-specific learning strategies and that the benefits of late-life learning appear to be an antidote to aging.

Studies show that individuals with higher levels of education have a lower prevalence of Alzheimer's disease. Other studies show that engaging in mentally stimulating activities decreases the prevalence of dementia and that those elderly participating in daily mentally challenging activities show less decline on cognitive tests.

As such, there is no evidence that a specific age denotes a significant deterioration of thinking and reasoning which would interfere with judicial decisions. There are already sufficient safeguards in the Pennsylvania Constitution and with the Pennsylvania Supreme Court to remove judges who are cognitively impaired, a condition which can occur at any age. Therefore, I see no medical evidence to prevent increasing the mandatory retirement age for judges to 75.

There is no sharp decline of mental functioning between 70 and 75. We should not lose valuable expertise and wisdom on the bench by forcing retirement of jurists at age 70.

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Current Position:

Professor, Department of Family and Community Medicine, Penn State Hershey College of Medicine (2004-present)
Medical Director for Information Technology, Department of Family and Community Medicine, Penn State Hershey Medical Center (2012-present)

Previous Position/Practice:

Medical Director, Penn State Hershey, University Physician Group, Fishburn Road (1997-2012)
Associate Professor, Department of Family and Community Medicine, Penn State Hershey College of Medicine (1997-2004)
Rothsville and Denver Medical Centers, private practice, managing partner, 1983-1997
Laboratory Director, Rothsville Medical Center, 1983-1997
Industrial Health Options, President, (Worker's Compensation Coordinated Care Organization), 1983-1997

Education:

College: Lehigh University 1974-1976
Entered Lehigh-Hahnemann six year BA-MD program in 1974 for the purpose of training primary care physicians
Phi Beta Kappa, 1977
Graduate: Hahnemann Medical College and Hospital 1976-1980
Lehigh-Hahnemann Family Medicine Award in recognition of academic excellence
Residency: Lancaster General Hospital, 1980-1983 Family Practice Residency

Licensure and Certifications:

Pennsylvania License
Diplomate of the American Board of Family Medicine, 1983, Recertification 1990, 1997, 2004
Certificate of Added Qualification in Geriatrics, 1990, Recertification, 1999, 2009
Fellow of the American Academy of Family Physicians, (F.A.A.F.P.), inducted 1984

Hospital Affiliations:

Active Staff, Milton S. Hershey Medical Center
Courtesy Staff, Lancaster General Hospital

Milton S. Hershey Medical Center

Penn State Hershey Medical Group, Fishburn Road, Medical Director, 1997-2012
Patient Access Task Force, 1998
Robert Wood Johnson Generalist Physician Initiative Site Visit Participant, 1998
Chair, Primary Care Advisory Panel to the PSGHS Formulary Steering Committee, 1998-1999
Medical Director, PSGHS Tel-A-Nurse, Hershey Area, 1998-1999
Co-Director, Fourth Year Primary Care Selective, 1998-2000
Fishburn Road Clinical Practice Committee, 1998-2000
Patient Education Council, chair 1998-2000
Satellite Medical Directors Member, 1998-2012
Outpatient Board, Fishburn Road, 1998-present
Building Task Force, 1998-2012
Fishburn Road Quality Improvement Committee, 1998- 2003
Fishburn Road Patient Education Committee, chair 1998-1999, member 1999-2010
Vision 20/20 Certificate of Appreciation, 1999

