



Physician Health News

The Official Newsletter of the Federation of State Physician Health Programs



*Inside
this issue . . .*

A Message of
Gratitude, Growth,
and Transition
p. 4

Celebrating Our
Growing List of
Accredited Entities
and PEER™ Program
Completions
p. 8 and 10

Listening to Our
Members: 2025 Survey
Results and What
Comes Next for
FSPHP/Your Voice
Matters: Community
Survey Results
p. 11

and more . . .



Welcome to the 33rd edition, Volume 1 of *Physician Health News*. We hope you will find this an informative forum for all aspects of physician health and well-being. *Physician Health News* is the official newsletter of the Federation of State Physician Health Programs (FSPHP) and is published by the FSPHP.

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The FSPHP is a national organization providing an exchange of information among state physician and health professional programs (PHPs) to develop common objectives, goals, and standards. If you're not a member yet, please consider joining. State, Associate, International, Individual, Industry Partner Individual, and Organizational membership categories are available. Please visit fsphp.org/membership to learn more.

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In This Issue

President's Message	4
FSPHP Update From the Executive Director	6
Become a Recognized Leader in Evaluation and Treatment Excellence	8
Ten Strategic Ways to Leverage the FSPHP PHP Video	9
Unlock Your Program's Full Potential with the Performance Enhancement and Effectiveness Review™	10
Listening to Our Members: 2025 Survey Results and What Comes Next for FSPHP	11
Your Voice Matters: Community Survey Results	13

MEMBER NEWS AND UPDATES

MEMBER NEWS AND UPDATES	14
California	14
California AB 408: Legislative Update and Next Steps	14
Colorado Physician Health Program (CPHP)	15
How Do You Give Back to FSPHP?	15
Understanding Trends in Case Complexity	15
New Hampshire Professionals Health Program (NHPHP)	16
NHPHP Set to Continue Supporting Professional Health in New Hampshire	16
Committee for Physician Health — New York	16
FSPHP Honors Terrance M. Bedient, FACHE, on His Retirement After Decades of Transformational Leadership	16
Tennessee Medical Foundation (TMF)	17
TMF Announces New Board Leadership and Regional Representatives	17
Washington Physicians Health Program (WPHP)	18
WPHP Marks 40 Years of Championing Physician Health	18
Wisconsin	20
Consultation in Action: FSPHP Guides Wisconsin in Building Its State Professional Health Program	20
Partner with Us in Shaping the Future of Physician Health and Healthcare Professional Programs	21
IDAA: Strengthening Long Term Recovery Through Peer Support and Professional Connection	22
Meet Our Newest Members	23

UPCOMING EVENTS 25

FSPHP 2026 Education Conference and Annual Membership Meeting — Navigating Change: Challenges, Solutions, and Success 25

FSPHP Webinar: When Physicians Become Patients: Providing Care for General Medical, Mental Health, and Substance Use Disorders 27

Open Forum Leadership Series 28

GRATITUDE SPOTLIGHT 29

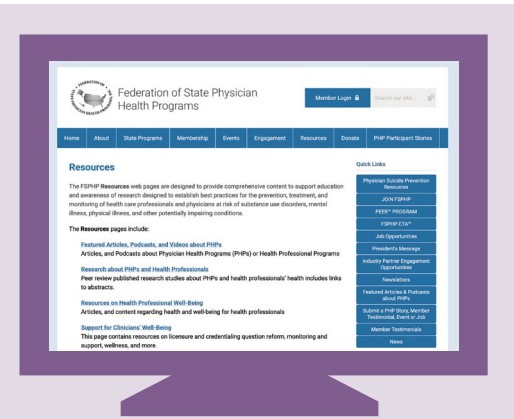
Donors 29

Special Thanks to the FSPHP 2026 Education Conference Exhibitors 30

Strategic Collaborative Partners 31

FIGS Awesome Humans Foundation Grants for PHPs and PHP Participants 32

PHYSICIAN HEALTH NEWS MARKETPLACE 33



EXPLORE KEY FSPHP RESOURCES

- [FSPHP Events](#)
- [FSPHP State Program Member Directory](#)
- [Past issues of *Physician Health News*](#)
- [Past issues of *FSPHP Insights*](#)
- [Featured Articles, Podcasts, and Videos about PHPs](#)
- [FSPHP Video: *Trusted Help for Healthcare Professionals*](#)
- [Engagement Opportunities](#)
- [FSPHP Calendar](#)
- [Contact Us](#)
- [Member Portal Login](#)
- [Donate](#)
- [PHP Member Policy Library](#)

President's Message

Michael Baron, MD, MPH, DFASAM, FAPA



It is with deep gratitude and amazement that I have watched and helped the Federation of State Physician Health Programs (FSPHP) grow into a well-recognized national medical organization that supports the health and wellness of physicians, other health professionals, and safety-sensitive workers. This prosperity started long before my tenure.

As I conclude my term as President, I do so with a profound sense of success for where we are today. It has been an honor to serve this organization in advancing our mission and strengthening the physician and health professional program (PHP) model that saves countless lives and careers of safety-sensitive workers. Although this message is from my perspective as the President of FSPHP, it would not have been possible to do this as an individual. Our achievements have been accomplished by a remarkable team with a shared vision.

Accidental Career

As I reflect, I am amazed by where I was and how I got here. My own PHP journey started over 29 years ago as an addicted physician. The first Medical Director of the Tennessee Medical Foundation (TMF) and third President of FSPHP, Dr. David Dodd, intervened and saved my life.

After two years of both being in recovery and being back in the operating room, Dr. Dodd convinced me to change specialties, from pediatric cardiac anesthesiology to psychiatry. It was not a hard sell, but it did require three additional years of psychiatry training. This bloomed into an accidental career in physician health and wellness.

Over the years, my psychiatry practice steered toward treating professionals suffering from pain and addiction, burnout, depression, and other professional health issues. This work included evaluations for PHPs. In 2010, the Governor appointed me to the Tennessee Board of Medical Examiners (BME), with an objective to educate fellow BME members about physician health issues. After seven years of providing education and being educated, I resigned from the BME to become the third medical director of the TMF. I can sincerely say that without the TMF, I would not be writing this message; I would have lost a career, a wife, a family, and probably my life. Before he passed, Dr. Dodd told me to keep paying it forward. Serving as FSPHP President has been the ultimate fulfillment of my accidental career and the truest expression of paying it forward.

FSPHP Growth

Under my watch, the Federation has continued to grow in both reach and impact. The following are just some of the highlights:

- We procured numerous grants, including from the American Medical Association (AMA), American Board of Medical Specialties (ABMS), The Physicians Foundation, and eight malpractice liability carriers.
- We have developed and nurtured partnerships with the Federation of State Medical Boards (FSMB), American Board of Medical Specialties (ABMS), American Foundation for Suicide Prevention (AFSP), American Psychiatric Association (APA), American Medical Association (AMA), Medical Professional Liability Association (MPLA), the Dr. Lorna Breen Heroes' Foundation, and many other national stakeholders.
- We launched the Performance Enhancement and Effectiveness Review™ (PEER™) and the FSPHP Evaluation and Treatment Accreditation™ (FSPHP-ETA™) programs.

At writing, five PHPs have undergone PEER™ and five treatment centers have been ETA™ accredited. FSPHP is making changes to become more inclusive of other health programs. To help facilitate this, we have proposed changing our Board of Directors' composition by reducing the number of regional directors from two to one per region so we can increase the Director-at-Large and Public Director positions from one each to a maximum of three each. These changes should occur by May 2027, with appropriate bylaw changes and membership approval.

FSPHP has been involved in many measures to help reduce stigma for receiving mental health help. We have aligned with AFSP and APA in producing suicide prevention webinars, and many PHPs now use their own platform to host AFSP's Interactive Screening Program.

Together, we have elevated awareness of physician health as a core component of patient safety and strengthened our collaborative relationships with regulatory boards. We continue to refine and promote best practices for participant support, advocacy, and health verification. Our committees, task forces, and workgroups have been remarkably productive in addressing emerging needs, from well-being and burnout to safe haven and

confidentiality. None of this progress would have been possible without the engagement and expertise of our Board members, executive and administrative staff, committees, and members.

Gratitude

I am filled with gratitude for what we have done. I am especially grateful for the dedication of Linda Bresnahan, our Executive Director and CEO, whose passion and tireless energy are mystifying. Dr. Chris Bundy, our Chief Medical Officer, has been an amazing resource and connector who has made my job so much easier. I also want to recognize Sandra Savage, whose steady support, coordination, and behind-the-scenes efforts ensure that our programs, committees, meetings, and communications run smoothly and effectively. I also need to acknowledge the time, financial commitment, and professional and personal support the TMF has provided to allow me to do this job. Without TMF's vast support, I would not have been able to do this work. I want to give a big, loving thank you to Heidi Baron, who has remained my partner for the last 39 years. Through thick and thin and the challenges and demands of my work, Heidi has been my rock. I also want to thank the many other people, including past presidents, whom I have reached out to over the last many years for advice and direction. Finally, thank you to FSPHP members for your support and encouragement.

Serving as President has been a deeply meaningful experience for me. I have been repeatedly inspired to see that our collective work saves lives and saves careers that might otherwise be lost, all while protecting the public. It has reinforced my belief that PHPs are an essential part of the health professional's social contract and that our Federation plays a vital role in sustaining and improving this work.

Transition

As I transition out of this role, I am confident that FSPHP is in strong hands. Our incoming President, Dr. Edwin Kim, brings experience, vision, and a shared commitment to collaboration and continuous improvement. I hope you will extend him the same support, candor, and engagement that you have so generously afforded me. Although my term as President is ending, my commitment to the mission of FSPHP and the work of physician health will continue during the next two years as Immediate Past President and beyond.

Thank you for the privilege of serving as your President, and for all that each of you does to support the health and save the lives of our colleagues.

