

ANNUAL REPORT

2024



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FROM THE PRESIDENT

Greetings. I hope that everyone had a wonderful Thanksgiving. The ability to spend time with friends, family and loved ones is always a blessing. Midway through my third quarter as your President, it has been an exciting year of accomplishing key items together and making "We are TMA" the mantra under which we continue to move forward making progress on several fronts.

This past year in the legislature, we had multiple bills which our members and legislative staff diligently worked and had many successes. One of our four major priorities was scope of practice. For over a decade, we have been concerned regarding practice expansion which would create significant problems for patients. This year, the TMA introduced a bill with a hybrid oversight model allowing experienced APPs to gain more autonomy in diagnosing and treating patients. By working together with our allied health societies in the CCC and with agreement of the physician assistants, this passed the legislature and will go into effect January 1, 2025.

Another priority remains physician burnout. The most recent data available from the AMA demonstrated an almost 5% decrease in physician reported burnout (48.2% in 2023 vs 53% in 2022). The TMA carried over a bill from the 2023 session addressing physician burnout and were able to have statutory protections enacted beginning January 1, 2025. These protect physicians seeking help to address workplace burnout. TMA's Physician Wellness Committee continues its work on programs to help physicians seek care and help to combat both causes and symptoms of burnout.

In 2023, our medical community suffered a tragic loss when Dr. Benjamin Mauk of Collierville lost his life in a senseless act of violence. The TMA brought forth a bill seeking to expand the coverage of assaultive offenses to include those occurring in a healthcare facility. Both the House and Senate passed the legislation. This went into effect on July 1, 2024.

Insurance "clawbacks" were another item at the forefront of our TMA legislative agenda for the session this year. While the period for recoupment of overpayments decreased to 15 months, the more important articles remained largely unchanged. These include that insurers must provide 30 days' notice of the intent to recoup funds and that they must provide detailed information for the basis of the recoupment.

The legislation will prohibit insurers from recouping any monies before all appeals are exhausted, limits insurers to collecting only the overpayment amount, and restricts insurers from basing recoupments on extrapolation of other claims from an audit.

After the COVID-19 pandemic and with continued bureaucratic requirements in practice, we have seen our colleagues retiring earlier than they would have in the past...or limiting their practice. At the same time, fewer physicians have moved to Tennessee to practice. Currently in Tennessee we have seven medical schools and an annual graduating class of 776 physicians. In addition, we train 2,600 residents in multiple programs throughout our state. TMA is expanding collaboration with our resident physician members to increase the number who stay in our great state. At their recommendation, TMA implemented a job board this year to help match residents with TMA physicians, thus working proactively to retain more graduates. We are excited about this process and look forward to helping more residents find jobs in locations so that they can remain in our wonderful state to help provide care for our patient population.

As is apparent, we have tackled significant issues this year, and are preparing for the multiple issues which TMA must address in years to come. During my last 8 months as your President, I am proud of the work you, our members, have put into contacting legislators, working on committees and advocating locally to improve the care our patients receive. Our Board of Trustees lead based upon your and our committees trust, ideas, innovations and desires, all shared with us through the House of Delegates. I am proud to represent the Tennessee Medical Association in all venues and to speak out for our patients and physicians as we improve the medical climate in our state.

Thank you for all your do. It is my privilege and honor to serve you. I am proud to say I am a TMA member and together "We Are TMA."

