TEXAS ORTHOPAEDIC ASSOCIATION
Established 1936

TOA's 2025 Leadership Conference

The only conference that focuses on orthopaedics in Texas.

March 27-29 | JW Marriott San Antonio Hill Country Resort

Schedule Overview

Thursday, March 27

6:00 p.m. – 7:30 p.m.	Welcome Reception *Sunday House Garden & Lawn*

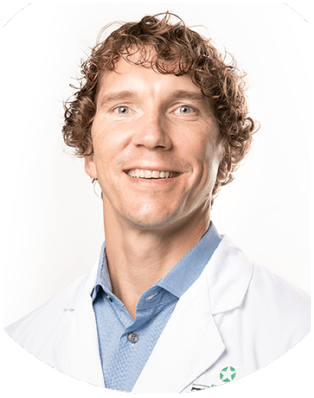
Friday, March 28

7:30 a.m. – 8:00 a.m.	Breakfast
8:00 a.m. – 5:30 p.m.	General Session
3:00 p.m. – 4:30 p.m.	Resident Breakout
5:30 p.m. – 7:30 p.m.	Reception & Battle of the Bones *Flower Rooms & Garden*

Saturday, March 29

7:00 a.m. – 7:30 a.m.	Breakfast
8:00 a.m. – 11:00 a.m.	General Session
8:00 a.m. – 10:45 a.m.	Resident Breakout
8:00 a.m. – 10:45 a.m.	Medical School Breakout

President's Message



B. Christian Balldin, MD

Greetings:

The health care industry is undergoing major disruptions. Declining physician reimbursement, rapidly evolving health plan policies, consolidation, and rising premiums and deductibles are just a few of the factors reshaping health care as we know it. In these uncertain times, planning for the future can seem nearly impossible.

Uncertain Times Call for the Strongest Orthopaedic State Society in the Nation

Rather than succumb to frustration and uncertainty, Texas orthopaedic surgeons recognize that now is the time to build the strongest state orthopaedic society in the nation. TOA serves as a guiding force, ensuring that the interests of orthopaedic professionals are represented and protected.

Few, if any, medical societies have as much of an impact on the future of orthopaedics in Texas as TOA.

Texas Orthopaedic Surgeons Have No Choice but to Engage in Public Policy

Whether we like it or not, laws and regulations impact every aspect of our practices, ASCs and hospitals. As a result, we have no choice but to engage in the public policy process. Otherwise, other segments of the health care industry will take advantage of our absence and define musculoskeletal issues on their own terms, and we won't like the consequences.

Ongoing Medicare cuts and unpredictable legislative challenges in Texas highlight the necessity of our involvement. Fortunately, TOA is widely recognized as the leading voice for musculoskeletal care at the Texas Capitol. Lawmakers, industry leaders, and even health plans consistently turn to TOA for expertise and guidance on critical issues.

Telling the Story About Orthopaedics in Texas

Patients are confused: health plans, podiatrists, physical therapists, chiropractors and even other segments of medicine are attempting to position themselves as the experts in musculoskeletal care.

TOA has dedicated extensive efforts to clarifying the musculoskeletal landscape in Texas over the past few years to help patients navigate the confusing musculoskeletal landscape. Through initiatives like the "What Is Orthopaedics" campaign, we help patients understand the unique role orthopaedic surgeons play in their care.

TOA encourages you to amplify TOA's message and support its efforts to define and advocate for musculoskeletal care in Texas so that orthopaedic surgeons can be in charge of the musculoskeletal brand in Texas.

Investing in the Future of Orthopaedics in Texas

No other orthopaedic society does it: TOA funds the travel for dozens of residents every year to participate in TOA's Leadership Conference, providing them with invaluable career guidance and networking. Additionally, TOA facilitated trips for a half dozen residents to Washington, D.C., to engage in advocacy efforts at the national level. This year, over 50 medical students will join us at the conference—many of whom will shape the future of orthopaedics.

Take the time to connect with these residents and medical school students during this conference. They could soon be your partners and successors.

Your Membership Makes a Difference for the Future of Orthopaedics in Texas

Your membership dues empower TOA to be the definitive voice for musculoskeletal care at the Texas Capitol, advocate for our profession, and invest in the future of orthopaedics. By supporting TOA, you ensure that Texas orthopaedic surgeons remain strong, informed, and influential in shaping the future of our field.

