



# Federation of State Physician Health Programs

## FSPHP Insights

February 27, 2026

# 1 DAY LEFT

REGISTER NOW!

👉 [View the Detailed Agenda!](#)

👉 [Visit the Conference Website!](#)

👉 [See our Speakers!](#)



### Register by February 28 & Save \$100 with Discounted Rates!

Join more than 300 Physician and Professional Health Program (PHP) staff and leading experts involved in the evaluation and treatment of health professionals for the field's most valued professional development training—where attendees can earn **up to 16.5 hours of education credit** for:

- physicians
- nurses
- pharmacists
- psychologists
- social workers
- dentists

### Top Must-Know Conference Highlights

[FSPHP 2026 Social Event at Camden Yards Orioles Game & All-Inclusive Picnic Perch](#)

📅 Purchase tickets by **March 20th**.

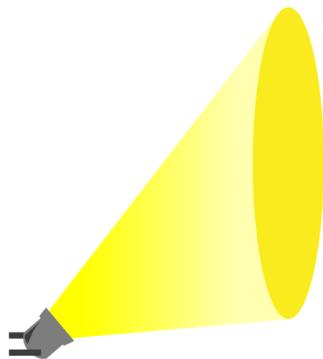
#### [Silent Auction](#)

Your participation makes a difference!

📅 Donate a high-value item by **April 10th**.

#### [Exhibit Space Available](#)

📅 Reserve a booth by **April 1st** to access the full menu of exhibitor benefits.





**Dr. Lisa Merlo & Dr. Edwin Kim**



**Dr. Byron Joyner, Courtney Strong & Cindy Hamra**



**Dr. Timothy P. Brigham & Linda Bresnahan**



**Dr. Humayun "Hank" Chaudhry, Linda Bresnahan, Dr. George Abraham, Robin McCown & Dr. Edwin Kim**

## Raising Awareness of Physician Health Programs to Trainees



FSPHP, the Washington Physician Health Program (WPHP), and the Georgia Professional Health Program were well represented at the ACGME Annual Educational Conference. Dr. Edwin Kim, FSPHP President-Elect and Medical Director of the Pennsylvania PHP, and Dr. Lisa Merlo, FSPHP Research Committee Co-Chair and Professor of Psychiatry at the University of Florida College of Medicine, presented *"Hiding in Plain Sight: The Role of Physician Health Programs."*

In addition, Courtney Strong, MA, LMHC, SUDP, Clinical Director at WPHP, joined Cindy Hamra, JD, MA, FACHE, Associate Dean for Administration and Finance, Graduate Medical Education, University of Washington School of Medicine, and Byron Joyner, MD, MPH, Associate Dean for GME, in presenting *"Helping the Impaired Resident: Addressing Myths of Physician Health Programs."*

The conference also highlighted a keynote presentation by Dr. Timothy P. Brigham, former Chief Education Officer and Senior Vice President for Education at ACGME, who was honored as he enters retirement. Dr. Brigham has been a longstanding champion for physician wellness and a strong supporter of raising awareness about Physician Health Programs.

FSPHP is proud to continue this important work through ACGME's "Access to Care Affinity Group," chaired by Dr. Chris Bundy, with Linda Bresnahan and Dr. Art Hengerer serving as group members.

FSPHP attendees also had the pleasure of connecting with Robin McCown from the Georgia Physician Health Program, who attended and admirably spread awareness throughout the event as she connected with Georgia healthcare professionals.

A highlight included dinner with Dr. Humayun "Hank" Chaudhry, CEO of FSMB, and Dr. George Abraham, FSMB Chair, to explore future opportunities to advance physician wellbeing and access to care.



## New Resource Available - Supporting Safety-Sensitive Workers with Alcohol Use Disorder



**Dr. Paul Earley**, past president of the FSPHP and Medical Director Emeritus of the Georgia Professional Health Program, Inc., and **Dr. Chris Bundy**, Chief Medical Officer of FSPHP and Executive Medical Director of the Washington Physicians Health Program contribute their expertise to this resource published by the **American Society of Addiction Medicine (ASAM)** and funded by **National Institute on Alcohol Abuse and Alcoholism (NIAAA)** and in collaboration with **Providers Clinical Support System (PCSS)**.

***Supporting Safety-sensitive Workers with Alcohol Use Disorder*** provides an overview of best practices for identifying, treating, and supporting safety-sensitive workers (SSWs) with Alcohol Use Disorder (AUD). Drawing on established evidence, professional health program (PHP) protocols, and the unique clinical considerations involved in caring for individuals whose work impacts public safety, the document outlines key components of assessment, treatment, long-term monitoring, and recovery support. It emphasizes the importance of occupation-focused care, coordination with PHPs, and the critical role of peer-specific recovery communities in promoting sustained remission and safe return to work.