CORE Committee on Information Technology, 1999
 Institute for HealthCare Improvement Pilot Project to Redesign Primary Care Delivery, 1999-2000
 Revenue Enhancement Committee, 1999-2000
 Pharmacy and Therapeutics Committee, 1999-Present
 Pennsylvania Youth Apprenticeship Program, 1999-Present
 Creator and Preceptor for Fourth Year Primary Care Selective in Practice Management/Family Practice, 1999- Present
 Faculty Advisor for medical student research paper assessing Pennsylvania loan forgiveness program, 2000-2001
 Faculty Advisor for medical student research project assessing Family Medicine residents' CPT coding competency, 2005-2006
 Interviewer, Penn State College of Medicine Applicants, 2000-present
 Medical Director, Hershey Medical Center, Call Center, 2000-2009
 Laboratory Director, Fishburn Road, 2000-2012
 Practitioner Review Group for Revenue Enhancement, 2001-2002
 Mini Medical School Community Outreach Program, Hershey Medical Center, Creator, Course Director and Host, 1999-2013
 First to Fourth Year Primary Care Clerkship Preceptor, 1998-Present
 Advisor to first year medical students, 2001-present
 First Year physical diagnosis preceptor, 2005-present
 Second Year physical diagnosis preceptor, 1999, 2005-present
 Communication Skills preceptor, 2005-present
 Family Medicine Resident preceptor, 2009-present
 Primary Care Scholar's Mock Interviews, 2003
 Interviewing Skills Program, Preceptor, 2003
 Unified Campus Team, Information Technology, member 2004 – 2008
 Connected Clinical Integration Team, 2008-present
 Medical Student Selection Committee, 2004 - present
 Family and Community Medicine Promotions Committee, 2004 – 2009
 Chair, Family Medicine Inter-department Review Committee, 2006
 Co-Chair, Pharmaceutical Relations Task Force, 2006
 Visiting Professor Rounds, Penn State Lebanon Good Samaritan Hospital Residency, 2006-present
 Patient Centered Medical Home Development Committee, 2008 – present
 Penn State Lebanon Good Samaritan Hospital Residency Continuity Care Clinic Start Up Co-Coordinator at Fishburn, 2009
 Family Medicine Exceptional Role Model award by students, 2010
 Physician Lead – e-Messaging and e-Prescribing Initiative, 2010
 Ambulatory Electronic Health Record Oversight Group, 2010
 Ambulatory Workflow Design Committee, 2011- present
 Orders Workgroup, 2011-present
 Penn State Hershey Medical Group (PSHMG) Information Technology Governing Council, 2010-present
 PSHMG Board of Governors (BOG), at-large member, 2011-2014
 PSHMG BOG Quality of Care Committee, 2011-2014
 PSHMG BOG Outpatient Quality Bundle Subcommittee, Chair, 2011 – 2012
 Search Committee for the Director of Web Services, 2012

American Medical Association

Member, 1977-1987, 1990-present
 AAFP Delegate to the AMA House of Delegates, 2004-2008
 Pennsylvania Medical Society Alternate Delegate to the AMA House of Delegates, 2010-2014

Pennsylvania Medical Society (PaMed)

Member, 1981-present
 Delegate to the PaMed Annual Meeting, 1984-2004, 2008-2009, 2011
 Alternate Delegate to PaMed Annual Meeting, 2010
 PaMed House of Delegates Credentials Committee, 1991-1994

PaMed House of Delegates Reference Committee on Managed Care and Third Party Reimbursement, 2000
PAFP Delegate to PaMed Interspecialty Committee, 1992-2004
Vice Chair PaMed Interspecialty Committee, 1999-2002
Chair, PaMed Interspecialty Committee, 2002-2004
Task Force to Enhance Member Involvement, 1993-1994
Quick Response Committee on Medical Necessity, 1996
Quick Response Committee on the Scope of Practice, 1999
Special Committee on House of Delegates Restructuring, 2000
Pennsylvania Medicine, Editorial Board, 2000-2002
Quick Response Committee on Managed Care, 2001
Political Advocacy Executive Council, 2007-2011
Co-Chair Task Force on Emergency Room Overcrowding, 2011
PaMed House of Delegates Reference Committee on Advocacy, 2011
Pennsylvania Medical Society Board of Directors, 2011-2015
Committee on Subsidiary and Foundation Relations, 2012-2013
Finance Committee, 2013

