Brian S. Sayers, MD
2017 TCMS Physician of the Year
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Dr Williams

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Dr Williams

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But at what cost? And who decides?

There has been an incremental but stunning change in neuromuscular medicine recently. We are actually developing treatments for some of our worst, most fearsome diseases. Breakthroughs have been made and are coming that are profound and life changing, lifesaving actually, disease curing. It’s pretty amazing.

I could go on, but that is not the focus of this article. The cost of the new drug to treat Werdnig Hoffmann (infantile spinal muscular atrophy, SMA 1), nusinersen, is priced at $750,000 the first year and $375,000 per year after that. And that does not include intrathecal infusion costs. The cost for the new drug just approved for ALS, edaravone, (it seems to be somewhat effective in a subgroup of patients) is $147,000 per year. Again, not including infusion costs.

I feel a little guilty. Maybe as a physician I should only focus on the science and try to get all of my patients with SMA or ALS access to these medications. No matter how far progressed or how mildly affected they are. No matter the cost. But I have a hard time doing that.

There seems like such a disconnect between these prices and real life. The average price of a house in Texas is $177,100. You could buy 4.2 houses the first year and $375,000 per year after that. And that does not include intrathecal infusion costs. The cost for the new drug just approved for ALS, edaravone, (it seems to be somewhat effective in a subgroup of patients) is $147,000 per year. Again, not including infusion costs.

I’m wondering: How did this disconnect happen—this complete dissociation between real life and drug pricing? We started noticing the rise in drug prices about 15 years ago, and it’s getting exponentially worse by the year. The law that established Medicare Part D has contributed. It specifically states that Medicare is not allowed to negotiate drug prices for its beneficiaries. They cover 30% of the market, and they can’t even get a discount for bulk pricing? The Orphan Drug Act has certainly contributed. It was originally passed in 1983 when it was prohibitively expensive to develop drugs that targeted a disease with a limited number of affected patients (<200,000 worldwide). From that standpoint, the law has been incredibly successful, having brought hundreds of drugs to the market for rare diseases. But as usual with any law, there are folks who figure ways to capitalize on it and that certainly seems to be happening. The average price of an orphan drug, per patient, is now $140,443 per year. It’s estimated orphan drug sales will make up 21% of all drug sales revenue by 2021, and in 2014, 44% of all new drugs approved had orphan drug status.

To be quite honest, it’s not just the big drug companies who benefit from these astronomical prices. Lots of physicians and institutions use drug research as a valuable part of their business plan, and there are certainly lots of ancillary medical businesses that are needed and that benefit from this as well. That’s all well and good, but it does leave the patient and the payer in a bind.

Which leads me to the original question. At what cost? And who decides? These are not questions that I want to have to answer. And I don’t want to ever have to tell a patient who has a reasonable chance of success with a drug that they can’t get it because the price is too high. But who is going to answer this question? Because it will have to be answered. The money for health care is not limitless. All systems, especially self-insured systems, are at risk. It does seem like we need to find some way to bring balance and reason back to this system that is spiraling out of control.

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TCMS President
Travis County Medical Society
Annual Awards Dinner

December 5, 2017
Westin Austin at the Domain
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Honoring
2017 TCMS Physician of the Year
Brian Sayers, MD

Ruth M. Bain Young Physician Award
Sonia Krishna, MD

Physician Humanitarian Award
Alinda Cox, MD

6:30 pm reception
7:30 pm dinner

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TCMS Journal
November • December
2017 TCMS Foundation Lecture

Dr. Ronald Epstein spoke to members about physician distress and resilience. He emphasized the importance of mindfulness as an antidote to physician burnout and the need to focus on what matters most. The event was held at the Austin Country Club and included a book signing and dinner.

Doctors in Community:
The Training of Interns and Residents at Brackenridge Hospital, Austin, Texas
by Christopher Chenault, MD

With almost 40 years practicing orthopedic surgery here in Austin, Christopher “Kit” Chenault, MD, has stories to tell. Some of these stories are documented in his book, Doctors in Community: The Training of Interns and Residents at Brackenridge Hospital, Austin, Texas. It’s about how a community of physicians went above and beyond to train young doctors on their own time and on their own dime.

