

**FEDERATION OF STATE  
PHYSICIAN HEALTH PROGRAMS, INC.  
ANNUAL EDUCATION CONFERENCE  
& BUSINESS MEETING**



**APRIL 23-26, 2014**

**Grand Hyatt Denver • Denver, Colorado**  
~Will coincide with FSMB Conference~

**Physician Health and Well-Being:  
Contemporary Issues Challenging PHPs**



*Watch for updates at [www.fsphp.org](http://www.fsphp.org).*

# *Plan to attend this years event!*

Each year the Federation of State Physician Health Programs (FSPHP) holds an annual meeting attended by over 200 state physician health program administrators, care providers and allied health professionals dedicated to the purposes of the FSPHP and its member state programs. This is your opportunity to network with professionals dedicated to the prevention and health of physicians and other care providers in the United States, Canada and other parts of the world.

The FSPHP is a nonprofit corporation whose purpose is to provide a forum for education and exchange of information among state physician health programs, to develop common objectives and goals, to develop guidelines, to enhance awareness of issues related to physician health and impairment, to provide advocacy for physicians and their health issues at local, state, and national levels, and to assist state programs in their quest to protect the public. Our mission is to support physician health programs in improving the health of medical professionals thereby contributing to quality patient care.

The FSPHP recognizes the need for different approaches by individual state organizations in delivering services and is committed to working together for the safety of the public, the medical profession, and the program participants on a national level.

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## **PROGRAM FACULTY**

Steven Adelman, MD, Physician Health Services, Inc., Waltham, MA  
Joy Albuquerque, MD, MA, FRCP, Ontario Medical Association Physician Health Program, Toronto  
Elizabeth Brooks, PhD, Colorado Physician Health Program, Denver, CO  
Guida Brown, MS, Intoxicated Driver Program, Kenosha, WI  
Kimberly P. Brown, PhD, Vanderbilt University Forensic Services, Nashville, TN  
Martha E. Brown, MD, Professionals Resource Network & University of Florida, Gainesville, FL  
Gary D. Carr, MD, Past President FSPHP, Purvis, MS  
Sarah R. Early, PsyD, Colorado Physician Health Program, Denver, CO  
Michael H. Gendel, MD, Colorado Physician Health Program, Denver, CO  
Michael Groat, PhD, MS, The Menninger Clinic, Houston, TX  
Doris Gundersen, MD, Colorado Physician Health Program, Denver, CO  
P. Bradley Hall, MD, West Virginia Physicians Health Program, Bridgeport, WV  
Scott Hambleton, MD, Mississippi Professionals Health Program, Ridgeland, MS  
Philip Hemphill, PhD, Pine Grove Behavioral Health & Addiction Services, Hattiesburg, MS  
Michael Kaufmann, MD, Ontario Medical Association, Physician Health Program, Toronto, Ontario  
Douglas Lewis, D.Sc., United States Drug Testing Laboratories, Des Plaines, IL  
Andrew B. Mendenhall, MD, Hazelden, Beaverton, OR  
Charles Meredith, MD, Washington Physicians Health Program, Seattle, WA  
Lisa J. Merlo, PhD, MPE, Professionals Resource Network, Inc., Gainesville, FL  
Ron L. Neufeld, BSW, LADAC, Vanderbilt Comprehensive Assessment Program (VCAP), Nashville, TN  
Michael R. (Mick) Oreskovich, MD, FACS, University of Washington, Seattle, WA  
Warren Pendergast, MD, North Carolina Physicians Health Program, Raleigh, NC  
Mel Pohl, MD, FASAM, Las Vegas Recovery Center, Las Vegas, NV  
Michael Ramirez, MS, Montana Professional Assistance Program, Inc., Billings, MT  
Amanda Shaw, MPH, Washington Physicians Health Program, Seattle, WA  
Michael P. Sprintz, DO, Sprintz Center for Pain and Dependency, The Woodlands, TX  
Jon V. Thomas, MD, MBA, Federation of State Medical Boards (FSMB), Euless, TX  
Carolyn W. Westgate, MS, LCPC, Kansas Medical Advocacy Program, Topeka, KS  
Betsy White Williams, PhD, MPH, Professional Renewal Center, Lawrence, KS  
Penelope P. Ziegler, MD, Professionals Resource Network, Fernandina Beach, FL

# Physician Health and Well-Being: Contemporary Issues Challenging PHPs

**APRIL 23-26, 2014**

**Grand Hyatt Denver • Denver, Colorado**

## ***Program Objectives***

Upon completion of the activity, participants should be able to:

1. Describe best practices, future challenges, and benefits of utilization of performance measures by physician health programs (PHP).
2. Examine the latest research on the efficacy of PHPs, the determination of risk assessment prior to PHP monitoring, and the subsequent determination of the need for PHP monitoring.
3. Compare various drug and alcohol testing methodologies, biomarkers, frequency of testing, abnormal test results, and potential alternatives for PHPs.
4. Describe various approaches to effective monitoring of cases involving boundary violations, disruptive behavior, and professional sexual misconduct.
5. Evaluate the impact of the DSM-5 implementation on treatment and monitoring of health care professionals.

