

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



FRIDAY, APRIL 24 - MONDAY, APRIL 27, 2015

The Worthington Renaissance Fort Worth Hotel • Ft. Worth, Texas

~ Will coincide with Federation of State Medical Boards Conference ~

**Pursuing Physician Health Best Practices:
Promotion of Accountability,
Consistency & Excellence**

FSPHP 25th Anniversary!!!



Highlights:

- General and breakout sessions each day to highlight physician health best practices for achieving accountability, consistency, and excellence
- Networking Opportunities
- Daily Peer Support Groups
- Large exhibitor space for networking in the field

Schedule Subject to Change:

Friday Board of Directors Meeting
Registration/Exhibitors Open
Luncheon
General Sessions
Committee Meetings
Opening Reception

Saturday FSPHP/FSMB Joint Session
New Member Meeting
Administrative Session
General Sessions
Poster Session
Board & Committee Chair Dinner

Sunday General Sessions
FSPHP Regional Meetings
Exhibitor Session
Annual Business Meeting

Monday General Sessions
Adjournment

Attendee Registration Packet

Watch for updates at www.fsphp.org.

You may register on-line

Plan to attend this year's event!

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

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

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

PROGRAM FACULTY

Steven Adelman, MD, Physician Health Services, Inc., Waltham, MA
Alistair James Reid Finlayson, MD, Vanderbilt Comprehensive Assessment Program for Professionals, TN
Richard D. Barton, Procopio, Cory, Hargreaves & Savitch LLP, San Diego, CA
Elizabeth Brooks, PhD, Colorado Physician Health Program, Denver, CO
Martha E. Brown, MD, Professionals Resource Network & University of Florida, Gainesville, FL
Chris Bundy, MD, MPH, Washington Physicians Health Program, Seattle, WA
Paul H. Earley, MD, FASAM, Georgia Professionals Health Program, Atlanta, GA
John A. Fromson, MD, FSPHP Past President; Brigham & Women's Hospital, Boston, MA
Christina Gaudiana, LMHC, Professionals Resource Network, Fernandina, FL
Michael H. Gendel, MD, FSPHP Past President; Colorado Physician Health Program, Denver, CO
Roland Gray, MD, Tennessee Medical Foundation, Brentwood, TN
Michael Groat, PhD, MS, Professionals in Crisis, The Menninger Clinic, Houston, TX
Debra Grossbaum, Esq., Physician Health Services, Inc., Waltham, MA
Doris C. Gundersen, MD, FSPHP President; Colorado Physician Health Program, Denver, CO
Scott Hambleton, MD, Mississippi Professionals Health Program, Ridgeland, MS
Lynn Hanks, MD, FSPHP Past President, Riviera Beach, FL
Phillip Hemphill, PhD, Pine Grove Behavioral Health & Addiction Services, Hattiesburg, MS
Gail Jara, California Public Protection and Physician Health, San Francisco, CA
Joseph Jones, MS, NRCC-TC, United States Drug Testing Laboratories, Inc., Des Plaines, IL
Charles Meredith, MD, Washington Physicians Health Program, Seattle, WA
Lisa J. Merlo, PhD, MPE, Professionals Resource Network, Inc., Gainesville, FL
James C. "Jes" Montgomery, MD, Pine Grove Behavioral Health, Hattiesburg, MS
Ron L. Neufeld, BSW, LADAC, Vanderbilt Comprehensive Assessment Program (VCAP), Nashville, TN
John Ordiway, MS, LPC, LAT, Wyoming Professional Assistance Program, Casper, WY
William Perry, PhD, University of California, San Diego Medical Center, San Diego, CA
Amanda Shaw, MPH, Washington Physicians Health Program, Seattle, WA
Andrew C. Stone, MD, MPH, Cambridge, MA
Michael Wilkerson, MD, Bradford Health, Warrior, AL
Betsy Williams, PhD, MPH, Professional Renewal Center, Lawrence, KS
Penelope P. Ziegler, MD, Professionals Resource Network, Fernandina Beach, FL

Pursuing Physician Health Best Practices: Promotion of Accountability, Consistency & Excellence

FRIDAY, APRIL 24 - MONDAY, APRIL 27, 2015

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Program Objectives

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

1. Identify best practices and describe the methods in which PHPs can achieve accountability, consistency and excellence;
2. Compare different treatment modalities for substance use and co-occurring disorders and define outcomes;
3. Discuss strategies for identifying and assessing cognition issues;
4. Describe programs that promote healthy lifestyle in the profession and strategies that reduce burnout in physicians.