Together, we are building the future of orthopaedics in Texas.

B. Christian Balldin, MD

TOA President, 2024-25

Support the Future of Orthopaedics in Texas:

Texas Orthopaedic Political Action Committee **(TOPAC)** | Texas Orthopaedic Foundation **(TOF)**

Dozens of Texas orthopaedic surgeons go one step beyond their TOA membership every year and support TOA's other arms:

- Texas Orthopaedic Political Action Committee (TOPAC)
- Texas Orthopaedic Foundation (TOF)

Together, these organizations are building the future of orthopaedics in two unique ways.

Texas Orthopaedic FOUNDATION

Texas Orthopaedic Foundation (TOF)
No other state orthopaedic society invests in the future of orthopaedics like TOA. Each year, TOA dedicates over $50,000— a significant portion of its budget— to bring together more than 60 residents at its annual meeting, helping to prepare them for their careers.

You can be a part of this crucial effort. By donating to TOF, a 501(c)(3) foundation, you're directly supporting the next generation of orthopaedic leaders. Plus, your contribution is tax-deductible.

Join us in shaping the future of orthopaedics— make a donation today.

TOPAC
TEXAS ORTHOPAEDIC POLITICAL ACTION COMMITTEE

Texas Orthopaedic Association Political Action Committee (TOPAC)
The 2025 Texas Legislature includes a blackout period, preventing us from donating to state-level candidates until 30 days after the session ends in June. However, now is the time to strengthen TOPAC, ensuring that we have the resources to engage with candidates this summer and advocate for the future of musculoskeletal care.

While national politics dominate the headlines, the reality is that state laws and regulations impact every aspect of your practice, ASC and hospital. The Texas Legislature plays a critical role in shaping the health care landscape.

Make a difference – contribute to TOPAC today. Please note that donations are not tax-deductible, and corporate contributions are prohibited (unincorporated partnerships may donate).

Donate Today!

Texas Orthopaedic Association Political Action Committee

Texas Orthopaedic Foundation

Meeting Announcements

Friday: Breakfast & Lunch

Presented by:

Healthpeak® | DOC LISTED NYSE

Available in Cibolo 6-7.

Saturday: Breakfast

Presented by:

TRIARQ® HEALTH

Available in Cibolo 6-7.

CME

Claim your CME by visiting TOA's conference "attendee" web page on the website. *See pages 9-10*.

Recycle Your Lanyard/Name Badge

Return your lanyard and name badge to TOA's registration desk at the end of the meeting.

Photography Notice

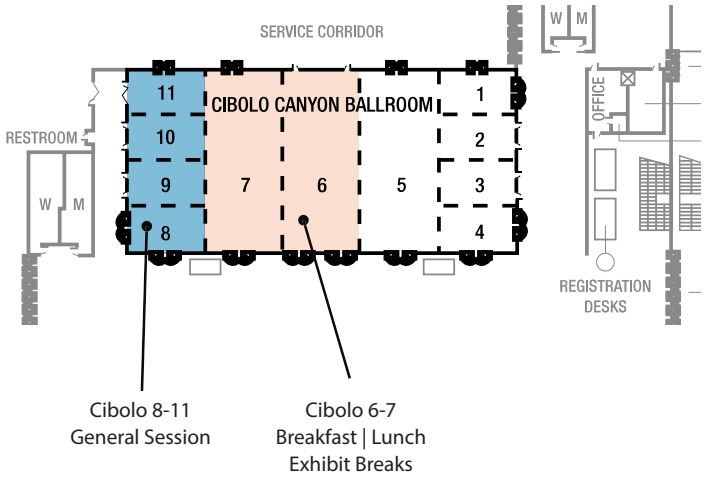
By attending TOA's 2025 Leadership Conference, attendees consent to be photographed, filmed, and/or otherwise recorded by TOA and its authorized representatives. Attendees agree that any or all of the material photographed and/or recorded may be used, in any form, as part of any future websites, publications, brochures, or other printed and/or digital materials used to promote TOA, and further that such use shall be without payment of fees, royalties, special credit, or other compensation.

