



International Academy of  
Independent Medical Evaluators

(Formerly the American Academy of Disability Evaluating Physicians)

[www.iaime.org](http://www.iaime.org)

## NOTICE TO IAIME FELLOWS

From: James L. Williams, MD, FIAIME  
IAIME Secretary/Treasurer

Date: December 8, 2016

RE: OFFICIAL NOTICE OF 30TH ANNUAL MEETING

In accordance with ARTICLE VIII, Section 6, and ARTICLE IV, Section 2b of IAIME Bylaws, the Notice of the Annual Meeting of Fellows of the International Academy of Independent Medical Evaluators is hereby confirmed as contained on the IAIME CME Calendar published continuously from June, 2016, and on the IAIME website, announced verbally at the January 15, 2016 Annual Meeting, and printed in the brochure distributed to all Fellows in October 2016 and this Official Notice for

**Friday, January 13, 2017, at 4:15 PM**

**At the Hyatt Regency Austin, Austin, Texas to consider:**

- 1. Rules of Annual Meeting**
- 2. Reports of Business/Finances of Academy**
- 3. Old Business**
- 4. New Business**
- 5. Election of Officers and Directors**
- 6. Bylaws Amendment(s)**
- 7. Report of AMA Delegate**
- 8. Update on Veritas Medicus**
- 9. Announcement of 2017 Educational Program**
- 10. Any Other Business Brought Before This Meeting**
- 11. Adjournment**

### OFFICERS AND BOARD OF DIRECTORS

CHARLES N. BROOKS, MD, FIAIME  
BOARD CHAIR  
BELLEVUE, WA

LEON ENSALADA, MD, MPH, FIAIME  
PRESIDENT  
HILTON HEAD, SC

CHARLES F. XELLER, MD, FIAIME  
VICE PRESIDENT/PRESIDENT ELECT  
SEABROOK, TX

JAMES L. WILLIAMS, MD, FIAIME  
SECRETARY/TREASURER  
CHESTERFIELD, MO

### DIRECTORS

CHRISTOPHER BRIGHAM, MD, MS,  
FIAIME  
KAILUA, HI

EDWARD I. DAGHER, MD, FIAIME  
OLYMPIA, WA

MARJORIE L. ESKAY-AUERBACH,  
MD, JD, FIAIME  
TUCSON, AZ

DOUGLAS W. MARTIN, MD, FIAIME  
SIOUX CITY, IA

MARK D. PILLEY, MD, FIAIME  
OMAHA, NE

SCOTT J. SPILLMANN, MD, MPH,  
FIAIME  
DANVILLE, VA

SUE O'SULLIVAN  
EXECUTIVE DIRECTOR  
[sueo@iaime.org](mailto:sueo@iaime.org)

DEBBI FRIGO  
ASSOCIATE DIRECTOR:  
[debbi@iaime.org](mailto:debbi@iaime.org)

2575 NORTHWESTY PARKWAY  
ELGIN, IL 60124  
312.663.1171  
FAX: 312.663.1175



## **PROPOSED RULES OF 30TH ANNUAL BUSINESS MEETING OF THE INTERNATIONAL ACADEMY OF INDEPENDENT MEDICAL EVALUATORS**

RULE 1: Every fellow attending the Annual Business Meeting is required to register for the Annual Scientific Session.

RULE 2: For admission to the assembly hall, to facilitate identification and seating, fellows shall be required to wear the badge issued upon registration.

RULE 3: The President shall report the number of fellows present with the proper credentials following any opening ceremonies or remarks.

RULE 4: QUORUM - The total number of fellows attending the Annual Business Meeting session shall constitute a quorum.

RULE 5: MOTIONS - Any fellow may offer a motion, resolution or second motions. The fellow shall state name and year of fellowship award upon recognition by the chair. Such motions or resolutions shall be in writing, signed by the maker and the seconder -- each of whom shall be a voting member of the Academy -- and shall be sent directly to the desk of the Secretary.

