

Curriculum Vitae 2008
Lawrence A. Vickman, MD, MHA, FACEP, FACPE

Personal Data

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Birthplace/Date: San Antonio, Texas, December 4, 1945
Citizenship: USA

Personal Mission

Through previous experience, wisdom, courage, and adventure, my professional goals include:

- To improve patient care by interfacing and involvement with systems of care and the physicians in those systems;
- To improve the quality of communication in physician systems;
- To be involved actively in projects that support the wellbeing of physicians, patients and others with compassion and courage
- To improve the design of support systems for physicians in their organizations and businesses;
- To offer the best patient care possible with a balance of high tech, high touch and humanity
- To be intimately involved with those organizations that represent the very best in their field; and
- To perform this work with grace, dignity, passion, excellence and courage.

Personal Values

Personal values include:

- Bringing meaningful contributions to the workplace;
- Challenges = Learning = Growth = Experience = Living Life Fully
- Courage in facing the tough issues
- Wisdom must be shared and intuition can be trusted
- Shepherding others in the process of diagnosis and healing is an honor
- Operating principles include honesty, integrity, consistency, and honor.
- Passion for and enjoyment of work is important

Professional Education

MHA Masters in Health Administration, 1989-1991, University of Colorado College of Business.

Residency Family Practice Residency of Idaho, Boise (University of Washington) 1975-1976

MD Doctor of Medicine, 1967-1971, University of California at Los Angeles, California with honors and AOA.

Internship Mixed general rotating internship at UCLA Harbor General Hospital, Torrance, CA., 1971-1972

BA Bachelor of Arts in Zoology, 1963-1967, University of California at Santa Barbara, with honors.

Military Service: USPHS-National Health Service Corps 1972-1975

Dr. Vickman served three years with this organization and served as a primary care physician in rural Southwest Florida and on the Hoopa Indian Reservation in Northern California.

Professional Certifications

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October 2008

American Board of Emergency Medicine, Board Certification 1982, re-certified in 1992, 2002. Valid 2012
 American Board of Family Practice, Board Certification 1975, re-certified in 1983.
 American Board of Medical Management, Board Certification, 1992.
 American Heart Association ACLS Provider, February 2003.

Honorary Fellowships

American College of Physician Executives 2000
 American College of Emergency Physicians 1992
 American Academy of Family Physicians 1977

Professional Memberships

American College of Physician Executives
 American College of Emergency Physicians
 American Medical Association
 American Society of Bariatric Physicians
 Florida Medical Association
 Hillsborough County Medical Association

Medical Licensure

State	Medical License Number & Date of Issue
Idaho (Active)	M-3396 Issued 7-14-1975
Oregon (Inactive)	M-10378 Issued 1-8-1977
California (Active)	A-24736 Issued 6-28-1972
Washington (Inactive and not current)	MD-14403 Issued 4-28-1975; license was allowed to lapse 10/98 due to non-practice and no plans to locate there.
Florida (Active)	ME 84580 Issued 3-26-2002
Arkansas (Active)	E-4636 Issued 6-3-2005
DEA Certificate for Florida	BV5000459 Issued 4-15-05 exp 5-31-08
UPIN	D93337
NPI	1609919711

Professional Committees

1994-Present

Well-Being Committee of the American College of Emergency Physicians 1996-2005
 Former Editor of the Well-Being Section Newsletter for ACEP 1999-2003

Professional Committees **1976-1994**

Medical Director, Emergency Services, St. Alphonsus Regional Medical Center 1982-1984.
Chair, Medical Records Committee, St. Luke's Regional Medical Center, 1991-1993
Idaho Emergency Physicians
 President and Chairman, Board of Directors, 1993-1994
 Chief Operating Officer, 1992-1993
 Revenue Assurance Director, 1992-1994

Honors

AOA Honor Medical Society, 1971, UCLA School of Medicine

Languages

Proficient and Fluent in English and Castillian Spanish.

Professional Consulting Experience and History

The Vickman Group **1996-Present**

Dr. Vickman founded the Vickman Group upon returning from Barcelona, Spain. Clients and activities include the following:

The Arkansas Institute of Rehabilitation, 2004-2005

Consulted on the turnaround of an ailing business practice. Managed the business and became an owner. Practice is an out-patient physical medicine and rehabilitation clinic focusing on personal injury cases. Business was closed in 2005.

Bay Area Renal Stone Center, St. Petersburg, FL. 2003

Consulted with physician and executive leadership to develop a presentation at the annual meeting designed to support member physicians and spouses in their personal growth and development and to provide education in burnout and its manifestations.

Mountainview Medical Center, White Sulphur Springs, Montana, 2001 and 2002

Consulted with hospital board, administration, and medical staff in issues surrounding effective management of disruptive physician.

