



TMF
TENNESSEE MEDICAL
FOUNDATION

PHYSICIAN'S HEALTH

FALL 2017

A Publication of the Physician's Health Program
of the Tennessee Medical Foundation

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MESSAGE FROM THE PRESIDENT



A PASSION FOR RECOVERY LEADS TO SERVICE

BY THOMAS MALONE, DPH
TMF President

My name is Tommy Malone and I am honored to be the incoming president of the Tennessee

Medical Foundation Board of Directors. I am an alcoholic, Christian, husband, father, grandfather, pharmacist, and small business owner, in that order. My sobriety date is August 26, 1993. I am a native of Nashville and attended UT Martin and graduated from UT Pharmacy School in 1976. My blood does run orange.

I have served in several voluntary positions with the TMF since 2006, including being on the board of directors since 2009. My first involvement with the TMF was in March 1994 after I had completed six-plus months of treatment at Talbott Recovery Center. My aftercare contract with the Pharmacy Recovery Network (now called TPRN) included attending the Caduceus group

that had been started by the TMF. It also included getting a primary care doctor who was familiar with addiction. This doctor was also involved with the TMF. I met the medical director for the TMF at the Caduceus group. As the months went by I met other like-minded physicians who have been there for me in my own recovery. Many of them have been, or now are, involved with the TMF in some leadership capacity.

I serve on the board of directors for several different reasons. First and foremost is the fact that the TMF and its Physician's Health Program (PHP) saves lives. The mission of the PHP is "to protect patients through identification, intervention, rehabilitation and the provision of advocacy for physicians impaired by addictive disease, mental or emotional illness." Because the PHP has been highly successful, it has saved many lives, both physicians and the patients under their care. Second is that I get to work with a group

(Continued on page 7)

TMF OFFICE MOVE: MAKING YOUR DONOR DOLLARS WORK HARDER

The move is complete! The Tennessee Medical Foundation is settled in its new offices in the Maryland Farms office complex in Brentwood. Rising rent prices in the previous location launched the search for a new home late in 2016. While a move incurs some expense, the TMF expects significant savings over the next five years. The TMF's new office space is a ground floor addition to the parking garage of an existing building.

Please feel free to visit us in our new location:

5141 Virginia Way, Ste. 110,
Brentwood, TN 37027 🏠



The mission of the Physician's Health Program (PHP) is to protect patients through identification, intervention, rehabilitation, and the provision of advocacy and support for physicians impaired by addictive disease, mental or emotional illness.



CHANGE

BY MICHAEL BARON, MD, MPH
Medical Director

The Greek Philosopher Heraclitus is credited with first saying "The only thing that is constant is change." What was true in 500 BC is certainly

true now. Change is a given. Like it or not, dread it or not, we can't stop the tide of change no matter how hard we try. It can be welcomed or it can be feared, depending on our mindset and attitude. It can come forcefully like a tidal wave, or incrementally like a glacier, but change will come.

Change is a function of our life experiences in the present as compared or related to the past over a given period of time. Change is necessary for growth, for life, and for success. Some of us have fond memories of bygone days we want to relive over and over in the present. No matter how hard we try, we can't freeze time or recreate an event to relive our memory. Existing in our past, like fantasizing about our future, robs us of the joy that can only be found in our present. It also impedes our ability to be mindful about the present. Change is a requirement for a recovery program and consequently is a product of recovery.

The 12 step recovery program emboldens personal change. "The same person will drink again" is from the modern recovery era. It simply states that long-term recovery will not happen if the only change made is to stop using alcohol, drugs, or addictive processes. Stated another way, not using drugs or alcohol is inadequate by itself to attain long-term recovery. Something more is required. That something is undergoing a psychic change or spiritual awakening that occurs as a result of working a 12 step program. The stop-using part is volitional and by itself generally won't cause the psychic change that happens in recovery. However, it is a prerequisite for a psychic change to occur, facilitated by working the 12 step program. There are other programs that can foster the desired change; the 12 step approach is just one program that is tried and true.