RULE 6: DEBATE - The chair will limit debate as appropriate.

RULE 7: All reports and other material for the permanent record or printed proceedings shall be typed and sent to the Secretary.

RULE 8: Nominations for each board position shall be according to procedures adopted by the Nominating Committee. Nominations may be made and accepted from the floor.

RULE 9: ELECTION PROCESS – Two Board of Directors positions are to be elected at this Annual Meeting. These positions are for a 3-year term of office. Any candidate who receives a majority of votes shall be elected.

RULE 10: Notices for announcement to the Annual Business Meeting shall be in writing, signed by the person under whose authority the announcement is issued, and shall be sent to the Secretary.

RULE 11: The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Annual Business Meeting in all cases to which they are applicable and in which they are not inconsistent with the bylaws of the Academy and these Rules of Annual Business Meeting.

# **Candidate Credentials**

*January 2017*

# IAIME

**TO BE VOTED IN PERSON**  
Election: Friday, January 13, 2017 at 4:15 pm  
Hyatt Regency Austin, Austin, Texas

## **SAMPLE BALLOT**

### **PRESIDENT**

- Charles Xeller, MD, FIAIME  
*(automatically assumes the office of President at the expiration of the term as President Elect in accordance with Article VI Section 3 of the Bylaws)*

### **VICE PRESIDENT/PRESIDENT ELECT (vote for one)**

- James L. Williams, MD, FIAIME

### **SECRETARY/TREASURER (vote for one)**

- Edward I. Dagher, MD, FIAIME
- Mark D. Pilley, MD, FIAIME

### **DIRECTOR (vote for two)**

Two three-year terms

- James W. Butler, MD, MPH, FIAIME
- Charles W. Kennedy, Jr., MD, FIAIME
- Ricardo Nieves, MD, FIAIME
- Bhavesh Robert J. Pandya, MD, MPH, FIAIME
- Gary W. Pushkin, MD, FIAIME

# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Vice President/President Elect**

**Name of Nominee: James L Williams, MD, FIAIME**

**Address of Nominee: 121 St. Luke's Center Dr Ste 500  
Chesterfield, MO 63017**

---

## **CREDENTIALS**

**Specialty: Physical Medicine & Rehabilitation**

**ABMS Boards: Physical Medicine & Rehabilitation (2002 & 2012)**

**Other Certifications/Boards/Awards: Electrodiagnostic Medicine (2003 & 2013), CEDIR V (2004), CEDIR VI (2012), CIME (2004 & 2009), Certified Health Fitness Specialist (ACSM 1994...2010)**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 2002**

**Year Fellow of IAIME: 2004**

**Years in Medical Profession: 15**

---

**BIO: Dr. Williams received his undergraduate degree in Chemistry from the University of Missouri- Columbia in 1993. He received his medical degree from the University of Missouri-Columbia School of Medicine in 1997. He completed his internship and residency in Physical Medicine Rehabilitation at the University of Texas Health Science Center at San Antonio in 2001. After practicing in a rehabilitation medicine group in Jackson, Mississippi for nearly five years, he returned home to St. Louis, Missouri to start a solo rehabilitation medicine practice. He is board certified in Physical Medicine and Rehabilitation and Electrodiagnostic Medicine and is currently on staff at St. Luke's Hospital, Missouri Baptist Medical Center, St. Clare Health Center, SSM St. Joseph Hospital – West, and Progress West Health Care Center. Dr. Williams is practicing rehabilitation medicine at his office in Chesterfield, MO.**

# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Secretary/Treasurer**

**Name of Nominee: Edward I. Dagher, MD, FIAIME**

**Address of Nominee: 1822 Black Lake Blvd Ste 102  
Olympia, WA 98512**

---

## **CREDENTIALS**

**Specialty: Physical Medicine & Rehabilitation**

**ABMS Boards: Physical Medicine & Rehabilitation, Recertified thru 2019**

**Other Certifications/Boards/Awards: American Board of Internal Medicine, 1995 to 2005, American Board of Independent Medical Examiners, 1997 to 2002, National Board of Medical Examiners, CEDIR V (2010)**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 2011**

