*CURRICULUM VITAE*

**Joel Charles McClurg, M.D/Ph.D. FAAOS** **FAAHKS**

A person in a suit

Description automatically generated**PERSONAL INFORMATION**:

Address: 108 Austin Ln

Michigan City, IN 46360

Residency: U.S. Citizen

Phone Number: **(607) 438-8115 (Cell)**

Drmcclurg@mac.com (personal E-mail)

LinkedIn profile: www.linkedin.com/in/drjoelmcclurg

Website: www.jcharlesconsultllc.com

Professional Licensure (current): Indiana, Ohio

Letter of Qualifications Interstate Medical Licensure Compact (IMLCC) for expedited licensing in 37 states (July 2023 - Present)

Previous Licensure: (North Carolina, New York, Pennsylvania)

**AAOS Board Certified 2007 - December 2027**

**Graduate Education:**

* **Physician Leadership Graduate Certificate in Health Care Administration** *King’s College* Wilkes-Barre, PA 4.0 GPA (May 2013)
* ***Leadership for Physician Executives****: Master’s Course, The Levinson Institute, Harvard* Boston, MA (2014)

**Ohio State University Orthopaedic Residency** (1998 - 2003)

* **Surgical Internship**, Department of General Surgery. The Ohio State University Hospitals Columbus, OH (July 1998 – June 1999)
* **Administrative Chief Resident** Department of Orthopaedic Surgery, *The Ohio State University Hospitals,* Columbus, OH (June 1999 - June 2003)
* Dean’s Council Resident representative (2002 - 2003)
* **Post-Doctoral Fellow** Department of Orthopaedic Surgery, *The Ohio State University Hospitals* and The OSU Veterinary School, Columbus, OH (June 1999 - June 2003)

**Medical Scientist Program** (1989-1998)

* **M.D.** *Medical College of Ohio*, Toledo, OH (June 5th, 1998)
  + *Toledo Surgical Society* award for outstanding student in surgery rotations (June 1998)
  + ***Roy Treuhaft Award*** for the student with the greatest proficiency and interest in problems of the musculoskeletal system (June 1998)
* **Ph.D.** Medical Scientist Program, *Medical College of Ohio*, Toledo, OH; Department of Biochemistry & Molecular Biology, 3.91 GPA (June 5th, 1998)

**Undergraduate Education** (1984-1988)

* **B.S.** double major in Biology & Chemistry *University of Saint Francis*; Ft. Wayne, IN (*Cum Laude*), 3.57 GPA (1989)
  + - Winner of *American Chemical Society* Undergraduate Research Presentation Competition, Kalamazoo, MI (1988)
    - Winner of the *Indiana/Purdue University at Ft. Wayne* Undergraduate Research Presentation Competition, Ft. Wayne, IN (1988)
    - Scholastic All-American (1987 - 1989)
    - Merit scholarship (1984 - 1988)

**Additional Education & Leadership Training**:

* **SLACK software training and certification. Udemy** (2023)
* **Human Subject Protection Training (HSP) certification, Advarra** (March 2022)
* **Collaborative Institutional Training Initiative (CITI PROGRAM) BioMedical Research certification** (March 2022 – March 25) Credential ID 47815745
* **Collaborative Institutional Training Initiative (CITI PROGRAM) Conflict of Interest training certification** (March 2022 – March 2026) Credential ID 47815747
* **Collaborative Institutional Training Initiative (CITI PROGRAM) GCP for Clinical Trials with Investigational Drugs and Biologics certification** (March 2022 – March 25) Credential ID 47815746
* **MAKOplasty Robotic Arm Interactive Orthopaedic System Total Knee Application 2.0 clinical training** (Sept 2023)
* **The Governance Institute NRC Hospital Leadership Conference,** Colorado Springs, CO(Sept 2022)
* **MAKOplasty Robotic Arm Interactive Orthopaedic System Total Hip 4.0 software training** (Nov 2020)
* **MAKOplasty Robotic Arm Interactive Orthopaedic System Total Knee Application clinical training** (Sept 2017)
* **MAKOplasty Robotic Arm Interactive Orthopaedic System Total Hip Application clinical training** (May 2014)
* **MAKOplasty Robotic Arm Interactive Orthopaedic System Partial Knee Application clinical training** (May 2012)
* ***Shifting from Volume to Value***, *American Academy of Orthopaedic Surgeons* (AAOS) Washington, DC (March 2012)
* ***Strategic Thinking and Decision-Making course***, *American College of Physician Executives* Tampa, FL (2012)
* ***Meta leadership****: Removing Barriers and Building Bridges course*, *American College of Physician Executives* Tampa, FL (2012)