With appreciation,
Michael Baron, MD, MPH, DFASAM, FAPA
President, FSPHP



Edwin Kim, MD
President-Elect, FSPHP; Medical Director, The Foundation of the Pennsylvania Medical Society Peer Assistance Monitoring Programs; Clinical Assistant Professor (Affiliate), Stanford University

Lisa J. Merlo, PhD, MPE
Research Committee Chair, FSPHP Director of Research, PRN, Inc. (Florida's PHP) Research Professor, UF Department of Psychiatry

Linda R. Bresnahan, MS
Executive Director, Chief Executive Officer
Federation of State Physician Health Programs

FSPHP President-Elect and Pennsylvania Physicians' Health Program Medical Director Edwin Kim, MD, FAPA, (right) and FSPHP Research Committee Co-Chair Lisa Merlo, PhD, MPE, (left) present *Hiding in Plain Sight: The Role of Physician Health Programs* at ACGME.

FSPHP Update from the Executive Director

Linda Bresnahan, MS



*Advancing Standards, Research, and Future Direction—
With Gratitude for Leadership and Membership*

Progress Across Programs and Priorities

I am continually inspired by the progress we are making together as a national community of physician and health professional programs (PHPs), volunteer leaders, and members. Over the past year, the initiatives we launched—PEER™; ETA™; the FSPHP-Research Information System (RIS) pilot; and our growing portfolio of research, education, partnerships, and policy work—have moved from design and early launch into deeper implementation. At the same time, your Board of Directors has devoted significant time to clarifying our organization's future direction so we can sustain this momentum for years to come.

Gratitude for Presidential Leadership

This period of growth has been shaped in important ways by the leadership of our President, Michael Baron, MD, MPH, DFASAM, FAPA, whose two-year term concludes this year. Dr. Baron has provided steady, insightful leadership at a time when FSPHP is truly bursting with priorities and projects—from building and launching PEER™ and ETA™ to strengthening our financial foundation and national relationships. His deep experience as a PHP leader, former medical board leader, and physician with expertise across multiple specialties, along with his unwavering commitment to high standards, has guided the organization through a time of great progress, and I am deeply grateful for his partnership and service.

Members and Volunteer Leaders Guiding Our Direction

This progress is made possible by the dedication of our volunteer leaders and the engagement of our members, whose experience and perspectives continually shape FSPHP's direction. This year's member and stakeholder surveys provided essential insight into the needs, priorities, and realities of PHPs and related organizations, and those findings are already informing decisions about our programs, advocacy, and resources. The strong response to these surveys reflects a shared commitment to strengthening PHPs together—and underscores how deeply our members care about the future of this organization.

Standards, Research, and Data for the Future

Looking ahead, our work continues to center on our three interconnected strategic goals that guide FSPHP: **Accountability, Consistency, and Excellence** through elevating standards; **Research and Education** through strengthening data and evidence; and aligning our **Membership and Programs** with the structure and strategy needed for the future. Through PEER™ and ETA™, PHPs and evaluation and treatment programs are embracing shared criteria and objective review processes that reinforce quality, accountability, and trust with stakeholders. Through our RIS pilot and our national survey efforts, we are building a responsibly governed data foundation that will help demonstrate PHP outcomes, inform best practices, and support advocacy at both state and national levels for years to come.

Chief Medical Officer Leadership and National Reach

Under the leadership of our Chief Medical Officer, Chris Bundy, MD, MPH, FAPA, FASAM, in his second year in this role, FSPHP's voice and visibility continue to grow in powerful ways. Through national presentations, podcasts, webinars, and collaborations with organizations such as the Accreditation Council for Graduate Medical Education (ACGME), the Federation of State Medical Boards (FSMB), the American Medical Association (AMA), and international conference partners, Dr. Bundy is deepening understanding of PHPs across medical education, regulation, and professional associations. At the same time, he is playing a central role in guiding our research and data strategy—overseeing dissemination of the national PHP survey member report, supporting manuscript development, and helping to shape the RIS pilot and its governance. His work not only strengthens our reputation and relationships but also helps ensure that our education, outreach, and data initiatives are aligned, coordinated, and grounded in the real-world needs of PHPs.

Board Retreat and Strategic Direction

At our recent two-day Board of Directors meeting at the Massachusetts Medical Society, Board members and leaders took a deeper dive into how FSPHP can best support this work over the long term. Together, we celebrated strong progress on our strategic plan,

reviewed critical information gleaned from recent member and stakeholder surveys and revenue discussions, and began to shape future decisions about membership structure, branding, and board composition so that our governance and business model are aligned with our mission and growth. The Board also affirmed the importance of confidentiality protections, national collaborations, and expanded engagement with other health professional groups as core to our future direction.

Leadership Transition and the Road Ahead

As we celebrate these accomplishments, we also look ahead to an exciting time of leadership transition. We are fortunate to enter this next chapter with President Elect Edwin Kim, MD, FAPA, stepping into the role of President, bringing his own vision and experience to build on this momentum while continuing to benefit from the wisdom and perspective of Michael Baron, MD, MPH, DFASAM, FAPA, who will remain deeply engaged in his role as Immediate Past President. Together—with strong Board leadership, an active Chief Medical Officer, and an

engaged membership—we are well positioned to advance the mission of FSPHP in the years ahead.

Better Together

Throughout this issue, you will see these themes reflected in program updates, conference highlights, research summaries, and member news. I invite you to consider how your program might engage with PEER™ or ETA™; participate in RIS; and draw on FSPHP's policy, education, and partnership work to advance physician and health professional well-being in your own jurisdiction. Your leadership, feedback, and active participation are essential as we carry forward the strong foundation built under Dr. Baron's presidency and move into the next chapter together.

With gratitude,
Linda Bresnahan, MS



FSPHP President Elect and Pennsylvania Physicians' Health Program Medical Director Edwin Kim, MD, FAPA, spoke at the Institute for Healthcare Improvement (IHI) Forum 2025 in Anaheim, CA on *Protecting the Rights and Safety of Every Clinician Who Seeks Mental Health Care*. Pictured here with Stefanie Simmons, MD, FACEP; Christopher Wojnar, MSN, APNP, PMHNP-BC; and Liz Boehm.

Become a Recognized Leader in Evaluation and Treatment Excellence



The **FSPHP Evaluation and Treatment Accreditation™ (FSPHP-ETA™)** program is designed to recognize and support excellence in programs that provide evaluation and/or treatment to healthcare professionals. Demonstrate your program's alignment with nationally recognized standards!

FSPHP-ETA™ is a structured accreditation process that includes a comprehensive review of your policies, procedures, and clinical documentation based on the FSPHP-ETA™ 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

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

- [Learn More](#)
- [Request a call to discuss the FSPHP ETA™ program](#)
- [FSPHP-ETA™ Frequently Asked Questions](#)

Celebrating Our Growing List of Accredited Entities

The **FSPHP Evaluation and Treatment Accreditation™ (FSPHP-ETA™)** program sets the gold standard for evaluation and treatment programs, and FSPHP is proud to recognize the evaluation and treatment services that are qualified to specialize in the care of medical students, residents, career physicians, and other healthcare workers in safety-sensitive occupational roles.

The entities referenced below have demonstrated full compliance with FSPHP-ETA™ Standards through a valid, reliable, rational, and objective assessment process and have achieved full accreditation.

[UF Health Florida Recovery Center](#)

Accreditation period: October 25, 2024 to October 24, 2027

[Windrose Recovery Chicago, LLC DBA Positive Sobriety Institute](#)

Accreditation period: October 25, 2024 to October 24, 2027

[Pavillon International](#)

Accreditation period: December 18, 2025 to December 18, 2028

[Bradford Health Services](#)

Accreditation period: February 9, 2026 to February 9, 2029

[CSMC Operations, LLC DBA All Points North Lodge](#)

Accreditation period: February 23, 2026 to February 22, 2029

Ten Strategic Ways to Leverage the FSPHP PHP Video

Vanessa Bloy, MSS, Member, FSPHP Publication Committee; Communications Manager, Washington Physicians Health Program



Vanessa Bloy, MSS

FSPHP members play a vital role in raising awareness about the importance of confidential support for healthcare professionals facing health challenges. The video, *Trusted Help for Healthcare Professionals*, shares powerful stories from physician and health professional program (PHP) graduates and compelling reflections from FSPHP leaders nationwide. It was created to help members:

- **Amplify a message of hope, recovery, and support** for healthcare professionals
- **Educate key stakeholders**—including healthcare institutions, licensing boards, policymakers, and the public—about the critical role and measurable impact of PHPs
- **Reduce stigma** and normalize help-seeking within the healthcare community
- **Strengthen national visibility** for FSPHP and its mission to protect the health of medical professionals and, in turn, the patients they serve

To support your outreach, a comprehensive [media kit](#) was created with ready-to-use messaging and assets to share and promote the video in an easy and impactful way. Members have access to both the full-length video and a 60-second highlight reel, making it easy to integrate this asset across communication platforms.

We encourage you to incorporate this powerful storytelling tool into your communications strategy and spotlight the essential work PHPs do every day.

Ten High-Impact Ways to Use the Video

1. Educational Presentations

Open or close your presentations with the video to immediately establish context, credibility, and emotional connection.

2. Social Media Engagement

Share the full video or highlight reel on LinkedIn, Facebook, X, Instagram, YouTube, and/or Vimeo, using the ready-made copy in the media kit to ensure message consistency.

3. Blog Content

Publish a blog post introducing the video, emphasizing its key themes, and linking directly to it.

4. Internal Communications

Feature the video during staff meetings or distribute it via internal newsletters and email to reinforce mission alignment.

5. External Newsletters

Include a short feature with a compelling description and link to the video in your organization's newsletter.

6. Targeted Email Outreach

Send the video to referral sources, stakeholders, or distribution lists with a personalized message along with a description of the video and link.

7. Stakeholder and Outreach Meetings

Incorporate the video into meetings with healthcare organizations, licensing boards, treatment providers, health liaisons, and referral partners to strengthen understanding and trust.

8. Website Integration

Embed the video prominently on your homepage, "About" page, or resource section to capture the attention of viewers and explain what PHPs are and how they help.

9. Professional Publications

When submitting articles or commentary to industry publications, reference the video as a companion resource.

10. Resource Guides

Include the video link in any printed or digital resource guides you distribute to healthcare professionals and partners.