Lancaster County Medical Society

Member, 1980-present
Board of Trustees, 1984-1988
Bylaws Committee, 1991-1997
Membership Committee, 1981-1990
Legislative Committee, 1991-2000

American Academy of Family Physicians (AAFP):

Member 1977-present
Publications Committee, 1979-1981
Scientific Program Committee, 1981-1983
New Physician's Committee, 1985-1987
AAFP Parke Davis Teacher Development Awards Committee, 1988-1990, Chair 1990
Members' AAFP Insurance and Financial Services Committee, 1991
Finance Committee, 1992-1993
Committee on Marketing and Public Relations, 1994-1996
Subcommittee on AAFP 50th Anniversary, Chair, 1994-1996,
Bylaws Committee, 1998-2000
Executive Committee of Bylaws Committee, 2000
Delegate to the AAFP, 1994-1999
Alternate Delegate to the AAFP, 1988-1993, 2000-2002
Congress of Delegates Reference Committee on Reports of Officers and Committees, 1995, 1997
Congress of Delegates Reference Committee on Bylaws, 1998
AAFP Family Practice Management, Editorial Board, 1993-2002
AAFP Tobacco Cessation Advisory Committee, 2002-present
AAFP Representative to the Mississippi Academy of Family Physicians Annual Meeting, 2010, 2011
AAFP Representative to the West Virginia Academy of Family Physicians Annual Meeting, 2012
AAFP Foundation Board of Directors, 2007-2008
Audit Committee, 2007-2008
Finance Committee, 2007-2008
Development Committee, 2007-2008
Insurance Committee, 2007-2008
Board of Curators, 2007-2008
AAFP Board of Directors
Subcommittee on Resolutions, Chair, 2003-2004
Members Meeting of the AAFP Foundation, Chair, 2002-2004
Subcommittee on Strategic Planning and Monitoring, 2003-2008
Subcommittee on Inner City/Rural, 2004

Subcommittee on Selection and Screening, 2004 – 2008
Strike Force on Payment, 2005
Task Force on Leadership Development, 2006
Board Liaison to Washington DC Rally, 2006
Board Awards Subcommittee, Chair, 2008
Executive Committee, 2004-2008
AAFP Representative to the AMA Relative Value Update Committee (RUC), 2009-present

Elected Offices:

Vice-Speaker, AAFP Congress of Delegates, 2002-2004
Speaker, AAFP Congress of Delegates, 2004 - 2008

Pennsylvania Academy of Family Physicians (PAFP):

Member 1977-present
State Delegate to the AAFP National Conference of Student Affiliate Members, 1979
President of Hahnemann's Student Family Physician Group, 1979-1980
Delegate to the PAFP Annual Convention, 1980-2011
Long Term Planning Committee, 1980-1981, 1989-1999
Commission on Legislation and Public Policy, 1981-1982, 1985-1987, 1992-1993, 1995-present
Vice Chair, 2002
Committee on Family Practice in Pennsylvania Medical Schools, 1981-1982
Commission on Membership and Credentials, 1982-1983, 1985-1987
PAFP Ad Hoc Committee Regarding Cost of Medical Education, 1982-1983
Chair of the PAFP Committee on Resident and Student Affairs, 1983-1990
PAFP Ad Hoc Committee regarding Establishing a Non-Profit Foundation, 1984-1986
Committee on Bylaws, 1986-1988
New Physicians Committee, 1987-1988
Finance Committee, 1992-1993
PAFP Nominating Committee, 1994-1996, Chair, 1994
Chair, PAFP Task Force on Leadership Development, 1992-1994
Chair, PAFP Task Force to Study IPA/CCO, 1993-1994;
Chair, PAFP Task Force to Study PAFP Structure, 1993-1994
Liaison to Pennsylvania Blue Shield Primary Care Advisory Committee, 1994
Parliamentarian, House of Delegates, 1995-2005, 2011
PAFP Family Physician of the Year Selection Committee, 1995-2002
Planning Commission, 1996
Membership Commission, 1996
Building Task Force, 1999
Testified before Pennsylvania Congressional Committee on Tobacco, 1999
Bylaws Task Force, 2004-2013