**WORK HISTORY**:

* ***Faculty Advisor*** *Stryker Corp*, *Insightful Data Analytics* (IDA) division (Feb 2023 - Present)

*This is the newest Division created within Stryker. The goal is to leverage data analytics across the enterprise.*

* ***Featured Surgeon and Panel Moderator*** *Mako Champions Meeting*, Dallas, TX (Sept 7 - 8th, 2023)

*Responsible as Lead Physician within Stryker’s Data analytics division for teaching*

*Surgeons, Joint replacement Reps, and Stryker Leaders about:*

* + The **Insightful Data Analytics** platform and the importance of data analytics in quality improvement and marketing
  + The **RecoveryCoachTM** App and patient engagement program for patient satisfaction and Patient Reported Outcome Measures (PROMs) capture
  + Ways of driving change and improving their joint replacement programs' financial performance, OR efficiency, and surgeon productivity through data analytics

Voice of the Customer (VOC) for new products and services related to total joint

replacement products and services Stryker will roll out in the future

* ***Faculty Consultant*** *Stryker Corp*, *Mako Robotic system* (Feb 2023 - Present)

*In this role, I am a mentor and a resource for Physicians who are utilizing or planning on adding robotic technology to their joint replacement routine.*

* + *Featured Faculty at the Mako Champions robotic total joint arthroplasty annual meeting (2023)*
* ***Executive Advisory Board*** *at AdroitDRX, LLC*, A Fintech company developing a financial ecosystem for equitably and transparently documenting and negotiating business and consumer deals using proprietary algorithms and AI. The ***Setld*** app is in its final voice of the customer (VOC) evaluation phase before release on the Apple and Android platforms. I am most engaged in strategic planning, software design, pitch deck development, and polishing. All my work ultimately focuses on positioning this startup for its’ first round of Series A venture capital funding. (Jan 2020 - present)
* ***Physician Executive*** *Reid Health Services Physician’s Association* **(RHPA)** (Jan 2022 - Sept 2023)
  + *Reid Health* ***Network Operations Council (NOC) Executive******Committee*** member (Jan 2022 - Sept 2023) *Network Operations Council is a form of hospital governance that places Physicians in key positions to drive growth, culture, and operational excellence.*
  + *Reid Health* ***Governing Board Strategic Planning Committee*** member(Jan 2022 - Sept 2023) *This committee is primarily responsible for capital expenditure planning, which included 2.5M dollars for MSK service line expansion, 25M+ dollars in regionalization office construction across seven sites, and a new 100M dollar planned hospital among other capital projects.*
  + *Reid Health* **Chair Network Operations Council (NOC) Business Development**(Jan 2022 - Sept 2023)

*As Chair, I am responsible for developing and implementing an enterprise-wide plan*

*for:*

* + - Key provider recruiting and monitoring onboarding
    - Regionalization planning for seven new or expanded clinic sites
    - Reviewing the performance and improving the financial metrics and volumes of the critical services line: MSK, Oncology, and Cardiology using the capstone MSK service line as a best practice example
  + *Reid Health* **Network Operations Council (NOC) Finance** ***committee*** member (April 2020 - Sept 2023)