Conference Wifi

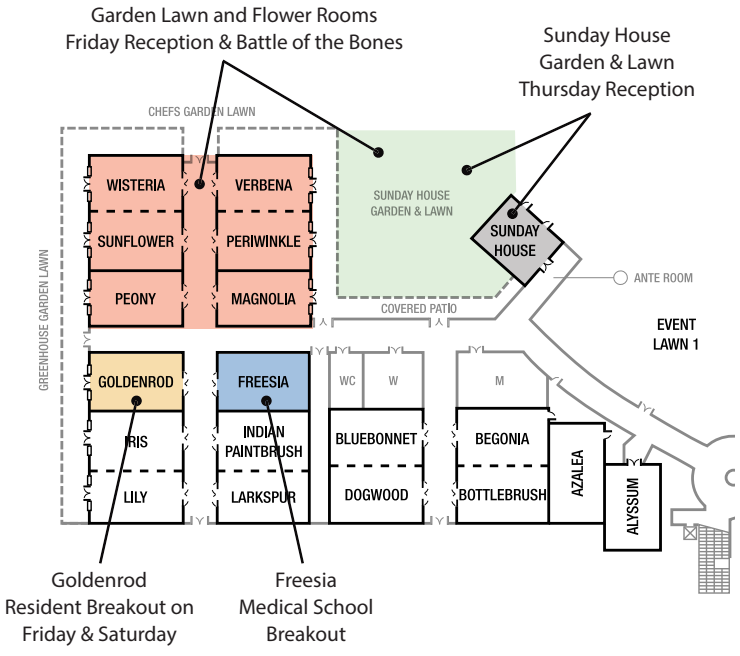
Network: JWMarriott_Conference

Password: JWMarch25

Ballroom Level 2



Wildflower Level 3 – Lobby Level



Texas Orthopaedic Association's 2025 Leadership Conference Schedule

Friday, March 28 | General Session | Cibolo 8-11

Time	Event	Speaker
7:30 a.m. - 8:00 a.m.	Breakfast	Cibolo 6-7 *Presented by: Healthpeak*
8:00 a.m. - 8:45 a.m.	A New Playbook for Private Practice: From Survival to Growth in the Future of Healthcare	Rachel Uzlik
8:45 a.m. – 9:30 a.m.	Insurance: Commercial, Workers' Comp & More	B. Christian Balldin, MD – Moderator, Chris Kean (TSAOG Orthopaedics & Spine), Paul Chin, MD, PhD, Amy Rich (TDI-DWC)
9:30 a.m. – 10:00 a.m.	Exhibitor Break	Cibolo 6-7
10:00 a.m. – 10:45 a.m.	Practice Culture: HR & More	B. Christian Balldin, MD – Moderator, Michael Greaser, MD Chris Kean (TSAOG Orthopaedics & Spine), Barry Howell (Plano Orthopedic & Sports Medicine Center)
10:45 a.m. – 11:30 a.m.	AI in Orthopaedics: Clinical & Business Applications	Shiv Patel, MD – Moderator, Grant Muller, MD, Pouya Alijanipour, MD
11:30 a.m. – 12:15 p.m.	Lunch	Cibolo 6-7 *Presented by: Healthpeak*
12:15 p.m. – 1:15 p.m.	Ancillaries + Alternative Payer Models/Referral Patterns: New Looks	Joseph Mathews (Advanced Orthopaedics & Sports Medicine) – Moderator, Barry Howell (Plano Orthopedic & Sports Medicine Center), Kelly Payette (Star Orthopedics and Sports Medicine), Cindy Murray (Carrell Clinic), Ron Bullock (TSAOG Orthopaedics & Spine), Marko Mitkoski (TRIARQ Health)
1:15 p.m. – 2:00 p.m.	ERAS 2.0: Enhanced Recovery After Surgery	John McDonald, MD – Moderator, Eziah Syed (Mend), Christina Brady, MD, Creighton Tubb, MD
2:00 p.m. – 2:30 p.m.	Fireside Chat: The Public Policy Impact on Medicine	Michael Suk, MD – Chair, AMA Board of Trustees Adam Bruggeman, MD – Chair, AAOS Advocacy Council
2:30 p.m. – 3:00 p.m.	Exhibitor Break	Cibolo 6-7
3:00 p.m. – 3:30 p.m.	PROs: Different Approaches in Texas	Jacob Zide, MD – Moderator, Rob Hartzler, MD, Henry Ellis, MD, Kevin Bozic, MD
3:30 p.m. – 4:00 p.m.	Academic Orthopaedics: A Look From the Department Chairs	Antonia Chen, MD – Moderator, Kevin Bozic, MD, Rajiv Rajani, MD
4:00 p.m. – 4:30 p.m.	What's Next: Anesthesia & Orthopaedics	Christian Royer, MD – Moderator, Zachary Jones, MD, Brandon Dobson, MD
4:30 p.m. – 5:30 p.m.	Resident Paper Presentations	See Page 6
5:30 p.m. – 7:30 p.m.	Battle of the Bones: Resident Skills Competition *Reception for All Attendees & Sponsors*	Flower Rooms & Garden (See Map on Page 4)