The book details how local physicians developed a training program at Brackenridge Hospital for young doctors, fresh out of medical school. The ethics of these doctors and the choices they made to enhance the student learning experience are what inspired the book—especially their emphasis as teachers on how to be better practitioners when caring for patients as well as how to be better people overall. Chenault praises the character of these early trainers, calling them special people who gave of themselves without any expectation of reward or recognition.

In the early years, many students would choose Austin—though the community was untested as a center for medical training—mostly for the opportunity to work closely with these community doctors.

The book continues, following the program at Brackenridge as it developed into a nationally recognized system where the teaching techniques changed with the times from the older “follow the masters” approach to the modern “evidence-based medicine” process of today.

Dr. Chenault’s book is available at St. David’s gift shop, TCMS and on Amazon.com.
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TCMS Members at the Austin Zoo

“Boo at the Zoo” Family Social

Members brought their little monsters to this event at the Austin Zoo, where TCMS had picnic space and pizza waiting for them. From the Halloween train ride, to a haunted house and animals, everyone had a frightfully great time!
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The Evolution of the TCMS Membership Directory
Leanne DuPay

How do you look up a fellow TCMS member for a referral? In the past, you likely used the Travis County Medical Society pictorial directory that included practice and personal information about each member and distributed annually to the membership. It was an invaluable reference tool for physicians and practice managers.

Many of our members remember it fondly and suffer withdrawal when they reach for the now non-existent tome. So why did it disappear? Like many things today, it was a victim of cost and technology. The electronic version is always up-to-date and lives on the TCMS website, www.tcms.com.

Find the big green button that says “Physician Search.” You can initiate a search by name, specialty, city or ZIP code. Another option is DocbookMD, an app for your phone that allows you to access TCMS members and their contact information. In addition, it is a HIPAA secure communication tool with the ability to share case information and images for consultations. The folks at DocbookMD have added even more ways to use this app, so visit docbookmd.com for details.

Though there is something satisfying about the feel of a book in your hand, one cannot ignore the fact that within a few days of printing it is already outdated. Physicians relocate, join a new practice—you get the picture. In 1965, the TCMS membership directory was a 6” x 9” pamphlet with 55 pages. In 2015, the TCMS membership directory was 8.5” x 11” with 262 pages—and it was only going to get bigger.

The cost to produce such a large book is immense. Cost for it to stay up-to-date and live online? $0.00

So, every time you regret the electronic conversion of the TCMS directory, think about the value of saving trees, money and time. Priceless

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Traveling on life’s highway, everyone makes right and wrong turns. It is rare to meet someone who, with few exceptions, has kept as steady a course in life as Dr. Brian Sayers. He is one of those rare souls who stays true to long-standing goals, faith and family. With a quiet demeanor and a subtle sense of humor, Sayers is involved everywhere he can be to better medical care in Austin. He serves on the Executive Committee of Project Access and has volunteered at the Volunteer Healthcare Clinic for over 25 years.

“I knew in first grade I wanted to be a doctor,” he says. “I have never considered anything else.” Wearing a homemade white coat everywhere he went, young Brian emulated his hero, TV’s Dr. Kildare. Sayers has spent most of his life in Austin—his childhood school is mere blocks from his practice. “I didn’t get very far,” he says with a chuckle. Finishing his undergraduate studies at UT Austin, Sayers was ready to begin the process of earning a real white coat. He attended UT Southwestern Medical School after which he finished his internship and residency in internal medicine at the University of New Mexico Affiliated Hospitals. A fellowship in rheumatology and clinical immunology at the UT Health Science Center at San Antonio completed his medical training.

So why rheumatology? During his residency in Albuquerque, Sayers met and was encouraged by Ralph Williams, MD—a pioneer in the field and the head of the Internal Medicine Department. Another factor was the severe rheumatic illness his beloved grandmother contracted while he was training. That explains the initial interest, but Sayers says his interest in the specialty has grown. “I enjoy the daily intellectual challenges and problem solving that a rheumatology practice provides,” he says. “But at this point in my career, far and away what I enjoy most are my patients. Some of them have been with me since the beginning of my practice in the 80s, most of them for many years. Many of them are just like family to me. I take my responsibilities as their physician very seriously.”