*This committee, led by the CFO, is responsible for all aspects of the hospital’s*

*financial performance and revenue cycle improvement with evaluation and*

*implementation of evolving Fintech (financial technology)*

* + *Reid Health* ***Physician Advisory Council representative*** for the *Independent Hospital Network Sourcing Group* (IHNSG), a part of Vizient (Nov 2020 - Sept 2023)

*As Reid Hospital’s representative to this group of 28 independent hospitals, I was*

*responsible for influencing vendor selection and contract structure and reviewing all*

*proposed sourcing contracts and their relative attractiveness to Reid Health and*

*leveraging these contracts to negotiate better rates for Reid Health in*:

* + - Orthopaedic implants and disposables
    - Orthobiologics
    - Spine implants and robotic disposables
    - This resulted in cumulative savings across the spectrum of contracts of over $150K
  + *Reid Health* **Epic refuel task force** (Nov 2022 – Sept 2023)

*This program resulted in going from two gold stars to a nine gold star Epic Electronic*

*Healthcare Record (HER) rating*

* + - This system-wide aspirational initiative aimed to use at least 85% of the Epic platform’s resources and dramatically improve our use of technology throughout the organization. With a particular emphasis on improving patient care and the revenue cycle
    - Initiated and led the MSK-specific implementation of the **Bones** module of Epic to improve provider satisfaction and improve processes and procedures in Orthopaedics and Sports Medicine
    - This refuel project transformed the hospital from an EPIC EHR two gold star to a nine gold star rating, for which Epic Systems recognized us at their headquarters in Verona, WI in May 2023. Less than 5% of Hospitals achieve this rating.
* *Reid Health* ***Chair, Musculoskeletal Service Line*** (**MSK**) *Reid Health Services* Comprehensive *Bone & Joint Center* Department of Musculoskeletal Services (May 2020 - Sept 2023)

This fully integrated MSK service line was developed during the height of the pandemic.

**Program highlights:**

*Developed and communicated a vision for a fully integrated, award-winning, right-sized MSK Service line from the ground up with the right depth and breadth of services to be successful in a high-stakes and competitive market. An emphasis was placed on building an adaptive and more resilient culture as we drove changes across the entire MSK healthcare spectrum.*

