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TREATMENT WORKS | RECOVERY IS POSSIBLE

WWW.ALABAMAPSYCH.COM

National Recovery Month 2019

Join the Voices for Recovery: Together We Are Stronger

Alabama Department of Mental Health

Each September, tens of thousands of prevention, treatment, and recovery programs and facilities around the country celebrate Recovery Month. They speak about the gains made by those in recovery and share their success stories with their neighbors, friends, and colleagues. In doing so, everyone helps to increase awareness and furthers a greater understanding about mental illness and substance use disorder.



The 2019 Recovery Month theme, "Join the Voices for Recovery: Together We Are

Stronger," emphasizes the need to share resources and build networks across the country to support recovery.

The month reminds us that mental illness and substance use disorder affects us all, and that we are all part of the solution. The observance will highlight inspiring stories to help thousands of people from all walks of life find the path to hope, health, and personal growth.

Commissioner Lynn Beshear, ADMH, said, "Stigma surrounding mental illness and substance use disorders can often prevent a person or their loved ones from seeking help or even talking about it. Mental illness and substance use disorders affect people of all ethnicities, ages, genders, geographic regions, and socioeconomic levels. There are very few families untouched by these issues."

ADMH celebrates the event to increase awareness and understanding of mental illness and substance use disorders and promote the message that behavioral health is essential to health, prevention works, treatment is effective, and people do recover. **Low to no cost treatment is available** in our state and recovery is possible. ADMH's Division of Mental Health & Substance Abuse Services, in partnership with several community providers and advocacy groups, coordinates rallies and many other events throughout the month.

For more information on National Recovery Month, visit the Substance Abuse and Mental Health Services Administration's (SAMHSA) Recovery Month website at <http://www.recoverymonth.gov>.

APPA among sponsors of NAMIWalks Alabama

In 2019, NAMI is celebrating 17 years of NAMIWalks, the nation's largest mental health awareness and fundraising event. NAMIWalks is a fun, free, family-friendly event in nearly 100 locations around the nation.

APPA is proud to continue as a sponsor of NAMIWalks Alabama in 2019. The Alabama event is Sept. 21 at Wynton Blount Cultural Park in Montgomery. Check-in for the 5K event is 8:30 a.m. with a start time of 9:30 a.m.

Multiple ways to support NAMIWalks include: as a sponsor, committee member, team captain, team member, individual walker, or volunteer!

Participating helps NAMI's movement to raise awareness of mental illness and raise funds for their mission to help individuals and families in our region.

For more information, contact Bonnie Robbins, NAMI Alabama assistant director, at brobbins@namialabama.org.



The mission statement/purpose of NAMI Alabama is to provide support, education, and advocacy for persons with mental illnesses, their families, and others whose lives are affected by these brain disorders.

WHAT'S UP AROUND THE STATE...

Birmingham



BIRMINGHAM PSYCHIATRIC SOCIETY



For more information about the Birmingham Psychiatric Society contact BPS President Paul O'Leary,

MD, at dr.paul@me.com.

Central Alabama

For More information about the Central Alabama Society, contact Linda Teel at (334) 288-9009 ext. 207 or linda.teel@mpa1040.com.




Mobile Bay



For information on the Mobile Bay Psychiatric Society e-mail bveits@gmail.com.

Tuscaloosa

If you live in the Tuscaloosa area and would like to get connected with your fellow colleagues, check out the Tuscaloosa Chapter of APPA. Contact Thaddeus Ulzen, MD, at tulzen@cchs.ua.edu for more information. 



Huntsville city schools kick off 'Year of the Whole Student'

As a part of their strategic plan, city schools in Huntsville are implementing an integral part of that plan with what they call, "Year of the Whole Student." One aspect of this initiative is monthly "Safe & Inclusive Schools" forums that focus on difficult issues students face on a daily basis. The forums will span from August 2019 through April 2020. (See a complete schedule at www.alabamapsych.com.)

Keynote speaker for the inaugural forum was Scott Poland, EdD, professor at the College of Psychology and the co-director of the Suicide and Violence Prevention Office at Nova Southeastern University in Ft. Lauderdale, Fla.

"The mental health needs of students and the incidence of bullying, cyberbullying, school violence, and suicide requires that educators and parents improve prevention efforts," Poland said.

"Research has emphasized the need for all students to feel a connection to school and it is very important for each student to have a significant relationship with one or more adults. Numerous tragedies could have been prevented if students had come forward and alerted school personnel and other adults about the warning signs of suicide and/or violence. School safety is an inside job and a commitment is needed from students, faculty and parents."

UAB Huntsville Child Psychiatrists are collaborating with Huntsville city schools in this community outreach effort. During the August forum, Janaki Nimmagadda, MD, presented "ADHD in Children and Adolescents" and Clinton Martin, MD, presented "Psychosis in Adolescents."

