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MESSAGE FROM THE PRESIDENT



Dr. Kim Rosdeutscher

DR. GRAY'S ABSENCE WILL BE FELT BUT HIS LEGACY REMAINS

I first heard about the TMF in 1990 when Medical Director Dr. David Dodd came to speak to my medical school class at the University of

Tennessee. At the time I thought that was interesting but did not have any idea that I would become involved with its mission. While attending the University of Cincinnati College of Medicine and during a pediatric residency at Cincinnati Children's Hospital, I had classmates whom we all knew had mental health problems, and I often thought back to the TMF talk by Dr. Dodd.

I met Dr. Roland Gray when I moved back to join a pediatric practice in Hermitage, TN. I spoke with him frequently in the newborn nursery at the hospital and was always impressed with how helpful he was to me. In 2000, I became aware of Dr. Gray's work with the physicians in our area who were struggling with addiction problems. I was impressed with the unassuming way he seemed to step in and help in just the right way for the situation.

During the last 15 years, I have seen multiple examples of Dr. Gray's influence on the physicians in this state. Personally, I have relied on both Dr. Gray's addiction

medicine and pediatric experience on many occasions. I have served not only on the Board of the TMF, but also on community and hospital committees. Through this work, I have grown to appreciate the work TMF does to help physicians return to practice. I have seen the respect that Dr. Gray commands with physicians and hospital administrators throughout our state. Dr. Gray has transformed the position of the medical director of the TMF into one that has not only statewide, but national and international influence and respect. His experience and willingness to work with numerous agencies regarding the current opiate crisis in our country is invaluable. He has become an authority on Neonatal Abstinence Syndrome (NAS) and will continue to help this population locally through his work with Renewal House and with addiction issue advocacy at the federal level.

Dr. Gray may be retiring from the TMF, but his work to help those in crisis throughout our state will continue. Dr. Gray's absence will be felt but our admiration for all that he has accomplished during his time as Medical Director will never fade. We are dedicating this issue of Physician's Health to Dr. Gray and his legacy. †




Dr. Michael Baron

NEW TMF MEDICAL DIRECTOR: DR. MICHAEL BARON

The TMF Board of Directors is excited to announce the appointment of Michael Baron, MD, MPH, FASAM, as its new Medical Director, effective February 1, 2017. Dr. Baron comes to the TMF from his position as Medical Director of The Ranch. Prior to that, he had a private practice in psychiatry for 11 years. Dr. Baron was appointed to serve on the Board of Medical Examiners in 2010 and again in 2015; serves as Chair of the Controlled Substance Monitoring Database (CSMD); and is a member of the Chronic Pain Guidelines Steering Committee. Dr. Baron

also provides pro bono psychiatry services for the Davidson County Drug Court.

The strong foundation that Dr. Gray has laid for the TMF has been invaluable to our participants and a valued resource to the medical community around the country. He cannot be replaced. However, we look with anticipation as Dr. Baron takes on the role and continues to build on this foundation with his own unique vision and leadership style.

Watch for our Spring 2017 Newsletter for more details about Dr. Baron. Welcome, Dr. Baron! †

ROLAND W. GRAY, MD

A LEGACY OF SERVICE & COMPASSION



After 15 years as medical director for the Tennessee Medical Foundation Physician's Health Program, Dr. Roland Gray will be retiring on February 1, 2017. The TMF is sad to say goodbye, and grateful for all he has done to help restore the lives and careers of his fellow physicians and shine the spotlight on physician health. *Physician's Health* reached out to those who've known and partnered with Dr. Gray over the years in these efforts for their thoughts on his contributions and his legacy.