## ***Poster Session Objectives***

***Poster viewing hours - Thursday, April 24 from 8am to 6pm. Poster Session - Thursday, April 24 from 5pm to 5:45pm.***

Upon completion of this session, participants should be able to:

1. Differentiate between the relapse-prone style and the recovery-prone style of coping with problems and stuck points in recovery.
2. Discuss the need to adapt programing to conform to the changing profile of the client (hospital site, clinic, individual physician) population.
3. Examine the effects of aging on clinical performance.
4. Identify clinician attributes and attitudes relevant to effective collaboration with physician health programs.
5. Describe ways to establish healthy boundaries in professional relationships with patients both in the workplace and in the recovering community.
6. Implement preventative measures that can reduce the prevalence of completed suicides among physicians.
7. Apply strategies designed to bring balance in physicians' lives.

## ***Who Should Attend***

The program is designed for physicians of all specialties, physician assistants, attorneys, program developers, physical therapists, case managers, nurses, licensed social workers, toxicologists, scientific researchers, and clinical coordinators involved in physician health programs.

## ***Accreditation Statement***

This activity has been planned and implemented in accordance with the Essential Areas and policies of the Accreditation Council for Continuing Medical Education through the joint sponsorship of Texas Medical Association and Federation of State Physician Health Programs. The Texas Medical Association is accredited by the ACCME to provide continuing medical education for physicians.

## ***Designation Statement***

The Texas Medical Association designates this live activity for a maximum of 13.25 *AMA PRA Category 1 Credits*<sup>™</sup>. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

## ***Ethics and/or Professional Responsibility Education***

The Texas Medical Association has designated this activity for 8.5 hours of ethics and/or professional responsibility education.

***Prerequisites of Attendees:*** *None*

## ***Education Methods***

Education methods will include didactic lecture, case presentations, workshops, and audience participation.

# Meeting & Conference Agenda

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~Agenda Subject to Change~

**Wednesday, April 23, 2014**

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8:30 am – 12:00 pm	<b>FSPHP Board of Directors Meeting (<i>Open to Board of Directors</i>)</b>
11:00 am – 1:00 pm	<b>Exhibitor Set up</b>
1:00 pm	<b>Annual Meeting Registration &amp; Exhibits Open Lunch in Exhibitor Hall</b>
1:30 – 2:30 pm	<b>FSPHP Committee Meetings (<i>Open to Committee Members</i>)</b>
2:30 – 3:00 pm	<b>Exhibitor Viewing – Meet and Greet Exhibitors</b>
3:00 pm	<b>WELCOME AND INTRODUCTIONS</b> <i>Warren Pendergast, MD, FSPHP President</i>
3:05 – 3:30 pm	<b>FSPHP AND PHYSICIAN HEALTH UPDATE (<i>Ethics</i>)</b> <i>Warren Pendergast, MD</i>
3:30 – 4:30 pm	<b>General Session I (<i>Ethics</i>)</b> ~Ensuring Compliance: Exploring Best Practices in Drug Testing of Healthcare Professionals ~Monitoring Through Biomarkers <i>Martha E. Brown, MD, Penelope P. Ziegler, MD, Guida Brown, MS, and Douglas Lewis, D.Sc.</i>
4:30 – 5:30 pm	<b>General Session II (<i>Ethics</i>)</b> <b>Controversies of Pain Management in Recovering Healthcare Professionals</b> <i>Michael P. Sprintz, DO, Andrew B. Mendenhall, MD, and Mel Pohl, MD, FASAM</i> <i>Moderator: Doris Gundersen, MD</i>
5:30 - 7:00 pm	<b>Opening Reception</b>
7:30 – 8:30 pm	<b>FSPHP Committee Meetings (<i>Open to Committee Members</i>)</b>
9:00 – 10:00 pm	<b>Open Mutual Support Meeting</b>

***All session and events are open to all registered attendees unless otherwise noted.***

## Thursday, April 24, 2014

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7:30 – 8:30 am                      **Open Mutual Support Meeting**