TEXAS ORTHOPAEDIC ASSOCIATION
Established 1936

TOA'S BATTLE OF THE BONES
RESIDENT SKILLS COMPETITION

The Battle of the Bones is a highlight of TOA's 2025 Leadership Conference and offers residents a platform to showcase surgical expertise. The competition features team challenges incorporating cutting-edge technologies. Attendees are encouraged to engage in audience interactions and witness demonstrations of patient communication and complication management. This multifaceted event promises an enriching experience for all participants and attendees.

Texas Orthopaedic Association's 2025 Leadership Conference Schedule

Saturday, March 29 | General Session | Cibolo 8-11		
Time	**Event**	**Speaker**
7:30 a.m. - 8:00 a.m.	Breakfast	Cibolo 6-7 *Presented by: TRIARQ*
8:00 a.m. – 9:00 a.m.	Managing the Modern Orthopaedic Practice Workshop: Part 1	Rima Patel, MD
9:00 a.m. – 9:30 a.m.	Exhibit Break	Cibolo 6-7
9:30 a.m. – 11:00 a.m.	Managing the Modern Orthopaedic Practice Workshop: Part 2	Rima Patel, MD

Scientific Presentations

Friday, March 28 | Cibolo 8-11 | 4:30 p.m. - 5:30 p.m.	
Presenter	**Subject**
Christopher Bacak, MD	Deep Infections After Open and Closed Fractures: PREP-IT Investigators
Alexis Sandler, MD	Migration-related Vehicular Pursuits: An Assessment of the Orthopaedic Healthcare Burden
Mauricio Valdez, MD	Revision Total Elbow Arthroplasty Strategies Following Infection With Bone Loss
Umar Ghilzai, MD	Biomechanical Comparison of Distraction Plating Versus External Fixation in Distal Radius Fractures With a Simultaneous Axial and Bending Load
Paul Gaschen, MD	The Efficacy of Using Zip Codes as a Proxy for Socioeconomic Status as It Relates to Comprehensive Surgeon Rankings
Jake Powell, DO	Cost-Effectiveness of Dental Prophylaxis for Prevention of Prosthetic Joint Infection
Angela Zhang, MD	Post-surgical Incidence of DeQuervain's Tenosynovitis Following Thumb Carpometacarpal Joint Arthroplasty
Angela Zhang, MD	Biomechanical Properties of Metacarpals in Cantilever Loading
Jacob Sorenson, MD	Factors Affecting Community Penetration and Patient Access to Robotic Total Knee Arthroplasty
Manuela Gaviria, MD	Impact of Preoperative Corticosteroid Injections on Postoperative Complications in Wrist Arthroplasty

2025 RESIDENT PROGRAM
Texas Orthopaedic Association

PRESENTED BY:

SCOTTISH RITE FOR CHILDREN®

Texas Orthopaedic Association's 2025 Resident Breakout Session Schedule

Resident Program Chair: James Saucedo, MD

Friday, March 28 | Resident Breakout | Goldenrod

Time	Event	Speaker
3:00 p.m. – 4:30 p.m.	Personal Finance Session	AJ Johnson, MD (Moderator), Stephen Scott (The JK Group at Morgan Stanley), Alan Pearson (The JK Group at Morgan Stanley), Austin Bransgrove (Rethink Wealth)