Poster Session Objectives

Poster viewing hours - Saturday, April 25 from 8am to 6:30 pm.

Poster Session - Saturday, April 25 from 5pm to 5:45pm.

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

1. Assess science-based information on Substance Use Disorders treatment, precursors that are predictive of impairment, and alternatives to traditional 12-step based recovery programs.
2. Explain the impact of prolonged professional burnout and wellness activities on individual physical and mental health, and on patient behavior and safety.
3. Describe the spectrum of sexual issues for physicians, ranging from case management for those with problematic sexual behavior to behaviors that constitute criminal sexual misconduct.
4. Cite reasons why some individuals continue to relapse after treatment and benefits of a therapeutic alternative to discipline.
5. Utilize skills to prevent and respond effectively to criticisms regarding physician health programs.
6. Identify similarities of beliefs in patients with chronic pain and addiction, and the high risk for overdose in health care professionals with opioid dependence following abstinence-based treatment.

Who Should Attend

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

Accreditation Statement

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

Designation Statement

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

Ethics and/or Professional Responsibility Education

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

Prerequisites of Attendees: None

Education Methods

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

Meeting & Conference Agenda

~Agenda Subject to Change~

Friday, April 24, 2015

8:30 am – 12:00 pm	FSPHP Board of Directors Meeting (<i>Open to Board of Directors</i>) (LIVE OAK 5)
11:00 am – 1:00 pm	Exhibitor Set up
1:00 pm	Annual Meeting Registration & Exhibits Open
1:00pm	Lunch in Exhibitor Hall (RIO GRANDE BALLROOM)
1:30 – 2:30 pm	FSPHP Committee Meetings (<i>Open to Committee Members</i>) (RIO GRANDE BALLROOM)
2:30 – 3:00 pm	Exhibitor Viewing – Meet and Greet Exhibitors (RIO GRANDE BALLROOM)
3:00 pm	Welcome and Introductions <i>Doris C. Gundersen, MD, FSPHP President</i>
3:05 – 3:30 pm	FSPHP and Physician Health Update (<i>Ethics</i>) (TRINITY BALLROOM) <i>Doris. C. Gundersen, MD</i>
3:30 – 4:30 pm	General Session I (TRINITY BALLROOM) The Evolution of Physician Health Programs Over the Last 25 Years <i>Lynn Hanks, MD</i>
4:30 – 5:30 pm	General Session II (<i>ETHICS</i>) (TRINITY BALLROOM) Using the ASAM Criteria when Treating Healthcare Workers <i>Michael Wilkerson, MD and Paul H. Earley, MD, FASAM</i>
5:30 - 7:00 pm	Opening Reception (RIO GRANDE BALLROOM) <i>Remarks by Doris C. Gundersen, MD and</i> <i>Mick Oreskovich, MD, Program Planning Committee Chair</i>
7:30 – 8:30 pm	FSPHP Committee Meetings (<i>Open to Committee Members</i>) (RIO GRANDE BALLROOM)

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

Saturday, April 25, 2015

Posters available for viewing on Saturday, April 25 from 8am to 6:30 pm

- 6:30 – 7:30am** **Open Mutual Support Meeting (LIVE OAK 1)**
- 7:00 – 8:00 am** **Breakfast and Exhibit Viewing (RIO GRANDE BALLROOM)**
- 7:30 – 8:00 am** **Travel to the FSMB Meeting**
- 8:00 – 9:30 am** **General Session III**
Joint FSPHP and FSMB @ Omni Fort Worth Hotel, Fort Worth, Texas
 1300 Houston Street, Fort Worth, Texas 76102
- 9:30 – 10:15 am** **Travel back to FSPHP Meeting at The Worthington**
- 10:15 – 11:15 am** **New Member Meeting (BUR OAK)**
Doris C. Gundersen, MD and FSPHP Officers
Special Thanks to the FSPHP Diamond Exhibitors
- 11:15 am - 12:00 pm** **PHP Administrative Session (*Ethics*) (TRINITY BALLROOM)**
Challenging Toxicology Cases in Monitoring Healthcare Professionals
Penelope P. Ziegler, MD, Martha E. Brown, MD and Joseph Jones, MS, NRCC-TC
- 12:00 – 12:45 pm** **Luncheon (RIO GRANDE BALLROOM)**
- 12:45 – 1:00 pm** **Exhibit Viewing (RIO GRANDE BALLROOM)**
- 1:00 – 2:00 pm**