* + Renamed and rebranded the MSK Service line
  + Increase department size through capital-building efforts, provider additions, and regionalization of services while meeting the challenges of clinical workforce shortages and turnover
  + Doubled the department’s size and improved diversity over three years by recruiting and onboarding practitioners:
    - Sports Medicine, Hand Surgery, Sports Medicine family practice, Podiatry, Pain management, and Spine Surgery
    - Developed and branded the (Ortho walk In-NOW) ***OWIN*** clinic for:
      * Extended clinical hours (8 am – 8 pm)
      * Decreasing Emergency Department MSK patient burden
      * Lowering the barrier for better patient access
      * Improving clinical volumes
      * Improved patient satisfaction
      * Improved referring provider satisfaction
  + Increased overall department volumes (doubled) to more than 4000 clinical visits per month
  + Decreased Orthopaedic surgery Locums costs from $980k per year to $0K per year over two years
  + Re-negotiated Physician Assistant contract due to Stark law non-compliant overcompensation with a yearly savings of over $250K, without losing any practitioners. This also stopped future losses and legal liabilities as we added several new Physician Assistants
  + Standardized implant selection to one vendor for total joints and revision total joints and a single trauma vendor, resulting in considerable cost savings and simplifying inventory
    - Lowered the cost of total joint arthroplasty by negotiating a rebates program that resulted in a saving of more than $1M over four years
    - Consolidated Orthopaedic implants to a single vendor (95%), saving $135K.
  + Started the Robotics joint replacement program at ***Reid Health***, the first in the region
    - Trained all Surgeons in the use of this technology with 100% adoption
    - Accelerated the adoption of an Orthopaedic surgical teams model instead of the generic surgical teams the hospital had used historically
    - Partnered with the Peri-Op department to dramatically improve every single metric within total joint replacement
    - Added the **Insightful data analytics** platform to improve all surgical metrics through iterative data analysis and by developing a comprehensive digital strategy.
    - Implemented the **RecoveryCoachTM** platform for patient engagement
      * Improved patient and family participation in their recovery
      * 97% of patients felt prepared for surgery
      * The patients used the App on average 56 times during their recovery
  + Improved patient satisfaction scores for all providers by at least a full quartile as measured by **Net Promoter Scores** (NPS). A focus on process improvement, team building, and individual coaching was used to improve the patient experience. This was one aspect of our risk management strategy
  + Met all **MGMA** benchmarks for staffing ratios and other best practice metrics with predictable financial performance gains
  + Improved staff engagement and satisfaction:
    - Recognition programs
    - A yearly department-wide outing with the staff, their families, clinicians, and their families.
    - Proved scheduling flexibility in conjunction with virtualized, automated, and intelligent workplaces
    - Emotional intelligence training and feedback
  + Developed and implemented the **MSK operations council** to catalyze interdisciplinary relationships across the enterprise for better communication and less siloing. This innovative partnership included the Hospitalists, Perioperative services, Emergency Department leadership and clinicians, Pharmacy, Physical Therapy, Marketing, and the OR leadership team. This required developing a new multi-modal leadership model for building trust and forming new connections through “virtual coordination” and “face-to-face collaboration.”
  + ***Reid Hospital*** was named among the 50 best spine surgery hospitals in the country by **HealthgradesTM** (2023)
  + ***Reid Hospital*** was named among the 100 best hip fracture care hospitals in the country by **HealthgradesTM** (2023)
* ***Chair MSK Physician Operations Council (POC)*** (Sept 2020 - Sept 2023)

*This Chair position was an extension of my role as Chair of MSK.*

* + Initiated best practice for **NOC** meetings as an example to the broader institution
  + Reviewed all aspects of clinical and financial performance with the department providers and our leadership team
  + Encouraged feedback regarding process and culture from the MSK leadership and providers, which was used to catalyze better emotional awareness and team coherence
  + Invited speakers for new products and procedures, billing and coding compliance, and Emotional intelligence training
* *Reid Health* ***Outpatient Surgical and Endoscopy Center (ROSE) Executive Steering Committee*** (April 2020 - Sept 2023)

*This executive committee is responsible for:*

* + Daily operations of this co-owned hospital outpatient surgery center
  + Overseeing financial performance
  + Patient safety and incident review
  + Provider (shareholder) performance review
  + Capital budgeting
  + Envisioned and planned for a future combined 95K sq ft MSK, 45K sq ft Ambulatory Surgery Center (ASC), and Peri-Operative clinic

and I was intimately involved in all aspects of improving financial performance.

* + Envisioned and supervised the implementation of coordinated flip-rooms for robotic total joint arthroplasty
* *Reid Health* **R*OSE SVAC (Surgical Value Analysis Committee****)* member (April 2020 - Sept 2023)

*This committee was responsible for decision-making regarding capital investments, technology assessment, and contract details.*

* + Initiated a new Smartsheet for providers to lay out their case for new equipment and technologies, which simplified decision-making for the executive leadership team
* *Reid Health* ***Orthopaedic Surgeon****,* ***Department of Orthopaedics***(Jan 2019 - Sept 2023)