By consistently integrating this video across platforms and touchpoints, FSPHP members can reinforce a unified national message: confidential support works, recovery is possible, and seeking help is a sign of strength.

[Download the media kit and video assets to start sharing with your audiences today!](#)



Unlock Your Program's Full Potential with the Performance Enhancement and Effectiveness Review™



The Performance Enhancement and Effectiveness Review™ (PEER™) program is a structured review process designed to empower physician and health professional programs (PHPs) and other safety-sensitive professional health programs to use the FSPHP PHP Guidelines as a practical tool for identifying opportunities to optimize performance and effectiveness in alignment with best practices among PHPs.

The goal of the PEER™ process is to provide valuable and practical feedback to support an organization's ongoing journey toward excellence. PEER™ also helps ensure that an organization is aligned with best practices criteria and guidelines as established by FSPHP. PEER™ offers feedback to support continuous growth and alignment of policies and procedures rather than a formal accreditation or evaluation.

Discounts Available!

Thanks to a generous grant from The Physicians Foundation, 15 PHPs can now join the FSPHP Performance Enhancement and Effectiveness Review™ (PEER™) program at a discounted rate:

- \$2,500 off for the first 5 applicants — **3 spots left for this top discount! Submit your application soon!**
- \$1,500 off for the next 5 applicants
- \$1,000 off for the final 5 applicants

Discounts awarded on a first-come, first-served basis upon submission of the PEER™ application.

- [Learn more and apply now!](#)
- [Request at call to discuss the PEER™ program!](#)

Success Spotlight: PEER™ Program Completions

The following organizations have achieved a significant step toward continuous quality improvement. Join us in applauding these organizations for taking this step toward growth and continuous quality improvement.

PEER™ Program Completions

[Utah Professionals Health Program \(UPHP\)](#)

Review date: August 5, 2024

[Pennsylvania Physicians' Health Program \(PA PHP\)](#)

Review date: August 9, 2024

[Community Bridges, Inc Professionals Medical Monitoring Services \(PMMS; Arizona\)](#)

Review date: August 2 and 5, 2024

[Colorado Physician Health Program \(CPHP\)](#)

Review date: December 9, 2025

[Pu'ulu Lapa'au, the Hawai'i Program for Healthcare Professionals](#)

Review date: February 3, 2026

Listening to Our Members: 2025 Survey Results and What Comes Next for FSPHP

A Message from FSPHP President-Elect

Dear FSPHP Members,

In 2025, FSPHP invited nearly 300 members to participate in our member survey, and 94 provided detailed feedback. Their input plays a central role in guiding the Federation’s work—not only for members but also for the broader community of physician and health professional programs (PHPs) and the partners we serve.



Edwin Kim, MD, FAPA

Thank you to our members for their candid and thoughtful responses. We have reviewed every response. Your input is deeply valued and plays a central role in guiding the Federation. Everything we do is designed to reflect your needs, support your programs, and advance our shared mission. The following results highlight where we are succeeding and, most importantly, where we must evolve to serve you better.

The Value of Membership

We were gratified to learn that **87% of respondents view their FSPHP membership as an excellent or good value**, with more than half (54%) rating it as “excellent.” This

strong vote of confidence confirms that the foundation of our work is well aligned with your priorities.

Member Priorities and Core Services

Your feedback highlighted clear areas of importance. The following areas were rated as “very important” by the membership, accompanied by strong satisfaction ratings regarding our performance in these sectors:

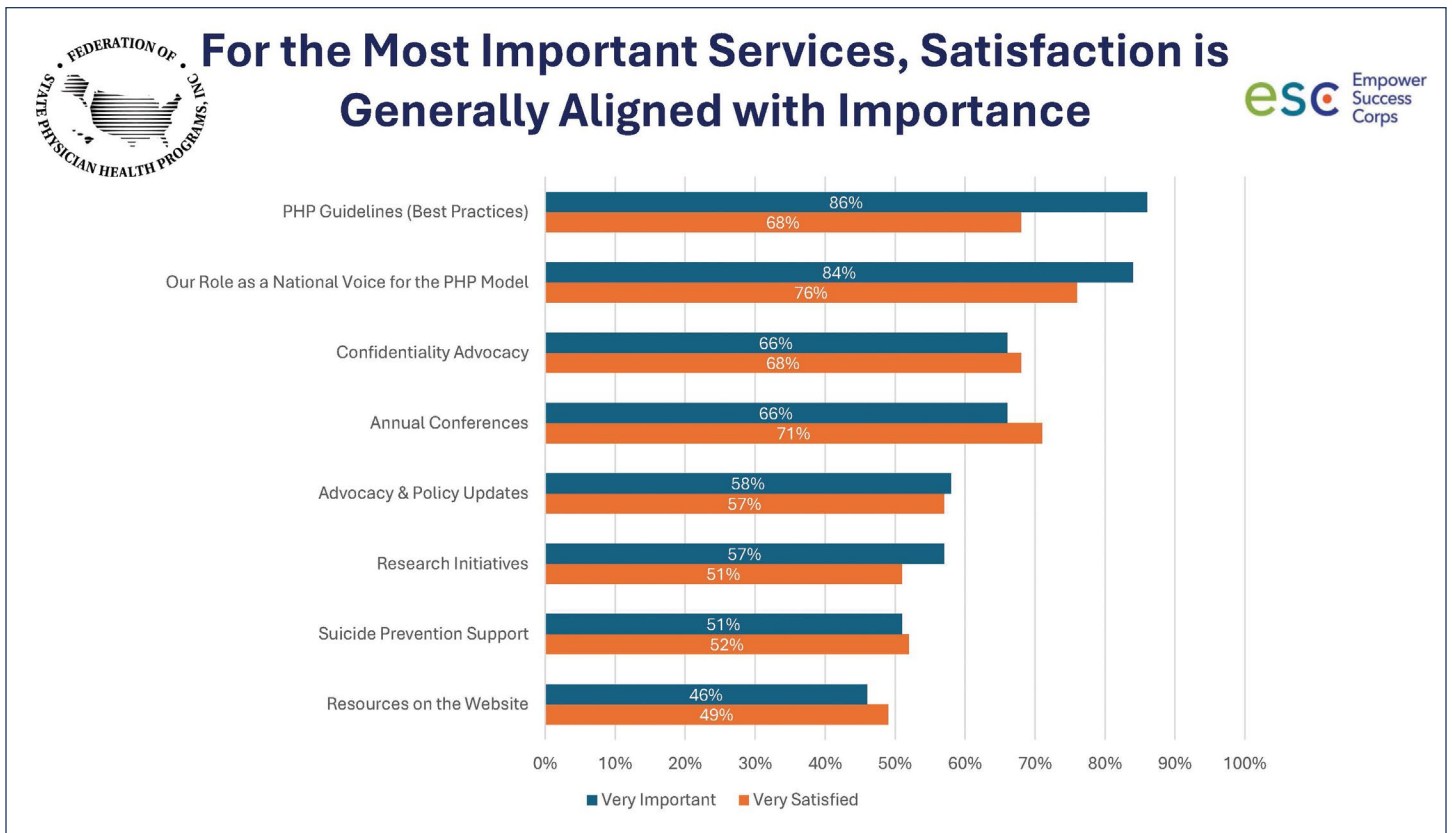
- PHP Guidelines (Best Practices): **86%**
- National Voice for the PHP Model: **84%** (76% Satisfaction)
- Annual Education Conference: **66%** (71% Satisfaction)
- Confidentiality Advocacy: **66%** (68% Satisfaction)
- Advocacy and Policy Updates: **58%**

Toward Excellence: Five Key Themes

While satisfaction is high, you provided clear directives on how we can improve. Five consistent themes emerged from the data:

1. A Call for Standardization and Practical Tools

There is a distinct desire for more templates, policies, and shared standards. Members requested “more examples/ templates for policies and procedures” and a greater emphasis on “standardization.” You want operational guidance that supports clarity, consistency, and efficiency across all programs.



2. A Desire for Stronger Community Connection

You requested more opportunities to connect through town hall-style conversations and forums to discuss complex issues. While 68% of respondents have participated in FSPHP events and 53% have served on committees, many members want to be involved but are unsure how to begin. We are committed to making these pathways clearer. Notably, 47% of qualified respondents prefer a virtual Annual Business Meeting held separately in May, a preference that will guide our future planning.

3. A Need for Stronger Research and Evidence-Based Outcomes

With 57% of members rating research initiatives as very important, you called for “more up-to-date research on the benefits of being monitored” and data covering “all safety-sensitive professions.” You asked for clear summaries and outcomes to inform your boards and stakeholders.

4. Support for Smaller Programs

Members from smaller PHPs requested tailored support, asking us to “meet me where I am at.” We hear you. We are reminded that every program deserves dedicated resources and representation.

5. Expanded Education and Staff Training

There is a strong demand for operational and administrative breakout sessions. You specifically asked for training for new staff and education on billing and operations to ensure your teams feel confident and connected to peers in other states.

Our Future Strategy: Inclusivity and Growth

Your feedback is already shaping our strategic priorities. Beyond expanding education and research, the Board of Directors is exploring a future direction regarding inclusivity.

Many member programs are responsible for the well-being of nurses, dentists, pharmacists, veterinarians, and many other health professionals. You asked that these professionals feel fully included in our work. In response, the Board is considering steps.

Adopting More Inclusive Language

FSPHP is committed to supporting the health of physicians and all healthcare professionals. We will incorporate “healing the healers,” “strengthening patient care,” and “health professional programs (HPPs)” language to honor the full scope of your work.

Expanding Organizational Membership

We want health professional programs in every state to feel welcome in FSPHP. We are asking our member PHPs to reach out to other health professional programs in their states to encourage membership. We believe that collective strength benefits the entire field of clinician well-being.