Landon Combs, MD | 2024-2025 TMA President

MEMBERSHIP

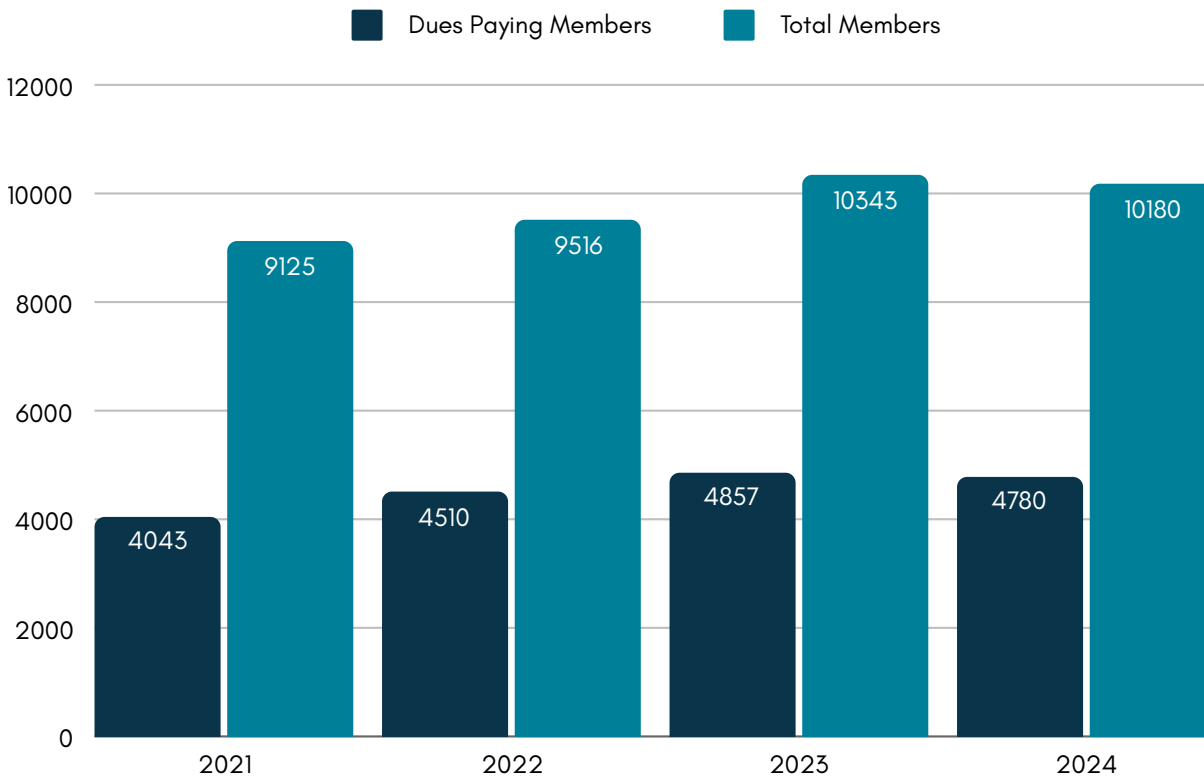


AT A GLANCE

This year witnessed a healthy retention of members, with the total count being well over 10,000. Organized medicine continues to prove strong in 2024 thanks to the engagement of members, all-in groups and physician leadership across the association.

TMA's leadership spent the year strategizing for the future of organized medicine in Tennessee. Discussion surrounded how to better retain and engage members, as well as methods for recruiting non-member physicians. TMA approved a multi-year marketing research campaign in order to proactively prepare for the methods of recruitment that will reach the next generation of physicians and leaders for the association.

TOTAL MEMBERS VS. DUES PAYING MEMBERS



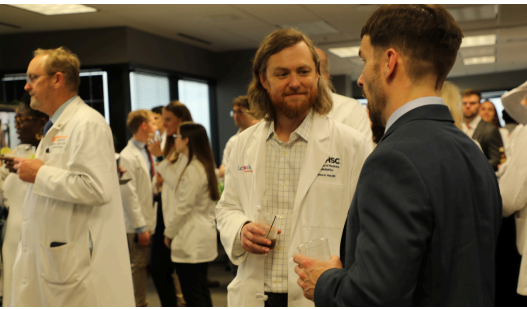
ALL-IN GROUPS

Abercrombie Radiological Consultants
Allergy and Asthma Affiliates
Allergy Asthma and Sinus
Anesthesia Medical Group PC/PhyMed
Anesthesiology Consultants Exchange PC
Arthritis Associates PLLC
Associates in Diagnostic Radiology
Ballad Health Medical Associates
Beacon Health Alliance
Blount Memorial Physicians Group
BMG Family Physicians Foundation
Bone and Joint Institute of Tennessee
Campbell Clinic
Center for Sports Medicine and Orthopaedics
Chattanooga Allergy Clinic
Chattanooga Ear Nose and Throat
Clinica Medicos
Consolidated Medical Practices of Memphis
Cookeville Pediatric Associates
Cookeville Regional Medical Center
Covenant Anesthesia Group
Cumberland Center for Healthcare Innovation
Dermatopathology Partners
Diagnostic Pathology Services
Dickson Medical Associates
Ear Nose and Throat Associates of JC
Ear Nose and Throat Consultants
East Memphis Anesthesia
East Memphis Neonatology
East Memphis Orthopedic Group
East tn plastic Surgery
ETSU Health Physicians
Erlanger Health System
Eye Specialty Group
Family Allergy and Asthma
Galen Medical Group PC
Gastro One
Gastroenterology Associates
Gastrointestinal Associates pc
Greater Knoxville Ear Nose and Throat
Hamilton Eye Institute
Heritage Medical Associates
Inpatient Physicians of the Mid-South
Jackson Urological Associates
Kentucky Lake Urology Clinic
Knox County Regional Forensic Center
Knoxville Pediatric Associates PC
Lakeway Dermatology Associates
LeBonheur Pediatrics
LifeCircle Women's Healthcare
Livingston Regional Hospital
Martin Lee and Page
Mays and Schnapp Pain
McDonald Murrmann Center for Wellness
Medical Anesthesia Group
Memorial Health Partners