"We were very well received and there was a lot of enthusiasm among the audience," Martin said.

All Safe & Inclusive Schools outreach meetings are at the Annie Merts Center, 200 White St., Huntsville, AL 35801.


The next forum is Sept. 24 and focuses on Suicide Awareness and Prevention. 

Health, dental insurance available from the Medical Association of the State of Alabama

The Physicians Insurance Plan of Alabama (PIPA), administered through Blue Cross Blue Shield, is a benefit available to members of the Medical Association of the State of Alabama. PIPA provides the physician, their family and staff with strong benefits at affordable premiums.

Open enrollment is Oct. 1 - Oct. 31 for a Jan. 1, 2020, effective date. Current PIPA participants do not have to reapply. However, any changes to current plans must be made no later than Oct. 31.

Visit www.alamedical.org/insurance for full details of the plan and for links to applications and materials. Contact Brenda Green at bgreen@alamedical.org with questions specific to the insurance application procedure.


For information on joining the Medical Association of the State of Alabama, contact Meghan Martin, Director of Membership and Specialty Society Management, at mmartin@alamedical.org. 

**WE'VE
GOT YOU
COVERED**



Health & Dental Insurance rates are expected to decrease for the second consecutive year!

Learn more at alamedical.org/insurance



APPA Fall Conference
Oct. 4-5
Birmingham

Friday Afternoon – Early Career Psychiatrist, Resident Fellow Member and Student Mini Conference
Friday Evening – Welcome Reception in the Grand Bohemian Art Gallery
Saturday Morning – Psychiatric Practice Managers Mini Conference
Saturday – APPA Fall Conference

ECP, RFM and Student Mini Conference

Friday, Oct. 27, 1:30 p.m. – 5:30 p.m.

Friday afternoon will feature a **free** mini conference for Early Career Psychiatrists*, Resident Fellow Members and students. Topics will include risk management, contract negotiation and health legislation.

[Click to see the tentative agenda.](#)

Welcome Reception

Friday, Oct. 4, 6:00 p.m. – 8:00 p.m.

On Friday, Oct. 4, all meeting attendees and guests are invited to our Welcome Reception at the Grand

Bohemian's Art Gallery, which showcases works from local, regional and international artists.

Practice Managers Mini Conference

Saturday, Oct. 5, 8:00 a.m. – 12:15 p.m.

Saturday will feature a mini conference for psychiatric practice managers. Topics include risk management, HIPAA and revenue life cycle management as well as a round table discussion during lunch. The registration fee for practice managers of APPA members is \$125.


[Click to see the tentative agenda.](#)

APPA Fall Conference

Saturday, Oct. 5, 7:50 a.m. – 5:00 p.m.

Our main conference will begin on Saturday with registration and breakfast at 7:00 a.m. Registration is **free** for Early Career Psychiatrists, Resident Fellow Members and students thanks to a grant from the American Psychiatric Association.

Register for all events online at www.tinyurl.com/APPA2019FallConference or use the form on page 6.

**Early Career Psychiatrists (ECPs) are General Members of the APA who are within their first seven years after completion of training.* 

All Things 401(K): Participants education, plan structure and assessments

alabamamedicine.org

Article contributed by Jack Adams, Asset Management Member & Retirement Plan Consultant, Warren Averett

The ultimate goal of any retirement plan is for participants to prepare for retirement, but physicians must also maintain the appropriate structure of the plan. How can you be sure everything is handled correctly? Below, one of our 401(k) plan experts, Jack Adams, answers a few frequently asked questions about 401(k) plan education, structure and design.

How do we prepare our participants for retirement?

With participants, one of the most important things you want to do is talk to them about the reason they need to save for retirement. Other advisors seem to focus on the investments, but if a participant isn't properly saving for retirement, they will never reach their ultimate goal. What we do in our retirement meetings, from an education standpoint, is focus on how much a participant needs to be saving to accomplish their goals. Typically, we tell them they need to save eight to ten times their salary, because they will live off about 80% of their pre-retirement income when they retire. This money has to last them 20 to 25 years. So again, getting them to start saving and then try to increase the amount saved each year is going to be important in reaching those retirement goals.

You also want to talk to participants about Social Security. Many people believe Social Security is going to be a large portion of their income at retirement. During our retirement meetings, we show them an estimate of the percentage of their income that will come from Social Security and what percentage has to be made from their private sources.

I think it is important to educate participants along the way to ensure that they are not surprised when they are 65 years old and ask "am I going to have enough to retire?" The last thing we try to

incorporate in every one of our meetings is a retirement estimate. That is something we put on the fourth quarter statement for our clients. We calculate a projected retirement income based on their personal contributions, along with their employer contributions. When you look at this calculation each year, if the number has gone up, you're doing the right things. That number is what you can expect to live on, along with social security, during retirement.