[!\[\]\(cbe2492b119e39e02a1dab2af4a4b296\_img.jpg\) \*\*Download and share this resource, which reinforces the essential role of PHPs and FSPHP in protecting both public safety and professional well-being.\*\*](#)



## FSPHP Confers FSPHP Evaluation and Treatment Accreditation (FSPHP-ETA™) Upon Pavillon International.

[Pavillon International](#) has been awarded the prestigious [FSPHP-ETA™ Accreditation](#), recognizing its commitment to excellence in evaluation and treatment services for medical trainees, physicians, and other healthcare workers in safety-sensitive occupational roles. This three-year accreditation affirms national standards in healthcare professional care through a valid, reliable, and rational assessment.

*“Pavillon is grateful to have earned the prestigious FSPHP-ETA accreditation, as it aligns with our vision to be a provider of choice for treatment and recovery in substance use and related disorders. This national accreditation further acknowledges Pavillon’s commitment to being a leader in the field of treating substance use disorders. We’d like to thank FSPHP for the opportunity to be recognized in this capacity and look forward to continuing to be a provider of care to occupations with safety-sensitive roles.”*

[Pavillon International](#) is among the first treatment centers nationally to achieve FSPHP-ETA™ accreditation, demonstrating full compliance with standards.

Treatment centers participate in FSPHP-ETA to:

- Distinguish qualified entities that evaluate and treat healthcare workers in safety-sensitive roles.
- Enhance the effectiveness of evaluation and treatment processes to optimize outcomes.
- Demonstrate to the public a program’s dedication to high standards of quality care for safety-sensitive healthcare professionals.
- Promote the sharing of best practices to enhance transparency, accountability, consistency, and excellence while identifying opportunities for improvement.

This milestone comes at a pivotal time when the need for specialized, high-quality healthcare professional evaluation and treatment services is greater than ever.

For more information about Pavillon International or to learn how [Pavillon International](#) is advancing physician wellness, visit <https://www.pavillon.org/> or contact Kim Nelson, Director of Business Development, at [kimn@pavillon.org](mailto:kimn@pavillon.org), 828-817-3783.

The FSPHP-ETA™ program is exclusively for entities that provide evaluation and/or treatment services to healthcare workers in safety-sensitive occupational roles. Treatment and evaluation experts and programs with a specialty in healthcare professionals in safety-sensitive occupational roles may apply for FSPHP-ETA™ accreditation. View the [FSPHP list of accredited programs](#).

To learn more about FSPHP-ETA™, to purchase the standards, and/or to apply for accreditation, read more here: <https://www.fsphp.org/fsphp-eta->

### Trends in Case Complexity and Implications for Physician Health Programs: An Analysis of Referrals to the Colorado Physician Health Program

Lori A. Crane, PhD, MPH; Amanda L. Kimmel, MPA; Sarah R. Early, PsyD; Joyce M. Davidson, PhD, LCSW; Michael H. Gendel, MD; Doris C. Gundersen, MD; Scott A. Humphreys, MD



#### ABSTRACT:

**Introduction:** The Colorado Physician Health Program (CPHP) provides evaluation, diagnosis, treatment referrals, and monitoring for physicians, physician assistants and anesthesiology assistants experiencing health or psycho-social problems. We examined trends in complexity of cases presenting to CPHP between fiscal years 2016-2017 and 2020-2021.

**Methods:** Case complexity was rated as mild, moderate, or high based on clinical and administrative complexity. Differences in complexity were examined by year and participant demographic, practice, and case characteristics, using chi-square and logistic regression analysis.

**Results:** Mild complexity cases declined from 57% to 14% and moderate cases increased from 25% to 73% ( $P<.001$ ). Cases with high complexity (15% of cases) remained relatively stable. Complexity was higher for older participants ( $P=.04$ ), primary presenting problem of DSI (20%) ( $P=.01$ ), mandatory referrals ( $P<.001$ ), and longer participation ( $P=.003$ ), and lower for participants with work stress/burnout ( $P=.04$ ).

**Conclusions:** Potential reasons for the changes in complexity observed include increased stress in work settings, proposed changes in the regulatory environment that could threaten confidentiality, and the emergence of in-house wellness programs. Physician health programs need to prepare for increases in case complexity and the accompanying need for more referrals for care, higher levels of monitoring, and greater skill in diagnosing and addressing health and behavioral issues.