Memorial Heart Institute (Chattanooga Heart Institute)
Memphis Dermatology
Methodist Healthcare
Middle Tennessee Surgical Specialists
Mid-South Ear Nose and Throat
Mid-South Imaging
Mountain Empire Eye Physicians
Mountain Region Family Medicine
Murfreesboro Anesthesia Group
Murfreesboro Medical Clinic
OrthoSouth
Pain Consultants of East Tennessee
PathGroup
Pediatrics East
Plastic Surgery Group of Memphis
Premier Medical Group
Premier Surgical Associates
Queen City Womens Health
Refined Looks (The Plastic Surgery Group)
Regional Kidney Care
Rheumatology Consultants
Rheumatology and Dermatology Associates
Scenic City Rheumatology
Semmes-Murphey Clinic
Shea Ear Clinic
Siskin Physical Medicine
Southeastern Spine & Neurosurgery
State of Franklin Healthcare Associates PLLC
Summit Medical Group Healthcare Services
Tennessee Cancer
Tennessee Fertility Institute
Tennessee Interventional and Imaging Associates
Tennessee Oncology PLLC
Tennessee Orthopaedic Alliance
Tennessee Reproductive Medicine
The ID Group
The Skin Wellness Center
The Surgical Clinic
Tri-Cities Skin and Cancer
University Anesthesiologists
University Surgical Associates PC
Urology Associates PC (CIMply)
Urology Group
Vascular Institute of Chattanooga
Vista Radiology
West Cancer Center
West Tennessee Bone & Joint
West Tennessee Medical Group
Williamson Medical Group
Women's Group of Franklin
Women's Health Specialists

MEMBER

ENGAGEMENT



Members engaged in organized medicine through TMA's House of Delegates (HOD), Day on the Hill, leadership training and several networking events across the state.

HOUSE OF DELEGATES: In April, TMA's House of Delegates and Annual Meeting drew nearly 200 physicians together in Murfreesboro, TN to discuss business of the association as well as healthcare policy for the upcoming year. Key topics discussed included preserving the integrity of physician-patient communications, ensuring physician autonomy in hospital settings, supporting children's physical and mental health, protecting physicians' ability to provide evidence-based maternal healthcare and preparing for the emergence of artificial intelligence in medicine. New leaders were installed, including TMA's 2024-2025 president, Landon Combs, MD, a pediatrician from Gray, TN.



ALL MEMBER VIRTUAL: TMA’s All Member Virtual meetings provided an opportunity for members to engage with each other and learn about relevant issues and offerings of the association. Topics of the meetings included the Tennessee maternal and infant vaccine policy, the 2024 legislative session wrap-up, Certificate of Need, and physician contract negotiation with TMA’s new partner, Resolve.



LEGISLATIVE DINNERS: The year wrapped up with several Legislative Dinners in key markets across the state, including Knoxville, Bradley County, Memphis, Chattanooga–Hamilton County, and many more. These events provided members with the opportunity to directly engage with their local legislators, network with colleagues and discuss the upcoming session with TMA’s government affairs team.

