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Medical Director  
Physician's Health Program

Physician Health,  
Professionalism

or

Burnout, Boundaries,  
Illness and  
Impairment:



**ETSU**

**6/21/2021**

# Disclosure



Dr. Baron has no financial relationships to disclose.

Board Certified in Anesthesiology, Psychiatry (MOC) and Addiction Medicine (MOC).

4/2010 – 1/2017 TN Board of Medical Examiners.

6/2014 – 1/2017 Chair - Controlled Substance Monitoring Database Committee (TN-PMP).

2/2017 - Medical Director: Tennessee Medical Foundation - Physician's Health Program.

10/2018 - Medical Director: Nashville - Davidson County Drug Court

# Objectives

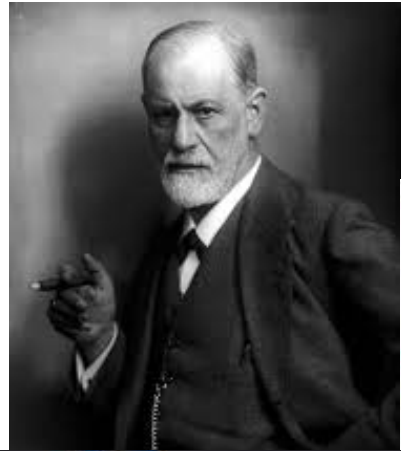


- Become familiar with physician health and wellness, illness and impairment.
- Become familiar with the Physician Health Programs and how to get help.

# Un-Professional Behavior



Addiction  
Boundaries  
Burnout  
Disruption  
Illness vs. Impairment



Representational picture

# Disruptive Behavior





# The Disruptive Physician

Exhibits a chronic pattern of contentious, threatening, intractable behaviors that are inappropriate in the work place creating an atmosphere that interferes with efficient and effective work flow.

Lacks self-awareness and does not understand or recognize the impact of their behavior on others.

Uses threatening or abusive language directed at house staff, nurses, hospital personnel or peers.



# Boundary Violation

Occurs anytime the professional relationship becomes anything other than about patient welfare.

Occurs when a physician misuses their power to exploit a patient for tangible or intangible benefit or gain.





# Dual Relationship

Physician

Patient.

*A dual relationship exists when patient is also the:*

- Spouse
- Office Nurse
- Office staff
- Sibling
- Business partner
- Lover
- BFF, etc.

*Avoid Dual Relationships*

# Boundary Violation

## Professional Sexual Misconduct



### Professional Sexual Misconduct (PSM)

Physician-patient sex, initiated by either party, including but not limited to sexual intercourse, masturbation, genital to genital contact, oral to genital contact, etc.



# Burnout

Burnout is a syndrome of:

**Emotional depletion** - Feeling emotionally depleted, frustrated, tired of going to work, hard to deal with others at work.

**Detachment/Cynicism** - Being less empathic with patients or others, detached from work, seeing patients as diagnoses, objects, sources of frustration.