The good news is that other than not using drugs, alcohol, or addictive processes, we only need to change one thing; the bad news is, that one thing is everything. Everything refers to the psyche, the self, attitudes, ego, and self-will. Many of our external facets of life need to be changed, as well. Changing everything is not as daunting as it sounds. In fact, we don't have to be deliberate about making these changes to self. The changes occur naturally as a product of working a recovery program. A metamorphosis will occur whereby a new self will emerge from the old. A psychic change will happen even if that wasn't the intended goal. The changed self will experience moments of being happy, joyous, and free. Over time and through continued work, those brief moments of joy will increase in duration and frequency. Conscious and unconscious changes will continue to occur that lend more meaning and impart more joy to life. Many if not most recovering TMF-PHP participants have expressed that their life is much better and more enjoyable now than they could have ever imagined or planned. They

give credit to working a recovery program and allowing change to occur.

Just as our recovering participants have experienced tremendous change, the TMF-PHP itself is undergoing change.

On January 31, 2017, Dr. Roland Gray retired after 16 years as the Medical Director. During his tenure and leadership, the TMF-PHP experienced dramatic changes that are too numerous to list here. Among the highlights, Dr. Gray instituted numerous checks and balances to protect our participants' anonymity while ensuring their contractual compliance. Tennesseans receive better and safer health care in part because of the TMF-PHP and Dr. Gray, as a healthy physician is a better physician. The TMF-PHP established itself nationwide as a well-respected program and has been emulated in many other states. Three of our physician graduates are current Medical Directors of PHPs. Thank you, Dr. Gray, for your leadership, wisdom, and friendship.

The TMF-PHP is currently exploring other changes, as well. We are wanting to integrate new technology using smart phone apps and bots to help ensure and validate participant compliance, which will also simplify documentation by our participants. We have added Ms. Dot Walker, Administrative Assistant, to our office staff. We are also exploring many options to become more proactive in physician health and wellness, given the horrific trends of physician burnout and physician suicide. We are exploring partnership with the TMA, SVMIC, and BME to facilitate, disseminate, and finance these endeavors. We hope to roll out some of these tools and programs within the next one-to-two years.

A very visible change is our new office location. The TMF-PHP office moved during the last week of August 2017 to Virginia Way, just west of Franklin Road in the Maryland Farms area of Brentwood. Please note the new municipal address listed on this mailer. The phone numbers and email addresses have not changed.

Our rent was being increased beyond reason and we had more space than we needed or utilized at the old office, prompting this change. The new office was built out to our specifications. Although moving can be a painful change, this move was less so because of the months of planning by Administrator Mike Todd. Also, our staff did a great job at purging 16 years of accumulated non-essential stuff and closing out and sending old charts to storage prior to the move.

Change can feel uncomfortable. We like staying in our familiar comfort zone where we know and can predict how we will feel. The reality is that change constantly happens, as it is an essential part of life. Change can present opportunities that provide more emotional and material reward than we ever dreamed possible – a positive domino effect that crafts a fulfilling and authentic life. Change is a constant that is worth embracing. ♡

Share your thoughts with Dr. Baron at michaelb@e-tmf.org.

CHANGING OF THE GUARD: THANK YOU, DR. ROSDEUTSCHER!



BY MICHAEL TODD
Administrator

Change is the theme of this issue of *Physician Health*. To stay healthy and vibrant and continue fulfilling its mission, the TMF must embrace change. You will read about several changes in this issue but one of the biggest is with our leadership: Board member Tommy Malone,

DPH, steps into the role of board president this month and Kim Rosdeutscher, MD, becomes our past president.

We are grateful to have had Dr. Rosdeutscher at the helm, especially during the past two years. During this time as TMF President, she has steered us through two major issues: the retirement of Dr. Roland Gray and search for and selection of our new Medical Director, Dr. Michael Baron; and the search for new office space and the resulting move. One of those issues alone is a challenge but facing them both in relatively short period of time requires exceptional leadership.

Her calm and efficient manner set the tone for our Board and staff through program advancement, budget and financial asset planning, and donor stewardship responsibilities. We continue to be a productive, efficient, forward-facing, responsive, solvent, mission-driven organization, due to Dr. Rosdeutscher's steady guidance.

Dr. Rosdeutscher, as you enter a new phase of your leadership within the TMF, we want to express our deepest gratitude for all you have done for the Foundation and for all you will continue to do as our former president. Thank you for your service to the TMF! Thank you for your commitment to *Saving Lives, Saving Careers*. 🙏



Dr. Rosdeutscher

MEET THE BOARD: DR. CLAY RUNNELS



Dr. Clay Runnels

Clay Runnels, MD, serves as Vice President for Hospital-Based Programs and Service Line Development at Mountain States Health Alliance, a 14-hospital health system in Northeast Tennessee and Southwest Virginia based in Johnson City, TN.