West Valley Medical Center, Caldwell, Idaho, 2001

Presented a program to executive managers on the customer service model in health care and then consulted with the medical executive committee in issues of disruptive behavior. Presented a training program to the entire medical staff in managing physician disruptivity.

Shorepointe Emergency Care Physicians, PC, Grosse Pointe, Michigan, 2000

Consulted with this 6-physician group to discover why group was not functioning optimally. Surveyed all members, held a 2 day retreat, and began the process of group development.

Boundary Community Hospital, Bonners Ferry, Idaho, 2000

Consulted with the administration and medical staff to discover why physicians did not utilize services at hospital. Performed interviews, developed summary of issues and presented findings to Board, administration, and medical staff.

Harms Memorial Hospital Project, American Falls, Idaho, 1999

Dr. Vickman was brought in by the Rural Technical Education Center of Idaho to assist the medical staff in reorganizing itself in the context of current regulations, the needs of the hospital and the needs of the community. The project included meeting with each member of a diverse medical staff and then developing common goals and expectations that would support quality care for the community and a better practice environment for both physicians and hospital staff.

St. Luke's Regional Medical Center, Boise, Idaho, 1998

Consulted with St. Luke's Regional Medical Center in the development of the new Wood River Medical Center in Sun Valley, Idaho. The focus was on the development of the Medical Staff during the early phases of St. Luke's presence in this small resort community. Activities included an assessment of the issues derailing the medical staff, regular presence at departmental and executive committee levels with assistance in the decision making process, and involved close work with medical staff leaders and hospital staff at all levels.

Emergency Medicine of Idaho, Boise, Idaho, 1997

Consulted with this 10-physician group of Emergency Physicians. Activities included providing a group assessment of issues and opportunities, development of group process in meetings, improving group decision-making using a values-based system. Governance was developed and meeting efficiency and effectiveness was enhanced. Communication systems were designed and an administrative support team was established.

Primary Health, Inc., Boise, Idaho, 1997

Provided an assessment of the then-current physician staffing and physical facilities analysis for this physician owned and operated HMO and primary care organization. Recommendations were presented to the Board of Directors for consideration.

Barcelona, Spain**1994-1996**

Dr. Vickman spent two years in Barcelona, Spain. The first year was spent in a sabbatical and the second year he worked as a consultant to both Spanish and American health care organizations.

Sabbatical

A sabbatical was taken that focused on self-development and self-assessment (1994-1995). An article detailing this experience was published-see below for citation.

La Alianza

Dr. Vickman assessed the state of affairs as regards coronary care for a 10 hospital HMO with hospitals scattered over the province of Catalonia, and then designed a system of stratified care based on the Chest Pain ER model. The work was all performed in the context of the Spanish Castillian language.

Centro Medico Teknon

Dr. Vickman consulted with this Tenet-owned private hospital in Barcelona Spain in the areas of improving staffing and function of an emergency service, and was involved in the implementation of his recommendations.

Clinical Professional Experience and History

Medi Weight Loss Clinics, Tampa, FL.

March 2006 to June 2008

Began a weight loss practice in Tampa Florida in March 2006 and transitioned to a second site in St. Petersburg in May 2007. Consulted with Medi Weightloss corporate in training of new physicians and other projects. Full time clinical practice in St. Petersburg office since May 2007 and completed in June 2008.

Bay Area Injury Rehab Specialists, Tampa, FL.

July 2003 to June 2004

Dr. Vickman was involved in providing evaluations and care to accident and injury victims in a medical office setting with a team of medical and surgical specialists and therapists.

Suncoast Spinal, Medical and Physical Therapy, Largo, FL.

March to June 2003

Dr. Vickman functioned to provide outpatient care focusing on automobile accident & injury victims as well as general ambulatory care at a private walk-in clinic in Largo, Florida.

North Greenville Fitness

2002 to 2003

Dr. Vickman serves as the Florida Medical Director for North Greenville Fitness and oversees the provision of physical exams including pulmonary function testing and cardiac stress testing for firefighters in Florida.

Idaho Emergency Physicians, PA

1976 to 1994

Dr. Vickman served as a physician member of this group for 18 years. He served as corporate secretary, revenue assurance director, chief operating officer and finally president of the group. He developed a governance model that serves the group to this day. He led the group in its evolution to include urgent care clinics and other businesses. He negotiated major contracts with both client hospitals. He served on several medical staff committees as members and chair at both St. Luke's and St. Alphonsus Regional Medical Centers. He served as Medical Director of the Idaho Poison Control Center.

The Fischer-Mangold Group

1982 to 1984

Dr. Vickman served as a Regional Medical Director for this privately owned organization that contracts with hospitals for emergency physician services.