Elected Offices:

Vice Speaker of the PAFP House of Delegates, 1984-1987
Speaker of the PAFP House of Delegates, 1988-1991
Vice President, PAFP, 1991
President Elect, PAFP, 1992
President, PAFP, 1993

Family Health Foundation of Pennsylvania:

Vice President, 1985-1992
Board Member, 1985-1994

Other Professional Organizations:

American Institute of Parliamentarians,
Member, 1990-present
Preferred Health Care of Lancaster County, (PPO)
Board Member, 1988-1995

President 1989-1993
Lancaster General Hospital
 Utilization Review, Vice Chair, 1984-1985
 Bylaws Committee, 1990-1996
 Integrated Delivery System Task Force, 1994
 LGH Board of Directors, 1995-1997
Pennsylvania Primary Health Care Practitioner Advisory Committee, 1993-1995
Pennsylvania Physician Partners Alliance, Inc. (a MSO), Board of Directors, 1994-1997
Society of Teachers of Family Medicine
 Member, 1983-present
 Member STFM/AAFP Conference on Patient Education National Planning Committee, 1994-2006
 Reviewer, *Patient Care Award*, STFM/AAFP Conferences on Patient Education, 1995-2003
 Member STFM/AAFP Conference on Practice Improvement National Planning Committee, 2006-2009
Fellow of the College of Physicians of Philadelphia, inducted 1993
 Aspen Publishers, Patient Education Advisor Newsletter, Editorial Board, 2000-2003
 Gateway Health Plan, Asthma Physician Advisory Workgroup, 2004
 Governor's Chronic Care Initiative, South Central PA Steering Committee, 2008 – 2011
 Department of Health Chronic Care Initiative Steering Committee, 2011 – present
 Member, PA Health Care Cost Containment Council (PHC4) Payment Data Advisory Committee, 2010-present

Presentations:

"NormoTense: A Patient Education Approach for Reducing Hypertension," 1990-12th Annual AAFP/STFM Conference on Patient Education, Kansas City
 "NormoTense: A Multifaceted, Nonpharmacologic Treatment Program for Essential Hypertension," 1990 Annual AAFP Scientific Assembly, Scientific Paper Presentation
 "Mental Health Services in a Family Practice Setting," 1992 First Annual Pennsylvania Rural Health Conference
 "Managed Care in Rural Practices Panel Discussion," 1993 Second Annual Pennsylvania Rural Health Conference
 "Ask the Doc," Monthly Cable TV Show, 1992-1994
 "Health Watch," Host of Weekly Cable TV Show, 1994-1996;
 "Making Patient Education Pay in Private Practice," 1994 16th Annual AAFP/STFM Conference on Patient Education, Orlando
 "Private Practice Patient Education for Pennies," 1995 17th Annual AAFP/STFM Conference on Patient Education, San Antonio
 "Practicing in a Managed Care Environment," Erie Family Practice Review Course, 1995
 "Private Practice Patient Education for Pennies," 1996 18th Annual AAFP/STFM Conference on Patient Education, Nashville
 "Patient Education for Pennies," 1997 19th Annual AAFP/STFM Conference on Patient Education, Seattle
 "Ready, Fire, Aim...Building Local, Regional and Statewide Alliances," Pennsylvania Medical Society Leadership Conference, 1997
 "Patient Education for Pennies," 1998 20th Annual AAFP/STFM Conference on Patient Education, Orlando
 "Patient Education for Pennies, Parts I and II," 50th Annual Meeting of the Kansas Academy of Family Physicians, 1998
 Family Practice Management Review Course, Academic Coordinator, 1998-2000
 "Community Focused Patient Education - Promoting, providing, and paying for high-impact education programs," 1998
 "Working with Mid-Level Providers - Exploring philosophy, recruitment, marketing, patient response, and economics of mid-level providers," 1998
 "Recruitment, Retention, and Integration of Physician Assistants and Nurse Practitioners in Rural Health Clinics," Pennsylvania Rural Health Conference, 1998