A new member of the TMF Board this year, Dr. Runnels is representing East Tennessee in the position previously held by David Gerkin, MD, of Knoxville.

"Throughout my clinical and administrative career as a practicing physician, medical

director, and chief medical officer, I have had the opportunity to interact with a number of physicians who have struggled with personal and professional issues. I have seen the impact the TMF has had on the health and well-being of these physicians and the positive impact indirectly on their families, colleagues, and patients," he said, adding, "I am a firm believer in the TMF from these experiences and I am very proud and honored to be involved in some small way in supporting the Foundation."

Dr. Runnels is a licensed emergency physician by the American Board of Emergency Medicine who has served in various leadership positions at Mountain States since 2000. His current role includes negotiating and managing contracts for hospital-based provider groups, and working with market CEOs on development of various service line initiatives.

He served for three years as vice president and chief medical officer over Mountain States' four Washington County (TN) hospitals, which include the system's flagship, Johnson City Medical Center, a 445-bed, Level I Trauma Center and tertiary referral center, and Niswonger Children's Hospital, the region's only pediatric hospital. He also served as medical director for Johnson City Medical Center for six years.

Dr. Runnels has helped spearhead several award-winning projects at Mountain States including work with the Triumph Cancer Navigators program to reduce time to treatment, and with the system's central verification office to reduce time required to credential new physicians. He has participated in the development of the Stroke Network as well as a teleneurology program.

From 2005 to 2011, Runnels was president/CEO and co-owner of Johnson City Emergency Physicians. During that time, the medical group staffed several emergency departments and a primary care/walk-in clinic.

He is a Fellow of the American College of Emergency Physicians and is a member of the Tennessee College of Emergency Physicians, the American College of Healthcare Executives, and the American Association of Physician Leadership.

Runnels, a graduate of Texas A&M University, received his medical degree from University of Texas Southwestern Medical School at Dallas and earned a master's of business administration from Milligan College.



TMF PARTICIPANTS CONNECT, LEARN, RESTORE AT 2017 CADUCEUS RETREAT

Nearly 140 participants in the TMF Physician's Health Program gathered in Brentwood, TN, on June 23-25 for the 31st annual Caduceus Retreat. The annual weekend retreat is a time for sharing, learning, and renewing; each year's event centers around a recovery theme.

"This was the smoothest and one of the most well-attended retreats we've had in quite some time," said TMF Executive Director Michael Todd. "Our presenters used creative techniques to engage the group and elicit active participation. Our participants left with some valuable new recovery tools and the feedback was as positive as I have heard in the last seven to eight years," he added.

THE DANCE BETWEEN EMOTIONAL SOBRIETY AND SECURE ATTACHMENT

On Saturday, Deb Leinart, LPC-MHSP, and Christy Fultz, LPC-MHSP, EMDR, led retreat attendees in a day-long session centered around how to achieve emotional as well as physical sobriety, and how forming safe, healthy relationships can help them achieve secure attachment and banish lingering feelings of disconnection, loneliness, sad, fear, anxiety, and anger with their loved ones.

"What a wonderful day of recovery we experienced as we presented on *The Dance Between Emotional Sobriety and Attachment*," said Ms. Leinart. "The enthusiasm, interest, participation and personal dedication shown is an amazing and strong testimony to the work being done by the Tennessee Medical Foundation. Many folks throughout the day shared their struggles, their victories, and appreciation to hear how emotional sobriety is so important in this journey of recovery. We thank you for having us and giving us the opportunity to support you in your steps toward emotional sobriety," she said.

Morning sessions focused on learning how insecure attachment is formed in unhealthy family of origin patterns and traumatic life experiences, resulting in prolonged and unregulated intense feelings of discontent, fear, sadness, anger, anxiety, loneliness and self-sabotaging behaviors in adulthood. The afternoon



Retreat speakers Deb Leinart (left) and Christy Fultz (right) presented on Emotional Sobriety during the Saturday session of the Caduceus Retreat.

focused on developing skills to intervene on these patterns to build safe secure attachment and emotional sobriety with participants and their loved ones in recovery.