*As an Orthopaedic surgeon, I lead the department by example*

* + 78th percentile wRVU productivity
  + Led in every KPI within total joints, including but not limited to:
    - Length of stay (LOS), blood transfusion rate, discharge disposition, surgical time, % commercial payor, average reimbursement, 30, 60, 90-day re-evaluation/readmission rate, surgery revision rates, and Patient-reported outcomes measures (PROMs)
  + Lowest cost provider, as shown via the Epic Surgeon receipt
    - Primary total Hip arthroplasty $700 lower than the system average
    - Primary total knee arthroplasty $500 lower than the system average
    - On average, the lowest cost provider across the entire spectrum of Orthopaedic surgical procedures for approximately 80-90% of procedures commonly performed
  + Highest patient satisfaction among the Orthopaedic Surgeons and physician assistants as measured by the Net Promoter Score, with an average score of >87 percentile
  + Awarded the **GEM** (Going the Extra Mile) award multiple times for outstanding patient care
  + Named one of America’s Best Orthopaedic Surgeons multiple times
* ***President*** *J Charles Consulting, LLC* (April 2021 - Present) (www.jcharlesconsultllc.com)

*An MSK and Orthopaedics business consulting firm with recognized expertise in:*

* + Building Musculoskeletal (MSK) Service Lines from envisioning through implementation and growth.
  + Ambulatory Surgery Center (ASC) envisioning and right sizing for success in the market
  + Building robotic total joint replacement surgery programs from conception to best-in-market results.
  + Robotics platform evaluation and implementation
  + Data analytics in driving clinical excellence, revenue growth, and branding
  + Physician Champion training to leverage the clinical and operational expertise of Physician Executives
  + The impact of and trends in Orthobiologics
  + Adoption of new Technologies in Orthopaedics
  + guest speakers at national meetings, including *Becker’s,* Notre Dame University, *Corazon, Inc*., and *Stryker Corp*.

Recent clients include international consulting firms *Bain*, BoA, *AlphaSights*, and *Coleman Research*.

* ***Master Consultant*** *Depuy*, Robotic total joint surgery development program (2019 - 2020)

*Consulted with Depuy CEO Tim Czartoski and Director of Global Strategy Jose Guzman and their team in the development of the VELYS Digital surgery platform*

* + Consulted on robot design, capabilities, and market direction
  + Consulted with engineers regarding critical aspects of robot performance
* ***Chief of Musculoskeletal Services*** *Guthrie Health System*, Western Division (2012 - 2016)
  + Developed an MSK service line from vision to implementation
  + Introduced Robotic total joint replacement as a strategy for market development and system growth
  + Recruited, onboarded, and mentored Orthopaedic surgeons
  + Winner of the *Guthrie Clinic* Outstanding Service Award, the first time that the Ortho/MSK department had won this award in the history of *Guthrie Clinic*
  + Intimately Involved in the design and build of the new *Corning Hospital*, the first new hospital in the State of New York in more than 20 years*.*
* ***Orthopaedic Surgeon*** *Guthrie Health System*, Department of Musculoskeletal Medicine (2012 - 2018)
  + Chief of Department
  + Led in all financial, clinical, and patient satisfaction metrics
* ***Consultant***, PhysicaⓇ Knee System *Lima Corporation* Udine, Italy (2016 - 2018)

*Worked with CEO Luigi Ferrari and his team:*

* + Improving existing instrumentation
  + Presentation in Udine, Italy: ***Total Knee Arthroplasty: Fixing the 20%,*** *How to improve total knee arthroplasty patient satisfaction*
  + Surgeon consultant for surgeons considering this system
  + Produced surgical technique videos for surgeon and joint replacement representative training
    - ***Efficient, Effective, high-volume total knee arthroplasty for Surgeons utilizing the PhysicaⓇ knee system***
    - ***Total knee arthroplasty for reps and surgical techs utilizing the PhysicaⓇ knee system***.
* ***Treasurer*** *Guthrie Corning Hospital* Medical Executive Committee (2014 - 2016).