What's Next

Over the coming months, we will further:

- **Develop Resources:** Further build our library of templates, policies, and shared standards
- **Expand Offerings:** Include broader professional groups in our educational materials
- **Enhance Education:** Create interactive opportunities at the Annual Education Conference and targeted workshops
- **Support Small Programs:** Strengthen mentorship structures and provide tailored guidance for smaller PHPs
- **Advance Research:** Further the FSPHP-Research Information System (RIS) to provide evidence-based data on the impact of PHPs and HPPs

Your programs change and save lives. Our role is to stand beside you, advocate for you, and provide the knowledge and community you need to succeed.

The survey data make clear that you value FSPHP's role as a national voice, but you have also shown us where we must grow. We are committed to responding to those calls with intentional action.

Thank you for your partnership, your trust, and your dedication to the health of all who care for others. We remain honored to represent you.

With thanks,
Edwin Kim, MD, FAPA
President-Elect, FSPHP

Your Voice Matters: Community Survey Results

Edwin Kim, MD, FAPA, President Elect

In 2025, FSPHP also surveyed our subscribed stakeholders, over 2,000 non-member contacts who receive our e-newsletter and follow FSPHP events. On behalf of the FSPHP and the Membership Committee, I want to thank you for participating in our recent Community Engagement Survey. As professionals dedicated to the well-being of the healthcare workforce, your feedback is the guiding tool that helps us provide meaningful resources to the community. Your responses were both supportive and constructive, giving us the ideas for the direction of our future work.

Practical Education and Operational Tools

We asked how we could better serve you, and you emphasized the importance of practical, immediately useful education. You shared that while our policy guidance is valuable, you also want help translating those principles into day-to-day practice. We recognize that by growing our tools to promote consistency, operational templates are one tangible resource that can be applied to your organization.

Raising Our Collective Voice

You also urged us to raise our collective voice. You challenged us to be more visible and more transparent in our advocacy, particularly when it comes to explaining the PHP process. You reminded us that reducing stigma is essential and that providers need to hear the growing message that seeking help is a sign of strength and professionalism, not a career-ending decision.

Broadening Our Community

Finally, you encouraged us to continue broadening our community. You asked us to deepen our commitment to diversity by engaging more healthcare disciplines, welcoming a wider range of backgrounds and lived experiences, and ensuring we include perspectives from colleagues across the country and around the world.

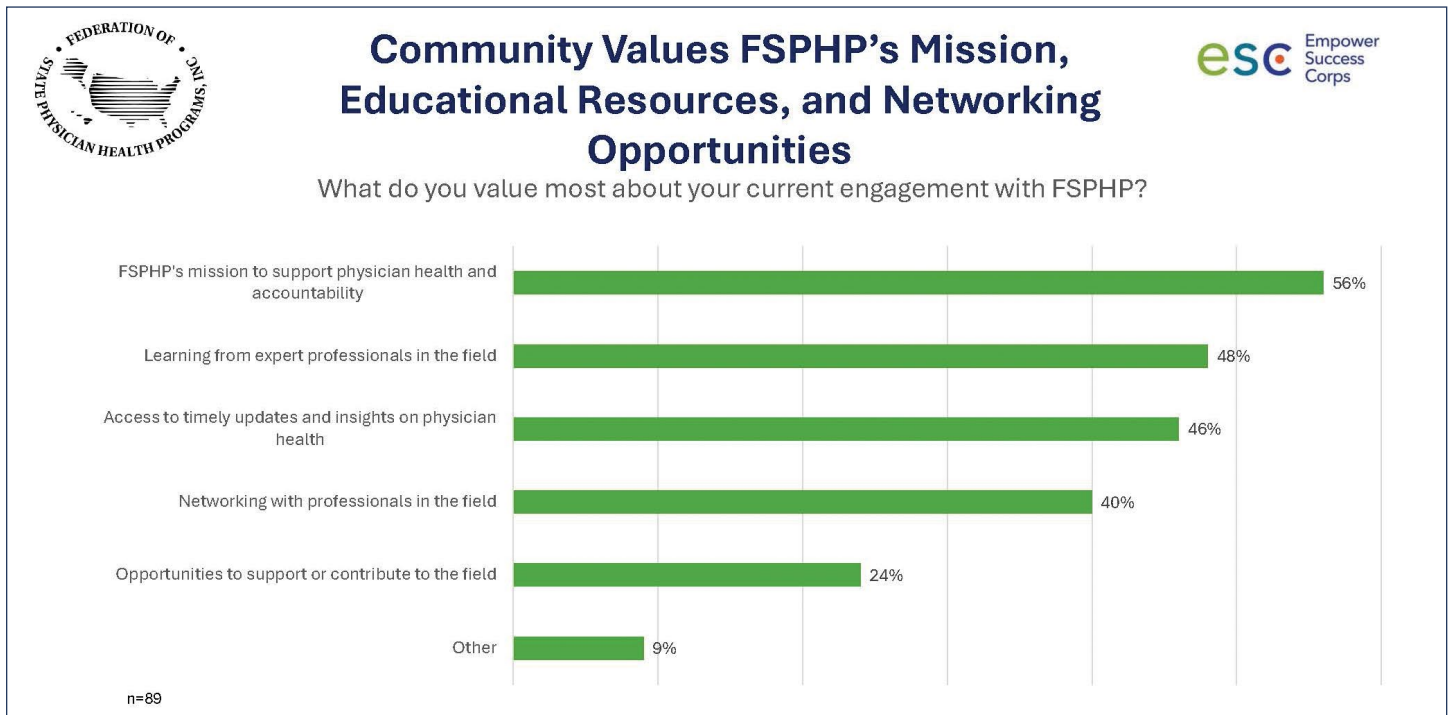
What's Next

In the coming year, you will see continued evolution of our programming. We are expanding our educational library to include the practical resources you requested. We are actively working to diversify our presenters and our membership to reflect the true face of the healthcare workforce. And we are redoubling our efforts to tell the story of physician health recovery transparently and publicly.

Whether you are a longtime attendee of our events or a subscriber to our newsletter, you are already a part of this community. But I invite you to deepen that connection.

If you have not yet joined FSPHP as a member, I encourage you to look again. We are working to ensure that membership translates directly into the resources, network, and support you need to succeed. I also invite you to join us at our upcoming Annual Education Conference, where many of these new educational themes will be front and center.

Thank you for your trust, your candor, and for the vital work you do every day to support those who care for others.



Member News and Updates

CALIFORNIA

California AB 408: Legislative Update and Next Steps

California Assembly Bill 408 (AB 408), authored by Assemblymember Marc Berman, would authorize the Medical Board of California (MBC) to establish a Physician and Surgeon Health and Wellness Program grounded in nationally recognized best practices—aligning California with nearly every other state in the nation.

Currently, California remains one of only three states without a fully operational physician and health professional program (PHP). As the Federation of State Physician Health Programs (FSPHP) emphasized in its formal testimony, this absence makes California an outlier and limits early, effective intervention for physicians experiencing potentially impairing health conditions.

What Would AB 408 Do?

AB 408 authorizes the MBC to create a structured program that coordinates evaluation, treatment, and monitoring services for physicians, with a dual focus on physician recovery and public protection.

As Aaron Bone, Chief of Legislation and Public Affairs at the MBC, explained:

“AB 408 authorizes the Board to establish a physician health and wellness program (program) that will coordinate treatment and monitoring services for the Board’s current and future licensees consistent with national best practices so that they can get the help they need to stay healthy and provide the high-quality care that patients deserve. AB 408 enhances consumer protection by prioritizing early intervention for impairing health conditions that physicians may be facing.

This proposal also includes reporting requirements so that the Board is aware of its licensees who are unsafe to practice. Interested individuals and organizations can contact Aaron Bone with letters of support at aaron.bone@mbc.ca.gov and should be submitted by mid-May 2026.”

Under AB 408, participation in a PHP would be voluntary, confidential, and focused on functional impairment rather



Aaron Bone

than diagnosis, consistent with federal disability law. Importantly, the bill preserves the MBC’s full authority to act when a physician is unsafe to practice.

FSPHP Testimony: A Proven Model with a Public Safety Mission

In testimony submitted to California policymakers, FSPHP strongly supported AB 408, emphasizing that PHPs are not an alternative to accountability but rather a public safety tool with decades of demonstrated effectiveness.

Dr. Edwin Kim, FSPHP President Elect, underscored that PHPs encourage physicians to seek help before illness progresses to impairment that could harm patients. Without confidentiality protections and a structured pathway to care, physicians may delay or avoid treatment out of fear of disciplinary consequences—increasing risk to the public.

FSPHP highlighted several key principles reflected in AB 408:

- **Early intervention** reduces the likelihood that impairment will affect patient care
- **Functional assessment**, not diagnostic labels, determines whether practice restrictions are needed
- **Clear reporting obligations** ensure that the Medical Board is notified if a participant becomes unsafe to practice
- **Confidentiality and due process** encourage participation while maintaining oversight

Decades of national data show that PHPs achieve recovery and return-to-practice outcomes far exceeding those seen in the general population. Studies cited by FSPHP indicate long-term recovery rates of approximately 80% for physicians with substance use disorders, with malpractice risk lower among physicians who successfully complete PHP monitoring than among those never monitored.

Addressing Stigma and Aligning with Disability Law

FSPHP’s testimony also addressed misconceptions about PHPs, including claims that they discriminate against physicians with disabilities. On the contrary, PHPs are specifically designed to comply with the Americans with Disabilities Act (ADA) by distinguishing between the presence of a health condition and actual impairment that affects safe practice.

PHPs do not impose treatment, do not diagnose, and do not discipline. Physicians may decline participation and instead work directly with the Medical Board. This structure protects physician rights while ensuring that patient safety remains paramount.

As FSPHP noted, stigma and punitive-only approaches deter help-seeking and undermine safety. AB 408 seeks to replace fear-driven responses with evidence-based solutions that work.

Next Steps in the Legislative Process

AB 408 is currently pending in the Senate Committee on Judiciary. A committee hearing and vote will be held in person and could be expected to occur sometime in June 2026. During that hearing, representatives of the MBC will provide testimony and respond to questions from Senators.

Individuals and organizations will also have the opportunity to address Senators directly to express support or opposition to the bill. For questions about the legislative process or to submit letters of support, stakeholders are encouraged to contact Aaron Bone at aaron.bone@mbc.ca.gov.