Saturday, March 29 | Resident Breakout | Goldenrod

Time	Event	Speaker
8:00 a.m. – 8:15 a.m.	How to Get Into Fellowship (and Get the Most out of It)	Christian Ibanez, MD
8:15 a.m. – 8:30 a.m.	Looking for Your First Job	Jason R. Somogyi, MD
8:30 a.m. – 8:50 a.m.	Job Contracts: Traps & Pitfalls	James Peacock, JD
8:50 a.m. – 9:00 a.m.	Break	Cibolo 6-7
9:00 a.m. – 9:15 a.m.	Getting Started (You Found Your Job; Now What?)	Candice Teunis, MD
9:15 a.m. – 9:25 a.m.	Getting Started (Academic Edition)	Brian Sager, MD
9:25 a.m. – 9:40 a.m.	Improving Access to Care	Matt Koepplinger, DO
9:40 a.m. – 9:50 a.m.	Break	Cibolo 6-7
9:50 a.m. – 10:05 a.m.	Coding, Documentation and Revenue Cycle	Ramesh Srinivasan, MD
10:05 a.m. – 10:20 a.m.	Office Efficiency (Building Healthy Habits & Working in Teams)	Hilton P. Gottschalk, MD
10:20 a.m. – 10:35 a.m.	Workers' Comp Demystified	Amy Rich (TDI-DWC)
10:35 a.m. – 10:50 a.m.	Transitions: Is the Grass Really Greener?	John Faillace, MD

Texas Orthopaedic Association's 2025 Medical School Breakout

Saturday, March 29 | Freesia | 8:00 a.m. - 10:45 a.m.

Event
The Holistic Application Review: Don't Leave Money on the Table
Signaling in the USMLE Step 1 Pass/Fail Era
Interview Dos and Don'ts: Virtual vs. In-Person
How to Honor Your Clinical Rotations
Letters of Recommendation: Myths That Medical School Students Believe vs. the Reality of
What Program Directors Want
The Fine Line Between Self-Advocacy vs. the Nuisance
Program Director Round Table: Moderated by a Medical School Student
The Resident Perspective on a Med Student: Sub-Is, Research, Communication & More

Program Director Faculty

Kathryn Canavan, MD – Resident Moderator
AJ Johnson, MD – Program Chair
William McGarvey, MD
Rajiv Rajani, MD
J. Speight Grimes, MD
Steven Gibbons, MD
Dustin Lybeck, MD
Chris Perkins, MD
Mark Rahm, MD

TOA Leadership

B. Christian Balldin, MD
President, 2024-25

Vinod Panchbhavi, MD
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A.J. Johnson, MD
Second President-Elect

Henry Ellis Jr, MD
Past President

Adam Bruggeman, MD
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Board of Directors, At-Large

J. Speight Grimes, MD
AAOS Board of Councilor

Christina Brady, MD
AAOS Board of Councilor

Kevin Kirk, DO
AAOS Board of Councilor

Robert Wolf, MD
Texas Medical Association Delegate

Continuing Medical Education

Financial Disclosures & CME Information

Description: This meeting is designed to identify areas of recent research in orthopaedics relevant to surgeons and advanced practice providers. This information will be transmitted through scientific paper presentations, question and answer sessions, presentations on surgical techniques and current concepts and symposiums.

Statement of Need: A need for this educational activity has been determined based on focus groups consisting of orthopaedic surgeons.

Target Audience: Orthopaedic surgeons and other clinicians with interest in musculoskeletal care.

Educational Method: Lecture presentations, case studies, and symposiums.

Accreditation Statement: The Texas Orthopaedic Association is accredited by the Texas Medical Association to provide continuing medical education for physicians.

The Texas Orthopaedic Association designates this live activity for a maximum of *10.25 AMA PRA Category 1 Credit(s)*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

The presentation, "Practice Culture: HR & More" has been designated by the Texas Orthopaedic Association for 0.75 credit(s) of education in medical ethics and/or professional responsibility.

The presentation, "Fireside Chat: The Public Policy Impact on Medicine," has been designated for 0.5 credit(s) of education in medical ethics and/or professional responsibility.

Friday will feature 1.25 credits of education in medical ethics and/or professional responsibility.