*Elected by the medical staff to this position with the expected duties.*

* ***Consultant*** *Medical Mutual Insurance Company of NC*: Quality improvement and risk mitigation initiative (2008). *This was one of the first projects in the country to focus on patient satisfaction scores. The impetus for this work was to collaboratively discover whether patient satisfaction scores, as measured in the surgeon’s clinic, could predict the potential for malpractice suits and what questions were most likely to predict malpractice litigation risk.*
* ***Consultant*** *Depuy* Trauma Anatomic Locking Plating System (**A.L.P.S**Ⓡ) (2008).

*Consulted with the engineers on the instrumentation and combination of implants best suited to the market*

* + First clinician in the country to use the system for ankle fractures after release
* ***Board of Directors*** *Coastal Carolina Health Network* **(CCHN)** (2005 - 2010). This network was responsible for Physician management and collective Health Care contracting.
* ***Vice Chief of Staff*** *Onslow Memorial Hospital* Medical Executive Committee (2009, 2010). Elected by the medical staff to this position with the expected duties.
* ***Chief of Surgery*** *Onslow Memorial Hospital* Medical Executive Committee (2007, 2008). *Elected by my peers. Responsible for all aspects of surgery department performance and surgeon monitoring*
  + Key stakeholder for the vision and successful building of a new surgical pavilion and Emergency Department
* ***President***, *Coastal Carolina Orthopaedic Surgeons*, PA Jacksonville, North Carolina (2003 - 2012). *I founded this private practice*. Eventually, selling it and the capital assets of the practice for $1.3M to Onslow Memorial Hospital
  + 90th percentile productivity as measured by MGMA benchmarks

**TEACHING/MENTORING EXPERIENCE**:

* Pre-board certification Mentoring, Monitoring, and Onboarding **JT Redshaw, MD** Fellowship trained Orthopaedic Sports Medicine Surgeon (2021 - 2023)
* Pre-board certification Mentoring, Monitoring, and Onboarding **Emily Jewell**, **MD** Fellowship trained Orthopaedic Hand Surgeon (2021 - 2023)
* Pre-board certification Mentoring, Monitoring, and Onboarding **Brayton Kiedrowski, DO** Fellowship trained Orthopaedic Sports Medicine Family Practice Physician (2021 - 2023)
* **Siren Song: The Quest for the Perfect Total Knee Replacement**. (March 2021)
* Robotic MAKOplasty Partial knee, Total knee, and Total hip mentoring course for Surgeons. (Jan 2018)
* ***10 Orthopaedic Problems not to miss in Primary Care***. Lecture: *Reid Health* Family Physician Residents (Nov 2020)
* Robotic MAKOplasty Partial knee and total hip mentoring course for Surgeons. *Guthri*e *Corning Hospital* (Nov 2016)
* Mentoring and monitoring the transition to robotic partial knee, total knee, and total hip replacement for **Chris Neher, MD, Mario Lee, MD, and James Nuttall, MD,** Reid Health Richmond, IN (2018 -2019)
* Pre-board certification Mentoring, Monitoring, and Onboarding **Jeff Alwine, DO**. Fellowship Trained Orthopaedic Sports Medicine Surgeon *Guthrie Corning Hospital*, Corning, NY (2014 - 2015)
* **Paul Kim**, Corning Engineer mentoring his transition to a career in medicine (2015)
* **Erving Oh**, MD Surgical Mentoring *Saint James Hospital,*Hornell, NY (2013)
* *Alfred State University* Athletic Trainers Mentoring (2013 - 2017)
* *Dealing with common Orthopaedic problems for the Internal Medicine house officer* (Lecture, 1999, 2000)
* **Medical School lecturer** in Biochemistry and Molecular Biology, **Folate and B12 Metabolism**, *Medical College of Ohio* (1996 - 1998)
* **Coordinator/Lead Instructor** Medical Gross Anatomy remediation, *Medical College of Ohio* [8-week summer course] (1991, 1992, 1993)

