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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
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.
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.
Percent of Physicians Reporting at Least One Symptom of Burnout

Physician Suicide Rates

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

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