8:00 – 9:00 am                      **Breakfast and Exhibit Viewing**

9:00 –10:00am

<b>Concurrent Session A (Ethics)</b>	<b>Concurrent Workshop B (Ethics)</b>
<b>The Development of a Quality Scorecard Instrument for Measuring Physician Health Program Effectiveness</b> <i>Amanda Shaw, MPH and Charles Meredith, MD</i>	<b>Integrating Outcomes Reports into PHP Practice: Implications for Patient Safety, Quality Improvement and Treatment Planning</b> <i>Michael Groat, PhD, MS</i>

10:05—11:05 am                      **New Member Meeting**  
*Warren Pendergast, MD and FSPHP Officers*  
**Special Thanks to the FSPHP Diamond Exhibitors**

11:15 - 12:00 pm                      **General Session III (Ethics)**  
**Are There Precursors for Substance Use Disorders in American Physicians**  
*Michael R. (Mick) Oreskovich, MD, FACS*

12:00 – 12:45pm                      **Luncheon**

12:45 – 1:00 pm                      **Exhibit Viewing**

1:00 – 2:00 pm

<b>Concurrent Workshop A (Ethics)</b>	<b>Concurrent Session B (Ethics)</b>
<b>Risk Assessment and PHP Involvement with Complex Cases: A Roadmap for Success</b> <i>Philip Hemphill, PhD and Scott Hambleton, MD</i>	<b>Medical Student Participation in a State PHP: The Florida Experience</b> <i>Lisa J. Merlo, PhD, MPE</i>

2:05 – 3:05 pm                      **General Session IV**  
**The Impact of DSM 5 on Physician Health Programs**  
*Penelope P. Ziegler, MD and Martha E. Brown, MD*

3:05—3:35 pm                      **Special Presentation – FSMB Speaker**  
**Common Issues Facing Physician Health Programs and Licensure Boards, Including Promotion of Patient Safety**  
*Jon V. Thomas, MD, MBA, Chair, FSMB Board of Directors*

3:35 –3:45 pm                      **Exhibit Viewing/Break**

3:45 – 4:45 pm                      **General Session V (Ethics)**  
**EVALUATION AND TREATMENT FOR THE 'DISRUPTIVE' PHYSICIAN**  
*Michael Kaufmann, MD, Ron L. Neufeld, BSW, LADAC,*  
*Kimberly P. Brown, PhD, Betsy White Williams, PhD, MPH and Carolyn W. Westgate, MS, LCPC*

## Thursday, April 24, 2014 (cont.)

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5:00 – 5:45 pm

**Poster Session** - Presenters available for Q and A

*Posters available for viewing - Thursday, April 24 from 8am to 6pm.*

**A Study of Factors Associated with Physician Suicide Behavior in Tennessee Doctors**

*Ron L. Neufeld, BSW, LADAC, and Kimberly P. Brown, PhD*

**Disruptive Behavior: Challenges PHPs Face in Monitoring**

*Martha E. Brown, MD, Penelope P. Ziegler, MD*

**Healthcare's Rapid Changes - How do PHPs Respond: The Kansas Perspective**

*Carolyn W. Westgate, MS, LCPC, Michael Williams, PhD, and Betsy White Williams, PhD, MPH*

**Implementation of Tobacco-Free Policy in Residential Addiction Treatment Programs for Health Professionals**

*Laura Martin, MD, Patricia A Pade, MD, and Yu Tack Kang, MD*

**Multidisciplinary Team Use of Neuropsychological Test Data; Issues and Challenges in Assessment of Health Professionals and Implications for Re-Entry**

*Gregory K. Gable, PsyD, and Joseph Garbely, DO*

**Overlapping Interests and Complimentary Responsibilities: Physician Health Programs and Clinical Competence Programs**

*Elizabeth S. Grace, MD, and Sarah R. Early, PsyD*

**Physician Suicide: A Growing Problem**

*Daniel H. Angres, MD, and Kathy Bettinardi-Angres*

**Professional Impairment: Licensure & Disability Insurance Issues**

*Mark F. Seltzer, Esq. and Frances E. Cullen, Esq.*

**Resident Physician Health: The University of Alberta's Innovative Approach to Learner Advocacy & Wellness**

*Erica Dance, MD, FRCPC*

**Re-Training - A Look at Recovering Physicians Entering the Field of Addiction Medicine**

*Scott Teitelbaum, MD, FASAM and Kenneth Thompson, MD, FASAM*

**The "Messaging" of a Physician Health Program - A Proactive Stance of a PHP in the Public Eye**

*Sarah R. Early, PsyD and Amanda L. Parry, MPA*

**The Journey of Recovery: Staying on the Right Road**

*Chip Abernathy, LPC, MAC*

**Vicarious Trauma and Physicians' Health**

*Mary Deitch, JD, PsyD*

6:30 - 9:00 pm

**FSPHP Board Meeting and Committee Chairs Dinner  
(Open to Board of Directors and Committee Chairs)**

9:00 - 10:00 pm

**Open Mutual Support Meeting**

## Friday, April 25, 2014

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**Walk The Block** hosted by the Colorado Physician Health Program