DOCTOR OF THE DAY: In the 2024 legislative session, 10 physicians volunteered their time to serve as TMA’s Doctor of the Day. This unique grassroots program connects physician members directly with state lawmakers to build relationships and advocate on policy topics of their choice. Participating physicians included:

- Jan. 30 – **Jonathan Hughes, MD** – Anesthesiology, Sullivan County Medical Society
- Feb. 6 – **Katrina Green, MD** – Emergency Medicine, Nashville Academy of Medicine
- Feb. 13 – **Roger Sherman, MD** – Addiction Medicine, Nashville Academy of Medicine
- Feb. 20 – **Daniel Sumrok, MD** – Addiction Medicine, Blount County Medical Society
- March 12 – **David Arehart, MD** – Pain Medicine, Upper Cumberland Medical Society
- March 19 – **Randal Dabbs, MD** – Emergency Medicine, Knoxville Academy of Medicine
- March 26 – **Elly Riley, DO** – Family Medicine, Consolidated Medical Assembly of West Tennessee
- April 2 – **Michael Mabry, DO** – Family Medicine, Washington–Unicoi–Johnson Medical Society
- April 9 – **Amy Bono, MD** – Internal Medicine, Nashville Academy of Medicine
- April 16 – **Brian Bingham, MD** – Radiation Oncology, Bradley County Medical Society



DAY ON THE HILL: TMA's annual Doctors' Day on the Hill brought more than 150 physicians to the Cordell Hull building on Capitol Hill in Nashville. Attendees spent the day educating and advocating before members of the Tennessee General Assembly, along with attending committee hearings, group meetings and individual appointments with nearly 80 legislative offices.



Physicians had the opportunity to lobby legislators on several priority bills and observe one being passed out the Senate Commerce & Labor Committee unanimously. The 2024 event also offered a special presentation from Sen. Heidi Campbell (D-Nashville) for physicians-in-training. She spoke about the importance of getting involved in legislative advocacy on behalf of the medical profession.

Doctors' Day on the Hill concluded with a reception at the Nashville City Center. Physicians, leaders and legislators were given the opportunity to enjoy a few hours of networking and relationship building while celebrating the successes of the day.



INGRAM INSTITUTE FOR PHYSICIAN LEADERSHIP:

The Ingram Institute for Physician Leadership had another successful term in 2024, with 22 new graduates achieving the rank of alumni. The Institute, which is comprised of two core programs, aims to give physicians foundational leadership training that will benefit their career while positioning them as a strong leader in both their community and practice.

Participants in the 2024 Lab spent seven months learning culture change skills through working on individual process improvement projects that had direct impact in their practice environments. The Immersion program taught physicians fundamental leadership principles through engaging modules, interpersonal assessments, personal leadership planning and sharing of ideas and strategies with peer colleagues from across the state.

TMA is currently seeking funding for the Ingram Institute for 2025. Those interested in giving can visit tnmed.org/leadershiptraining and click "Donate to the Ingram Institute," or contact TMA's Senior Director of Leadership Programming and Education, Beth Lentchner at beth.lentchner@tnmed.org.

MEMBER

BENEFITS



Through legal advisement, legislative advocacy, education programming and policy review, the Tennessee Medical Association continued to serve and look out for physician members in 2024.

LEGAL SERVICES: TMA's legal department continued to support all of TMA's services in 2024. Best Known for advocacy support, TMA's general counsel and paralegal team, boasting over 50 years of combined experience, also reviews contracts and provides advisement to both members and internal departments.

2024 LEGAL DEPARTMENT WINS:

- During the 2024 legislative session, the TMA legal department played a pivotal role in shaping the success of the association's legislative package. In addition to analyzing nearly 200 bills, it drafted several bill amendments to improve issues like charges for medical record copying, Mature Minor Doctrine, self-service tanning facilities, abortion trafficking and electronic insurance cards.

- As TMA's primary liaison to the health regulatory boards, the legal team's monitoring prompted two compliance alerts: enforcement of policies related to prescribing for self and family, and enforcement of the death certification process. TMA provided some members with potential defenses for allegedly violating these laws.
- TMA played a major role in improving pre-charging letters issued by health-related boards. Thanks to the legal team's advocacy, the Department of Health now identifies patients whose care it has concerns, making it easier for physicians to demonstrate compliance with the alleged violation from the standard of care. TMA also supported the rescission of the Medical Board's high-risk prescribing letters, many of which targeted pain management prescribers.
- The legal department collaborated with the Board of Osteopathic Examination to draft and submit a set of rules for consideration to address the "wild west" of IV clinic proliferation. These clinics are popping up in Tennessee with no medical oversight, expensive services, and dangerous compounding of solutions and many are operated by unqualified individuals. The Health Department's Office of General Counsel is reviewing the rules. If approved, the rules could be used by the allopathic medical board as well.
- TMA and the Tennessee Pain Society (TPS) collaborated on a number of advocacy efforts to improve the delivery of pain management in our state. There is a new process for TPS to provide input to the Commissioner of Health about changes to the state chronic pain guidelines. The TMA legal department also drafted legislation for use by TPS to improve the state pain clinic inspection process, high-risk prescriber criteria, and clinic oversight.
- The legal and membership departments collaborated to lead a group of several large 100% member medical practices to achieve success with TennCare payer chronic systemic barriers to care. TMA got officials from the TennCare Bureau involved to resolve MCO payment issues that went back over a year. These concerns included proper payment, credentialing and primary care provider attribution, among many others.