Concurrent Session A (<i>Ethics</i>) (TRINITY BALLROOM)	Concurrent Session B (<i>Ethics</i>) (BRAZOS 1 & 2)	Concurrent Workshop C (<i>Ethics</i>) (Bur Oak)
Physician Suicide Behavior Following Fitness-for-Duty Evaluation <i>Alistair James Reid Finlayson, MD, Roland Gray, MD and Ron L. Neufeld, BSW, LADAC</i> Using Intake Interviews to Enhance Identification of Suicidality in PHP Populations <i>Elizabeth Brooks, PhD, and Doris C. Gundersen, MD</i>	Moving from Compliance to Recovery: Using Motivational Interviewing to Help Clients Build Their Recovery <i>John Ordiway, MS, LPC, LAT</i>	What to Do with Sexual Boundary Violations: History, Assessment and Treatment <i>James C. "Jes" Montgomery, MD Phillip Hemphill, PhD and Andrew C. Stone, MD, MPH</i>

- 2:05 – 3:05 pm** **General Session IV (*Ethics*) (TRINITY BALLROOM)**
Assessing Late-Career Physicians: What is Possible? What is Practical?
Gail Jara, William Perry, PhD and Richard D. Barton
- 3:05 – 3:35 pm** **Special Presentation – FSMB Speaker (TRINITY BALLROOM)**

Saturday, April 25, 2015 cont.

3:45 – 4:45 pm

General Session V (ETHICS) (TRINITY BALLROOM)

PSYCHIATRIC AND OTHER CONDITIONS AFFECTING DISRUPTIVE BEHAVIOR

Penelope P. Ziegler, MD, Martha E. Brown, MD and Lisa J. Merlo, PhD, MPE

5:00 – 5:45 pm

Poster Session - Presenters available for Q & A (POST OAK)

Posters available for viewing on Saturday, April 25 from 8 am to 6:30 pm

Healing the Addicted Brain – New, Alternative Treatment Options for PHPs and Their Patients

Harold Urschel, MD, MMA

Professional Ethics: Avoiding Burnout

Chip Abernathy, MA, LPC, MAC

Neurocognitive Assessment: Beyond the Mini Mental Status Exam & the Effect of Alcohol and Drug Use on the Structure and Function of the Brain

Joshua M. Masino, PsyD

Five Core Values in a Professional Treatment Partial Hospitalization Program that Integrates 12 Step Recovery with an Insight Oriented Approach: How These Values Restore Hope and Build Integrity After Career Failure

Chris Stewart, MD and Maureen Wuest, RN, MS, NP

Implementation of an Opioid Overdose Prevention Program in a Treatment Program for Health Care Professionals: Recommendations for Treatment and Monitoring Programs

Patricia Pade, MD and Patrick Fehling, MD

Suicide in Physicians Charged with Criminal Sexual Behavior, An Opportunity to Intervene?

James C. "Jes" Montgomery, MD, Phillip Hemphill, PhD and Andrew C. Stone, MD, MPH

State to State Variability in Re-licensure Rates of Physicians Who are Charged with Criminal Sexual Misconduct: A Role for PHP?

James C. "Jes" Montgomery, MD, Phillip Hemphill, PhD and Andrew C. Stone, MD, MPH

Does Lack of Anonymity for PHP Participants Prevent Referral of Potentially Impaired Providers for Intervention?

Charles Meredith, MD, Amanda Shaw, MPH and Chris Bundy, MD, MPH

Prevalence of Burnout Among Participants of a State Physician Health Program

Amanda Shaw, MPH, Charles Meredith, MD and Chris Bundy, MD, MPH

The Enneagram: A Valuable Tool for Identification of Personality Related Barriers to Recovery, Compatible with 12-Step Recovery