Tell us about the different kind of structures that could be in place for a physician practice

Typically, the ultimate goal is to try to get as much of a contribution into the physician's account as possible while attempting to minimize the required contribution to the rest of the staff. There are different ways you can structure a plan depending on which safe harbor contributions you choose to make. The two options we see most often include a 3% non-elective contribution, which means that every participant would receive a fully-vested 3% contribution based on their compensation or a basic safe harbor match of 100% on the first 3% they defer and 50% on the next 2% deferred. Which scenario a practice chooses depends on the ultimate goal of the practice. If the practice is going to make a profit-sharing contribution in addition to the safe harbor contribution, then choosing the 3% safe harbor, non-elective contribution is often the better approach. This is because this 3% contribution counts towards satisfying the practice's minimum required non-elective contribution that each eligible participant is required receive in a cross-tested profit-sharing plan. The two most common types of physician practice profit sharing plan designs are the aforementioned cross-tested design or the integrated design. Depending on the age of the physicians and their ultimate goal, we can look at each plan design to ensure the maximum benefit at the lowest cost.

continued on page 4

SAVE *the* DATE

Coming Attractions

2019 APPA Fall Conference/Practice Manager Mini Conference ECP, RFM and Student Mini Conference

October 4-5 | Bohemian Hotel, Mountain Brook

2020 APPA Spring Conference

April 3-5 | Sandestin Golf and Beach Resort, Florida

2020 APPA Fall Conference

October 9-10 | Prattville Marriott Legends

2021 APPA Spring Conference

April 23-24 | Embassy Suites, Montgomery

2021 APPA Fall Conference

October 8-9 | Westin Huntsville

APA News Briefs

September Course of the Month – New Targeted Treatments for Fragile X Syndrome and ASD

Autism Spectrum Disorders (ASD) are common and complex neurodevelopmental disorders which may present at different stages with different target symptoms. This course highlights new targeted treatments for Fragile-X syndrome and other genetically homogenous syndromal forms of ASD based on molecular mechanisms. Presented by Randi Hagerman, MD, UC Davis Medical Center. Click to access the [Course of the Month](#) and sign up for updates about this free member benefit.

Participate in the Quality Measure Development Initiative

Help drive the future of psychiatry by participating in the Quality Measure Development Initiative. Your participation will help determine better ways to diagnose, treat, and prevent psychiatric illnesses by developing and testing quality measures. As a thank you for joining, you will be rewarded with a \$500 honorarium, a tablet computer for your practice, plus other benefits. [Learn more.](#)

All things 401 (K), cont.

What can Physicians do to ensure they have the right plan?

We recommend that you review your plan or have a professional assist, periodically, to better understand your fees structure, plan design and investments. When it comes to fees, it can be difficult to understand where they're coming from, what they're for and how they are paid. In particular, understanding the different ways that fees are structured can reveal some areas for cost savings.

We suggest you find out how your plan advisors are compensated. They're often compensated through a 12b-1 agreement or some type of commission-based arrangement within the fund options. Also, it's a good idea to find out if there is an amount contributed towards record keeping. We offer plan assessments where we look at your plan's design, fees, investment diversification, investment performance and your investment policy statement. We want to make sure your plan is appropriately designed to get the maximum benefit. During our assessments, we typically find that people determine what they like and don't like about the plan, and from there, we give them recommendations. The goal is just to understand your plan better.

the
freudian
slip

Alabama Psychiatric Physicians Association

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The Freudian Slip is published bimonthly. The articles contained in The Freudian Slip are meant to provoke thought and comment and do not necessarily reflect the views and opinions of the members, Executive Council or staff of the Alabama Psychiatric Physicians Association. Comments and letters to the editor are welcome.

APPA Fall Conference and Practice Manager's Mini Conference

October 4-5, 2019

Grand Bohemian Hotel Mountain Brook



APPA 2019 Fall Conference Agenda

FRIDAY, OCTOBER 4

1:30 p.m. – 5:30 p.m.

ECP, RFM and Student
Mini Conference

6:00 p.m. – 8:00 p.m.

Welcome Reception

SATURDAY, OCTOBER 5

7:00 a.m. – 7:50 a.m.

Registration and Breakfast with
Exhibitors; Poster Viewing

7:50 a.m. – 8:00 a.m.

Welcome

8:00 a.m. – 1:00 p.m.

Practice Manager's
Mini Conference

8:00 a.m. – 9:00 a.m.

ABPN MOC Update
*Art Walaszek, MD, Vice Chair of
Education and Faculty Development,
University of Wisconsin School of
Medicine and Public Health*

9:00 a.m. – 9:15 a.m.

