



IAIME JULY 2025 NEWSLETTER

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REBUILDING FOR IAIME'S STRONGER FOUNDATION

— Gary Pushkin, MD, FIAME, CMLE, IAIME President

52 years ago, when I entered medical school, I often thought about how I could help people and make a difference in the world. In looking back at the time of my entrance into the House of Medicine, I didn't have an idea of where my life's journey would take me. From my successful career as an orthopedic surgeon to my current day passion as an IME professional, it's been an eventful run which led to my current term as IAIME President.

When I first joined AADEP, now IAIME, after attending a few of Dr. Melhorn's courses, I was intrigued by the opportunities that might lie ahead for me in this new field. I saw the possibilities that I would be able to help injured workers in the IME world by capitalizing on my orthopedic surgery experience. But I also saw that an organization like IAIME provided me, a single Independent Medical Evaluator, with a foundation of knowledge that other industry leaders before me were willing to share. Therein lies IAIME's Foundational strength. Some of the visionaries from IAIME's early days continue to serve as voices in the wind, guiding experienced IMEs and those new to the IME world, with a roadmap of knowledge to guide them forward.

You'll read from IAIME Board Member Eva Pacheco, who commented at the most recent Board meeting that she wondered if the IME world knows What IAIME Is and what we have available to share. Read her column about 'Who is IAIME?'

William Shakespeare wrote in *The Tempest* that "The Past is Prologue". I believe that this quote applies to IAIME's future as well. We have the available knowledge from our leaders of the past, fueling the knowledge and

vision of today's leaders. It's what motivated IAIME Past Presidents Mark Melhorn and Barry Gelinias to invest an untold number of hours to write the new 6th Edition Digital AMA Guides®. It's what motivates IAIME Treasurer Jim Stiehl to produce this year's IAIME Mid-Year Virtual Conference (July 25 – 26, 2025) and IAIME President-Elect Bhavesh Pandya to lead the 2026 IAIME Annual Meeting in Austin, Texas (January 14 – 17, 2026).

I hope you will accept my invitation to be part of these 2 educational opportunities and to become a part of the IAIME family. There is education to assist all IMEs, Workers' Comp Divisions, Panel Companies, and others to excel in the IME world. I hope that you'll join us on the journey. I truly desire that you will begin to recognize IAIME as Your New Professional Home. There's a place for you at IAIME.

IAIME MID-YEAR MEDICOLEGAL TRAINING CONFERENCE JULY 25 – 26, 2025

— Jim Stiehl, MD, MBA, FIAIME, CMLE, IAIME Treasurer



IAIME
INTERNATIONAL ACADEMY
OF INDEPENDENT MEDICAL EVALUATORS

2025 IAIME Mid-Year
MedicoLegal Training Conference
Virtual Course July 25 – 26, 2025

Needles in the Haystack
Every Detail Matters in the IME Examination

Why You Should Attend

Excel as a medical expert by: Friday July 25 – Saturday July 26

- Enhance your core skills in performing physical examination, effective report writing, and when giving testimony including during cross examinations
- Review Orthopedic Pearls for evaluation of the upper and lower extremity
- Review appropriate referrals and interpretation of electrodiagnostic and neuro-psychological testing

As Education Chair of IAIME and Course Chairman of the 2025 Virtual IAIME Mid-Year meeting, I welcome you to attend this great offering. You will be learning from some of the best experts in our field, including principal authors of the new AMA 6th Digital Guides.

My goal with this course is to help you sharpen your IME skills and upgrade your practice techniques to really benefit from the innovative digital guides. The entire meeting is Virtual, so whether you join on the days of the event or watch the sessions afterwards, you can enjoy the world-class education and earn up to 12.5 hours of CME.

With the AMA website that has touch access to ALL prior guides, you can choose your needs with one-click. Using Google Search and PubMed, you can research and understand any topic in minutes. This will be a landmark meeting, and I hope to see you on the computer at the 2025 IAIME Mid-Year Conference.

Register Today

This year's MedicoLegal Training Conference is perfect for experienced professionals and younger physicians who are interested in learning from the leaders of the Independent Medical Evaluator (IME) profession.