LEGAL EDUCATION

The legal department led an all-member education webinar on office safety policy. Our general counsel was a featured speaker at many society events, including the Tennessee Pain Society and multiple TMGMA chapters. TMA created an easy-reference resource of parent/guardian consent laws in Tennessee to help demystify the 2024 Family's Rights and Responsibilities Act. The department was at the forefront on news and compliance guidance about important federal regulations on non-compete agreements, HIPAA rules on production of reproduction health records to law enforcement, exempt/non-exempt employees and much more. Sixteen online Law Guide topics were added or updated this past year and hundreds of calls and emails from members and their staffs were answered.

EDUCATION: TMA offered quality continuing medical education (CME) accreditation and programming in 2024 in order to keep physicians compliant and up-to-date with laws, regulations and new methodology. Through Joint Providership, TMA accredited 28 programs to provide CME to physicians.



TMA continues to offer the MATE Act Education Course in partnership with Clinical Care Options (CCO), which has now been utilized by over 3,000 prescribers. The Proper Prescribing Course was also re-launched to reflect new information on policy, guidelines and regulations. Over 100 prescribers have taken the new course and just over 90 took the previous course this year. The Judgment Index™ launched in the spring as a valuable asset for groups and individuals to measure how behaviors affect decision making, as well as how to predict burnout.

TMA's Department of Leadership and Education rounded out the year by spearheading a fundraising initiative of the Tennessee Foundation for Quality Patient Healthcare (TFQPH), TMA's 501(c)(3), to support TMA's non-legislative programming.



OPIOID ABATEMENT COUNCIL GRANT:

The Tennessee Foundation for Quality Patient Healthcare (TFQPH), TMA's 501(c)(3), was awarded a \$1.5 million dollar grant from the Tennessee Opioid Abatement Council in March of this year. The goal is to use the grant to create new and updated education for all prescribers in Tennessee.

To accomplish this goal, TMA recruited a task force of 14 participants and four subject-matter experts, all of whom have first-hand experience with the effects of the opioid epidemic. This team, made up of doctors from across specialties, along with other professionals from nurses, certified physician assistants, law enforcement, pharmacy and counseling, will help guide us on what information prescribers really need and what is the most important. Once launched, the education will be available for free to all prescribers in Tennessee and will meet the Board of Medical Examiners Tennessee requirements.

The Tennessee Opioid Abatement Council was established by the Tennessee General Assembly with the goal of how to best spend the dollars received from lawsuits related to the opioid crisis.



ADVOCACY: TMA and the House of Medicine fared very well during the second session of the 113th Tennessee General Assembly, passing all of its legislative priorities. These included protecting physicians from assault in the workplace, stabilizing practice revenue during recoupment periods, improving efficiency of the collaborative relationship with physician assistants, and enabling physicians to seek out treatment for burnout without fear of professional retribution.

Below are several TMA legislative issues addressed during the 2024 session.

1. **Scope of Practice** - After nearly a decade of fending off scope of practice expansions, TMA introduced legislation to create a hybrid oversight model that would allow experienced APPs to gain more autonomy in diagnosing and treating patients.
2. **Physician Wellness** - Carried over from the 2023 session, TMA worked to enact statutory protections for physicians seeking help to address workplace burnout.
3. **Assault on Physicians** - Dubbed the Dr. Benjamin Mauck Act in honor of the late orthopedic surgeon killed in Collierville last year, this bill sought to expand the definition of assaultive offenses to include actions taken in a healthcare facility.
4. **Insurer Clawbacks** - TMA worked to reform the health insurance recoupment process to make it fairer and more transparent for physician practices.
5. **Healthcare Advertising** - Prohibits non-physician practitioners from utilizing misleading or deceptive information about his or her profession or license in any printed, electronic or oral advertisements. The law imposes new disciplinary sanctions for those who violate the prohibition.