In addition to the pleasure he gets from his “family” of patients, new treatments within the specialty have made a huge difference to rheumatologists everywhere. “Today’s treatments are a blessing—they are night and day from 25 years ago,” he says enthusiastically. “Now, there are treatments that will actually shut down the disease!” And new treatments, like biologics (disease modifying agents), are being developed all the time. To stay current with all that’s new in his field, Sayers formed a citywide rheumatology club. “We get together every two months and discuss difficult cases, the challenges in our practices but also share news about our families and life outside of medicine,” he says. “I’ve worked hard over the past 30 years to keep us connected in Austin.”

Speaking of staying connected, Sayers is a keen supporter of organized medicine and the Travis County Medical Society (TCMS). “In a career like medicine, a sense of connection—a community is very valuable and healthy,” Sayers asserts. “There is great value in staying in touch with your medical colleagues and not all within your specialty—you will always get more back than you give. The work I have done with TCMS has been a great blessing and an opportunity to keep meeting new friends and do meaningful work for our community.” Throughout his career here in Austin, Dr. Sayers has held nearly every position within TCMS. “I’ve done everything but mop the floors for TCMS,” he says with a smile.

In 2011, Dr. Sayers served as TCMS president. Upon assuming the office, he was interviewed for the TCMS Journal and was quoted as saying, “I’m very concerned about physician health, burnout and stress.” As president he was frustrated with the lack of attention the subject was getting. “I tried to generate awareness, but it got no traction. People were just unaware of what a big
problem it is.” Fast forward to 2017 where we find Dr. Sayers serving as the first chair of the TCMS Physician Wellness Program (PWP). “I have come full circle. I failed the first time to get a program launched—but I got a second chance and it’s working,” he says proudly.

Physician burnout has been around forever. Many feel that it is more prevalent now due to complex systems physicians are forced to adapt to such as electronic medical records. “Physician burnout often shows up in the form of alcohol abuse, broken relationships and disruptive behavior, things we see over and over in the Physician Health and Rehabilitation Committee. Now, more than ever, we need the PWP,” he says. “Life experience has made me very sensitive to these issues. My father was an attorney who died of alcoholic hepatitis when I was young. I’ve seen friends and colleagues’ careers and lives devastated due to the very problems we are trying to prevent—I want there to be help before it reaches that point.”

Seeing someone close to you fall apart like that would inspire a lot of people to act. But for Dr. Sayers, the inspiration was closer to home. In 2006 times were tough. He wasn’t happy at work and was working too hard. His wife, Maryann, had a spinal tumor and was undergoing a series of operations and radiation treatments. All of this combined with three kids at home. Coming to a crossroads, he had to decide—risk a wrong turn or take a different path. Brian literally turned into the driveway of the Episcopal Theological Seminary of the Southwest.

Every day he had passed this driveway on his way to work and wondered about it. Raised in the Methodist church, faith has always been a part of his life. With all that was happening, he felt he needed help to bring faith back to his daily life. Dr. Sayers now holds a Master of Arts in Pastoral Ministry. “It took me five years to complete the program since I was practicing medicine at the same time,” he says. “It was a life changing, perhaps a life-saving, time for me and still influences all aspects of my life, including my practice.”

The most important aspect of his life is his family. Sayers has three grown children and four grandchildren—all of whom live in the Austin area. “We are very close,” he says happily. “Every Sunday they come for the afternoon and stay for dinner.” He and his wife, Maryann, have been married 40 years. They met in middle school and were engaged when she was 19. “She is my greatest inspiration and such an example of courage.”

When asked how he feels about having been named TCMS Physician of the Year, Dr. Sayers is quick to say that he hopes it will bring attention to the Physician Wellness Program. “It feels so good to have the PWP up and running. People have worked really hard with me to get here,” he says. “I am proudest of the counseling element of the program. Next I want to get the small groups running. The most successful PWPs in the country have small discussion groups where some physicians more effectively connect with colleagues and the challenges they face.”

Leaning forward in his chair, Dr. Brian Sayers displays the determination that most likely earned him the distinction of TCMS Physician of the Year. “The PWP is a process. We must keep it in front of people—even if it only makes a difference to one or two physicians—it is worth it.”
Medical mission trips are a passion for Dr. Alinda Cox, who has traveled to Ghana, India, Swaziland, the Dominican Republic, Peru and Haiti. She often travels with her church and other faith-based organizations providing much needed primary, surgical and Ob/Gyn care to hundreds of impoverished and underserved people around the world.