Possible CME Per Attendee	
General Session	
Friday:	7.75
Saturday:	2.5
Total General Session:	10.25

Global Learning Objectives: Upon completion of this meeting, learners should be able to:

- Examine and apply basic scientific information and technical skills in orthopaedic surgery.
- Update knowledge regarding state-of-the-art advances in orthopaedic surgical treatment
- Evaluate the current evidence base for diagnosis and clinical management of orthopaedic injuries, conditions and disorders.
- Review their current practice management expertise and develop a plan to increase their expertise.
- Develop new clinical and technical skills to improve the everyday practice of orthopaedic surgery.

Mitigation Statement: All relevant financial relationships were mitigated by the program committee prior to the activity.

The intent of this disclosure is to allow the Texas Orthopaedic Association (TOA) the opportunity to mitigate any relevant financial relationships to assure balance, independence, objectivity and scientific rigor in all of its CME activities. All faculty and planners of TOA-sponsored activities are expected to disclose to TOA all financial relationships with any ineligible company. An indication of the participant's disclosure appears after his or her name as does the commercial company or institution that provided the support. TOA does not view the existence of these disclosed interests or commitments as necessarily implying bias or decreasing the value of the author's participation at the meeting.

Financial Disclosures: An indication of the participant's disclosure appears after his or her name as does the ineligible company or institution that provided the support. The Texas Orthopaedic Association (TOA) does not view the existence of these disclosed interests or commitments as necessarily implying bias or decreasing the value of the author's participation at the meeting.

Continuing Medical Education

Ineligible company: any entity whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

Examples of financial relationships:

- Employee
- Researcher
- Consultant
- Advisor
- Speaker
- Independent Contractor (Including Contracted Research)
- Royalties or Patent Beneficiary
- Executive Role
- Ownership Interest

Individual stocks and stock options should be disclosed; diversified mutual funds do not need to be disclosed. Research funding from ineligible companies should be disclosed by the principal or named investigator even if that individual's institution receives the research grant and manages the funds.

View the Financial Disclosures: Visit TOA's website to view all financial disclosures.

Disclaimer: The material presented at the Annual Meeting has been made available by TOA for educational purposes only. This material is not intended to represent the only, nor necessarily best, method or procedure appropriate for the medical situations discussed, but rather is intended to present an approach, view, statement, or opinion of the faculty which may be helpful to others who face similar situations.

TOA disclaims any and all liability for injury or other damages resulting to any individual attending a session and for any and all claims which may arise out of the use of the techniques demonstrated therein by such individuals, whether these claims shall be asserted by a physician, an entity or any other person.

FDA Statement: Some drugs or medical devices demonstrated at the Annual Meeting have been cleared by the FDA for specific purposes only or have not been cleared by the FDA. The FDA has stated that it is the responsibility of the physician to determine the FDA clearance status of each drug or medical device he or she wishes to use in clinical practice. Texas Orthopaedic Association (TOA) policy provides that "off label" uses of a drug or medical device may be described in TOA's CME activities so long as the "off label" use of the drug or medical device is also specifically disclosed (it must be disclosed that the FDA has not cleared the drug or device for the described purpose). Any drug or medical device is being used "off label" if the described use is not set forth on the product's current label.

Program Committee: The program committee for the Texas Orthopaedic Association was in charge of planning and approving the event.

Texas Orthopaedic Association Program Committee

- B. Christian Balldin, MD - TOA President, 2024-25
- Vinod Panchbhavi, MD - TOA President Elect
- Henry Ellis, MD - TOA Past President

Claim Your CME:

https://toa.org/2025-cme-toa/

See Financial Disclosures:

https://toa.org/2025-financial-disclosures-toa/

TOA is Building the Future of Orthopaedics in Texas

Join us for the Second Annual Resident Skills Competition: Battle of the Bones.

Friday, March 28 | 5:30 p.m. – 7:30 p.m. | Flower Rooms & Sunday Garden

Presented by Stryker

TEXAS ORTHOPAEDIC ASSOCIATION
Established 1936

TOA'S BATTLE OF THE BONES
RESIDENT SKILLS COMPETITION

TOA is the Stakeholder Voice for Texas Orthopaedic Surgeons & Patients

Lawmakers and other segments of the healthcare industry turn to TOA's expertise on musculoskeletal issues in Austin. Thanks to your membership, TOA features one of the strongest orthopaedic advocacy organizations in the nation.

Stay Engaged With TOA's Advocacy

Follow Us On:

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Thanks to TOA's 2025 Sponsors

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