To review the full recap of the legislative session, [click here](#).

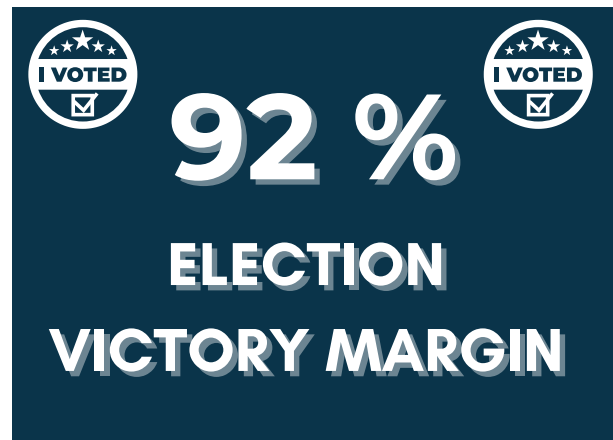


TMA PAC: At the time of this publication, the total amount of funds raised was **\$121,115**, with **\$82,615** generated from individual donors; **\$38,000** generated from corporate donors; and **\$500** generated from PAC-to-PAC contributions.

There were a total of **120 distinct donors** in the 2024 fiscal year— **22 of which were new donors**.

The average contribution was **\$688.46** and the largest contribution was **\$5,000**. In April, the inaugural TMA PAC Fundraiser Reception was hosted in conjunction with TMA's House of Delegates and Annual meeting. Between the reception and the House of Delegates, TMA PAC raised **\$31,156**.

As 2024 was an election year, the TMA PAC Committee authorized several campaign expenditures. In total, TMA PAC spent **\$166,622** with **\$67,250** going to House members and **\$48,000** going to Senators.

