

PHYSICIAN'S HEALTH

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

Spring 2014

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Dr. Michael McAdoo

35 Years ... And Counting!

Thirty-five years ago I completed my residency in family medicine at the University of Tennessee Family Medicine residency at

St. Joseph Hospital East in Memphis, now known as St. Francis Hospital. Thirty-five years has flown by quickly. In that time, I have progressed to become the current founding senior partner at Milan Medical Center in Milan, TN. I have been blessed with a wife of 41 years, three children and seven wonderful grandchildren. I could have never prophesied such a metamorphosis to this present day.

Similarly, 35 years ago the Tennessee Medical Association Board of Trustees established a committee to offer professional assistance to physicians suffering chemical dependence, mental or emotional illnesses. The late **Dr. Bill Anderson** originally staffed the program. He was the heartbeat of the early TMF. I am thankful for the opportunity to have gotten a glimpse of the TMF from the eyes of Dr. Anderson. What a commitment he had.

Dr. David Dodd became the first full-time medical director in 1984. With my past service of seven years with the TMA, serving four years on the board and three years as president-elect, president, and immediate past president; I had the opportunity to get very well acquainted with Dr. Dodd through board meetings and retreats. He and his wife Nancy were very special, committed people. His drive and passion pushed the Tennessee program to the forefront of physician health programs in America. Now with the continued leadership, vision, commitment and never-tiring spirit of Medical Director **Dr. Roland Gray**, Tennessee has established itself as one of the premiere programs in the country. Dr. Gray has served in many national leadership and advisory positions. He has been influential in adding valuable service to Tennessee physicians through his work with SVMIC on risk

management seminars. He has also been instrumental in creating and implementing physician prescribing courses to meet Board of Medical Examiner's requirement

Thirty-five years ago the original creators on the TMA Board could not have imagined the total scope of the present-day TMF; however, they did indeed have a commitment and passion to render a needed service to Tennessee physicians and took the initiative to start the process. Just as the demands, challenges and stresses facing Tennessee physicians have evolved, so has the ability of the TMF to help physicians meet and overcome those.

We are blessed to have an able administrator in **Mike Todd**. His modern-day funding is challenged with many added restrictive strings. Mike leads our staff and continues to provide wisdom and management skills to allow the TMF to provide the needed services.

Vince Parrish, LCSW, development director; **Jeanne Breard, RN**, clinical coordinator; **Amanda Rambo**, executive administrative assistant; **Julianne Eberle**, administrative assistant; and **Annette Tuttle**, staff support, all provide the behind-the-scenes day-to-day energy for a successful TMF. Each plays an important role in the effective operation of your Foundation.

Over the past 35 years, my basic outlook on life and the practice of medicine has changed. I initially had a sizeable debt and the outlook that I HAD TO GO TO WORK and practice medicine each day. I sang the song, "I owe, I owe, so off to work I go." Now I try to start the day with the attitude that I get the opportunity to go to work and see my patients. Let me challenge you to redirect your thoughts similarly. You get the opportunity to practice medicine. Also, we don't have to support the TMF - we get to contribute to and support the TMF. **Let's equip and prepare the TMF for the next 35 years!**

P.S. A note to Santa: This year I want a fat bank account and a slim body. Please don't get it crossed like you did last year. 🙏

Michael A. McAdoo

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.



PHYSICIAN'S HEALTH

MEDICAL DIRECTOR'S MESSAGE



By Roland Gray, MD
Medical Director

For the people instrumental in founding the Impaired Physicians Committee in 1978, to those who steered the program in its early days, to those who currently oversee and guide the Physicians Health Program, the past 35 years have been nothing short of a miracle — and a gift of care to the profession of medicine.

Dr. John Dorian was president-elect of the Tennessee Medical Association in 1977 when he attended an AMA presentation on the impact of impairment on the medical profession. "It was really an eye opener for me," he said. He came home and successfully proposed the TMA board establish a committee to address impairment.

Modeled after an existing program in Georgia, Dr. Dorian said the panel of seven TMA volunteers began addressing alcohol and drug dependency at first among physicians and later among other professions, assisting with the creation of separate programs for nurses, attorneys and pharmacists. He said it took some convincing at first.

"It was difficult to approach because the impairment was so well-hidden," he said. Practices and hospitals were initially reluctant to address the problem in their respected, often most-productive team members, but he said they eventually came to see the benefits for both the doctors and patients in their care.