- "Patient Education for Pennies," Hershey Medical Center Primary Care Colloquium, 1998
- "Depression," Women's Health Education Seminar, Hershey, 1998
- "Patient Education for Pennies: In Your Office," 1999 21st Annual AAFP/STFM Conference on Patient Education, Austin
- "Patient Education for Pennies: In the Community," 1999 21st Annual AAFP/STFM Conference on Patient Education, Austin
- "The Evaluation and Management of Acute Exacerbations of COPD," Delaware Academy of Family Physicians meeting, 1999
- Mini Medical School Community Outreach Program, Hershey Medical Center
 - "Dizziness," 1999
 - "Erectile Dysfunction," 2000
 - "Health Policy," Panelist, 2003
- "Coding for Clinicians," Pennsylvania Forum for Primary Health Care Annual Conference, 1999
- "Patient Education for Pennies: In Your Office," 2000 22nd Annual AAFP/STFM Conference on Patient Education, Albuquerque, NM
- "Patient Education for Pennies: In the Community," 2000 22nd Annual AAFP/STFM Conference on Patient Education, Albuquerque, NM
- "Time Management," Focus 2000: Primary Applications for Primary Care Providers, Erie, PA, 2000
- "Capture the CPT Coding," Focus 2000: Primary Applications for Primary Care Providers, Erie, PA, 2000
- "Practice Management, Coding Patient's Visits," AHEC National Health Service Corps Educational Day, 2000
- "Insights to Treatment of Depression, Anxiety and Sleep Disorders," 18th Annual PSCOM Winter CME Festival, Feb 2-5, 2000
- "Patient Education in the FPC – How?" AAFP Residency Assistance Program Workshop for Faculty and Staff of Family Practice Residencies, Kansas City, MO, 2001
- Med and Manage CME Program, Academic Coordinator, 2001
 - "Patient Education for Pennies," 2001
 - "Capture the CPT Coding," 2001
 - "Time Management," 2001
 - "Erectile Dysfunction," 2001
- "Patient Education for Pennies: In Your Office," 2001 23rd Annual AAFP/STFM Conference on Patient Education, Seattle, WA
- "Patient Education for Pennies: In the Community," 2001 23rd Annual AAFP/STFM Conference on Patient Education, Seattle, WA
- "The Resolution Process," AAFP National Conference of Family Medicine Residents and Student Members, 2003
- "The Resolution Process," AAFP Annual Leadership Forum/National Conference of Special Constituencies, 2003, 2004, 2005
- "Medical Liability Crisis," Health Watch Cable Access, 2003
- "Future of Family Medicine," PAFP Residents and Students Assembly, 2003
- "Future of Family Medicine," Illinois Academy of Family Physicians, 2003
- "Future of Family Medicine and ABFP Maintenance of Certification," PAFP Clinical Education Series, 2003
- "Nursing Home Crisis," Interview, ComCast TV, 2003
- "Future of Family Medicine," Pennsylvania Academy of Family Physicians Residents and Students Conference, 2004
- "Future of Family Medicine," Minnesota Academy of Family Physicians, 2004
- "Future of Family Medicine," Illinois Academy of Family Physicians, 2004
- "Parliamentary Procedure," AAFP National Conference of Resident and Student Members, 2004, 2005
- "Medicare Tobacco Cessation Guidelines," Non-Physician Practitioner News, 2005
- "Back to the Future of Family Medicine," STFM Northeast Regional Meeting plenary speaker, 10/2005
- "Back to the Future of Family Medicine," Georgia Academy of Family Physicians annual meeting, 11/2005