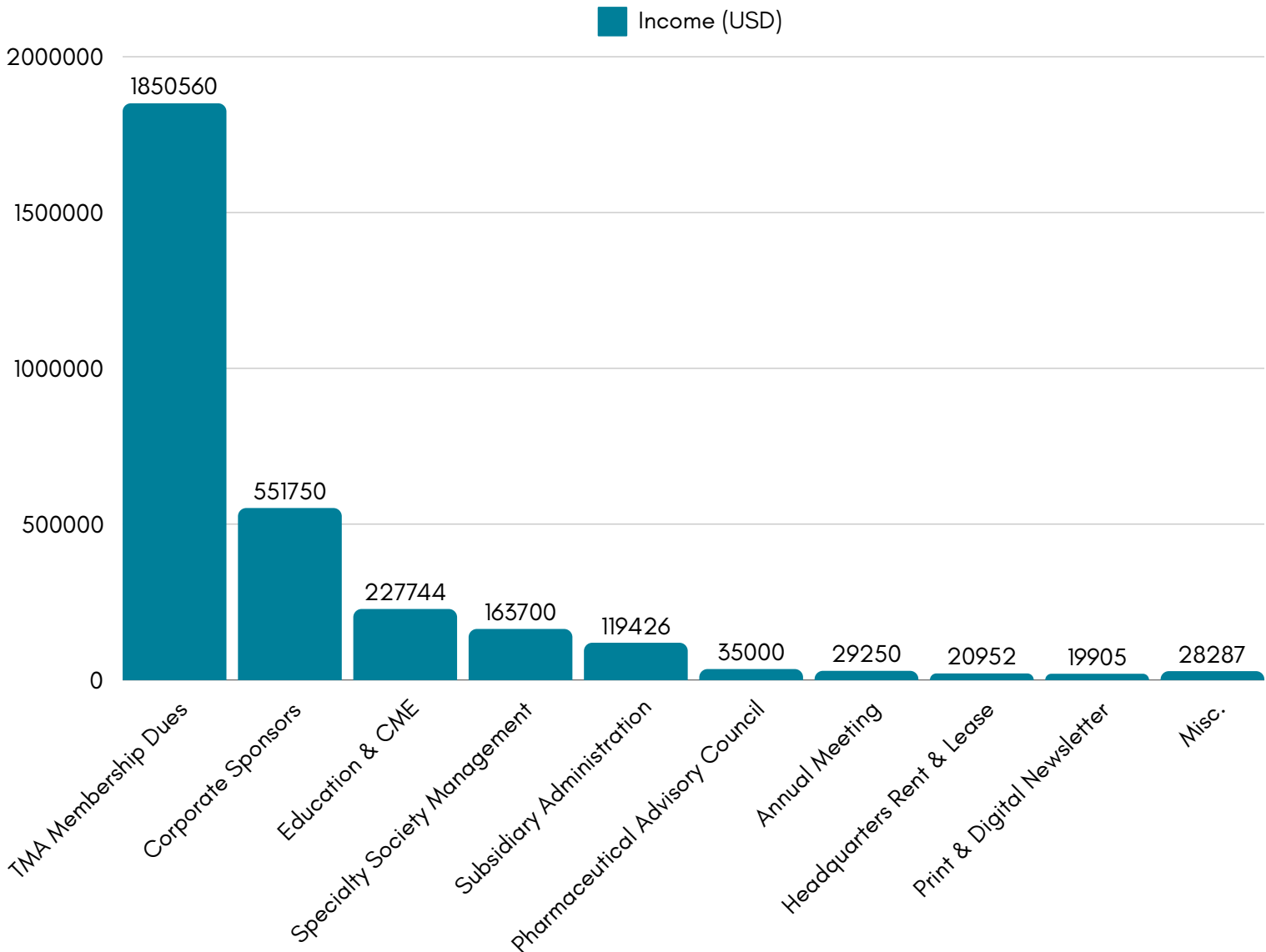


TO VIEW THE FULL LIST OF 2024 TMA PAC DONORS, CLICK [HERE](#).