Dr. Dorian

Dr. Gray has served as medical director of the Tennessee Medical Foundation's Physician's Health Program since January 2001. He previously served as a TMF Board member and long-time volunteer for the Physician's Health Program. Certified in Addiction Medicine in 1987, Dr. Gray has treated more than 10,000 patients for addiction diseases over the course of his career. He serves as a special government employee and consultant to the FDA Subcommittee on Drug Abuse. A practicing pediatrician from 1976 through 2001, Dr. Gray is a Fellow of the American Academy of Pediatrics as well as a Fellow of the

Physician's Health Program: 35 Years of Caring

He's had less involvement in recent years but Dr. Dorian said he is proud of his role, of the program's 96-percent success rate and its lasting contribution.

"It tackled a grave, grave problem in our profession. I knew of classmates of mine who were impaired and went straight down the tubes without any hope or any help before the genesis of our program," he said. He also points out the years of yeoman's service contributed by the program's many volunteers, without compensation or recognition. "It boggles the mind and instills a sense of pride and to me is a wonderful example of a professional who cares."

Volunteers have been key to the program since its inception — from the committee, to Caduceus support group leaders across the state, to the late Dr. Bill Anderson, a program graduate who went on to become the first volunteer medical director and spent 33 years as the heart and soul of the PHP. You can read more about Dr. Anderson's work in Mike Todd's column in this issue.

We must also recognize the contributions of the late Dr. David Dodd, who served as medical director from 1985-1998,



TMF Field Coordinator Jeanne Breard, RN (left) and Dr. David Dodd pose with a bust presented to Dr. Dodd by the University of Tennessee-Knoxville in 1998 for his contributions to physician health.

PHYSICIAN'S HEALTH

MEDICAL DIRECTOR'S MESSAGE

...35 Years of Caring

and returned to serve as interim medical director in 2000.

"He really put his whole life into forming this program and making it into what it is," said Jeanne Breard, RN, who first came on as a secretary to the program 25 years ago. She said her life changed forever that day, even as she has witnessed life change for the program's clients.

"I started work in a little back office in Dr. Dodd's home -- I answered phones and typed letters," she said. As she learned more about the program, Breard was promoted to assistant, then clinical coordinator, and now serves as field coordinator. She describes her current role as part therapist, part probation officer, part friend, part case manager.

"Most of the physicians I work with are successful in their recovery," she said. "They're very different after they go through treatment and are very grateful for the chance to have their lives back, to have their health and sobriety and to make amends, to have their families back and to be able to go back to work and practice their profession. Just to be a part of that is rewarding."

Former TMF President Dr. John Nelson of Knoxville said his six-year role on the board from 1996-2002 involved both fundraising and support for the program as it grew; it has evolved to not only address chemical abuse but behavioral and mental health issues for physicians. He said the PHP is one of the most valuable things the Tennessee Medical Association does for physicians.

"It reclaims lives, keeps these people out of trouble, lets them recover from their problems. Careers that ordinarily would be ended are salvaged and allowed to continue," Dr. Nelson said.

These incredible leaders from the past have worked hard to ensure the PHP's stability as well as set the course for its future.

For me, serving as medical director since 2001 has been an honor. A pediatrician when I was first asked to take on this role, I was at first reluctant to leave my practice because I wanted to help patients. I soon realized that when we help one doctor, we help a thousand patients. In this position, I have been able to do more for not just the doctors, but for the citizens of Tennessee.

We are grateful for the continued strong support of the Tennessee Medical Association, SVMIC, the State Board of Medical Examiners, medical groups and our individual supporters. I am proud of the work the program has done, both for physi-



TMF Administrator Mike Todd (left) and Medical Director Dr. Roland Gray (right) pose with Physician Health Program pioneer Dr. Bill Anderson during a staff retreat in 2012.

cians and patients in our state, and of its becoming a model for physician health programs across the country and around the world. And we are excited about our future, as we move even more into a consultation and educational role for both the health profession and the public.