**Low personal achievement** - Experiencing work as unrewarding, “going through the motions.”



# SYMPTOMS OF BURNOUT



Physical and emotional exhaustion

Early morning, middle and late insomnia

Social withdrawal

Professional boundary violations

Disruptive behavior

Impaired clinical judgment

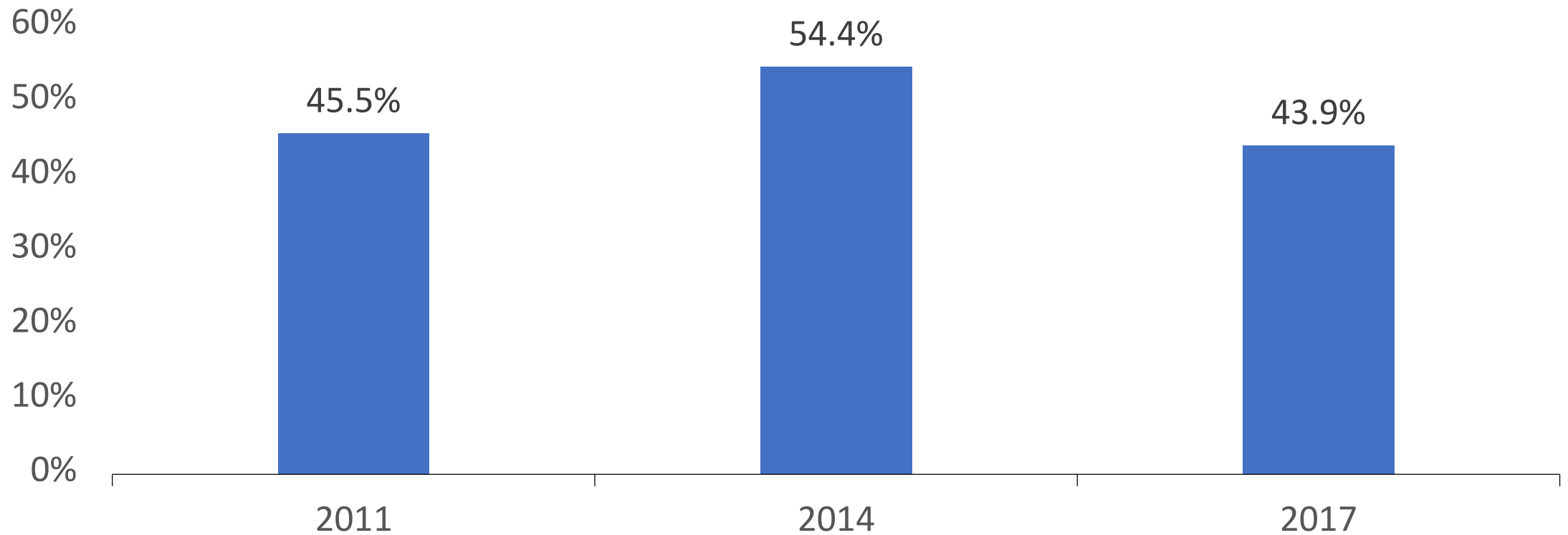
Substance use including alcohol

Depression

Suicide ideation, suicide behavior and suicide completion.

# Burnout: National data

Percent of Physicians Reporting at Least One Symptom of Burnout



Source: Shanafelt T, West CP, Sinsky C, et al. Changes in Burnout and Satisfaction With Work-Life Integration in Physicians and the General US Working Population between 2011-2017. Mayo Clin Proc In press.

# Physician Suicide Rates



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Suicide rate for female physicians is 130% higher than for the general female population.

> 400 physician suicides per year nationwide

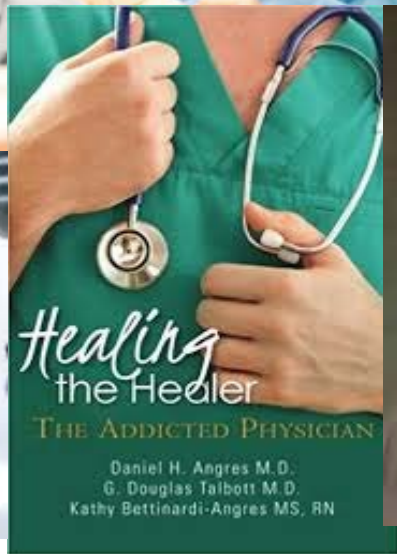
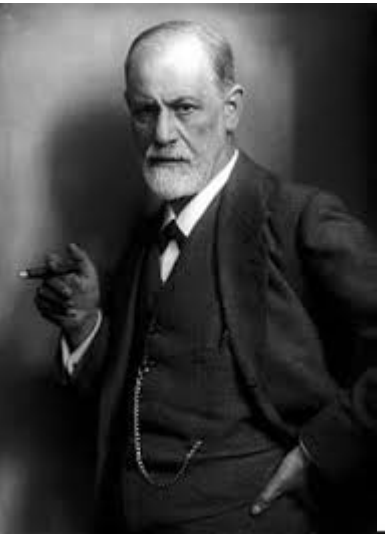
> 25 resident suicides per year nationwide



Suicide rate for male physicians is 40% higher than for the general male population.



# Dr. Addict







Physician Health Programs

A Confidential Program





# Tennessee Medical Foundation – Physician Health Program (TMF-PHP)

1978 Tennessee Medical Association Board of Trustees established a committee for the purpose of offering professional assistance to physicians suffering from addiction.

1983 Part-time Medical Director hired- Dr. Bill Anderson

1986 Dr. Dodd – General Surgeon named first full-time Medical Director.

1992 TMA transferred oversight to the Tennessee Medical Foundation.

1997 Physicians Health Program replaces Impaired Physicians Program.

2002 Dr. Gray – Pediatrician – Medical Director

2017 Dr. Baron – Anesthesiology/Psychiatry/Addictionology- Medical Director



# TN-PSQ

- A new online mental health resource is launching statewide 2/3/2020 to address increased incidents of suicide, depression, burnout, and other mental health problems among Tennessee's licensed health professionals served by the Tennessee Medical Foundation's Physician's Health Program (TMF-PHP).
- Includes physicians including residents, interns, and students.
- This resource utilizes the Interactive Screening Program (ISP), an online tool created by the American Foundation for Suicide Prevention (AFSP).
- Initiated by the TMF in partnership with stake holder organizations like the Tennessee Department of Health - Board of Medical Examiners, the Tennessee Medical Association, the Tennessee Hospital Association, and State Volunteer Mutual Insurance Company.