- "Parliamentary Procedure Update," Georgia Academy of Family Physicians annual meeting, 11/2005
- "Paying for Patient Education", STFM/AAFP Patient Education Conference, Orlando, FL, 11/2005
- "Patient Education for Pennies: In Your Office," STFM/AAFP Patient Education Conference, Orlando, FL, 11/2005
- "Patient Education for Pennies: In the Community," STFM/AAFP Patient Education Conference, Orlando, FL, 11/2005
- Health Professionals roundtable of the Partnership for Prevention, AAFP representative and presentation on "Pay for Performance", 9/15/06
- "SGR Update," Testimony before the United States House Energy and Commerce Committee Subcommittee on Health, Washington, DC, 9/28/06
- "The Difficult Patient," CME presentation, Beltz, Moldova, 10/24/06
- Moderator for "Clinical Symposium," Northern Regional CME meeting, Beltz, Moldova, 10/24/06
- "A Day in the Live of a Family Physician in the USA," CME presentation, National CME meeting for Moldovan family physicians, Chisnau, Moldova, 10/26/06
- "How to Make Money for Your Practice: Billing for Patient Education," Thomas Weida, Priti Mody-Baily, STFM/AAFP Conference on Practice Improvement, Denver, CO, 11/2006
- "Back to the Future of Family Medicine," Primary Care Residency Colloquium, Hershey, PA, 12/8/06
- "Leadership in Medicine," Penn State University College of Medicine Primary Care Day, Hershey, PA, 10/7/07
- "The Future of Family Medicine," Carlisle Hospital, 1/5/07
- "Stories from Practice, Back to the Future," FPIG Meeting, Hershey, PA, 3/27/07
- "The Resolution Process," Weida, T., Mabry, L, AAFP Annual Leadership Forum, Kansas City, KC, 5/3/07
- "From Seed to Flower: Growing Ideas into Policy," Weida, T., Mabry, L, AAFP Annual Leadership Forum, Kansas City, KC, 5/5/07
- "Ask and Act, Tobacco Cessation Strategies," Maryland Academy of Family Physicians Annual Meeting, 6/21/07
- "Rx for Pennsylvania: Healing the Health Care System," Jefferson College of Medicine, Philadelphia, PA, 7/17/07
- "Ask and Act, Tobacco Cessation Strategies," Virginia Academy of Physician Assistants, Virginia Beach, VA, 7/27/07
- "Back to the Future of Family Medicine," AAFP National Conference of Resident and Student Members, Kansas City, MO, 8/1/07
- "Ask and Act," Iowa AFP Annual Meeting, Des Moines, IA, 10/18/2007
- "CPT Coding," Erie Annual CME Meeting, Erie, PA, 10/26/2007
- "The Patient Centered Medical Home," Nebraska AFP Annual Meeting, Omaha, 3/28/2008
- "CPT Coding Simplicity," AHEC regional meeting, Dubois, PA, 4/11/2008
- "CPT Coding Simplicity," AHEC regional meeting, Bradford, PA, 4/12/2008
- "CPT Coding Simplicity," AHEC regional meeting, Clearfield, PA, 5/2008
- "Advocacy for Physicians," Pittsburgh Family Medicine Review, Pittsburgh, PA, 5/2008
- "Retail Health Clinics," AAFP Annual Leadership Forum, Kansas City, KC, 5/2008
- "The Future Role of the Family Physician," Pittsburg Annual Family Medicine Review Course, 6/5/08
- "Ask and Act," Pennsylvania AFP Annual Meeting, Harrisburg, PA, 6/2008
- "CPT Coding Simplicity," Michigan AFP Annual Meeting, Traverse City, MI, 7/2008
- "Coordination of Care Among Physicians," panelist participant, Pennsylvania Medical Society Annual Meeting, 10/2008
- "CPT Coding," Vermont Academy of Family Physicians, Montpelier, Vermont, 11/1/08
- "Current Procedural Terminology (CPT) Simplicity," STFM/AAFP Conference on Practice Improvement, Savannah, GA, 12/2008
- "Meetings, Meetings, and Meetings: Parliamentary Procedure," University of Kansas, Wichita, Teleconference, 1/14/2009
- "Money, Medicine, and Miracles," Keynote Speaker, "Surmounting Economic Challenges to Primary Care," Conference, Crozier Chester Medical Center, Philadelphia, PA, 4/17/2009