Dr. Cox has been a practicing Ob/Gyn with Austin Regional Clinic for the last 25 years. She has served as Chief of the Ob/Gyn department at Seton Medical Center and often speaks at local churches, presenting methods of preventing unwanted pregnancies. She was the 2014 recipient of the Dr. Larry Kravitz Award for Outstanding Service to ARC and the Community—presented to those who go “above and beyond” within their profession. And, during her residency she was awarded the Golden Hands Award for excellence in surgery.

Dr. Cox believes those with privilege should aid those who are underprivileged. Her actions speak louder than words as she has always helped when needed—from covering shifts at the last minute to annual trips to offer her medical skills to other nations. Colleagues find her a delight saying, “She’s great to be around with her infectious laugh, great sense of humor and smile that lights up the room.”

Dr. Sonia Krishna is committed to promoting mental health awareness to the community—especially when it comes to children with mental health disorders. Many of her colleagues, past and present, have witnessed firsthand the determination Krishna has for improving the quality of mental health care for kids.

In 2015, Dr. Krishna implemented an evidence based suicide risk assessment across the Seton network. In addition, she travels the country and beyond presenting on global mental health and suicide assessment tools among other topics.

Dr. Krishna was recently awarded Teacher of the Year by the UT Dell Medical School Department of Psychiatry Child and Adolescent Fellowship. In 2016, she was honored as the UT Dell Medical School Child and Adolescent Psychiatry Faculty of the Year. Krishna is known for her tireless advocacy for new mental health services for young patients. She volunteers her time to speak at fundraising events and takes every opportunity to present mental health needs to the media. “Through her personal time commitment, we raised in excess of $5 million for a new inpatient pediatric unit at Dell Children’s Medical Center,” says a grateful colleague. “Sonia is a model for all young, professional women.”
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IN MEMORIAM

The Medical Society extends deepest sympathy to the family and friends of the following physicians.

Jack Boyd, MD, 82, passed away on October 7. A native of Cisco, Texas, he grew up in Odessa. In high school his musical talents flourished and he was first chair trombonist, going on to all-state status by graduation. He put himself through school at UT Austin, working two jobs during those years, before attending medical school at Baylor College of Medicine. After medical school and internship, he served as a flight surgeon in the Air Force, eventually attaining the rank of Captain and taking on the leadership position at George Air Force base in California. Dr. Boyd returned to Houston where he completed his training at Jefferson Davis Hospital and MD Anderson.

Married in medical school, he and his beloved wife Nancy moved to Austin in 1969 where they raised four children and Dr. Boyd began a radiology career that spanned 36 years. He served as chief of Radiology at Brackenridge Hospital with Radiology Consultants, later joining Austin Radiological Association.

Friend and colleague Dr. James Rytting worked with Dr. Boyd during the transition from the old red brick Brackenridge Hospital, to the “new” Brackenridge in the 70s. He recalls Dr. Boyd wrestling plans for its radiology facility away from the architects and personally designing a modern radiology suite, strategically located between the ICU and ED and including what were then innovative features: larger rooms with private restrooms, dedicated nuclear medicine and angiography suites, large reading rooms with an adjacent film library.

In addition to his stellar career and dedication to his family, Dr. Boyd loved fishing, hunting, traveling and was an avid Longhorn fan, holding season tickets for over 40 years. He was a longtime member of Lost Creek Country Club where he won many tournaments and often enjoyed separating friends from their money with side bets.

Frank Covert III, MD, passed away on September 19 at the age of 95. A native Austinite, he graduated from UT Austin where he lettered in track and field. He attended Tulane University School of Medicine followed by two years of service in the Navy before doing a surgical residency at Scott and White. He met and married his beloved Martha during residency—the two were married for 67 years until her passing in 2014.

Dr. Covert described her as his “life love and soul mate.” He practiced general surgery in Austin until 1968 when he retired from medicine to pursue his investment banking and ranching interests. He served as a director or officer in several banks and as president of the Austin Chamber of Commerce. Dr. Covert was a pilot, a loyal Longhorn fan and an avid outdoorsman enjoying hunting and fishing with friends and family at his ranch and all over the world. Close friend, Dr. Charles Felger, described Dr. Covert as “one of my heroes…a true leader in the fields of medicine, banking and ranching.” A dedicated family man, Dr. Covert is survived by two daughters and three grandchildren.