#### Introduction

Physician Health Programs (PHP) began emerging across the United States in the late 1970s/early 1980s. These state-level initiatives are aimed at aiding physicians, health care professionals, and trainees in addressing various health issues. The scope of evaluation and monitoring across PHPs varies, but PHPs frequently receive referrals and address needs for an array of concerns, including mental health, physical health, cognitive problems, stress, substance use, well-being, and workplace behaviors. PHPs also vary in how they operate within their state and interact with the medical licensing boards and other entities. PHPs coordinate, monitor, and document the evaluation, diagnosis, and treatment for health care providers, with the goal of helping them improve their health,

maintain their careers, and deliver safe and effective medical care. Most PHPs allow health conditions to remain confidential to licensing or other public facing entities, enabling health care professionals to access necessary supports without fear of a negative impact on their ability to practice.

The Colorado Physician Health Program (CPHP) was established in 1986 and was one of the first state level PHPs. CPHP serves physicians (MD/DO), physician assistants (PA), anesthesiology assistants (AA), and trainees in these professions throughout Colorado. CPHP maintains an active caseload of between 400 and 500 professionals at any time, with between 200 and 300 new referrals each year.

JOURNAL OF MEDICAL REGULATION VOL 14, NO 1

2025 Number 1 of the Journal

## CPHP Study Highlights Escalating Case Complexity

A new study from the Colorado Physician Health Program (CPHP), published in the *Journal of Medical Regulation* and titled “Trends in Case Complexity and Implications for Physician Health Programs: An Analysis of Referrals to the Colorado Physician Health Program,” highlights a significant rise in case complexity among physicians and other healthcare professionals over a five-year period.

Authors include several distinguished FSPHP members:

- **Lori A. Crane, PhD, MPH**
- **Amanda L. Kimmel, MPA – Co-Chair, FSPHP Publications Committee**
- **Sarah R. Early, PsyD – Co-Chair, FSPHP Publications Committee**
- **Joyce M. Davidson, PhD, LCSW – former member of the FSPHP Publications Committee & FSPHP Medical Student & Resident Committee**
- **Michael H. Gendel, MD – FSPHP Past President; Member, FSPHP Research Committee**
- **Doris C. Gundersen, MD – FSPHP Past President; FSPHP Western Region Director; Co-Chair of the FSPHP Program Planning Committee and Task Force to Support Safe Haven**
- **Scott A. Humphreys, MD – Chair, FSPHP Performance Enhancement and Effectiveness Review™ (PEER™) Committee; Member, FSPHP Program Planning Committee**

[Download the study.](#)

## Final Days to Contribute – Articles & Sponsorships Needed

Help Shape the Next Issue of *Physician Health News* - Be Featured in Our Spring Edition

**Content Submission Due March 2nd.**  
[Learn more and submit your article](#)

**Sponsorships Due March 16.**  
[Learn more and reserve your newsletter sponsorship](#)

The Spring 2026 issue of [Physician Health News](#) will be emailed to all state programs and state licensing boards, posted on the FSPHP website, and **distributed onsite at the FSPHP 2026 Education Conference in Baltimore** this April.

**URGENT**

Federation of State Physician Health Programs | Fall 2025 • Volume 2

### Physician Health News

The Official Newsletter of the Federation of State Physician Health Programs

Inside this issue...  
The Successful Model—Successful Outcomes Rooted in Recovery p. 12  
Washington Physicians Health Program Updates p. 13  
2025 Education Conference Presentation Summaries p. 18  
and more...

Submit your news, stories, and sponsorships today—help us highlight the great work happening across our community.

Email [ssavage@fsphp.org](mailto:ssavage@fsphp.org) with questions.