- "Beyond the Organizational Tool Kit," Pennsylvania Medical Society, Harrisburg, PA, 5/19/2009
- "CPT Simplicity, Parts I and II," Pennsylvania South Central Area Health Education Council
Video Presentation, 6/2009
- "CPT & Me," Susquehanna Health Center, Williamsport, PA, 6/12/2009
- "Healthcare and the Economy," Panelist, Pennsylvania Health Forum, Harrisburg, PA, 6/25/2009
- "CPT Simplicity," Mississippi Academy of Family Physicians Annual Meeting, Sandestin, FL,
7/22/2009
- "Medical Coding," South Central PA Academy of Family Physicians, Hershey, PA, 9/19/2009
- "The Medical Home and Your Future Practice," South Central PA Academy of Family Physicians,
Hershey, PA, 9/19/2009
- "Medicine, Money, and Miracles," South Central PA Academy of Family Physicians, Hershey,
Hershey, PA 9/19/2009
- "CPT Coding, Parts I and II," 29th Annual Multidisciplinary Aging Conference, Seven Springs, PA
10/30/2009
- "The Medical Home: The Practice of Medicine within 21st Century Health Care," Philadelphia
College of Osteopathic Medicine, 11/14/2009
- "Coding: A Record of Patient-Physician Interaction," Philadelphia College of Osteopathic
Medicine, 11/14/2009
- "CPT Simplicity," AAFP/STFM Practice Improvement Conference Pre-Conference Workshop,
Savannah, GA, 12/4/09
- "Better Coding, Better Cash, Part I" New York State Academy of Family Physicians, Lake Placid,
NY, 1/30/10
- "Better Coding, Better Cash, Part II" New York State Academy of Family Physicians, Lake Placid,
NY, 1/31/10
- "21st Century Primary Care – New Roles and Relationships," Panelist, Second Annual National
Medical Home Summit and National Retail Clinic Summit, Philadelphia, PA, 3/2/10
- "CPT Simplicity, Part I," Lake Erie College of Osteopathic Medicine, Lake Erie, PA, 3/6/10
- "CPT Simplicity, Part II," Lake Erie College of Osteopathic Medicine, Lake Erie, PA, 3/6/10
- "Inpatient Coding," Susquehanna Health System, Williamsport, PA, 3/12/10
- "Consensus Conference on HIDA Scans," Participant, Society of Nuclear Medicine, Philadelphia,
PA, 4/24/10
- "Coding from the Bottom Up," American Association of Professional Coders, York Chapter,
York, PA, 5/11/10
- "Better Coding, Better Cash," Susquehanna Health System, Williamsport, PA, 5/26/10
- "Family Medicine: The Wave of the Future or the Way of the Dinosaur," Reading Family
Medicine Residency Program, Reading, PA, 5/28/10
- "Coding from the Bottom Up," American Association of Professional Coders, Harrisburg Chapter,
Harrisburg, PA, 6/10/10
- "The Prescription Pad Should Make You Mad; Send Scripts Electronically," PennState Faculty
Organization Meeting, 7/7/2010
- "Coding from the Bottom Up," Mississippi Academy of Family Physicians Annual Meeting,
Destin, Florida, 7/13/10
- "Coding from the Bottom Up," Warren Medical Staff, 8/10/2010
- AAFP News interview regarding Medicare Tobacco Counseling Payment Changes, 8/27/2010
- "Coding from the Bottom Up," PennState Lebanon Residency Program, 10/5/2010
- "Family Medicine: The Wave of the Future or the Way of the Dinosaur," PennState Lebanon
Residency Program, 10/8/2010
- "Coding from the Bottom Up," Pennsylvania Academy of Family Physicians South Central
Chapter, Hershey, PA, 10/16/10
- "Coding from the Bottom Up," Family Medicine Education Consortium, Hershey, PA, 10/29/2010
- "Hangover Prevention and Cures." Interview, US News and World Report, 12/22/2010
- "PCMH, ACO's, Meaningful Use," Hershey IT Department, 1/19/2011
- "Patient Centered Medical Home," Mini Med School, 4/5/2011
- "Coding from the Bottom Up," Penn State Student Health Physicians, State College, PA,
4/12/2011
- "Medical Home," AHEC Meeting, State College, PA, 5/3/2011
- "Coding from the Bottom Up," AHEC Meeting, State College, PA, 5/3/2011