At the completion of this activity, participants should be able to:

- Improve your core skills in performing physical examination, effective report writing, and when giving testimony, including during cross examinations
- Describe key digital tools and technologies used in forensic medicine
- Analyze the temporality element of a forensic patient's history

WHO IS IAIME?

— Eva Pacheco, MD, FAAPMR, FIAIME, CMLE, CIR, IAIME Board Member

IAIME was chartered (as AADEP) in 1987. IAIME's founders had a vision to introduce more uniform disability assessment methods and standards for the evaluation of impairments. As a newly elected member of the Board, I think we have reached that goal!

However, there is much work to be done to continue offering innovative educational conferences, seminars, webinars, and to continue our mission to advance science, prevention, evaluation, and management of injuries and disabilities.

Our members have generously volunteered their time and expertise to meet and exceed the above goals. They have published evidence-based articles, books, and guidelines that have been incorporated into the way professionals in the medicolegal field conduct their business. Simply put, our expert members have revolutionized the medicolegal field! This column will serve to highlight the accomplishments of some of our IAIME members.

Our first featured member is Dr. J. Mark Melhorn. Dr. Melhorn joined AADEP in 1997 and over the years has been active in the organization as a Fellow and Board Member, serving as President in 2009. Please read his accomplishments below.

Like Dr. Melhorn, so many others in our academy have donated their time and efforts to improve care and outcomes. We will continue to highlight their work, leadership, and mentorship.

FEATURED MEMBER

J. Mark Melhorn, MD, FAAOS, FIAIME, FACOEM, FACS



Dr. Melhorn is an occupational orthopaedic physician specializing in hand and upper extremity conditions. He serves as Co-Chair of the AMA Guides® Editorial Panel and is a Clinical Associate Professor of Orthopaedics at the University of Kansas School of Medicine – Wichita.

Dr. Melhorn has contributed to several cornerstone AMA publications, including the AMA Guides to the Evaluation of Permanent Impairment (4th, 5th, 6th [2008], and 2024 Editions) as a contributor, author, and author-editor. He also served as author-editor for the AMA Guides® to the Evaluation of Work Ability and Return to Work and the AMA Guides to the Evaluation of Disease and Injury Causation.

He is Program Director of the AAOS Annual CME Course on Workers' Compensation and Musculoskeletal Injuries and has served on multiple national committees for the AAOS, IAIME, ASSH, ACOEM, and other organizations addressing workplace injuries, disability assessment, and return-to-work strategies.

Dr. Melhorn's research and publications focus on impairment evaluation, return to work, and prevention of musculoskeletal injuries. He is a contributor to recent updates in the 2024 AMA Guides Musculoskeletal Enhancements, the AMA Guides Newsletter, and peer-reviewed articles on functional outcomes, causation, and impairment rating (e.g., "Improving Interrater Reliability in Impairment Evaluation: Musculoskeletal Chapter Enhancements," J Occup Environ Med, 2023 or "Comparative Analysis of Upper Limb Impairment Rating Processes in the AMA Guides Sixth Edition 2024 vs 2008: Impact on Stakeholders," J Occup Environ Med, 2024.)

His ongoing work promotes evidence-based evaluation and clinical guidance across multiple domains, bridging medical practice, education, and policy development.

We are what we repeatedly do. Excellence, then, is not an act, but a habit. – Aristotle

We'd Like to Hear from You

With a commitment to making things better, we want you to see IAIME as Your Professional IME Home. Please take this brief survey and share your thoughts on what IAIME can do better for you. All respondents will receive a \$50 credit towards registration for the 2025 Mid-Year or 2026 Annual Meeting.

[Complete our satisfaction survey](#)

If you have not joined IAIME or would like to volunteer to help improve the common good, please go online to www.IAIME.org or call the IAIME office at (844) 484-2463. Your membership directly supports this important work.

Welcoming Our Newest Members

We are pleased to welcome the following new Members of IAIME:

Marco Britton

Alexander Obolsky

Adam Rock

Thomas Holcombe

Contact Us

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