6:30 – 7:30 am

7:00 – 8:00 am

**Open Mutual Support Meeting**

8:00 – 9:00 am

**Breakfast and Exhibit Viewing**

9:00 – 10:00 am

**PHP Administrative Topic Meeting**  
**Show Us the Money: Enhancing the Funding of Your PHP**  
*Steven Adelman, MD*

10:00 - 11:15 am

**General Session VI (Ethics)**  
**To Monitor or Not to Monitor: That Should be the Question**  
*Joy Albuquerque, MD, MA, FRCP and Michael Kaufmann, MD*

11:15 – 11:45 am

**Exhibit Viewing/Break**

11:45 – 12:45 pm

**General Session VII (Ethics)**  
**Clients Speak: Results from the Colorado PHP Program Evaluation**  
*Elizabeth Brooks, PhD, Sarah R. Early, PsyD and Michael H. Gendel, MD*

12:45 – 1:45 pm

**Luncheon**

1:45 – 3:00 pm

**FSPHP Regional Member Meetings (Open to FSPHP Members)**

**Western Region**  
**Southeast Region**  
**Central Region**  
**Northeast Region**

3:00 – 3:30 pm

**Exhibitor Session**  
**All exhibitors are invited to meet with members of the FSPHP Program Planning Committee for Discussion and Feedback**

3:30 – 5:30 pm

**FSPHP Annual Business Meeting (Open to FSPHP Members)**

5:30 – 5:45 pm

**FSPHP Board of Directors Meeting (Open to FSPHP Board of Directors)**

9:00 – 10:00 pm

**Open Mutual Support Meeting**

## Saturday, April 26, 2014

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6:30 – 7:30 am	Open Mutual Support Meeting
7:00 – 8:00 am	Breakfast and Exhibit Viewing
7:30 – 8:00 am	Travel to the FSMB Meeting <i>Hyatt Regency Denver at Colorado Convention Center 650 15th Street, Denver, CO</i> ~Approximately 3 blocks from Grand Hyatt Denver~ **Buses depart at 7:35
8:00 – 9:30 am	<b>General Session VIII</b> <b>JOINT FSPHP AND FSMB @ Hyatt Regency Denver at Colorado Convention Center</b> <b>Generational Topics in Physician Health: From Burnout to Marijuana</b> <i>Warren Pendergast, MD; Mick Oreskovich, MD and Doris Gundersen, MD</i>
9:30—10:15 am	Travel back to FSPHP Meeting at <i>Grand Hyatt Denver</i>
10:15 – 11:45 am	<b>General Session IX</b> ~Surviving Political Challenges to Your PHP: Building Stakeholder Support and Developing External Performance Measures – The Montana Experience ~Physician and Professional Health Programs; Challenges and Opportunities <i>Michael Ramirez, MS, Gary D. Carr, MD, P. Bradley Hall, MD, and Warren Pendergast, MD</i>
11:45 – 12:00 pm	<b>Exhibitor Drawings &amp; Closing Remarks</b> <i>Doris C. Gundersen, MD</i>
12:00 pm	Adjourn

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***We hope that this conference meets your expectations.***

***Thank you!***



# FEDERATION OF STATE PHYSICIAN HEALTH PROGRAMS 2014 ANNUAL MEETING AND CONFERENCE

## Grand Hyatt Denver

1750 Welton Street, Denver, Colorado 80202  
Tel: (303) 295-1234 • Fax: (303) 603-4009

**Name of Block at Hotel:** Federation of State Physician Health Programs

Cut-off Date for Room Block Reservation is April 1, 2014, while rooms last.