“AB 408 is still moving through the legislative process, and I look forward to continuing to champion this important issue. Every day, we look to physicians and practitioners to care for us, and when our physicians struggle with substance use or mental health disorders, it is in the best interest of both patients and physicians to support them in getting help as soon as possible.”

—Assemblymember Marc Berman (D-Menlo Park)



Assemblymember
Marc Berman

COLORADO PHYSICIAN HEALTH PROGRAM (CPHP)

How Do You Give Back to FSPHP?

Sarah R. Early, PsyD, Executive Director, Colorado Physician Health Program

We all appreciate the various benefits that FSPHP provides to its membership. As the FSPHP website notes on the [Benefits of Membership](#) tab, “FSPHP members have access to exclusive networking, resources, collaboration opportunities, and education tailored to the needs of PHP staff and initiatives.” Most physician and health professional programs (PHPs) use the listserv weekly, if not daily. We look forward to the annual conference as a highlight of our year for its educational sessions, exhibitor edification, and networking



Sarah Early, PsyD

opportunities. Our PHP colleagues are truly connected through the organizational efforts of FSPHP.

But how can we give back to FSPHP? Serve on a committee! There are a variety of service and leadership roles from which one can gain professional development experience. By giving back in this way, we enhance the symbiotic relationship of FSPHP—we reap what we sow in service to the organization!

In Colorado, we strive to have all our clinical staff become members of FSPHP and enjoy all the benefits provided. With the Colorado Physician Health Program (CPHP) providing FSPHP membership, we encourage conference attendance, with a caveat. We ask our staff to serve on at least one FSPHP committee as a way of giving back in service to FSPHP. We also encourage staff to share their work at the annual conference; when presentations or posters are accepted advancing the field of physician health, CPHP supports their attendance. Why not make this a practice with your clinical staff? They will get more than they give! If you have questions on how we make this possible, feel free to reach out anytime at office@cphp.org.

Visit the [FSPHP Committees](#) page to explore the full list of FSPHP Committees, including each committee’s purpose, roster, and membership details.

Interested in getting involved? Submit your interest to join an FSPHP Committee today.

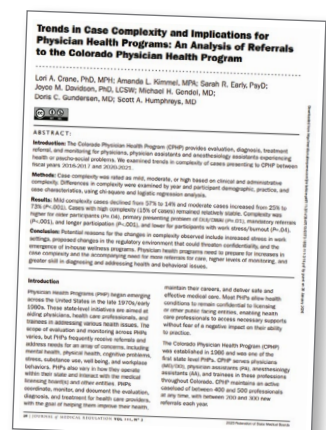
Understanding Trends in Case Complexity

Amanda Kimmel, MPA, Director of Public Affairs, Colorado Physician Health Program

Many physician and health professional programs (PHPs) have noted that the cases coming through their programs feel more complex than in years past. The Colorado Physician Health Program (CPHP) recently examined this question in a peer-reviewed study published in the *Journal of Medical Regulation*. The original research article, *Trends in Case Complexity and Implications for Physician Health Programs: An Analysis of Referrals to the Colorado Physician Health Program*, represents a collaboration among Lori A. Crane, PhD, MPH;



Amanda Kimmel, MPA



Amanda L. Kimmel, MPA; Sarah R. Early, PsyD; Joyce M. Davidson, PhD, LCSW; Michael H. Gendel, MD; Doris C. Gundersen, MD; and Scott A. Humphreys, MD, and reflects CPHP's effort to better understand the changing needs of the professionals we serve.

Examining referrals from fiscal years 2016–2017 through 2020–2021, we found a clear shift in case complexity over time. Mild-complexity cases declined substantially while moderate-complexity cases increased, with high-complexity cases remaining consistently present. The findings suggest that PHPs may increasingly be working with participants who require more intensive coordination, monitoring, and clinical expertise.

The reasons for this shift are likely multifactorial and may include increasing stress within healthcare environments, evolving regulatory climates, and the growth of internal wellness programs that may address milder concerns before PHP involvement occurs. Regardless of the cause, these trends suggest a growing need for well-supported PHPs with the resources and expertise necessary to meet the needs of increasingly complex cases. We hope this study contributes to the shared knowledge of the PHP community and encourages continued collaboration and research across programs.

Read the [article](#).

NEW HAMPSHIRE PROFESSIONALS HEALTH PROGRAM (NHPHP)

NHPHP Set to Continue Supporting Professional Health in New Hampshire

Molly Rossignol, DO, FASAM, Medical Director, New Hampshire Professionals Health Program

The NHPHP has been offered a sole-source contract to continue delivering physician and healthcare professional health services in New Hampshire under the administration of the Office of Professional Licensure and Certification (OPLC). Pending approval by the New Hampshire Executive Council, the contract is expected to extend through 2028, with options for renewal.

NHPHP expresses deep gratitude to all who supported the organization throughout the proposal process. The collaboration and commitment of partners to professional health and well-being continue to make this work possible. The organization extends its sincere appreciation for the trust and partnership demonstrated by the community.



Molly Rossignol, DO, FASAM

COMMITTEE FOR PHYSICIAN HEALTH—NEW YORK

FSPHP Honors Terrance M. Bedient, FACHE, on His Retirement After Decades of Transformational Leadership

FSPHP proudly extends its deepest appreciation and warm congratulations to **Terrance M. Bedient, FACHE**, as he celebrates his retirement after an extraordinary career dedicated to advancing physician health, professional well-being, and recovery support.



Terry M. Bedient, FACHE

For decades, Terrance has been a driving force in shaping a culture of compassion, accountability, and hope within the physician community. His leadership has strengthened programs, guided colleagues, and elevated standards across the nation—leaving an enduring legacy that will continue to influence future generations.

A Legacy of Service in Physician Health

Since 1997, Terrance has served as **Vice President of the Medical Society of the State of New York** and **Executive Director of the Committee for Physician Health (CPH)**. In these roles, he has supported thousands of physicians and championed initiatives that promote well-being, early intervention, and recovery. His steady leadership and strategic vision have positioned CPH as a national model for effective physician health programming.

As a longtime FSPHP Board member and past Treasurer, Terrance played a foundational role in the early growth and development of the organization. His administrative expertise, insight, and unwavering commitment helped shape FSPHP into the strong, collaborative community it is today.

Leadership Beyond Medicine

Terrance's dedication to service extends well beyond his physician health leadership. He also volunteered as a Class A Trustee on the General Service Board (GSB) of a New York City-based recovery program, serving as Treasurer before being elected Chair (2013–2017). During this time, he helped:

- Strengthen outreach to diverse and underserved communities
- Guide the Board through organizational transitions

- Oversee fiscal responsibilities and reinforce stewardship
- Uphold core principles of unity, recovery, and service

His tenure is highlighted in the program's archival newsletters, including the [Summer 2013 edition](#) marking his appointment and the [July 2017 Quarterly Report](#) recognizing his contributions.

A Distinguished Career Spanning Four Decades

Terrance's professional career is marked by excellence across healthcare leadership roles. His service includes:

- U.S. Army Medical Service Corps
- Executive positions at Beekman Downtown Hospital in New York City
- Service at St. Joseph Mercy Hospital in Michigan
- President/CEO of Myers Community Hospital near Rochester, NY

His board service has been equally impactful, including roles with:

- Hospital Association of New York State (HANYS)
- Rochester Regional Healthcare Association
- Appointment by Chief Judge Judith Kaye as a charter member of the Lawyers Assistance Trust, overseeing wellness and substance use programming for attorneys and judges

These contributions illustrate Terrance's remarkable breadth of knowledge, leadership, and compassion across the healthcare landscape.

A Lasting Impact

Terrance M. Bedient's influence reaches far beyond the organizations he has served. His career has helped elevate the well-being of those who care for others, strengthened pathways to recovery, and advanced the standards of physician health nationwide.

The FSPHP community celebrates Terrance for his decades of steadfast leadership, dedication, and friendship. His legacy will continue to guide and inspire the work of PHPs across the country.

TENNESSEE MEDICAL FOUNDATION (TMF)

TMF Announces New Board Leadership and Regional Representatives

Brenda Williams-Denbo,
Development Coordinator,
Tennessee Medical Foundation
(TMF) Professionals
Health Program



Brenda Williams-Denbo

TMF Announces New Board Leadership and Regional Representatives

TMF is pleased to announce the installation of its new executive leadership and the addition of two distinguished medical professionals to its Board of Directors.

Dr. Eric W. Berg III, of Clarksville has been named Board President, succeeding **Dr. Clay Runnels**, who transitions to the role of Immediate Past-President. Joining the executive committee as Vice President is **Dr. W. Reeves Johnson Jr.**, of Knoxville. Additionally, the TMF welcomes Dr. Phyllis E. Miller (Chattanooga) and **Dr. Amanda U. von Horn** (Nashville) as new regional representatives.

"Our Board is the cornerstone of our mission to support Tennessee's health professionals in times of crisis," said Jennifer Rainwater, TMF Executive Director. *"The combined expertise of Drs. Berg, Johnson, Miller, and von Horn, along with the rest of our excellent Board, ensure we remain a robust lifeline for those battling substance use disorders and mental health challenges."*

Meet the New Leadership

President:

Eric W. Berg III, MD, FCAP, FASCP

A graduate of the TMF PHP and a retired U.S. Army Colonel, Dr. Berg formerly served as Chief of Anatomic Pathology at Blanchfield Army Community Hospital. His distinguished career includes work with the Armed Forces Medical Examiner System during national crises, including the 9/11 Pentagon response and the Space Shuttle Columbia recovery.



Eric W. Berg III, MD,
FCAP, FASCP

Vice President:

W. Reeves Johnson Jr., MD, FAAFP

A former president of the Tennessee Board of Medical Examiners and member of the TN Medical Cannabis Commission, Dr. Johnson practiced family medicine in Knoxville for over 34 years before retiring from active clinical practice in 2023. He is a strong advocate for physician well-being at the local, state, and national levels.