DR. GRAY – CAREER HIGHLIGHTS

- Joined the TMF Physician's Health Program in January 2002
- Certified in Addiction Medicine in 1987, Dr. Gray has assisted more than 10,000 patients with addictive diseases
- Serves as a Special Government Employee and consultant to the FDA Subcommittee on Drugs and Medical Risk Management
- Has lectured nationally and internationally on addictions, prescription drug abuse and physician health
- Has traveled and consulted nationally and internationally on the creation of similar Physician Health Programs
- Since 2002 has led some 1,200 educational presentations across the state for the State Volunteer Mutual Insurance Company (SVMIC)
- Since 2010, through a partnership with the Tennessee Medical Association, has delivered proper prescribing education to over 9,500 physicians in Tennessee

- Since 1996, has worked as the volunteer medical director for the Davidson County Drug Court, helping non-violent drug offenders reclaim their lives
- Also since 1996, has served as volunteer medical director for Renewal House, a long-term treatment facility for women and children
- Honored in 2004 by the Davidson County Drug Court with the naming of the "Dr. Roland Gray Vocational Building"
- In 2005, was the recipient of the Alcohol and Drug Council for Middle Tennessee's John P. Mulloy, Jr., Community Service Award
- In 2015, appointed a commissioner to the Tennessee Lawyers Assistance Program
- Awarded the Tennessee Department of Health Outstanding Service Award in 2015 for "his tireless service in improving the health, safety and welfare of Tennesseans"



Dr. Gray receives his 2015 Outstanding Service Award from Tennessee Health Commissioner Dr. John Dreyzehner.

- Honored in 2016 with a Tennessee Medical Association "Outstanding Physician Award"

A TRIBUTE TO DR. GRAY



Dr. Gerkin

DR. DAVID GERKIN

TMF BOARD MEMBER

Former TMF Board President

Many years ago, when I was president of the Tennessee Medical Foundation Board, Roland Gray entered my life and the Physician's Health Program as the medical director. I had served on the board for many years under the guidance and tutelage of David Dodd, its founder and celebrated national leader. Roland knew he had these

"big footsteps" to fill but because of his dedication, his gigantic heart for others and his confidence, he took the reins with unswerving and direct leadership. The remarkable thing I saw immediately was his humanism. This applied not only to his approach to all those in our program needing his help but also to every aspect of his life.

Our "clients," although highly educated, highly motivated, and often leaders in the community, are people who in many

cases had reached the depth of hopelessness, faced a life not worth living, and are some of the most fragile people in our society. Roland, with his skills, his heart, and his compassion, filled these "hungry" souls with hope and self-recognition. I often think of Roland as a modern biblical Samaritan. Many passed by because they feel it is too much trouble or far below their dignity to help, but Roland's gift of charity helped "bandage them up" and sent them on their way to a new life of hope and productivity. I will never forget my time with Roland and the changes he made for our humanity, including mine. I am sure his legacy will continue and even though he is "retiring," he will be called upon for his knowledge as a teacher and counselor.

Lastly, a quote I've heard often and is perfect for Roland:

"The trouble with retirement is you never get a day off."

- Anonymous 🙏



Judge Norman

THE HON. SETH NORMAN

JUDGE, DIVISION IV CRIMINAL COURT

Davidson County Drug Court

You have asked me to perform a task that I lack the ability to complete. You have asked me for a short account of Dr. Roland Gray and the many things he has done for the Davidson County Drug Court. It would take pages of rhetoric and hours of work to accurately complete the task.

Roland Gray is one of the most dedicated individuals I have ever had the pleasure of knowing. His dedication to persons suffering from addiction is remarkable. One's station in life means nothing to Dr. Gray when it comes to addiction. While he is a recognized giant in the treatment of people in his chosen field, he is just as comfortable in treating people who are at their lowest ebb; be it loss of family or fortune or incarceration for crimes.

I have had the pleasure of appearing on numerous panels in many parts of our country with Dr. Gray and I am always amazed by his knowledge of addiction and the treatment of the same. His manner and demeanor never fail to make him welcome on these panels.

Roland Gray has served as a member of the board of the Nashville Drug Court Support Foundation almost since its inception. He has spent hundreds of hours helping those people who enter the Davidson County Drug Court Residential Program. When the board merged with the Davidson County Mental Health Court Foundation, Dr. Gray continued his service to the treatment facility through that board.

Because of his dedication to the Drug Court it was decided that the new vocational building should be named in his honor. This decision was supported by 100% of the people who have gone through the program.