Dennis Welch, MD, 81, passed away on August 24. He was born in Des Moines, Iowa but soon moved to Texas. He graduated Phi Beta Kappa from UT Austin working his way through school driving a bread truck. He received his medical degree from the UT Medical Branch at Galveston, later doing an internship at Hermann Hospital in Houston. Following his internship, he completed an internal medicine residency at John Sealy Hospital where he was chief resident. During these years he also served as a Navy Lt. chief medical officer on the USS Salisbury Sound. Dr. Welch was one of the first two oncologists in Austin, spending his entire career—almost 50 years of service—with the Austin Diagnostic Clinic (ADC).

During his career, he served as chief of staff at St. David’s Hospital as well as the old Holy Cross Hospital. As medical director of ADC, he was part of the leadership team that envisioned and helped develop what is now St. David’s North Austin Medical Center. He was one of the first volunteer physicians for the Volunteer Healthcare Clinic and devoted countless hours to indigent care during his long career.

Dr. Welch suffered devastating health problems late in his career, but continued practicing until shortly before his death. Longtime ADC colleagues, Dr. James Crout and Dr. Robert Emerson recall Dr. Welch with a sense of awe and admiration. They note that he loved practicing medicine so much that he continued to practice against great adversity with his own health, continuing to provide first class care with an increasingly profound sense of compassion and connection with his patients until his retirement just before his 80th birthday. Dr. Welch is survived by his wife Lezlie, two children, two stepchildren and six grandchildren.
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Thank you to everyone who came out to the annual Toast to Doctors event on September 17 at the ABGB. It was a lovely evening at a great location. Our VPs of membership, Christi Dammert and Ronsey Chawla, have been throwing some great events to recruit new members! In October we had coffee at Mozart’s and then a family happy hour at Central Market. If you are interested in finding out more about the TCMA and would like to come meet new people, join us at one of our future events.

Members of the TCMA enjoyed their first meeting of the year at Nordstrom Domain. Several past presidents took to the runway to show off the latest fall fashions with image consultant Raquel Gordian Greer. We also collected diapers to donate to the Austin Diaper Bank to help recent hurricane victims. For October’s meeting we collected items for the CareBox program which delivers free care supplies to cancer patients at home.

Upcoming Events:

- Nov. 15: Book club
- Dec. 8: Holiday luncheon at the Westwood Country Club
- Dec. 14: Membership coffee, 10 am-noon, location TBD (email dammert.c@gmail.com for more information)

For more information—www.tcmalliance.org

Member Spotlight: Shannon McNeil

Shannon McNeil was so excited about living in Austin that she joined the Travis County Medical Alliance months before she and her husband, Jeff, moved here from San Antonio last summer.

Shannon grew up in Houston where she and Jeff were middle school classmates and high school sweethearts. She attended Texas A&M University for two years before joining Jeff at Southern Methodist University. While completing her studies in communications and advertising, she worked as a writer and editor for the campus newspaper. Immediately after SMU, Shannon and Jeff got married and moved to San Antonio where they lived during his medical school and residency and all but two years of his twenty-year military career. They spent those two years in Winston-Salem, North Carolina, where Jeff completed his cardiothoracic surgery training.

The couple have two children who were born during medical school and internship. Shannon has devoted her time to her family and community, putting her skills to good use in several volunteer capacities. Most importantly she managed the household during Jeff’s medical training and military service—which included two deployments to Iraq.

After retiring from the Air Force, Jeff joined Cardiothoracic and Vascular Surgeons (CTVS). He and Shannon are currently enjoying civilian life as empty nesters. Their daughter, Ashley (24), is completing her fourth year of medical school at UT Southwestern in Dallas, and their son, Mason (20), is a junior studying biomedical engineering at UT Austin. Only their eleven-year-old boxer, Belle, still lives at home.

Shannon can be found most mornings on the trail around LadyBird Lake. She and Jeff enjoy traveling, exploring hiking trails around Austin, spending time at the lake, trying out new restaurants and food trucks, watching football and cooking.