**GRANTS, PRESENTATIONS, ARTICLES, and PUBLICATIONS**

* **Becker’s Orthopaedic Review 'Think like a dandelion' to thrive in 2024, says 1 Orthopaedic surgeon** (Nov 21, 2023)
* **Notre Dame Orthopaedic Society (NDOS) Annual meeting Quest Speaker: Press-fit vs. Cemented Total knee arthroplasty: *Another great rivalry.*** South Bend, IN(Oct 13, 2020)
* **Mako Champions Meeting: Beyond the OR: *The importance of data analytics in total joint arthroplasty*.** Dallas, TX (Sept 7-8, 2023)
* Webinar: **Advancements in Orthopaedics*: Q and A session with Dr. Joel McClurg and David Fuller from Corazon, Inc.*** (Sept 2023)
* Grand Rounds presentation ***Total Joint Arthroplasty update 2022: The Primary Care Team’s Importance in Quality Outcomes*** (June 2022)
* Stryker ***Smart Robotics Case Study*** (May 2022)
* ***What’s new in MSK at Reid Health: Economic factors driving changes in Health care*** Presentation *New Castle Chamber of Commerce*, (Jan 2023)
* **Service above self: *The making of low-friction Arthroplasty***. Presentation: *Richmond Kiwanis Club* (July 2022)
* ***Siren Song: The quest for the perfect total joint replacement***. Televised TEDx style Talk *Reid Health* (March 2021)
* **State of MSK at Reid Health Facebook Live event** (2022)
* **Preparing for Surgery*: Then and Now***. with Dr. Annuradha Bhandari Peri-Operative Clinic and Sharrie Harlin Davis Moderator, Televised interview Channel 20 WETV (April 2021)
* **Anterior vs. Posterior approaches to total joints with Dr. James Nuttall Podcast**
* **What is Robotic Joint Replacement?** Podcast
* **Partnerships in Perioperative care with Dr. Annuradha Bhandari.** Podcast (2020)
* ***Robotically assisted Replacement: Why it’s the right choice for You.*** Community presentations Richmond, IN (Sept 2019) and New Castle, IN (Nov 2020),
* ***Efficient, Effective, high-volume total knee arthroplasty for Surgeons utilizing the PhysicaⓇ knee system***. Teaching videos for *Lima Corporation* training. Syracuse, NY Med World Live Production Syracuse, NY (August 2017)
* ***Total knee arthroplasty for reps and surgical techs utilizing the PhysicaⓇ knee system***. Teaching videos for *Lima Corporation* training. Med World Live Teaching videos for Lima Corporation training**.** Med World Live production Syracuse, NY (August 2017)
* ***Total Knee Arthroplasty: Fixing the 20%***.Presentation: *Lima Corporate* headquarters Udine, Italy (Nov 2016)
* ***Robotically assisted partial knee replacement, what it is, what it isn’t, and whether it’s right for you.***  Community presentations Corning, NY (May 2014 and Sept 2015)
* ***The treatment spectrum for osteoarthritis in the Baby boomer: How robotic-assisted surgery changes our treatment paradigm*.** Presentation: Primary care physician network meeting, Elmira, NY (Sept 2013)
* ***Joint Replacement Surgery*.** Publication: *Mountain Home Magazine* (Jan 2013)
* ***Metal on Metal Hip Replacement Under Scrutiny.*** Publication: *Clinical Updates*, (June 2012)
* ***Treatment of Severe Arthritis***. Presentation: *Onslow Medical Society* presentation (Aug 2005)
* ***A Brief History of Total Joint Replacement: The effects of service above self in medical innovation***. Presentation: *Jacksonville Rotary Club* (Feb 2004)
* ***Examples of Scientific Insight in the Study of Folic Acid and Methionine Metabolism***. Presentation: University of Saint Francis, Ft. Wayne, IN (Oct 1996)
* ***MET6 Represents the Single Enzyme in S. cerevisiae Capable of Net Methionine Biosynthesis***. Poster presentation: FASEB Summer Research conferences Folic Acid, Vitamin B12 and One Carbon Metabolism, Saxton River, Vt. (August 1996)