Gregory K. Gable, PsyD, Joseph Garbely, DO and William Heran, DSW

6:30 - 9:00 pm

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

Sunday, April 26, 2015



- 6:30 – 7:30 am** *Walk The Block* hosted by the Texas Committee on Physician Health & Wellness
- 7:00 – 8:00 am** Open Mutual Support Meeting (LIVE OAK 1)
- 8:00 – 9:00 am** Breakfast and Exhibit Viewing (RIO GRANDE BALLROOM)
- 9:00 – 10:00 am** General Session VI (*ETHICS*) (TRINITY BALLROOM)
Development & Implementation of Occupational Health Monitoring for Physicians
in Need of Professional Coaching
Steve Adelman, MD and Debra Grossbaum, Esq.
- 10:00 - 11:15 am** General Session VII (*ETHICS*) (TRINITY BALLROOM)
The Role of Spirituality in Physician Recovery
John A. Fromson, MD
- 11:15 – 11:45 am** Exhibit Viewing/Break (RIO GRANDE BALLROOM)
- 11:45 am – 12:45 pm** General Session VIII (TRINITY BALLROOM)
Southeast Regional FSPHP Member Survey to Assess Treatment Provider Services
Scott Hambleton, MD and Paul H. Earley, MD, FASAM
- 12:45 – 1:45 pm** Luncheon (RIO GRANDE BALLROOM)
Recognition of Diamond Exhibitors & Exhibitor Drawing
- 1:45 – 3:00 pm** FSPHP Regional Member Meetings (*Open to FSPHP Members*)
- Western Region – BRAZOS 1
 - Southeast Region – BRAZOS 2
 - Central Region – BUR OAK
 - Northeast Region – POST OAK
- 3:00 – 3:30 pm** Exhibitor Session Facilitated by Jessica Vautour (RIO GRANDE BALLROOM)
All exhibitors are invited to meet with members of the FSPHP Program Planning Committee for Discussion and Feedback
- 3:30 – 5:30 pm** FSPHP Annual Business Meeting (*Open to FSPHP Members*) (TRINITY BALLROOM)
- 5:30 – 5:45 pm** FSPHP Board of Directors Meeting (*Open to FSPHP Board of Directors*)
(TRINITY BALLROOM)

Monday, April 27, 2015

6:30 – 7:30 am

Open Mutual Support Meeting (LIVE OAK 1)

7:00 – 8:00 am

Breakfast and Exhibit Viewing (RIO GRANDE BALLROOM)

9:00 –10:00 am

Concurrent Session A (TRINITY BALLROOM)	Concurrent Workshop B (<i>ETHICS</i>) (BRAZOS 1 & 2)	Concurrent Session C (Bur Oak)
<p>Promotion of Wellness Among Medical Students to Improve Physician Health <i>Lisa J. Merlo, PhD, MPE and Penelope P. Ziegler, MD</i></p> <p>Cognitive Problems Among Participants in the Colorado Physician Health Program: A Review of Cases 1986-2014 <i>Michael H. Gendel, MD and Elizabeth Brooks, PhD</i></p>	<p>Cognitive Dysfunction and the Older Physician: Is Your Organization Ready to Meet Emerging Demand? <i>Chris Bundy, MD, MPH, Charles Meredith, MD and Amanda Shaw, MPH</i></p>	<p>Preventing Physician Suicide: Best Practices for Promoting Hope and Resilience <i>Michael Groat, PhD, MS</i></p>

10:15 – 11:45 am

General Session IX (TRINITY BALLROOM)
Distressed Physicians: A Synthesis of PHPs' Best Practices
Christina Gaudiana, LMHC and Betsy Williams, PhD, MPH

11:45 – 12:00 pm

Closing Remarks (TRINITY BALLROOM)
Doris C. Gundersen, MD

12:00 pm

Adjourn

We hope that this conference meets your expectations.

We are excited to offer **Guidebook**
- an interactive mobile conference guide application -
at the upcoming conference.
More details to follow.

FEDERATION OF STATE PHYSICIAN HEALTH PROGRAMS 2015 ANNUAL EDUCATION CONFERENCE & BUSINESS MEETING

The Worthington Renaissance Fort Worth Hotel

200 Main Street, Fort Worth, TX 76102
Tel: (817) 870-1000

Name of Block at Hotel: Federation of State Physician Health Programs / FSPHP - Code: FSP
Cut-off Date for Room Block Reservation is April 2, 2015, while rooms last
Room Rate: \$189.00 for Standard Room

ATTENDEES MUST MAKE ROOM RESERVATIONS BY APRIL 2, 2015 TO RECEIVE THE FSPHP SPECIAL ROOM BLOCK RATE

To make your reservations, please call (800) 468-3571

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

MEETING REGISTRATION	Members	Non Members
Registration prior to or on March 31, 2015	\$ 450.00	\$ 550.00
Registration on or after April 1, 2015	\$ 500.00	\$ 600.00
On Site Registration	\$ 575.00	\$ 675.00