W. Reeves Johnson Jr., MD, FAAFP

Southeast Representative:

Phyllis E. Miller, MD

The first woman to lead the Tennessee Medical Association and the Chattanooga-Hamilton County Medical Society, Dr. Miller was recently honored as a Champion of Healthcare by the *Chattanooga Times Free Press*.



Phyllis E. Miller, MD

Middle Tennessee Representative:

Amanda U. von Horn, MD

Dr. von Horn is the Director of the Division of Addiction Psychiatry at Vanderbilt University Medical Center. She brings specialized expertise in addiction medicine and previously served on the board of the Massachusetts Physician Health Services.



Amanda U. von Horn, MD

Governance and Clinical Oversight

The Board oversees the clinical work of the TME, supported by the **Physician's Health Quality Improvement Committee (PHQIC)**, chaired by **Dr. John Woods**. Returning executive members include **Lee McLellan** (Treasurer) and a diverse group of physicians and advocates from across the state dedicated to the TME's 509(a)(2) mission.

About the Tennessee Medical Foundation

The TME operates the Professionals Health Program (PHP), providing identification, intervention, and advocacy for health professionals impaired by addictive disease or mental illness. Learn more about our resources at e-tmf.org.

WASHINGTON PHYSICIANS HEALTH PROGRAM (WPHP)

WPHP Marks 40 Years of Championing Physician Health

Chris Bundy, MD, MPH, Executive Medical Director, Washington Physicians Health Program; and Vanessa Bloy, MSS, Communications Manager, Washington Physicians Health Program



Chris Bundy, MD, MPH



Vanessa Bloy, MSS

For four decades, Washington Physicians Health Program (WPHP) has stood at the forefront of a simple but highly effective model that confidential help, not discipline, best supports a healthy and safe healthcare workforce. Founded on the belief that early intervention and compassion lead to better outcomes, WPHP has helped thousands of physicians and health professionals return to safe practice. As medical organizations face rising burnout, workforce shortages, and increasing complexity of care, WPHP's mission has never been more vital.

Physician Advocacy in Action

WPHP advocates at local and national levels for reforms that reduce barriers to accessing help while elevating the importance of improving professional satisfaction. These contributions further embed WPHP as a trusted partner in Washington's medical ecosystem. A prime example of this advocacy in action was our participation in the 2026



Dr. Chris Bundy testified in support of SB 6258 at the Washington State Senate Health & Long-Term Care Committee public hearing.

Washington State Medical Association Annual Legislative Summit at the Washington State Capitol in Olympia, where WPHP helped shape discussions about physician well-being and policy priorities at the state level.

WPHP also provided key testimony before the Washington State Senate Health & Long-Term Care Committee in support of two pieces of legislation that will benefit license holders regulated by the Washington Medical Commission. The first bill was a technical remedy that will allow anesthesiology assistants to participate in WPHP through the implementation of a license surcharge that mirrors what other eligible professionals contribute. The second bill provides license holders with a nondisciplinary pathway to relinquish their license. Relinquishment allows individuals who may be permanently unable to practice due to impairment or disability a dignified departure from practice that honors and respects their contribution to humanity.

Credentialing Reform Efforts

One of WPHP's most significant recent achievements has been around credentialing reform. After several years of advocacy efforts, WPHP has successfully helped lead the Washington Credentialing Standardization Group (WCSG) in aligning the Washington Practitioner Application (WPA) with credentialing best practices as referenced in the American Medical Association article [Teamwork Gives Washington State New Approach to Credentialing](#) by Tanya Albert Henry.

The WPA is the most commonly used credentialing application by health care systems in Washington. In 2023, the WPA was revised to ask only about current impairment rather than past diagnosis or treatment. The changes made earlier this year implemented updated model language to reduce the stigma surrounding healthcare professionals seeking mental and behavioral health care. By eliminating intrusive questions and fine-tuning question wording, a major barrier to physician well-being has been removed.

WPHP extends gratitude to Makrina Shanbour, MD, Director of Provider Experience at Confluence Health, and her team for their partnership, as well as to Carrienne Dockter, CPCS, CPMSM, WCSG Chair, for her steadfast leadership throughout the reform process.

Expanding Education and Awareness

To further elevate awareness of the WPHP, its services, and how we help support the healthcare community across Washington state, we recently produced a one-hour educational presentation entitled [WPHP Overview & Impairment](#). We encourage all health professionals to watch it to learn how:

- Impairment is defined and how it applies to health professionals, including the ethical and legal obligations for responding to concerns of impairment
- Signs of impairment in health professionals and barriers to effectively addressing concerns of impairment
- The process by which WPHP assists health professionals with concerns of impairment and the basis for effective advocacy that balances public trust and the need to protect patient safety with the rehabilitative needs of health professionals
- Outcomes that demonstrate WPHP's effectiveness and benefits of program participation

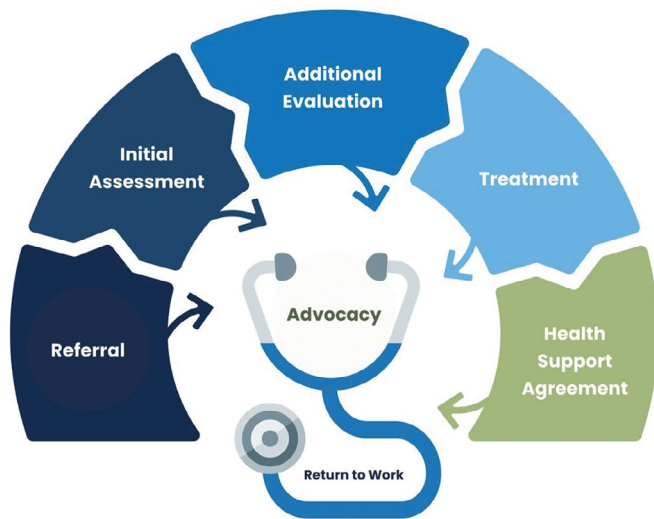


New WPHP Video

WPHP launched its [WPHP Impact video](#) to share our purpose, mission, and key messaging to various audiences with the goal of raising awareness about the vital role WPHP plays as Washington's trusted resource for restoring the health of medical professionals. Featuring WPHP clinical staff, program graduates, and Washington healthcare community leaders, this video provides an overview of WPHP's mission, outcomes, and the transformative impact on those we serve.



Interactive Diagram Presents WPHP's Process



WPHP has created a *WPHP Process Diagram*. This visual format communicates the step-by-step process when a health professional contacts or is referred to WPHP. The purpose of this diagram is to make it easier for referents, stakeholders, and staff orienting to WPHP, to understand the full scope of WPHP's process.

WISCONSIN

Consultation in Action: FSPHP Guides Wisconsin in Building Its State Professional Health Program

Kelley Long, MBA, Executive Director, Ohio Professionals Health Program; and Jim Lorence, Chief Value and Engagement Officer, Wisconsin Medical Society

The Wisconsin Medical Society (WisMed) has partnered with the Federation of State Physician Health Programs (FSPHP) to leverage FSPHP's consultative expertise in the planning and development of the Wisconsin Healthcare Professional Services Program (WIHPSP), which will operate as an independent 501(c)(3) organization.

In 2025, WisMed received a grant from the Advancing a Healthier Wisconsin Endowment to support the planning and design of a comprehensive professional health assistance program for the state. While the grant focuses on planning rather than implementation, it represents an important step forward. Wisconsin is



Kelley Long, MBA



Jim Lorence

currently one of only three states without a professional health program, making this initiative especially meaningful. Jim Lorence, Chief Value and Engagement Officer with WisMed, has been leading this effort in Wisconsin and has worked closely with FSPHP leadership and FSPHP consultant Kelley Long, MBA, an experienced PHP leader affiliated with the Ohio Professionals Health Program (OhioPHP) throughout the planning process.

“This collaboration represents a new chapter in FSPHP’s work, formalizing our consultative role in helping states and organizations design and launch effective professional health programs.”

— Michael Baron, MD, MPH, DFASAM, DAPA, FSPHP President

Since June 2025, FSPHP has provided ongoing support to WIHPSP through weekly planning meetings, along with a structured action plan, consultative guidance, and mentorship. Examples of this collaboration include governance and leadership development, marketing and education planning, program infrastructure and operational development, and statutory language development and review. Several FSPHP leaders have contributed their expertise. Dr. Chris Bundy, Dr. Edwin Kim, and Linda Bresnahan provided guidance on statutory language development.

Dr. Kim also traveled to Wisconsin twice in January to testify before Assembly and Senate committees. The legislation received bipartisan and unanimous support in both committees, although it did not reach the floor for a final vote this session. Nevertheless, the groundwork



Jim Lorence and Edwin Kim, MD, FAPA, testified before Wisconsin lawmakers in support of Assembly Bill 799 in January 2026.



Michael Stadler, MD; Edwin Kim, MD, FAPA; and Jim Lorence at the Senate Committee on Mental Health, Substance Abuse Prevention, Children and Families, where they spoke in strong support of Senate Bill 802.

laid this year has established a strong foundation for the next legislative session. Dr. Bundy also traveled to Wisconsin in October to present at the WisMed Physician Leadership Summit. His presentation introduced the concept of WIHPSP to physician Chief Executive Officers and Chief Medical Officers from across the state and helped build early awareness and support for the program's future development.

Another exciting milestone occurred in February, when Dr. Mike Miller joined WIHPSP as the Plan and Design Medical Director. WIHPSP is honored to work with Dr. Miller, who was instrumental in originally introducing Wisconsin leaders to FSPHP and the PHP model.

In March, OhioPHP hosted Jim for a comprehensive three-day operational immersion. The visit provided a firsthand look at how a PHP functions and offered valuable insight into operational practices.

Wisconsin is deeply grateful for the guidance, expertise, and partnership that FSPHP and its members have provided throughout this process and looks forward to continuing this collaboration as WIHPSP moves toward full implementation.

“Our collaboration with Wisconsin reflects FSPHP’s growing role as a consultative partner for states developing or enhancing physician health programs. Kelley Long serves as FSPHP’s consultant on this project, coordinating a full team effort with FSPHP leadership and ensuring we bring both deep expertise and a spirit of partnership to this important work.”