**Year Fellow of IAIME: 2013**

**Years in Medical Profession: 24**

---

**BIO: Dr. Dagher is a psychiatrist and Medical Director at the Center for Musculoskeletal Evaluations in Olympia, Washington. He specializes in non-surgical neuro-musculoskeletal medicine, electrodiagnostic medicine (NCS/EMG), independent medical evaluations, and forensic medical evaluations. He graduated from the University of Nevada School of Medicine, and completed two specialty residency programs: Internal Medicine at the University of Nevada, Reno; and Physical Medicine and Rehabilitation at the University of California, Davis where he served as chief resident. Dr. Dagher is board certified by the American Board of Physical Medicine and Rehabilitation (ABPMR), fellow in the American Academy of Physical Medicine and Rehabilitation (AAPMR), and fellow in the International Academy of Independent Medical Evaluators (IAIME) where he serves as on the board of directors. He is Certified in Evaluation of Disability and Impairment Ratings (CEDIR) by IAIME, and is vice president of the Washington Association of Independent Medical Examiners (WAIME).**

# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Secretary/Treasurer**

**Name of Nominee: Mark D. Pilley, MD, FIAIME**

**Address of Nominee: Strategic Health Solutions LLC  
4211 South 102<sup>nd</sup> St  
Omaha, NE 68127**

---

## **CREDENTIALS**

**Specialty: Family Medicine**

**ABMS Boards: American Academy of Family Physicians - Active**

**Other Certifications/Boards/Awards: American Board of Quality Assurance Utilization Review Physicians – Active, American Board of Quality Assurance Utilization Review Physicians in Risk Management – Active, American Board of Independent Medical Examiners – Inactive, American College of Occupational and Environmental Medicine – Inactive, American Medical Association (AMA) - Active**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 1998**

**Year Fellow of IAIME: 2003**

**Years in Medical Profession: 35**

---

**BIO: Medical Director for Strategic Health Solutions, LLC (SHS). He has more than 18 years of experience in Medicare Medical Documentation Auditing, including performing tasks in support of Medicare Program Integrity investigations for a Program Safeguard Contractor. He achieved Board Certification and is a Fellow of the American Academy of Family Physicians, Fellow and active member of the International Academy of Independent Medical Evaluators (IAIME), [previously the American Academy of Disability Evaluating Physicians (AADEP)], currently on the IAIME (AADEP) Board for a third time, and Board certified by the American Board of Quality Assurance Utilization Review Physicians (ABQAURP). He has experience teaching American Medical Association (AMA) Guides for Permanent Impairment Ratings, prevention of long-**

# IAIME

term disability, workforce management, and “Face to Face” Guides in determining Mobility Assist Equipment (MAE) needs for AADEP and AAFP.

After receiving his medical doctorate from the University of Missouri, Columbia, Dr. Pilley completed a residency as Chief Resident of the department of Family Medicine at the University of Arkansas Medical Science, Little Rock, AR. He has provided primary care services for 34 years, including occupational medicine services. He continues to perform Independent Medical Examinations for legal counsel, Workers Compensation, and Social Security Disability Services. As the Medical Director for SHS, his responsibilities include providing support and subject matter expertise in performing medical review audits and reports, monitoring the consistency and accuracy of medical review determinations. He assists in providing medical expertise with regard to benefit integrity matters and in support of Medicaid Provider Outreach and Education. He has recently participated as a Co-Lead on the CMS esMD, Author of Record (AoR), and the recently initiated electronic Determination of Coverage (eDoC) Initiatives which are S&I Framework Workgroups under ONC for implementation of electronic Medical Documentation Requests (eMDR) and submission of electronic Medical Documentation for electronic Determination of Coverage for Medicare beneficiary services. He currently serves as the Medical Director in support of the Documentation Compliance Contractor (DCC) Statement of Work (SOW) under the CMS – Center for Program Integrity (CPI) for StrategicHealthSolutions (SHS).



# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Director**

**Name of Nominee: James W. Butler, MD, MPH, FIAIME**

**Address of Nominee: 3513 Aspen Dr  
Evansville, IN 47711**

---

## **CREDENTIALS**

**Specialty: Occupational Medicine**

**ABMS Boards: American Board of Preventive Medicine,  
Occupational Medicine, 1998, 2008 expires 2018**

**Other Certifications/Boards/Awards: American Board of Preventive Medicine,  
Aerospace Medicine, 1996, American Board of Family Practice, 1983, recertified  
1989, 1995, 2001. expired 12/31/2008, not renewed by my choice, American  
Association of Medical Review Officers 6/05, 6/10, Certified IME, ABIME Nov 2004,  
2009, CEDIR VI (2013)**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 2014**

**Year Fellow of IAIME: 2015**

**Years in Medical Profession: Over 30 years**

---

**BIO: Dr James Butler, is an Occupational Medicine Physician in practice in  
Evansville, Indiana. He is the only non-surgeon in an orthopaedic group. His  
practice encompasses routine worker's comp injuries, standard fit for duty and  
other physical exams, impairment ratings and IME's. He has been in practice  
since 1980, and has served 30 years in the US Air Force active duty, retiring in  
1998. He is also on the Board of Directors for American College of Occupational  
Medicine and two local community non-profits.**

# IAIME

## **SAMPLE BALLOT TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm  
Hyatt Regency Austin, Austin, Texas**

**OFFICE: Director**

**Name of Nominee: Charles "Bud" W. Kennedy, Jr. MD**

**Address of Nominee: 601 Texan Trail, Suite 201  
Corpus Christi, Texas**

---

### **CREDENTIALS**

**Specialty: Industrial Orthopaedics; Evidence Based Medicine; Integrated  
Medicine for Musculoskeletal Problems**

**ABMS Boards: American Board of Orthopaedic Surgery 1972**

**Other Certifications/Boards/Awards:  
American Board of Independent Medical Evaluators 1996  
CEDIR IV & V (2013, 2002)**

---

### **IAIME MEMBERSHIP**

**Year Joined IAIME: 1991**

**Year Fellow of IAIME: 1991**

**Years in Medical Profession: Over 30 years**

---

**BIO: Dr. Kennedy, Jr. graduated from Louisiana State University in 1961 and went on to graduate from Louisiana State School of Medicine in 1965. Dr. Kennedy completed his Residency training at Brooke Army Medical Center in 1971 specializing in Orthopaedics. Currently Dr. Kennedy is a frequent lecturer to case managers and physicians on workers' compensation issues. He is President of Disability Evaluating Center of Texas which is an independent medical evaluation practice. He is doing independent medical evaluations in Corpus Christi, Harlingen, Laredo, Victoria, San Antonio, Houston, Austin, Dallas and Fort Worth, Texas. He served as IAIME (formerly AADEP) board of director from 1994 – 2006 and treasurer from 1995 - 1998. He also served as the Chairman of Texas Task Force for Training Physicians in Impairment Evaluation from 1993 - 1995.**

# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Director**

**Name of Nominee: Ricardo Nieves, MD, FIAIME**

**Address of Nominee: 1437 Riverside Ave  
Fort Collins, CO 80524**

---

## **CREDENTIALS**

**Specialty: Physical Medicine & Rehabilitation**

**ABMS Boards: Physical Medicine & Rehabilitation**

**Other Certifications/Boards/Awards: Subspecialty fellowship training and board certification in Pain Medicine. American Board of Independent Medical Examiners, CEDIR VI (2012), Certified Impairment Rater (CIR), Fellow of the American Association of Neuromuscular and Electrodiagnostic Medicine (FAANEM) and board certified in Electrodiagnostic Medicine (DABEM).**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 1997**