In closing, I am honored to state that the Davidson County Drug Court Residential Treatment Facility and Morgan County Residential Recovery Court Facility would not be where they are today if it had not had the services and dedication of Roland Gray. In addition, I feel I am a more understanding person today concerning addiction as the result of what I have learned from my friend Roland Gray. 🙏



Dr. Gray poses at the 2014 Caduceus Retreat with TMF Administrator Mike Todd, Keynote Speaker Claudia Black, and TMF Board Member Dr. Tim Davis

A TRIBUTE TO DR. GRAY



Dr. Mutter

MITCHELL MUTTER, MD

DIR. SPECIAL PROJECTS
TN Department of Health

Roland Gray is the most respected and accomplished medical director the Tennessee Medical Foundation has ever had. The Tennessee Medical Foundation is a national leader in physician health with the help of his excellence in reporting and speaking factually to state and national physician organizations. Through his work with the TMF,

he has strengthened this organization both financially and professionally. He is called on to speak by State Volunteer

Mutual Insurance Company and other national organizations. Tennessee hospital peer review committees have frequently called on Dr. Gray for assistance when a physician's health is impaired. He has always responded with appropriate advice and care or referral of that doctor. That is essential to the delivery of care to Tennesseans.

He has been an important member of the Chronic Pain Guidelines Steering Committee that drafted Tennessee's guidelines for opioid prescribing.

As one of his peers, I believe he has made the world a better place. I consider Roland a friend who I could call on at any time and count on him to respond. ♣



Dr. Anderson

KEITH ANDERSON, MD

PRESIDENT
Tennessee Medical Association

Roland Gray has been an extremely dedicated and humble partner to the physicians of Tennessee and the Tennessee Medical Association. His deep sense of service to his physician colleagues is a true testament to his commitment as a healer.

The TMF has long been a jewel in the crown of achievement for TMA. Too often we see programs

developed by organizations as a project du jour and then left to wither and die slow organizational deaths as the champions of the cause roll through. The TMF is no such program.

Helping our fellow physicians come to grips with and overcome their greatest demons and live on to serve patients and themselves is too great a calling and too big a project to fail. Lives depend on the TMF every day.

We have all been very fortunate and grateful to Dr. Roland Gray for answering the call and choosing to serve as the TMF medical director for the last 15 years. He dutifully continued

and built upon that work started so long ago. He has kept the light on for those in search of help, whether they recognized the need themselves or needed a little help to find their way.

It's now time to pass that torch and continue moving onward and upward in service to our peers. Roland has done a yeoman's job and left the TMF house in good order. He has graciously and selflessly maintained and improved the Physician's Health Program so that it can continue to serve.

For that we thank him and wish him all the gifts that life still has to offer this humble servant.

Godspeed, Roland! ♣



*TMA Speaker of the House
Dr. Jane Siegel presents Dr. Gray
with his 2016 Outstanding
Physician Award.*



Dr. Earley

PAUL EARLEY, MD, FASAM

Earley Consultancy, LLC

Roland W. Gray, MD is a legend in the field of physician wellness and addiction recovery. His steady hand at the tiller of Tennessee Medical Foundation's Physician's Health Program helped set the standard for every other physician health program. His 14 years of travel across the state providing educational lectures to hospitals, medical centers and physician

practices made the Tennessee program one of the most visible programs in the U.S. Dr. Gray's wisdom and calm demeanor

have helped hundreds of physicians find direction out of the darkness at the time of their greatest need. He is also known for his counsel to care providers who treat addiction. He has trained others across our nation and around the world.

Dr. Gray applied his depth of knowledge to the care of those who are less fortunate, working with the Davidson County Drug Court and at the Renewal House program for women in Nashville. He embodies all it means to be a giving, benevolent physician. Each one of us should aspire to the example he has set throughout his career. In his retirement, all of us hope he comprehends how the world has realized tangible and significant benefit because of his presence and good works. ♣

A TRIBUTE TO DR. GRAY



Dr. Hambleton

SCOTT HAMBLETON, MD

MEDICAL DIRECTOR

Mississippi Physician Health Program

I am truly honored to write about my friend and mentor, Roland Gray.

I first met Roland 13 years ago after I was referred to the Tennessee Medical Foundation because of addiction to pain medication. I had a tremendous amount of guilt and shame and really did not have a clue about the monitoring process, or if I would ever be able to practice

medicine again. Addiction had stripped me of everything that was important to me. I certainly had lost hope.