— Linda Bresnahan, FSPHP Executive Director and CEO

Partner with Us in Shaping the Future of Physician Health and Healthcare Professional Programs

Participate in the FSPHP-Research Information System

The FSPHP-Research Information System (RIS) is a national initiative to strengthen physician and health professional programs (PHPs) through secure, data-driven insights and ethical research.

The FSPHP-RIS will help PHPs answer critical questions about their work, such as:

- How many physicians and other health professionals seek care from PHPs across the country yearly?
- What are their professional designations, specialties, and key demographic characteristics?
- What types of presenting problems and conditions are most common?
- What recommendations do PHPs commonly make (e.g., evaluation, treatment, monitoring, therapy, coaching, remedial education), and what are the outcomes of this experience?
- How many participants face license loss due to illness, and how many return to practice?
- What are the primary mental health conditions and substances used, and what is the frequency of relapse or return to use?

Our Goal

To help PHPs demonstrate impact, strengthen advocacy, and advance physician and health professionals' health while maintaining the highest standards of privacy and data protection.

Join Us

We are seeking PHPs to participate in the proof of concept, which will focus on a limited but meaningful subset of data elements, allowing us to test the system's functionality, assess usability, and refine processes before broader implementation.

Your participation will be invaluable in ensuring that the RIS meets the real-world needs of PHPs while maintaining the highest standards of data security and ethical oversight.

Learn more at <https://www.fsphp.org/fsphp-research-information-system>

Email lbresnahan@fsphp.org with questions

IDAA: Strengthening Long Term Recovery Through Peer Support and Professional Connection

Michelle Van Alst, Executive Director, IDAA

International Doctors in Alcoholics Anonymous (IDAA) is a peer-based, membership-driven organization committed to supporting healthcare professionals and their families throughout every stage of their recovery journey. Through a blend of virtual engagement, in-person programming, and year-round connection, IDAA provides a safe, supportive peer-based community grounded in shared experience.



Michelle Van Alst

IDAA's offerings include confidential virtual meetings, an annual conference, a member directory, an extensive archive of recovery resources, email lists, and a help line that connects individuals with peers who have lived experience. This network ensures that no member has to navigate recovery alone—whether they are new to their recovery journey or many years into long-term sobriety.

Membership is open to a wide range of healthcare professionals, including physicians, dentists, psychologists, veterinarians, pharmacists, doctoral level providers, certified registered nurse practitioners (CRNPs), certified registered nurse anesthetists (CRNAs), physician assistants, and students pursuing these professions. Family members and significant others are also welcome. The only requirement for joining is a desire to achieve and maintain recovery.

To make the community even more accessible, IDAA recently introduced a **60-day free membership trial**. After the trial period, individuals may join for a **reduced first-year rate of \$50**, and financial assistance is available at any time by contacting info@idaa.org.

More physician and health professional programs (PHPs) and treatment providers are now encouraging participants to connect with IDAA during their engagement. Peer support plays a critical role in long term recovery, and IDAA aims to make access to that support simple, consistent, and reliable.

To assist treatment programs, IDAA offers both printed and digital materials for distribution, as well as opportunities for individualized consultation. Our team can meet with programs one-on-one to better understand their needs and identify ways to support successful transition from structured care to long-term peer connection. To schedule a meeting, email info@idaa.org.

This year's **IDAA Annual Conference** will take place **July 8–12 in Chicago, IL**, bringing together hundreds of healthcare professionals and families for education, fellowship, and renewal. We encourage programs to share this opportunity with patients and alumni. Thanks to generous donors, **\$65,000 in scholarships** will be awarded to support attendance for those with financial need.

As the landscape of healthcare recovery continues to evolve, IDAA remains dedicated to creating safe, sustainable pathways for long term healing and peer connection. By partnering with treatment programs and supporting healthcare professionals throughout their recovery journey, IDAA strengthens not only individual well being but the broader professional community. We invite you to join us in fostering a culture where recovery is supported, encouraged, and openly accessible.

Support Your Patients' Long-Term Recovery Through IDAA

Help your patients and alumni stay connected beyond treatment.

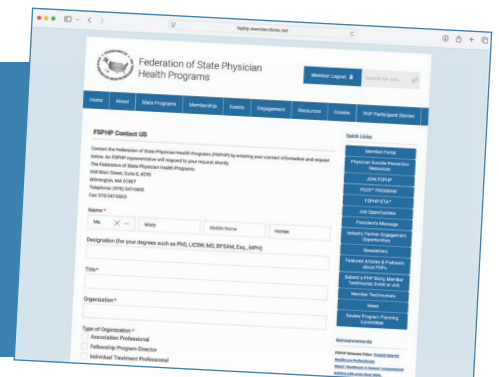
- Share IDAA's 60-day free trial
- Provide peer-support materials in your program
- Connect with IDAA for a program consultation
- Encourage attendance at the 2026 Annual Conference

Email us to request materials or schedule a meeting:

✉ info@idaa.org

We'd Love to Hear From You!

Have a question, need support, or want to explore how we can work together? Click here to submit the FSPHP Contact Us Form and our team will get back to you as soon as possible. We are here to support your inquiries and explore meaningful ways to work together in advancing physician health and well-being.



Meet Our Newest Members

We are excited to announce that the following new members have joined FSPHP since the publication of the Fall 2025 issue. Please join us in warmly welcoming them to our community!

STATE VOTING MEMBER

Michael Reynolds, MBA

Committee for Physician Health—New York

ASSOCIATE MEMBERS

Randall Beaupre, MD

Community Bridges, Inc 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

Denny Smith

Colorado Physician 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

Brian Yeaman, MD

Oklahoma Health Professionals Program

Sarah Young, MD

North Carolina Professionals Health Program

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

Damian McHugh

Clinician Burnout Foundation

Abby Migliore

Intervention Project for Nurses

Bruce Patsner, MD, JD

Jersey Shore Addiction Services

Cara Sedney, MD

West Virginia University Health System

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

Meet Our Newest Members (*continued*)

INDUSTRY PARTNER INDIVIDUAL MEMBERS

Janelle Banat, MSOL, PCC
Footlamp Consulting

Michael Dekker, DO
Arizona Professionals Health Program

Tabitha Edwards
State of Idaho Division of Occupational and Professional Licenses

Lacey Herrington, PhD
Pine Grove Behavioral Health & Addiction Services

Tommy Malone, DPh, RCA
Cumberland Heights

Lindsey Neill, DO
La Hacienda Treatment Center

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

Michelle Van Alst
IDAA

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

ORGANIZATIONAL MEMBERS

Ryan Gries, PharmD
Professionals Assisting Professionals of Arizona

Kevin Rich, DPh
Oklahoma Pharmacists Helping Pharmacists

Join the Action: FSPHP Committees Open for New Participants!

Passionate about supporting national causes for Physician Health Programs? Consider joining an FSPHP committee!

Involvement in FSPHP committees lets you champion a cause you're passionate about and offers a chance to boost your skills and acquire valuable experience. It also introduces you to other dedicated FSPHP members. Join in the fun while making a meaningful impact!

Being part of a committee is also an excellent stepping stone toward a future leadership role on the board of directors.

To join a committee, please do the following:

- Visit the [FSPHP Committees webpage](#) and check out the full list of FSPHP committees, their descriptions, frequency of meetings, and rosters.
- Submit your interest to join or your plans to renew via the [FSPHP Committee Service Interest Form](#).
- Email ssavage@fsphp.org with questions.

**SHARE YOUR
EXPERTISE**

**JOIN AN FSPHP
COMMITTEE!**

Catch Up Anytime with *FSPHP Insights*!

Stay informed and engaged by browsing past issues of *FSPHP Insights* online. Whether you're looking for recent updates or revisiting key topics, all editions are available on the [FSPHP Insights webpage](#) under the Resources menu. Dive in and explore!

Got something to share that belongs in *FSPHP Insights*? We'd love to hear from you! Reach out to ssavage@fsphp.org with your ideas or submissions.

Upcoming Events



FSPHP 2026 EDUCATION CONFERENCE AND ANNUAL MEMBERSHIP MEETING

Navigating Change: Challenges, Solutions, and Success

April 29–May 2, 2026 | Hilton Baltimore Inner Harbor

The **FSPHP 2026 Education Conference and Annual Membership Meeting — Navigating Change: Challenges, Solutions, and Success** is the leading event for physicians, healthcare professionals from all specialties, and those committed to health and professional well-being. Over 300 attendees join us, including our physician and health professional program (PHP) staff and experts involved in the evaluation and treatment of health professionals.

It is the most valued professional development training for your PHP staff and treatment professionals.

Earn Up to 16.5 Hours of Education Credits

This activity has been preapproved for the following accreditations:

- AMA PRA Category 1 Credits™ for Physicians
- ANCC CE for Nurses
- ACPE CE for Pharmacists
- APA CE for Psychologists
- ASWB ACE for Social Workers
- ADA CERP CE for Dentists





Engage with Influential Leaders

Build meaningful connections with national leaders and innovators in professional health and well being. Network with peers who are shaping the future of PHPs.

Connect with Exhibitors Throughout the Conference

Take advantage of dedicated time during breaks, lunches, and sessions to meet with exhibitors, explore new resources, and discover tools that support your work and your program's success.

Expand Your Expertise in Healthcare Professionals and Physician Health

Deepen your understanding of PHPs, treatment models for healthcare professionals, and the essential components of effective monitoring and recovery support.

Prioritize Your Own Well-Being

Join peer support groups, participate in wellness opportunities, and enjoy a run and/or walk with colleagues—all designed to support your personal well being during the conference.

▶ View the **Detailed Agenda!**

▶ See our **Speakers!**

▶ Visit the **Conference Website!**

▶ Plan **what to do in Baltimore!**



FSPHP Webinar: When Physicians Become Patients: Providing Care for General Medical, Mental Health, and Substance Use Disorders

This webinar is accredited for 2 hours of education credits for physicians, nurses, pharmacists, psychologists, social workers, and dentists.