---

## WELCOME TO OUR NEWEST MEMBERS!

### ASSOCIATE MEMBERS

**Randall Beaupre, MD**  
Community Bridges Professionals Medical Monitoring  
Services

**Catherine Campbell**  
Colorado Physician Health Program

**Michele Davis, CAADC, LPC**  
Pennsylvania Physicians' Health Program

**Johanna Gangl, MA, LPCC**  
Minnesota Health Professionals Services Program

**Erin Griese, LPC, LAC, ADC**  
South Carolina Recovering Professional Program

**Tara Hart, MHNP-BC, CARN-AP**  
Ohio Professionals Health Program

**Daphne Huynh**  
Washington Physicians Health Program

**Divya Iyer, MS, MHA**  
Washington Physicians Health Program

**Omid Jazaeri, MD, RPVI**  
Colorado Physician Health Program

**Chris LaSalle, LPC**  
Georgia Professional Health Program

**Carlos Llanes, MD**  
Health Assistance InterVention Education Network  
(HAVEN) For Connecticut Health Professionals

**Elise Marinos, LCSW**  
Georgia Professional Health Program

**Kim Miller, LCSW**  
Texas Physician Health Program

**Helene Minassian**  
Washington Physicians Health Program

**Rou Rouvere, MA**  
University of Washington

**Kathleen Russo, LADC, LCS**  
New Hampshire Professionals Health Program

**Sean Smith, MD**  
STL-Professionals Health Program

**Ammon Sorensen, CMHC**  
Utah Dept of Commerce - Utah Professionals Health  
Program

**Pam Sweezy**  
New Hampshire Professionals Health Program

**Etta Thordarson, MSW, LSWAIC**  
Washington Physicians Health Program

**Allison Yang**  
Washington Physicians Health Program

### STATE VOTING MEMBER

**Michael Reynolds, MBA**  
Committee for Physician Health - New York

### INDIVIDUAL MEMBERS

**Lauren Castor, LPC-MHSP**  
Tennessee Lawyers Assistance Program

**Teresa Frausto, MD**  
Loma Linda University Health

**Amy Heneghan, MD**  
Palo Alto Foundation Medical Group

**Erin Kiesel, DO**  
IDAA

**Erin Lynch, MEd, MA**  
Tennessee Lawyers Assistance Program

**Bruce Patsner, MD, JD**  
Jersey Shore Addiction Services

**Cara Sedney, MD**  
WVUH

**Tyler Suchala, MD**  
Envision Health

**Rachel Thies, MD, MPH, MHA, FACOEM**  
Avera Health

**Noelle Vitor, LCSW, CADC-II**  
Health Professionals Programs of San Diego

**Christopher Welsh, MD**  
University of Maryland School of Medicine

### INDUSRTY PARTNER INDIVIDUAL MEMBERS

**Janelle Banat, MSOL, PCC**  
Footlamp Consulting

**Tabitha Edwards**  
Division of Occupational and Professional Licenses State of  
Idaho

**Lacey Herrington, PhD**  
Pine Grove Behavioral Health & Addiction Services

**Tommy Malone, D.Ph., RCA**  
Cumberland Heights

**John Pustaver, MDiv, MA**  
The Center for Diagnostic Evaluations, LLC

**Michelle Van Alst**  
IDAA

**Sherry Young, PhD, CSAT**  
Right Fit Collaborative / All Points North

**Brian Yeaman, MD**  
Oklahoma Health Professionals Program

**Sarah Young, MD**  
North Carolina Professionals Health Program

**ORGANIZATIONAL MEMBERS**  
**Ryan Gries, PharmD**  
Professionals Assisting Professionals of Arizona

**Kevin Rich, DPh**  
Oklahoma Pharmacists Helping Pharmacists

## COMING UP!

 **SUBMIT CONTENT FOR *PHYSICIAN HEALTH NEWS***

Due March 2

**Finance & Membership Committee**  
Monday, March 2 at 1pm Eastern

**Program Planning Committee**  
Wednesday, March 4 at 3pm Eastern

**Public Policy Committee**  
Tuesday, March 10 at 3pm Eastern

**Board Meeting**  
Wednesday, March 11 at 11am Eastern

 **FSPHP New Member Meeting**  
Tuesday, March 31 at 12:00pm Eastern

[Register](#)

March 2026						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
	● Finance & Membership Committee...		● Program Planning Committee			
8	9	10	11	12	13	14
		● Public Policy Committee	● Board Meeting			
15	16	17	18	19	20	21
	● Medical Student & Resident Com...		● Program Planning Committee Pre...			
22	23	24	25	26	27	28
			● Funding Development Committee...	● Accreditation and New Course...		
			● Research Committee			
29	30	31				
		● FSPHP New Member Meeting				

READ PAST ISSUES OF  
INSIGHTS

JOIN FSPHP!

DONATE



Federation of State Physician Health Programs  
668 Main Street, Suite 8, #295  
Wilmington, MA 01887  
Phone: 978-347-0600 Fax: 978-347-0603  
[www.fsphp.org](http://www.fsphp.org)  
[Follow FSPHP on LinkedIn](#)

Best way to contact us is by email:

[lbresnahan@fsphp.org](mailto:lbresnahan@fsphp.org) Linda Bresnahan, MS, FSPHP Executive Director  
[ssavage@fsphp.org](mailto:ssavage@fsphp.org) Sandra Savage, Membership Engagement & Communications Manager  
[jhernandez@fsphp.org](mailto:jhernandez@fsphp.org) Jennifer Hernandez, Meeting Planning Assistant  
[jestes@fsphp.org](mailto:jestes@fsphp.org) Jolie Estes, Accreditation & Project Specialist