**COMMUNITY SERVICE AND ORGANIZATIONS**:

* Strategic Advisory Committee ***Wernle Youth and Family Treatment Center*** Wernle Youth and Family Treatment Center provides growth and development opportunities for troubled youth. Assisting the Executive Board in reimagining the future of this 144-year-old institution as changes in reimbursement threaten its continuation by looking at leadership, operations, and alternative funding and revenue sources. We are also charged with succession planning and developing a 1, 3, and 5-year strategic plan. (2023 - present)
* *Jacksonville/Onslow Chamber of Commerce* Military Affairs Committee member (2004 - 2011) The purpose of the Military Affairs Committee is to maintain and continually improve the relationship between the military and civilian communities through service and collaboration.
* *Jacksonville Country Club* Board of Directors, Member and Vice Chairman (2004 - 2007)
* *Onslow County Schools* BASES Hall of Fame award (2006 - 2008, 2010)

**PROFESSIONAL SOCIETIES AND ACTIVITIES**:

* *American Association of Orthopaedic Executives (AAOE*) (2023 - Present)
* *AAHKS (America Association of Hip and Knee Surgeons member* (2022 - Present)
* *American Academy of Orthopaedic Surgeons* (AAOS) Board Certified (2007 - 2027)

**AWARDS, COMMENDATIONS, and RECOGNITIONS**:

* Doximity Advisory Board meeting participant Doximity Summit San Francisco, CA (March 2022)
* Top Doctor: Orthopaedics (2022)
* Top-ranked Net Promoter Score for the MSK group (Jan 2021 - Present)
* *Reid Health* **GEM** (Going the Extra Mile) award winner (2019, 2020, 2022)
* 97.4% rolling one-year average Top Box score (National Orthopaedic) *Press-Gainey* patient satisfaction survey (2015 - 2018)
* *Guthrie’s* 100 Reasons We Succeed Award (2013, 2016)
* *Guthrie Clinic* Outstanding Service Award Winner (Section of Orthopaedics) (2012)
* Named a compassionate doctor by the *Consumers Research Council* (2009, 2010)
* Patients’ choice award as an “on time” Physician (2009, 2010)
* Named one of America’s Best Orthopaedic Surgeons (2007 - 2013)
* Patient’s choice award winner (2007 - 2013)

**RESEARCH**:

* ***The use of Biologic membranes to decrease inflammation and adhesions during robotic total joint arthroplasty***, $180K research grant pending from CTM, Corp. (Dec 2022)
* ***Adeno-associated virus (AAV) gene delivery using a new 3-dimensional equine chondrocyte cartilage model***. 2000-2003, Co-investigator on competitive Equine Research grant (funded) (July 2001 - July 2002)
* **Doctor of Philosophy in Medical Sciences, emphasizing Biochemistry and Molecular Biology**. Dissertation research (1992 - 1997). Dissertation Title: ***Cloning and Characterization of MET6, the Folylpolyglutamate-Dependent Methionine Synthase in Saccharomyces cerevisiae: Further Elucidation of the Methionine/Cysteine Metabolic Pathways***. MET6 GenBank accession number U15099.
* ***FPLC Purification of the Wheat Metallothionein*** *Cadmium Binding Protein(s)* Summer competitive research internship program, *University of Kentucky* Department of [Plant Physiology/ Biochemistry/ Molecular Biology] Lexington, Kentucky (Summer 1987)
* ***Characterization of MET6, the Folylpolyglutamate Requiring Methionine Synthase gene in Saccharomyces cerevisiae***. Submitted to Biochemistry (1997)
* ***Dissertation: Cloning and Characterization of MET6, the Folylpolyglutamate-Dependent Methionine Synthase in Saccharomyces cerevisiae: Further Elucidation of the Methionine/Cysteine Metabolic Pathways*** (1996)