Community Service

Rotary Club of Tampa, 2001 to present

President Elect of the Rotary Club of Tampa for 2009-2010 term

Rotary Club of Boise, 1998 to 2001

Friends of Nursing Board of Directors, Boise State University, 1999 to 2001

Publications

1996 to Present

- *Sabbatical*, Annals of Emergency Medicine, Vol. 27, No. 5, pp.668-671. May, 1996.
- *Care for the Caregivers*, Today's Physician, June-July, 1998.
- *Achieving Proper Balance in Life*, Today's Physician, August, 1998.
- *Addressing Procrastination...Now*, Today's Physician, November, 1998.
- *Burning the Candle at Both Ends*, Today's Physician, May, 1999.
- *Putting Out the Fire with Gasoline*, Today's Physician, June, 1999.
- *Social Forces and Stresses*, Today's Physician, July, 1999.
- *The Patient*, Today's Physician, August, 1999.

- *Physicians Views on Quality*, Today's Physician, September-October, 1999.
- *Burnout and Its Dimensions* MGMA Journal, January-February 2000. Reprinted in the Analgesic File, July, 2000, published by The Dannemiller Memorial Educational Foundation
- *Is It Worth IT?* Published in the Idaho Medical association monthly newsletter IMAgEs, November, 1999.
- *Understanding Physician Stress, Part 1*, with John-Henry Pfifferling, Ph.D., SPBT Newspost, Summer, 2000, Volume 10, Number 2.
- *Understanding Physician Stress, Part 2*, with John-Henry Pfifferling, Ph.D., SPBT Newspost, Fall, 2000, Volume 10, Number 3.

Presentations

1996 to Present

- The Many Faces of Physicians: Insights for Improvement in Your Organization, Idaho MGMA Meeting, Boise, April, 1996.
- The Journey to Catalunya Looking for the Answers-A Personal story Of Sabbatical, University of Colorado Graduate School of Health Administration, Thirtieth Anniversary Lecture Series, Denver, Colorado, October, 1998
- The Journey to Catalunya Looking for the Answers-A Personal story Of Sabbatical, Annual Meeting of the Alliance of the Idaho Medical Association, Boise, October, 1998.
- Finding and Reclaiming the Richness in the Practice of Medicine, at the Closing of the House of Delegates of the Annual Meeting of the Idaho Medical Association, Boise, October, 1998.
- The Many Faces of Physicians: Insights for Improvement in Your Organization, Idaho Hospital Association Annual Meeting, Coeur d'Alene, Idaho, October, 1998.
- The Many Faces of Physicians: Insights for Improvement in Your Organization, MGMA Financial Management and Managed Care Society Annual Meeting, Orlando, Florida, March, 1999.
- The Many Faces of Physicians: Insights for Improvement in Your Organization, Idaho Association of Medical Staff Services Annual Meeting, Twin Falls, Idaho, May, 1999.
- Are Physicians from Mercury and Administrators from Pluto? Spring Forum for Idaho Hospital Association; presented and moderated panel of physicians and hospital administrators, May, 1999.
- The Dimensions of Burnout, Intermountain Orthopedics Strategic Planning Retreat, June, 1999.
- Burnout in Professionals, presented to the Meridian School District, Meridian, Idaho October, 1999.
- Maximizing Your Referral Network, MGMA National Assembly, San Diego, October, 1999.
- The Dimensions of Burnout, MGMA National Assembly, San Diego, October, 1999.
- The Dimensions of Burnout, 12th Idaho Conference on Health Care in conjunction with Idaho State University, Pocatello, Idaho, October, 1999.
- The Dimensions of Burnout, presented at a combined meeting of the Departments of Emergency

Medicine of Resurrection Medical Center and the University of Illinois, Chicago, October, 1999.

- Being Competitive in Today's Environment-Meeting Patient and Family Expectations, presented to the Physician Support Group of St. Alphonsus Regional Medical Center, Boise, Idaho, November, 1999.
- The Many Faces of Physicians: Insights for Improvement in Your Organization, MGMA UAA-HRS Assembly, May 2000, Kansas City, MO.
- The Many Faces of Physicians and Being Competitive in Today's Changing Market-Meeting Patient and Family Expectations, Teton Symposium, Jackson, WY. September, 2000.
- The Many Faces of Physicians and Understanding Physician Disruptivity, West Valley Medical Center, Caldwell, ID. Spring, 2001.
- The Dimensions of Burnout, Boise Orthopedic Clinic staff physicians and spouses, Boise, Idaho, October 2001.
- The Many Faces of Physicians, Mountainview Medical Center medical staff and senior management, White Sulphur Springs, Montana, October 2001.
- Burnout, The Clinical Syndrome and a Personal Experience in Healing, presented at the annual retreat of the Bay Area Renal Stone Centers, Orlando, FL. June 22, 2003.
- Understanding Physicians: Improved Communication and Preventing Burnout, presented at the MGMA Annual Conference in Nashville, TN. October 24, 2005.