It is a gift when a physician is at the absolute bottom mentally, physically and spiritually, and they have someone to call -- a confidential resource for support and advice. We need to do all we can to ensure the health of this program for the next 35 years and beyond. ⚓

Events Calendar



45th Annual ASAM Conference

April 10-13, 2014 Orlando, FL

FSPHP Annual Meeting & Conference

April 23-26, 2014 Denver, CO

Caduceus Retreat

June 6-8, 2014 Montgomery Bell State Park
Burns, TN

IDAA Annual Meeting

July 30-August 3, 2014. Palm Desert, CA

FSPHP Southeast Regional Meeting

September 13-14, 2014. Amelia Island, FL

PHYSICIAN'S HEALTH

T M F NEWS



By Mike Todd
Administrator

William C. Anderson, MD, known as Bill to friends and colleagues, loved Vanderbilt University, its campus, athletic teams, and the medical education he received there. So it was no surprise when

in late December 1978, he elected to chronicle the beginnings of the Impaired Physicians Committee in a notebook purchased for \$1.17 from the university's bookstore. Although Bill passed away in late 2013, his notebook survives – a meticulous testimony to the care and concern he devoted to the earliest program participants.

On the cover of the notebook stands the watchful Vanderbilt mascot, the *Commodore*, steady at the helm, scanning the horizon through a spyglass. Inside are detailed notes of early referrals, contacts with referring doctors and hospital administrators, and various treatment facilities.



Dr. and Mrs. Sue Anderson

Foundation as it navigated the uncharted waters of physician health. He did so, as one TMF staff member fondly remembers, with “the greatest compassion and an infectious laugh.”

Dr. Roland Gray, medical director of the Foundation for the past 13 years, closely worked with Bill Anderson for nearly 28 years, often accompanying him on interventions in the early days to physicians' homes and offices where they were not always met with open arms. From these outings and a myriad of other activities, a close, deep relationship formed which lasted until Bill died on November 19, 2013. In fact, months

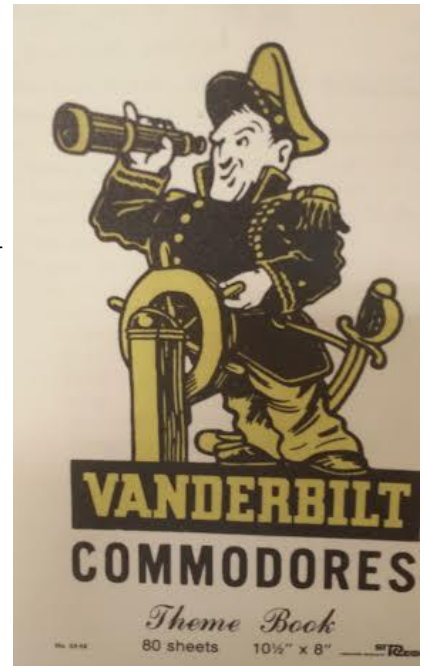
Remembering PHP Pioneer Dr. Bill Anderson

before his death, Dr. Anderson took time away from grieving the fresh loss of his beloved wife, Sue, to present Dr. Gray his 27 year chip “because it was very important for him to do so,” Dr. Gray recalls.

Dr. Anderson started the first Caduceus group in Tennessee in 1979 after returning from treatment in Atlanta and beginning his own recovery. At that time, there was one other physician in Nashville who was involved in Alcoholics Anonymous (AA), and Bill invited that doctor to join him in starting a Nashville Caduceus meeting. “For quite some time,” Dr. Gray recalls, “Bill and Dr. J. would meet on Wednesday night at the old West Side Hospital, put on a pot of coffee, and talk while waiting for some others to show up.”

Within a year, there were two other physicians attending and eventually others began to arrive. Dr. Gray said, “The last time I counted, there are now 117 people in the Nashville Caduceus when everyone shows up.” From its initiation in 1979, Caduceus has grown into 12 weekly groups meeting across the state, serving about 300 physicians.

As I reflect on Dr. Anderson, his tenure with the TMF and my long association with him, I realize with a sense of awe that the *idea* of a physician's health program actually became a reality under his leadership. My belief is that a Higher Power used Dr. Anderson to take the *idea* of helping fellow doctors struggling with addiction, turned the *idea* into *action*, and those actions have resulted in saving the lives of countless physicians in Tennessee. In turn, those physicians have saved the lives of so many others. If that isn't awe inspiring, I don't know what is.



The cover of Dr. Anderson's TMF notebook, circa 1978.

If you know a physician who may need help or have a question about physician health, please contact the TMF Physician's Health Program at (615) 467-6411 or visit our website at www.e-tmf.org.