Wednesday, September 23, 2026, 1:00–3:00 PM ET

When a physician becomes a patient, the physician-patient and the treating clinician often discover a complicated care dynamic. The physician-patient brings extensive medical knowledge, professional identity, and unique vulnerabilities that shape the care experience. The treating physician encounters an uncommon clinical dynamic in which the ethical, emotional, and interpersonal dimensions differ significantly from their typical patient relationship.

This educational program helps physicians and other healthcare professionals navigate these distinct dynamics with confidence and sensitivity. Attendees will acquire strategies that build trust, honor confidentiality, and engage the physician-patient in care that meets clinical needs and professional realities.

Featured Presenters



Michael J. Baron, MD, MPH, DFASAM, FAPA
President, Federation of State Physician Health Programs; Medical Director, Tennessee Medical Foundation Professionals Health Program



Chris Bundy, MD, MPH, FAPA, FASAM
Chief Medical Officer, Federation of State Physician Health Programs; Executive Medical Director, Washington Physicians Health Program



Paul H. Earley, MD, DFASAM
Medical Director Emeritus, Georgia Professional Health Program



Lisa Merlo, PhD, MPE
Co-Chair of the FSPHP Research Committee; Professor of Psychiatry, University of Florida; Director of Research, Professionals Resource Network, Inc.



Alexis Polles, MD, FASAM
Medical Director Emerita, Professionals Resource Network, Inc.

Why You Should Attend

This program is relevant to all physicians and other healthcare professionals who give or receive care from physicians. Healthcare professionals who have a special interest in caring for physician-patients should attend, including those affiliated with physician and health professional programs (PHPs), such as workplace monitors or liaisons, therapists, and psychiatrists who treat physician-patients.

Learning Objectives

1. Identify the unique factors that arise with physicians-as-patients, including challenges related to self-diagnosis and treatment such as boundaries, biases, and power differentials; over-identification; and treatment-interfering personality characteristics
2. Examine strategies for managing the factors that impact the physician-patient relationship
3. Summarize the unique challenges and risks associated with mental health, suicide, and substance use in safety-sensitive occupations and demonstrate understanding by identifying at least three strategies to address these challenges
4. Describe the principles of fitness for duty evaluations and explain how these principles contribute to safer workplace practices and successful recovery outcomes
5. Develop a step-by-step approach for collaborating with PHPs, referring to a PHP as your hospital systems policy for addressing mental health and substance use disorders separate from discipline, and serving as a PHP work liaison or therapist to support those referred and effectively address concerns related to mental health, substance use, and other potentially impairing health conditions as evidenced by drafting a workflow or checklist during a workshop session
6. Prepare learners to deliver key course content within their healthcare communities to improve the care and support of this unique patient population

Registration Fee: FSPHP members: Free | Non-members: \$50
[Learn more and register!](#)

OPEN FORUM LEADERSHIP SERIES



**Tuesday, June 2, 2026
11:00 AM–12:00 PM ET**

Facilitator: Emily J. Doyle, MD,
Medical Director,
Texas Physician Health
Program



**Friday, August 7, 2026
11:00 AM–12:00 PM ET**

Facilitator: Mark Albanese, MD,
Medical Director,
Physicians Health Services—
Massachusetts Medical Society



**Friday, November 20, 2026
12:00 PM–1:00 PM ET**

Facilitator: Susan K. Blank, MD,
LFAPA, DFASAM,
Medical Director, Georgia
Professional Health Program

The FSPHP Open Forum Leadership Series provides a dedicated space for FSPHP PHP Member leaders to engage in meaningful dialogue, exchange best practices, offer organizational updates, and collaborate on innovative approaches for supporting physician and professional health programs. This series is designed to encourage open conversation and address key issues impacting PHPs nationwide.

Open to FSPHP PHP Members who identify as part of their organization's leadership team, including executives, directors, department heads, and similar leadership roles.

[Learn more and register!](#)



Federation of State Physician
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Your donations will ensure that FSPHP remains the trusted national voice for addressing issues that affect physician health and patient safety.

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Gratitude Spotlight

With deep appreciation, we recognize the generous donors who gave between **October 10, 2025 and March 31, 2026**. Your contributions fuel our work and strengthen our mission every day.

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How You Can Support the Mission of the FSPHP

- **Donate:** https://fsphp.memberclicks.net/index.php?option=com_mcform&view=ngforms&id=2004317
- **Join Our Mailing List:** <https://fsphp.memberclicks.net/distributionlist>
- **Sponsor a Regional Member Meeting:** Email: ssavage@fsphp.org
- **Newsletter Sponsorship:** Newsletter Advertisement
- **Visit the FSPHP Industry Partner Engagement Opportunities webpage for more information:** [Vendor Engagement Opportunities](#)

Special Thanks to the FSPHP 2026 Education Conference Exhibitors

As of 4/8/26

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Farley Center

Geisinger Marworth

Pavillon Treatment Center

Positive Sobriety Institute

Soberlink

Talbott Recovery

Silver

7 Summit Pathways

Acumen Institute/Acumen Assessments

Ashley Addiction Treatment

Coastal Oaks Recovery

coobi

CRL/FormFox

Footlamp Consulting

International Doctors in Alcoholics Anonymous (IDAA)

La Hacienda Treatment Center

Meds-Global

MindWork Group

Palmetto Addiction Recovery Center

Phamatech Laboratories & Diagnostics

Pine Grove Behavioral Health & Addiction Services

RecoveryTrek, LLC

Santé Center for Healing

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Strategic Collaborative Partners

FSPHP is deeply grateful to the following organizations for leading the way with their support. These organizations demonstrate their commitment to PHPs through their generous support of FSPHP.

Leaders of Healing



Partners in Health



FIGS Awesome Humans Foundation Grants for PHPs and PHP Participants

The FIGS Awesome Humans Foundation is now accepting applications for grants and scholarships that support healthcare professionals.

We want to make you aware of new FIGS Awesome Humans Foundation grant opportunities that may directly benefit PHP participants, PHPs, and mission-aligned nonprofit partners. FIGS has launched a nonprofit, the Awesome Humans Foundation, with four grant/award areas for healthcare professionals, students, and nonprofits:

1. Rapid Relief for Awesome Humans

- Fast, flexible financial support for healthcare professionals and students facing sudden hardships.
- Open year-round; awards are based on demonstrated financial need.
- Open only to those who live or study in the United States or its territories.
- We especially encourage PHPs to share this with PHP participants in need of financial support due to unexpected crises.

2. Future Icons Grant

- \$10,000 scholarships to help cover tuition and fees for healthcare students.
- Applications open December 2, 2025–February 28, 2026.
- Open only to those who live or study in the United States or its territories.

3. Ubuntu Grant

- Supports mission-aligned nonprofits building innovative programs that strengthen and support healthcare professionals.
- Applications open July 1, 2026–August 31, 2026.
- Open to U.S. and registered international nonprofits.
- PHPs and related nonprofit partners developing innovative programming for healthcare professionals should consider applying.

4. Healthcare is Human Award

- Annual recognition for individuals whose work reminds the world that healthcare is, above all, human.
- Intended for healthcare professionals who are making an impact and inspiring others through advocacy, example, and outstanding commitment.
- Nominations open July 1, 2026–August 31, 2026.
- Nominations accepted for U.S. and international licensed healthcare professionals and students.
- PHPs are encouraged to nominate PHP participants and colleagues whose advocacy and example have inspired others.

We encourage all PHPs to:

- Proactively share the Rapid Relief for Awesome Humans information with PHP participants who may be experiencing sudden financial hardship.
- Consider applying for an Ubuntu Grant for nonprofit initiatives that strengthen and support healthcare professionals in your state or region.
- Identify healthcare professionals affiliated with your PHP who embody “Healthcare is Human” and submit nominations during the open period.

Thank you for helping spread the word about these opportunities to support the well-being, resilience, and recognition of the healthcare professionals and students we serve.


Help Spread the Word!

Application and nomination portal:


<https://figsawesomehumansfoundation.grantplatform.com/entry/entrant>

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You Deserve the Spotlight—Submit Your News!

The impactful work you do at your Physician and/or Healthcare Professional Program (PHP) is making a real difference, and we want to celebrate it in the next issue of *Physician Health News*! Whether it's a major initiative or a small yet meaningful success, we want to showcase the incredible efforts happening in PHPs nationwide. Share your story and let us highlight your program's contributions!

We've set ourselves a goal—to hear from *every* PHP!

Do you have something new or exciting to share? It could be:

- A new peer support meeting
- Mentorship program for new participants
- Innovative referral management
- Educational programs and advocacy efforts in your state
- Fundraising success stories
- Research or quality improvement initiatives
- Fresh approach to retreats and community-building
- Suicide prevention efforts
- Legislation improving confidentiality or other legislation activity
- Partnered with licensing or healthcare organizations on licensure/credentialing question reform
- Website updates for easier access to help
- Clearer content on program confidentiality
- Program expansion to other health professionals—who and how?

We'd love to share your updates! Send a few sentences, up to 500 words, or a link.

Your contributions may be featured in our newsletter or weekly insights.

Please send submissions via the Content Submission Form at https://fsphp.memberclicks.net/index.php?option=com_mcform&view=ngforms&id=2116093, or email Sandra Savage at ssavage@fsphp.org.

Helpful FSPHP Resources

- **Insights:** <https://www.fsphp.org/fsphp-insights>
- **Featured Articles, Podcasts, and Videos about PHPs:** <https://www.fsphp.org/featured-articles-podcasts-and-videos-about-phps>
- **PHP Member Policy Library:** <https://fsphp.memberclicks.net/member-policy-library>
- **Job Opportunities:** <https://www.fsphp.org/job-opportunities>
- **FSPHP Events:** <https://www.fsphp.org/events>
- **State Program Videos:** <https://www.fsphp.org/state-program-videos>
- **Map of FSPHP Regions:** <https://www.fsphp.org/assets/docs/RegionMap.pdf>

SAVE THE DATE!

FSPHP 2027 Annual Education Conference
April 14-17, 2027
Oklahoma City Convention Center



Federation of State Physician
Health Programs

The Federation of State Physician Health Programs
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Wilmington, MA 01887
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Scan the QR code to visit the FSPHP website!