Ms. Leinart and Ms. Fultz are both licensed therapists in the Nashville area, specializing in treating chemical dependence, addiction, stress and trauma.

SONGS & SOBRIETY - MUSIC IN THE KEY OF LIFE

Sunday's session featured W. David Holladay, OD, known professionally as Doc Holladay, a Nashville-based optometrist who is also a singer/songwriter. He was voted a *Nashville Scene* "Best of Nashville" favorite in 2012, 2013, 2014 and 2015. Dr. Holladay shared his personal story and spiritual journey, interspersed with songs written during and about his own recovery process.

"It was such an honor to be a part of this year's Caduceus retreat," he said. "Having been part of the TMF program, I have always been aware of how seriously they take recovery, and to witness the sincerity, compassion, and effort they put into helping medical professionals in need and to get to meet and interact with some of the people in their program now was inspiring. I probably got more out of the experience than anyone, and I am even more fired up than ever to be of service in the program." 🙏



Sunday's Caduceus Retreat session featured the music and recovery story of Doc Holladay.



2018 CADUCEUS RETREAT

The 2018 Caduceus Retreat is scheduled for June 22-24; it will again be held at the Four Points by Sheraton Hotel in Brentwood.

For more information, contact the TMF at www.e-tmf.org or 615-467-6411.

NEW 12 TRADITIONS FOR CADUCEUS MEETINGS RATIFIED AT RETREAT

TMF's mission is bolstered by the existence of special support groups for its participants, called Caduceus groups. Manned by volunteer leaders across the state, these weekly meetings offer a safe place for both new participants and program veterans to encourage and assist each other, sometimes confront each other, and walk through recovery together.

During the TMF-PHP retreat many of the Caduceus leaders met and ratified by acclamation the Caduceus 12 Traditions that are listed below. These Traditions will help provide a minimum standard for all the Caduceus meetings to follow.

The TMF-PHP 12 Traditions for Caduceus Meetings:

1. All Caduceus attendees are to have a current TMF-PHP monitoring agreement or have successfully completed a TMF-PHP monitoring agreement. Non TMF-PHP participant healthcare professionals can attend if they are already doing so. *The Grandfather Clause.*
2. New attendance at a Caduceus meeting by any non-TMF participant (including those in treatment) shall first be approved by the group conscience after the TMF-PHP office first approves the potential attendee. *(Please have new attendees contact the TMF office for vetting purposes.)*
3. Attendance at 80% of meetings is required. Attendees who have completed a monitoring agreement can attend less often if approved by the group conscience.
4. All Caduceus attendees shall keep everything they hear and everyone they see at the Caduceus meetings confidential. *(Please remind attendees of this weekly.)*
5. Caduceus meetings are held weekly and are at least one-hour long. Meetings that land on a national holiday are held as determined by the group conscience.
6. Large Caduceus groups (more than 15 members) can split up into small groups of 10 or so attendees. Small group attendees are shuffled once or twice per year per leadership.
7. The chair of the group is to suggest a pertinent subject if no one attendee has something to discuss.
8. Meeting attendees can be called on by name to share.
9. A collection dish is passed at every Caduceus meeting. The proceeds are given to the treasurer or their designee. The group conscience is to determine how the accumulated proceeds are used.

10. The Caduceus meeting is not a 12 Step meeting. Feedback and cross talk when done appropriately is encouraged. The attendee who initially shares should not respond to the feedback. The attendee giving feedback should include a description of their own feelings when giving feedback.
11. The individual Caduceus Leader is appointed by the TMF-PHP Medical Director or designee. The Caduceus Leader is to choose their own local team which includes a meeting chair, attendance keeper, and treasurer. Attendance records are to be submitted to the TMF monthly.
12. The Caduceus Leader or their designee is to report to the TMF-PHP Medical Director or Case Manager non-compliance of the TMF-PHP continuing care agreement, blatant dishonesty, disruptive behavior in the workplace, emotional deterioration, or a Level 2 or Level 3 relapse of a participant.
 - *Level 1 Relapse:* Behavior without chemical use that is suggestive of impending relapse.
 - *Level 2 Relapse:* Relapse, with chemical use, that is not in the context of active medical practice.
 - *Level 3 Relapse:* Relapse, with chemical use, in the context of active medical practice.