Morning Break with Exhibitors;
Poster Viewing

9:15 a.m. – 10:45 a.m.

New Knowledge about the Genetics
of Personality: Implications for Clinical
Practice

*C. Robert Cloninger, MD, PhD, LFAPA,
Wallace Renard Professor of Psychiatry,
Washington University School of
Medicine*

10:45 a.m. – 11:45 a.m.

Longterm Therapy in the Rearview
Mirror: 'Evidence' from My 40 Year
Clinical Career
*William Meyer, MSW, Associate
Professor, Duke University Medical
Center*

11:45 a.m. – 12:15 p.m.

Lunch, Poster Awards, Presentations

12:15 p.m. – 1:45 p.m.

Parasomnias - Things That Go Bump in
the Night
*James Geyer, MD, FAASM, FAES,
Medical Director, Alabama Neurology
and Sleep Medicine*

1:45 p.m. – 2:45 p.m.

Hippocampal Dysfunction in Psychotic
Disorders
*Stephan Heckers, MD, Chair,
Department of Psychiatry, Vanderbilt
University*

2:45 p.m. – 3:00 p.m.

Afternoon Break

3:00 p.m. – 4:00 p.m.

Medical Deception: Overview
and Updates

*James C. Hamilton, PhD, Professor,
Department of Psychology, University
of Alabama*

4:00 p.m. – 5:00 p.m.

The CDC Adverse Childhood
Experiences Study: New Findings and
Relevance for Psychiatry
*Deborah Bock, MSW, LCSW,
Independent Consultant*

5:00 p.m.

Evaluation/Adjourn

Accreditation Statement

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Medical Association of the State of Alabama through the joint providership of the Medical Foundation of Alabama and the Alabama Psychiatric Physicians Association. The Medical Foundation of Alabama is accredited by the Medical Association of the State of Alabama to provide continuing medical education for physicians.

Designation Statement

The Medical Foundation of Alabama designates this live activity for a maximum of 8 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

REGISTRATION

Register online at www.tinyurl.com/APPA2019FallConference or mail form to APPA Fall Conference, Attn. Meghan Martin, PO Box 1900, Montgomery, AL 36102-1900. Fax (334) 269-5200.

ACCOMMODATIONS

The APPA room block rate at the Grand Bohemian Hotel Mountain Brook is \$249 per night and is available for three days before and three days after the conference. Make your hotel reservations before Sept. 6 by calling (888) 711-5114. Ask for the Alabama Psychiatric Physicians Association group rate.

www.alabamapsych.com

APPA Fall Conference and Practice Manager's Mini Conference

October 4-5, 2019

Grand Bohemian Hotel Mountain Brook



APPA 2019 Fall Conference Registration

PLEASE PRINT CLEARLY

Name _____

Name for Badge _____

Practice Name _____

Address _____

Office Phone _____

E-mail _____

Designation MD DO RN

Social Worker Psychologist Practice Manager

Other _____

City, State ZIP _____

Cell Phone _____

Dietary Needs _____

First Time Attendee

REGISTRATION FEES: Check all that apply.

Early Career Psychiatrist, Resident Fellow Member and Student Mini Conference Friday, October 4, 12-5 p.m.

Early Career Psychiatrist - Free (ECPs are APA members within their first seven years after completion of training)

Resident Fellow Member - Free

Student - Free

Welcome Reception Friday, October 4, 6-8 p.m., Art Gallery at the Grand Bohemian Hotel

Free for all registered attendees

Spouse and guests \$50. Number attending _____

APPA Fall Conference, Saturday, October 5 (Add \$100 if registering after Sept. 30)

ECP, RFM, and student registration is free!

Member \$250

Non-Member \$350

Non-physician Clinician \$170

Early Career Psychiatrist - Free

Resident/Fellow - Free

Student - Free

Practice Manager of APPA Member \$125

Practice Manager of APPA Non-member \$225

REGISTRATION

Register online at www.tinyurl.com/APPA2019FallConference or mail to APPA Fall Conference, Attn.

Meaghan Martin, PO Box 1900, Montgomery, AL 36102-1900. Fax (334) 269-5200. www.alabamapsych.com.

ACCOMMODATIONS: THE GRAND BOHEMIAN HOTEL MOUNTAIN BROOK

The APPA room block rate is \$249 per night and is available for three days before and three days after the conference. Make your hotel reservations before Sept. 6 by calling (888) 711-5114. Ask for the Alabama Psychiatric Physicians Association group rate.

PAYMENT

Check payable to APPA Credit Card: VISA MasterCard American Express

Cardholder Name _____ Email address for receipt: _____

Card Number _____ Exp. Date _____ Security Code _____

Billing Address _____ City, State ZIP _____

Signature _____ Amount: \$ _____