PHYSICIAN'S HEALTH

TMF NEWS

As I look at the contents of that first notebook and compare it to the size and work of the Tennessee Medical Foundation today, I am struck by the idea that, just like the Commodore on the notebook, Dr Anderson was used to pilot our ship (the TMF) through its maiden voyage and beyond before he turned the ship's helm over to another visionary, Dr. David Dodd.

Bill was indeed the backbone of the TMF program. While his steadfastness was exemplified by his near-perfect attendance at TMF Board of Directors meetings, his leadership of the Peer Review Committee and his longstanding financial generosity, I agree with Dr. Gray who said, "It would be impossible to overstate how much Bill means to the history of the Tennessee Medical Foundation. As its founder, he set a standard of professionalism and passion which continued throughout 33 years of volunteer service with zero pay and little credit."

One of my favorite sayings is by Nelson Henderson. He said, "The true meaning of life is to plant trees under whose shade you do not expect to sit." By that measure, Bill lived a truly meaningful life for he tirelessly planted the acorns, was able to see the acorns grow into magnificent trees and then sit under the shade of those trees. Yes, that is a truly meaningful life!

Thank you, Dr. Bill Anderson, for a lifetime of wonderful work. Thank you for your guidance and, most meaningful to me, your friendship! Whether they realize it or not, the physicians and citizens of our state will be sitting in the shade of the trees you planted for many years to come.

Godspeed. ⚓



Dr. Black

Claudia Black Featured at 2014 Caduceus Retreat June 6-8, 2014

The Tennessee Medical Foundation Physician's Health Program is pleased to announce that Claudia Black, MSW, PhD, will be the featured speaker for the **28th Annual 2014 Caduceus Retreat**, scheduled for June 6-8 at Montgomery Bell State Park near Dickson, TN.

Dr. Black is an internationally recognized addiction author, speaker and trainer recognized for her pioneering and contemporary work with family systems and addictive disorders.

She has produced numerous CDs and DVDs on addiction and treatment, family and codependency, abuse and trauma, and relationships. She is especially well known for her best-selling books, including *It Will Never Happen To Me, Repeat After Me*, and *Intimate Treason*.

Dr. Black is a longtime friend of the TMF, having previously presented at the 2006 Caduceus Retreat. The TMF is truly excited to welcome her back to middle Tennessee in 2014 for what promises to be a powerful and informative learning experience.

"Claudia's work is both powerful and ageless. She continues to be a pioneer."

- John Bradshaw



MEET THE BOARD: Kathy Patten, TMAA Representative

Kathy Patten is in her third year of service as the Tennessee Medical Association Alliance (TMAA) representative on the TMF board. Having served in leadership positions within the Nashville Academy of Medicine Alliance and the TMAA, she is very aware of the value of the TMF to medical families and to the patients the physicians serve.

A native of Portland, TN, Kathy spent summers working in the local drugstore so it was a natural decision to become a pharmacist. While at the University of Tennessee-Memphis, Kathy met Thomas Patten, a medical student, and the two were married in 1980. Dr. Tom Patten is a family practitioner with Heritage Medical Associates, PC, in Nashville. They have two adult sons, both of whom are completing graduate studies – one with a focus on healthcare policy and the other on healthcare law.

In 2005, Kathy took the opportunity to return to the University of Tennessee to pursue a master's degree in social work due to a passion for helping others in a more direct approach. Until recently she worked full-time as a licensed clinical social worker at an inpatient hospital providing acute psychiatric counseling. In the fall of 2013, Kathy completed the Tennessee Supreme Court's Rule 31 training and now serves as a volunteer mediator in the Davidson County court system.

Kathy counts it a privilege to be among many dedicated people who are assisting physicians in restoring their health and maintaining the careers they have invested their lives in building. ⚓

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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 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.

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In This Issue:

President's Message	Page 1
Medical Director's Message	Page 2
Events Calendar	Page 3
Remembering Dr. Bill Anderson	Page 4
Caduceus Retreat	Page 5
Meet the Board	Page 5
Acknowledgements	Page 6
TMF Medallion Society	Back Page

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 individuals whose substantial contributions exemplify their commitment to the mission of the TMF Physician's Health Program (PHP). Their leadership giving is recognized by membership in the **TMF Medallion Society**.

Created in 2013 to honor physicians who have given \$10,000 or more to support the PHP over a 10-year period, the **TMF Medallion Society** honors and acknowledges their generosity and pace-setting benevolence. To learn more, contact us at 615-467-6411 or vincep@e-tmf.org.

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