Deadline Dates for Cancellation

Full refund minus \$50.00 processing fee:	March 22, 2015
50% refund minus \$50.00 processing fee:	March 31, 2015
No Refund:	April 8, 2015

TRANSPORTATION:

Transportation from and to the Airport can be made through Super Shuttle at www.supershuttle.com
Cab fare from the Airport to The Worthington Renaissance Fort Worth Hotel is approximately \$60 - \$70 from DFW and \$80 - \$90 from Love Field

Questions or further information:

Debbie Brennan (dbrennan@mms.org) or Jessica L. Vautour (jvautour@mms.org)
FSPHP • 860 Winter St. • Waltham, MA 02451 / Tel: (781) 434-7343 • Fax: (781) 464-4802

PROGRAM PLANNING COMMITTEE

Mick Oreskovich, MD, Co-Chair, FSPHP Consultant/University of Washington
Doris Gundersen, MD, Co-Chair, Colorado Physician Health Program
Linda R. Bresnahan, MS, Co-Chair, Massachusetts Physician Health Services
Laura Berg, LCSW-C, Maryland Physicians Health Program
Terrance M. Bedient, FACHE, Medical Society of the State of NY CPH
Debbie Brennan, FSPHP Staff Assistant (Massachusetts PHS)
Martha E. Brown, MD, Professional Resource Network (FL)
Candice Cochran, Wyoming Professional Assistance Program
P. Bradley Hall, MD, WV Medical Professionals Health Program
Scott Hambleton, MD, Mississippi Professionals Health Program
Linda Kuhn, Texas Medical Association PHWC
Robin F. McCown, Georgia Professional Health Program, Inc.
Warren Pendergast, MD, North Carolina Physicians Health Program
John Southworth, Idaho PRN
Amy Tardy, PhD, Maine Medical Professionals Health Program
Michael Todd, Tennessee Physicians Health Program
Jessica L. Vautour, FSPHP Staff Assistant (Massachusetts PHS)

Registration Form – You may register on-line

(Please Type or Print)

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

TITLE: _____

AFFILIATION: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

TELEPHONE: _____ EMAIL: _____

____ Please check here if you do not want your name, organization, and contact information shared in conference materials.

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

Saturday 1:00 pm: _____ Physician Suicide Behavior Following Fitness-for-Duty Evaluation & Using Intake Interviews to Enhance Identification of Suicidality in PHP Populations

_____ Moving from Compliance to Recovery: Using Motivational Interviewing to Help Clients Build Their Recovery

_____ What to Do with Sexual Boundary Violations: History, Assessment and Treatment

Monday 9:00 am: _____ Promotion of Wellness Among Medical Students to Improve Physician Health & Cognitive Problems Among Participants in the Colorado Physician Health Program: A Review of Cases 1986-2014

_____ Cognitive Dysfunction and The Older Physician: Is Your organization Ready to Meet Emerging Demand?

_____ Preventing Physician Suicide: Best Practices for Promoting Hope and Resilience

Will you be attending the luncheon on Friday, April 24, 1:00 pm _____ Yes _____ No

Will you be attending the Opening Reception on Friday, April 24, 5:30-7:00 pm _____ Yes _____ No

Will you be attending the FSMB Joint Session on Saturday, April 25, 8:00-9:30 am _____ Yes _____ No

REGISTRATION FEES:

	Member	Non-Member
Registration prior to or on March 31, 2015	\$ 450.00	\$ 550.00
Registration on or after April 1, 2015	\$ 500.00	\$ 600.00
On Site Registration	\$ 575.00	\$ 675.00
Total Cost of Registration:	\$ _____	\$ _____
Voluntary Charitable Contribution (Please specify Amount):	\$ _____	

The Federation of State Physician Health Programs is a 501(c)(3) organization able to receive charitable contributions. Your donation represents an unrestricted educational grant. Your organization will be acknowledged on program materials during the conference. *The FSPHP thanks you for your support and contribution towards the FSPHP's educational efforts!*

Checks made payable to:

The Federation of State Physician Health Programs

OR you can register on-line and pay by credit card

Mail payment and this form to:

FSPHP
Att. Debbie Brennan
860 Winter Street
Waltham, Massachusetts 02451