That initial visit with Roland changed my life. Roland was exceptionally patient and kind and he inspired me. He encouraged me and took the time to explain the regulatory aspects of monitoring but emphasized that my first priority was to stay sober. After our meeting, I made the decision to trust him, and to do everything necessary to recover.

Eventually, I completed a fellowship in Addiction Medicine and worked as an addictionologist for several years, in Mississippi, treating healthcare professionals with addictive and behavioral disorders. In 2010, I was offered the job as

Medical Director of the Mississippi Physician Health Program. Roland was one of the first people I called. After accepting the job, I soon realized I needed a lot of help. Roland immediately took me under his wing and became my mentor. He sent Mike Todd and Vince Parish to our office in Mississippi and they graciously spent two days with us, giving us advice and encouragement.

Initially, I called Roland a few times a week, typically in a state of panic. Eventually, we began to talk every Friday morning, and that conversation with Roland has become the most important call of the week for me. Every participant in the Mississippi PHP owes Roland a debt of gratitude. Without his help and encouragement, I am certain that I would have made serious mistakes.

In short, Roland is kind, exceptionally wise, and an immensely good person. It never ceases to amaze me how quickly he assesses complex situations and instantly knows what to do. He is patient and tolerant but uncompromising when it counts. He has been a powerful source for goodness, mercy, and sound judgment. I know that he will be missed.

However, our Friday morning call will continue, and Friday morning won't get here fast enough! 🙏



Dr. Francis

HUGH FRANCIS, MD

CHAIR, SVMIC Board of Directors

Never underestimate Dr. Roland Gray's contribution to SVMIC. He has worked with its Underwriting Committee for over 14 years. One thing is for sure: graduation from Dr. Gray's Tennessee Medical Foundation Physician's Health

Program predicts great success as an SVMIC policyholder. And 2,000 graduates is a large number.

Dr. Gray has spoken at almost every SVMIC Risk Management Seminar in Tennessee for the past 14 years. He travels the state with messages that are warm and careful. Our doctors hear the clear message: Dr. Gray is looking out for them, too. SVMIC exists to serve physicians, and no one exemplifies this service better than does Dr. Gray. Dr. Gray is a godly man. Dr. Gray is a family man. Dr. Gray is a brilliant and peaceful man. And Dr. Gray has achieved remarkable professional success. That career is impossible to beat. SVMIC will miss Dr. Gray very much.

Since becoming a policyholder when SVMIC was founded 40 years ago, to his 14 years of promoting the TMF Physician's Health Program at risk management seminars, Dr. Gray has been part of our SVMIC family. Although he will retire from his seminar engagement, SVMIC will continue to raise awareness and promote the mission of the Tennessee Medical Foundation.

SVMIC will host a reception in Dr. Gray's honor October 27, 2016, from 3pm-5pm at the Franklin-Cool Springs Marriott in Franklin, TN. TMF friends and supporters are invited to join us in celebrating Dr. Gray's contributions to physician health. 🙏



Dr. Zanolli

MICHAEL ZANOLLI, MD

MEMBER, TN Board of Medical Examiners
BOARD OF DIRECTORS,
Federation of State Medical Boards
BOARD OF DIRECTORS,
Accreditation Council of Continuing Medical Education

I was recently privileged to be asked the question, "Do you know Roland Gray?" Please be mindful this is not within the circles of Nashville, Davidson County, or the State of Tennessee. I sincerely wish a person could have captured my reaction when I enthusiastically and unconditionally responded with a resounding "YES." The beauty of this awareness (which may not have been realized by the person asking the question) is that Roland Gray will value the person he is interacting with on a personal level no matter their social, political, or financial status. I strive to mimic the qualities exhibited by Dr. Gray. He is a national leader. The person who asked me if I knew Roland Gray was a CEO of a national organization who only recently came to the realization that physician burnout is and should be a focus of attention nationwide. Roland has been doing this work for more than two decades.

Yes, sir, I know Roland Gray and aspire to his service, dedication, and commitment to physicians in Tennessee. All you have to do is meet him halfway and with honesty. What a privilege it is to acknowledge his life's work. Absolutely. No reservations. I know Roland Gray. "We" are fortunate, indeed. 🙏

DONOR ACKNOWLEDGEMENTS

OUR MAJOR CONTRIBUTORS

For many years the Tennessee Medical Foundation has enjoyed the staunch financial support of three loyal and generous benefactors: **State Volunteer Mutual Insurance Company (SVMIC)**, the **State of Tennessee Board of Medical Examiners (BME)**, and the **Tennessee Medical Association (TMA)**. Together they provide approximately 63% of the annual budget for the Physician's Health Program. Without their support, our crucial work of **Saving Lives. Saving Careers** would not be possible. We are immensely grateful to them.