We are grateful for the many volunteers who provide leadership and help keep this important part of the recovery process working, year after year. For more information, contact the TMF at 615-467-6411. 🙏

EVENTS CALENDAR

Fall TMF Board Retreat

October 13-15
Evins Mill, Smithville, TN

SVMIC Risk Management Seminars

October 12 - Cool Springs Marriott, Franklin
October 23 - Park Vista Hotel, Gatlinburg

Appalachian Addiction & Prescription Drug Abuse Conference

October 19-21
Charleston, WV

2018 CADUCEUS RETREAT

June 22-24, 2018
Four Points by Sheraton
Brentwood, TN



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.

Below are contributors who provide the rest of our program funding. We thank each and every one of you for the support you give to the mission of ***Saving Lives, Saving Careers***.

CONTRIBUTIONS: APRIL 1, 2017-SEPTEMBER 30, 2017

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We strive to ensure that all donor information is correct. If an error has been made, we apologize and ask that you call us at (615) 467-6411.

SHARE THE TMF MESSAGE WITH OUR UPDATED VIDEO

TMF supporters now have a new tool to use in sharing the TMF message and mission of *Saving Lives, Saving Careers*. With funding provided by the Knoxville Academy of Medicine Alliance (KAMA), the Foundation has updated its informational video to include comments from the TMF's new Medical Director Dr. Michael Baron.

"As physician spouses, KAMA (Knoxville Academy of Medicine Alliance) is keenly aware of the many stresses involved in today's healthcare system. KAMA and the TMAA (Tennessee Medical Association Alliance) are proud to support this video educational initiative in hopes that it will reach out to those in need," said Jacquelynne V. Prince of KAMA, who serves as the TMAA's ex-officio representative on the TMF Board of Directors.

Mrs. Prince added she has "had the privilege to see firsthand the dedication and the commitment of the Tennessee Medical Foundation in supporting the treatment process for physicians who have been impacted with addiction issues."

The video explains the mission and methods of the TMF Physician's Health Program, as well as emerging challenges in health professional impairment and priorities for the program in the years ahead.



"We are grateful to KAMA for funding this important update," said TMF Administrator Michael Todd. "We would like for our donors to not only watch the video but share it with others who need to know about our services and may want to also support our work."

The new video is available in a shareable format online at www.e-tmf.org. Please feel free to share with colleagues, friends, family, and others who need to know about hope and healing offered by the Physician's Health Program. 🙌

MESSAGE FROM THE PRESIDENT

(Continued from page 1)

of people who have a passion for recovery. Every member of the board of directors, past and present, has a reason for serving. The only reason I have seen is to help people recover from a "hopeless state of mind and body." That is what recovery is all about. The third reason is very selfish: serving helps keep me sober.

My goals as president are numerous. My first priority is to continue to support the staff of the TMF. Under the leadership of Mike Todd and Dr. Roland Gray I have seen a staff that is second to none. They work well together as a team and seem to have fun while doing it. My next goal is to have the board assist the new medical director, Dr. Michael Baron, in any way possible. I was chairman of the committee that recommended Dr. Baron to be the new medical director for the TMF. I feel the committee and the board could not have found a better person to fill this position vacated by Dr. Gray. Dr. Baron's credentials, qualifications, and passion for recovery made him stand out from the beginning of our search. Last, I urge every physician in the state of Tennessee

to contribute to the TMF. Without the support of hospitals and individual physicians, the TMF could not have become or continue to be a model for the other physician health programs throughout the United States as it is today.

I am certainly looking forward to all of the challenges the TMF faces in the future. We are now dealing with physicians who have different types of impairment and dysfunction than in the past. I believe we now have the staff and volunteers in place to address these challenges and find solutions. We will be meeting these challenges head on under the leadership of Mike Todd and Dr. Baron. I look forward to serving the TMF and the physicians who are in need of the Foundation's services. 🙌



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Phone: 615-467-6411
Fax: 615-467-6419
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CHANGE OF ADDRESS

Please let us know your new address when you move.

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 is deeply appreciated. Yet, special acknowledgement is given to those of you whose substantial contributions exemplify your commitment to the mission of the TMF Physician's Health Program. Your leadership 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. We honor you for your generosity and commitment.

THE MEDALLION SOCIETY January 1, 1996-September 30, 2017

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