# TN-PSQ

- TN PSQ is intended to help connect struggling health professionals with available mental health resources in their area.
- The TN PSQ will be used strictly as a NON-crisis service, offering an anonymous, confidential online mental health screening that will result in referrals to appropriate mental health resources and optional interaction with a program therapist.
- This tool will be totally anonymous, voluntary, and the outcome completely driven by the user. This should address some of the fears involved in asking for help with mental or emotional illness.



# TN-PSQ

TN PSQ = [tn.providerwellness.org](https://tn.providerwellness.org)

Links are on numerous stakeholders' web sites:  
TMA, SVMIC, BME, BOE

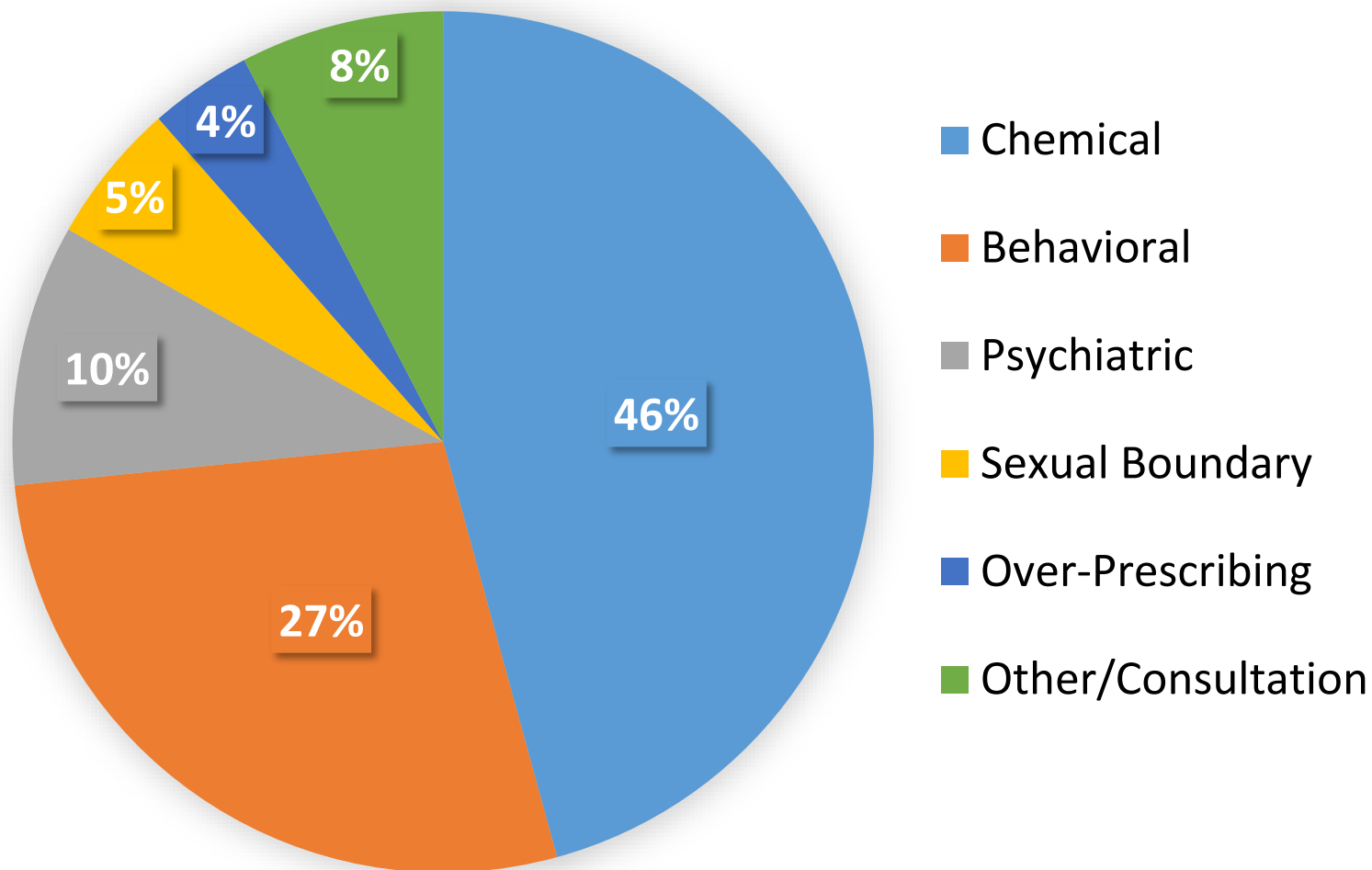
# TMF – PHP Identifications

## January 2002 - December 2018



Currently >200  
Physicians are under a  
Monitoring Contract

Since 2000 the  
TMF-PHP has helped  
> 2500 Physicians in  
Tennessee





# How Can the TMF Help?

Identification

Intervention

Assessment

Referral for Treatment

Monitoring

Earned Advocacy

Re-entry



For Further Information



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