CONTRIBUTIONS: JANUARY 1-SEPTEMBER 30, 2016

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CADUCEUS RETREAT 2016: STRESS MANAGEMENT & GRATITUDE

The 30th annual Caduceus Retreat was held June 3-5 at the Four Points by Sheraton Hotel in Brentwood, and received overwhelmingly positive feedback. Attendees seemed to enjoy the challenges posed by this year's guest speakers.

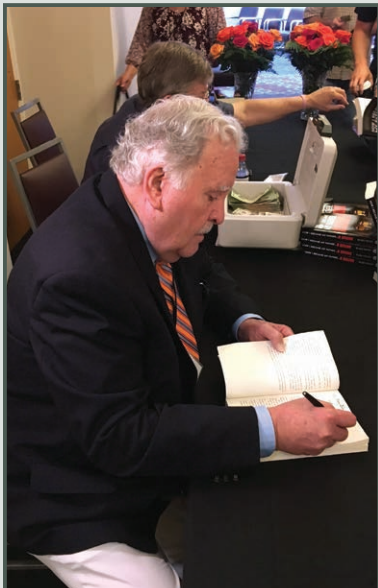
CHALLENGING PRESENTATIONS

The 2016 Retreat featured a day-long presentation on Saturday by Stress Management expert David Posen, MD. He spoke to the largely-physician audience about controlling levels of stress and ways to be more productive while avoiding fatigue, illness and burnout common in medicine. His presentation is available from the TMF on request.

William Borchert, author and Emmy-winning screenwriter, spoke on Sunday about his own recovery journey, challenging his listeners to return to AA or their respective recovery plan when they find themselves getting off-course. He also discussed his screenplays and book detailing the lives of Bill and Lois Wilson, founders of Alcoholics Anonymous and Al-Anon. The presentation included clips that showed the making of his Hallmark Channel movies, "My Name is Bill W." and "When Love is Not Enough."

RETREAT RESOURCES

Both speakers signed copies of their books for retreat attendees, as well. Dr. Posen has authored three best-selling books, *Always Change a Losing Game*, *Staying Afloat When the Water Gets Rough*, *The Little Book of Stress Relief*, and his latest book, *Is Work Killing You?* Mr. Borchert has authored several books including *When Love is Not Enough*, *Sought Through Prayer and Meditation*, *50 Miracles That Changed Lives*, *1,000 Years of Sobriety*, and his latest release, *How I Became My Father ... a Drunk*.



Author and Screenwriter William Borchert signs his books for Caduceus attendees.



Keynote Speaker Dr. David Posen speaks to the Caduceus crowd on Stress Management.

EVENTS CALENDAR

Fall TMF Board Retreat

October 14-16
Evins Mill, Smithville, TN

SVMIC Risk Management Seminars

October 12 - Millennium Centre, Johnson City, TN
October 13 - Marriott MeadowView, Kingsport, TN
October 24 - Park Vista Doubletree, Gatlinburg, TN
October 27 - Franklin Marriott, Franklin, TN

FSPHP Annual Meeting & Conference

April 19-22, 2017
Fort Worth, TX

2017 CADUCEUS RETREAT
June 23-25, 2017
Four Points by Sheraton
Brentwood, TN





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Thank you for helping us keep in touch!



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PHYSICIAN'S HEALTH

TMF MEDALLION SOCIETY RECOGNIZES SPECIAL COMMITMENT

Every donation to the Tennessee Medical Foundation matters and is deeply appreciated. Yet, special acknowledgement is reserved for those whose substantial contributions exemplify their commitment to the mission of the TMF Physician's Health Program. Their leadership giving is recognized by membership in the TMF Medallion Society, created in 2013 to honor individuals who have given \$10,000 or more to support the PHP over a 10-year period.

THE MEDALLION SOCIETY January 1, 1996 - September 30, 2016

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