- "Medical Home," AHEC Meeting, Lancaster, PA, 5/19/2011
- "Coding from the Bottom Up," AHEC Meeting, Lancaster, PA, 5/19/2011
- "Medical Home," AHEC Meeting, Scranton, PA, 6/9/2011
- "Coding from the Bottom Up," AHEC Meeting, Scranton, PA, 6/9/2011
- "Code It Correctly, Outpatient Codes," Pennsylvania Academy of Family Physicians Continuing Education Series, Longbranch, NJ, 7/16/2011
- "Code It Correctly, Inpatient Codes," Pennsylvania Academy of Family Physicians Continuing Education Series, Longbranch, NJ, 7/16/2011
- "Coding From the Bottom Up," Mississippi Academy of Family Physicians Annual Meeting, Sandestin, FL, 7/19/2011
- "Introduction to the Patient Centered Medical Home," Mount Nittany Medical Center, State College, PA, 8/18/2011
- "Coding for Cash. Getting the Most for Your Hard Work," Reading Hospital Family Medicine Residency Program, 10/14/2011
- "Coding from the Bottom Up," STFM Practice Improvement Conference, San Diego, CA, 12/3/2011
- "Office Champions in Tobacco Cessation: Results From an AAFP Pilot Project," STFM Practice Improvement Conference, San Diego, CA, 12/3/2011
- "CPT Coding for Nurse Practitioner Students," Penn State College of Medicine, 2/22/2012
- "CPT Coding," Lake Erie College of Medicine, Erie, PA, 4/19/2012
- "Health Care Reform Discussion," Panelist, Penn State College of Medicine, 4/23/2012
- "CPT Coding," "Your Society of Professional Coders, York, PA, 9/11/2012
- "Health Care Reform: Solving the US Health Care Puzzle," Penn State College of Medicine Family Medicine Interest Group, 10/24/2012
- "CPT Coding," Wilkes-Barre Rural Health Corporation, 12/12/12
- "Up in Smoke: Diabetes and Smoking," Pennsylvania Academy of Family Medicine Webinar, 10/26/12
- "Family Medicine: On the Horizon," Penn State College of Medicine Family Medicine Interest Group, 12/17/2012

Publications:

- Health Hints*, quarterly patient education newsletter, Editor, 1992-1997
- "Preparing an Office Lab Quality Assurance Policy Manual," *Family Practice Management*, March 1994
- "Patient Education for Pennies," *Family Practice Management*, July/August 1995
- "We're All Practicing Occupational Medicine," *Patient Care*, February 15, 1996
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183 Top Docs in Harrisburg Area, *Harrisburg Magazine*, October 1998
"Best Doctors in America," Best Doctors, Inc., 2002 – 2013
AAFP Tobacco Cessation Office Champions pilot project award, 2011
Hershey Medical Center Organizational Goals & High Priority Projects Appreciation Luncheon,
2011
Hershey Medical Center Patient Satisfaction Recognition, 2011

Community Service:

Big Brothers, Big Sisters of Lancaster County, Board of Directors, 1987-1993; President, 1990
Honorary Director, 1993-present
Susquehanna Service Dogs, 2001– 2004

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Step Children: Amy, age 32, Cindy, age 26
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