FINANCIALS



2023 INCOME

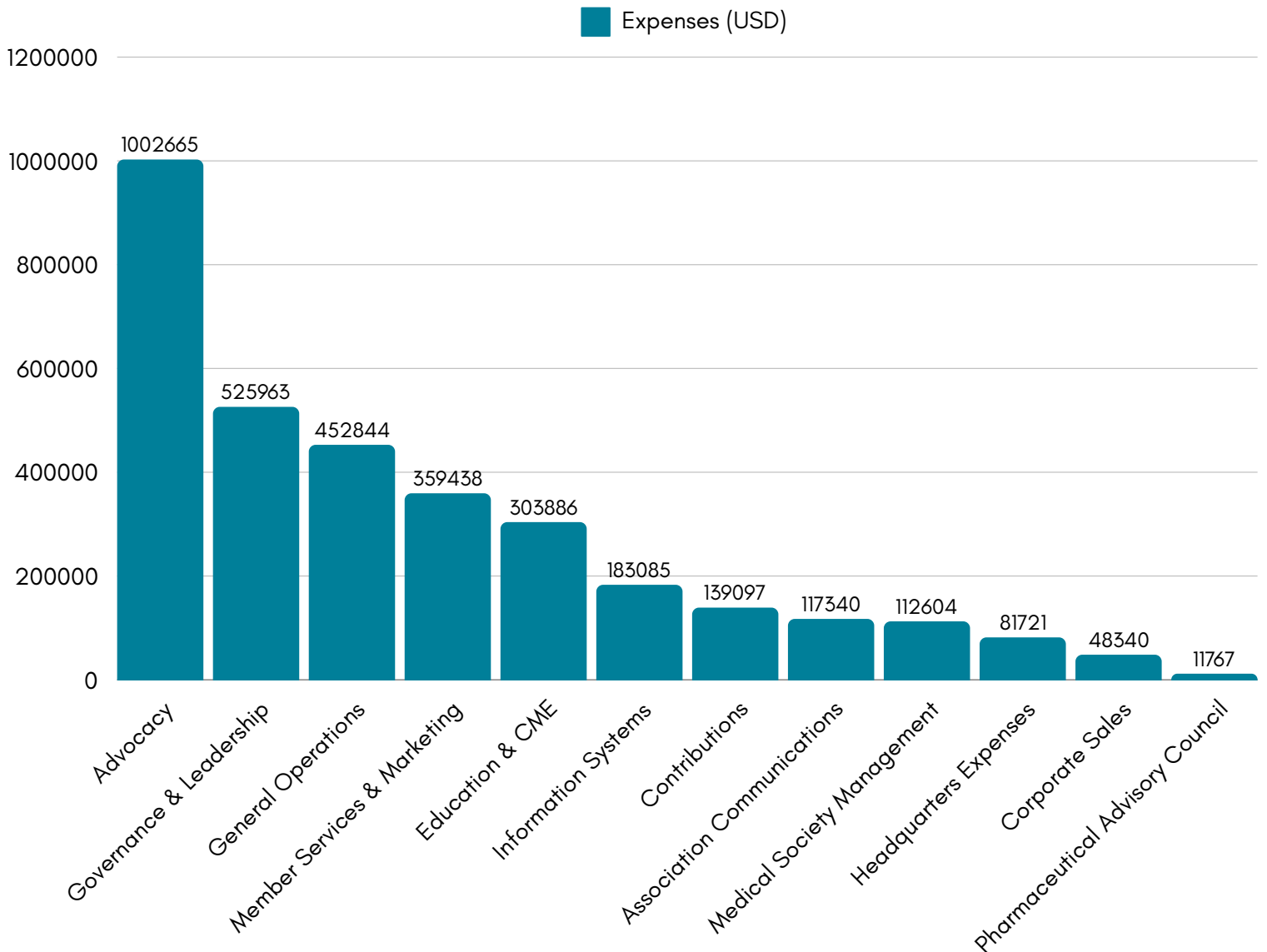


Total Income: 100%

Budgeted: \$3,563,750

Actual: \$3,046,574

2023 EXPENSES



Total Expenses: 100%

Budgeted: \$3,719,650

Actual: \$3,338,750



FROM THE CEO

The last twelve months have brought us a number of changes and firsts for the TMA. We have continued to make progress with gains in our total membership and were awarded a grant from the state to improve on the opioid abatement training for our members and all prescribers.

Funding for our diverse and numerous programs continues to be challenging as we continue to experience a decline in revenue from more traditional sources like seminars, workshops and product purchases. This leaves member dues as our primary source of funding.

To enhance our outreach efforts and learn more about the changing needs of early career physicians (and potential members), we will be conducting market research in the coming months of members and nonmembers. All present members are encouraged to urge their colleagues and partners to join and support TMA and the component societies because the work we do benefits all physicians and patients.

One unique challenge we face is the discontinuation of grant funding for our physician leadership programs, which has graduated more than 300 physicians since its inception in the last 12 years. To answer this challenge, TMA has refocused an existing 501(c)(3) organization, the Tennessee Foundation for Quality Patient Healthcare - TFQPH - to include physician leadership, wellness, education, and recruitment. Through donations and grants to the TFQPH, we will fund the continuation of leadership programming and other charitable services.

Legislatively, we will be addressing overarching issues that impact all physicians such as prior authorization and improving TennCare rates to bolster program participation to aid in access for a significant portion of our state's population.

On the horizon, there are key issues to watch. The impact of artificial intelligence on medical care and the health care market is certainly intriguing. What will be the final verdict on private equity impact on healthcare?

Organizationally we are evaluating the potential impact of current changes afoot in Washington DC on TMA priorities in the coming year. We are watchful of indicators that may threaten proven solutions that historically serve the public well, such as childhood vaccinations. And we continue to support the premise that persons with health insurance do lead healthier, longer lives than those without.

Looking further ahead, our state needs to address the future supply of physicians. For our part, we are pleased to launch our own Job Board to help match TMA resident members with TMA practices to grow the number of new physicians in our state. Communications to our resident physicians is just beginning, and we are thankful to our practices that have helped the program with initial position offerings.

In 2030, TMA will celebrate its 200th year of existence! When you look back over the history of the association, it too is marked with challenging times and significant upheavals in the marketplace. Every year seems worse in relation to the years that came before. It's just the way of nature. How you prepare and react makes the difference.

TMA is here for you; we have been for 195 years. We are all best served when we stay focused on the reason for being a medical association. We focus on those challenges that impact physicians most; we protect the freedom to practice medicine and provide patients with the quality of care needed according to medical standards; we reduce interference from outside parties in that delivery of care; and we fight for fair, timely and equitable reimbursement for services rendered.

Above all else, TMA unifies Tennessee physicians to be that voice of good medicine for our state.

Russ Miller, CAE
Chief Executive Officer

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