Shannon is thrilled to be serving as secretary on the Executive Board of the Alliance because it has allowed her to meet incredible people who are committed to aiding the community. She is looking forward to discovering additional ways to get involved in Austin.
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Directly experiencing the demands of a functional clinical environment is a crucial component of the process that helps students achieve meaningful medical professionalism. At the Dell Medical School, where our educational approach emphasizes problem solving and the clinician leadership skills necessary to focus the expertise of multidisciplinary care teams on helping patients identify and achieve their own personal health and quality of life goals, we understand that mentored experience in a collaborative clinical practice is particularly foundational. That is why we believe that UT Health Austin (the clinician group practice designed and managed by the faculty and staff of the Dell Medical School), will make a positive contribution to the ability of health care providers across this region to better serve the needs of a rapidly growing and increasingly complex patient population. Because at UT Health Austin, our definition of a personal care team always includes the clinicians who entrust their patients to us for specialized care.

And while this idea of using provider-to-provider communication, appropriate technologies and standardized processes to align the skills of multiple providers around patients with complex conditions is obviously important to our students, it is equally important to the patients we all serve and the community in which we live. As a profession, the practice of medicine is experiencing what could be described as exponentially accelerating change. It seems to come from every direction: technology-enabled tasks increasingly included as provider responsibilities; documentation requirements; payer demands; regulatory changes; quality reporting and information-inspired consumer expectations. It affects everyone. It is happening fast and there are no clear indications as to the outline of a final state. But there is one common thread—a drive for greater efficiency and value. And we believe that closer collaboration is an excellent way to add value to the entire provider network presently serving Austin and greater Travis County. Greater efficiencies achieved through a reduction in duplicative work, and more timely interactions in the right setting, at the right time, by the right clinician(s) will not only improve outcomes for patients but can increase provider satisfaction as well.

Toward that end, teams of experienced, board certified, nationally recognized UT Health Austin clinical specialists are now serving all patients for a range of the issues that are of particular importance to our community, including:

- Complex gynecological conditions such as pelvic floor disorders, chronic pelvic pain and vulvar disorders (Women’s Health Institute)
- Upper and lower extremity joint pain, joint replacement and joint replacement revisions (Musculoskeletal Institute)
- Back and neck pain (Mulva Clinics for the Neurosciences). The Mulva Clinics will also begin providing care for patients with bipolar disorder, cognitive impairment/Alzheimer’s disease and multiple sclerosis on November 28, 2017.
- Non-acute workplace injuries and common workplace health and wellness issues (through our WorkLife occupational and employer health solutions program)
UT Health Austin’s care model (collaboratively created over the past two years by our faculty and the various well-established hospital-based and privately practicing physician groups with whom they are working) begins with patient-provided insights into their individual needs, goals and lives. Our clinician-led care teams then work with patients to develop care plans that are both manageable and effective, while also maintaining regular provider-to-provider communication that begins with an encounter’s initial phase and proceeds throughout the care cycle. And UT Health Austin clinicians continually assess, quantify and assimilate best practices and lessons learned back into their practice models and into the curriculum they teach.

By providing a range of specialized treatment options that will enhance the ability of our clinician colleagues to meet the needs of their most complex patients, UT Health Austin will serve as a collegial clinical partner, positively impacting the health of patients and physician practices across the region. Since many patients will require access to skilled medical and surgical services that will not be included in our specialty programs, we also hope that area providers will choose to become part of our working regional network by visiting www.uthealthaustin.org/teamcare and entering their contact information and areas of expertise.

To learn more about UT Health Austin, or to schedule a patient appointment, please visit us at www.uthealthaustin.org, or call 1-833-UT.CARES (1-833-882-2737).
Being a physician isn’t easy—and neither is asking for help

Physician’s lives are full of challenges—from the stresses of caring for our patients, to negotiating the business of medicine, regulations and technology, to successfully integrating our professional lives with our personal lives so that time with family, friends and relaxation is fulfilling and enriching.

When life becomes difficult, the TCMS Physician Wellness Program’s Confidential Coaching Program is available for confidential, non-reportable help. The program offers coaching sessions conducted by professional, TCMS vetted counselors for TCMS members or their spouse/partner.

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To access the program, call the 24-hour support line 512-467-5165.

The following generous donors have supported the TCMS Physician Wellness Program

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| St. David’s HealthCare Partnership      | Pulmonary and Critical Care Consultants | in memory of        |
| Seton Healthcare Family                 |                                   | Jack Boyd, MD       |
| $5,000-$9,999                           | Maureen Adair, MD                  | Tom Coopwood, MD    |
| Austin Radiological Associates          | Louis Appel, MD                    | in memory of        |
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| Texas Oncology                          | William Howland III, MD            |                     |
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