**Year Fellow of IAIME: 1997**

**Years in Medical Profession: Over 20 years**

---

**BIO: Dr. Nieves has 20 years of experience in the Medical-Legal field with many board certifications in the field. Dr. Nieves has served on many Boards and committees, examiner of the specialty boards, publications, presentations and current teaching involvement with medical students, Residents and specialty organizations. Dr. Nieves is trained, experienced and certified (ABIME, CEDIR VI, CIR) on Independent Medical Evaluations and Impairment Ratings utilizing the Sixth Edition AMA Guides to Evaluation of the Permanent Impairment (Wyoming, New Mexico) and the Third Edition Revised AMA Guides (Colorado) where he completed the Level2 Certified Provider Colorado Division of Workers' Compensation (Select Net Provider).**

# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Director**

**Name of Nominee: Bhavesh Robert J. Pandya, MD, MPH, FIAIME**  
**Address of Nominee: Kaiser Permanente Los Angeles Medical Center**  
**Occupational Medicine Department/Kaiser on the Job**  
**Downtown LA Medical Offices**  
**333 S. Hope Street, Los Angeles, California 90071**

---

## **CREDENTIALS**

**Specialty: Occupational Medicine/Internal Medicine**

**ABMS Boards: Occupational Medicine/Internal Medicine**

**Other Certifications/Boards/Awards: American Board of Independent Medical Examiners, Recertified 2013, Member IAIME Legislative Committee, CEDIR VI (2015)**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 2013**

**Year Fellow of IAIME: 2016**

**Years in Medical Profession: Over 30 years**

---

**BIO: Dr. Pandya is currently a physician lead at Kaiser Permanente Los Angeles Medical Center, Occupational Medicine, Kaiser on the Job. Dr. Pandya has an academic appointment as the Site Director at the University of California, Irvine. Dr. Pandya completed his Clinical Fellowship at UCSF and San Francisco General Hospital Division of Occupational & Environmental Medicine in 2001, prior to which Dr. Pandya received his Master in Public Health in 2000 and completed residency in Internal Medicine in 1999 at Alameda County Medical Center/Highland General Hospital. Dr. Pandya currently serves on the International Relations Committee and Government Relations Committee for IAIME.**

# IAIME

## **SAMPLE BALLOT**

### **TO BE VOTED IN PERSON**

**Election: Friday, January 13, 2017 at 4:15pm**

**Hyatt Regency Austin, Austin, Texas**

**OFFICE: Director**

**Name of Nominee: Gary W. Pushkin, MD, FIAIME**

**Address of Nominee: 2506 St. Paul St  
Baltimore, MD 21218**

---

## **CREDENTIALS**

**Specialty: Orthopaedic Surgery**

**ABMS Boards: Orthopaedic Surgery (2005 & 2014)**

**Other Certifications/Boards/Awards: American Board of Independent Medical Examiners, Recertified 2013, Member IAIME Legislative Committee, CEDIR VI (2015)**

---

## **IAIME MEMBERSHIP**

**Year Joined IAIME: 2013**

**Year Fellow of IAIME: 2016**

**Years in Medical Profession: Over 30 years**

---

**BIO: I am a native Baltimorean. I am a French trained pastry chef, but my thanksgiving dessert fell apart. My wife is from Italy. I speak 4 languages including English, frequently all in the same sentence. I am a member of the Board of Councilors for the American Academy of Orthopaedic Surgeons and serve on both the SLRI (State Legislative and Regulatory Issues Committee) and the Advocacy Resources Committee. I volunteered for IAIME's legislative committee on becoming a fellow. I am President-elect of MedChi, The Maryland State Medical Society, I have been on MedChi's legislative committee for at least 10 years and have been co-chair for the last 3. I am an alternate delegate to the AMA, representing Maryland. I am an Eagle Scout as is my son, and have served on the board of the Boy Scouts since the 1990's. I occasionally make time to still be an Orthopedic Surgeon although I no longer operate. My daughter lives in Japan so she can learn Shibori, which is the ancient Japanese art of Textile dyeing and my son is a first-year law student at UVA.**