Room Rate: \$169.00 for Standard Room, \$209 for Grand Club rate—includes access to hospitality lounge

### **ATTENDEES MUST MAKE ROOM RESERVATIONS BY APRIL 1, 2014 TO RECEIVE THE FSPHP SPECIAL ROOM BLOCK RATE.**

To make your reservations, please call 1-888-421-1442 or visit

*The registration fee includes meeting packet, all breakfasts, luncheons, breaks and opening reception.*

#### **MEETING REGISTRATION**

**Registration prior to or on March 31, 2014**

**Registration on or after April 1, 2014**

**On Site Registration**

**Members**

**\$ 450.00**

**\$ 500.00**

**\$ 575.00**

**Non Members**

**\$ 550.00**

**\$ 600.00**

**\$ 675.00**

#### **Deadline Dates for Cancellation**

**Full refund minus \$50.00 processing fee:**

**March 22, 2014**

**50% refund minus \$50.00 processing fee:**

**March 31, 2014**

**No Refund:**

**April 8, 2014**

#### **TRANSPORTATION:**

Transportation from and to the Airport can be made through Super Shuttle at [www.supershuttle.com](http://www.supershuttle.com)

Cab fare from the Airport to Grand Hyatt Denver is approximately \$55 -\$60.

#### **Questions or further information:**

Debbie Brennan ([dbrennan@mms.org](mailto:dbrennan@mms.org)) or Jessica L. Vautour ([jvautour@mms.org](mailto:jvautour@mms.org))

FSPHP, 860 Winter St. • Waltham, Massachusetts 02451

Tel: 781-434-7343 • Fax: 781-464-4802

FSPHP Executive Director: Jonathan Dougherty, M.S., [jhdfsphp@albmed.org](mailto:jhdfsphp@albmed.org), (518) 439-0626

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#### **PROGRAM PLANNING COMMITTEE**

Mick Oreskovich, M.D., Co-Chair, FSPHP Consultant/University of Washington

Doris Gundersen, M.D., Co-Chair, Colorado Physician Health Program

Linda R. Bresnahan, M.S., Co-Chair, Massachusetts Physician Health Services

Terrance M. Bedient, FACHE, Medical Society of the State of NY CPH

Debbie Brennan, FSPHP Staff Assistant (Massachusetts PHS)

Martha E. Brown, M.D., Professional Resource Network (FL)

Jonathan H. Dougherty, M.S., FSPHP Executive Director

P. Bradley Hall, M.D., WV Medical Professionals Health Program

Scott Hambleton, M.D., Mississippi Professionals Health Program

Linda Kuhn, Texas Medical Association PHWC

Warren Pendergast, M.D., North Carolina Physicians Health Program

John Southworth, Idaho PRN

Michael Todd, Tennessee Physicians Health Program

Jessica L. Vautour, FSPHP Staff Assistant (Massachusetts PHS)

# Registration Form

(Please Type or Print)

NAME (as you would like it to appear on your badge) \_\_\_\_\_

TITLE: \_\_\_\_\_

AFFILIATION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

**Please indicate your preference for each of the concurrent session times:**

Thursday 9:00am: \_\_\_\_\_ The Development of a Quality Scorecard Instrument for Measuring Physician Health Program Effectiveness OR \_\_\_\_\_ Integrating Outcomes Reports into PHP Practice: Implications for Patient Safety, Quality Improvement and Treatment Planning

Thursday 1:00pm: \_\_\_\_\_ Risk Assessment and PHP Involvement with Complex Cases: A Roadmap for Success OR \_\_\_\_\_ Medical Student Participation in a State PHP: The Florida Experience

Will you be attending the luncheon on Wednesday, April 23, 1:00 p.m. \_\_\_\_\_ Yes \_\_\_\_\_ No

Will you be attending the Opening Reception on Wednesday, April 23, 5:30-7:00 p.m. \_\_\_\_\_ Yes \_\_\_\_\_ No

Will you be attending the FSMB Joint Session on Saturday, April 26, 8:00-9:30 a.m. \_\_\_\_\_ Yes \_\_\_\_\_ No

**PAYMENT METHOD: CHECKS ONLY**

Please make payable to: [The Federation of State Physician Health Programs](#)

	Member	Non Member
Registration prior to or on March 31, 2014	\$ 450.00	\$ 550.00
Registration on or after April 1, 2014	\$ 500.00	\$ 600.00
On Site Registration	\$ 575.00	\$ 675.00
Total Cost of Registration:	\$ _____	\$ _____
Voluntary Charitable Contribution (Please specify Amount):	\$ _____	

The Federation of State Physician Health Programs is a 501(c)(3) organization able to receive charitable contributions. Your donation represents an unrestricted educational grant. Your organization will be acknowledged on program materials during the conference.

*The FSPHP thanks you for your support and contribution towards the FSPHP's educational efforts!*

Checks made payable to: The Federation of State Physician Health Programs  
(We unfortunately cannot accept credit card payments.)

Mail payment and this form to: FSPHP  
Att. Debbie Brennan  
860 Winter Street,  
Waltham, Massachusetts 02451