

## TMF BOARD OF DIRECTORS

**Thomas W. Malone, DPH**  
President

**Timothy Davis, MD**  
Vice President

**Martin Akin**  
Secretary/Treasurer

**J.D. Rosdeutscher, MD**  
Chair, Physician's Health Quality  
Improvement Committee

**Peter Gardner, MD**

**Jere Hammond, MD**

**Patricia Lee, CPMSM, MHSA**

**Thomas Lewis, MD**

**Michael Miller, DO**

**Bill Scott Portis, MD**

**Clay Runnels, MD**

**Mary Yarbrough, MD, MPH**

**Kimberly Rosdeutscher, MD**  
Past President

## TMF STAFF

**Michael Baron, MD, MPH**  
Medical Director

**Michael L. Todd**  
Administrator

**Jeanne S. Breard, RN**  
Field Coordinator

**Alicia Almado**  
Administrative Assistant

**Jennifer Rainwater**  
Executive Administrative Assistant

**Dot Walker**  
Administrative Assistant

**Brenda Williams-Denbo**  
Development Coordinator

## MESSAGE FROM THE PRESIDENT



## THANK YOU FOR THE "EXPERIENCE, STRENGTH, AND HOPE"!

BY THOMAS MALONE, DPH  
TMF President

**My term as president of the TMF Board of Directors is ending, and the experience has strengthened my own recovery and is one I will forever cherish.**

As I hand over the reins to my successor Dr. Tim Davis, my hope is that many physicians and other healthcare professionals will continue to find true recovery with the help of the TMF and a 12-step program.

Finding community in recovery is another hope I have for our participants. The TMF combined this year's annual Caduceus Retreat with the IDAA (International Doctors in Alcoholics Anonymous) 70th annual meeting in Knoxville. IDAA is a worldwide fellowship of more than 9,900 healthcare professionals and their families who strive to help one another achieve and maintain recovery from addictions. It was a great melding of our Physician's Health Program clients with the larger recovery community. Many thanks to Dr. Michael Baron, Mike Todd, and the staff!

Your TMF Board and staff have accomplished some important things during my tenure, but the thing I am most proud of is filling the very big shoes of our late longtime medical director, Dr. Roland Gray. While there was absolutely no way we could find another Dr. Gray, I feel we did a great job in choosing Dr. Baron.

As the TMF looks to the future, I feel we need to continue to stay true to our mission "to protect patients through identification, intervention, rehabilitation, and the provision of advocacy for physicians and other health professionals impaired by addictive disease, mental or emotional illness." This includes addressing the problem of burnout and suicide within the medical profession.

I believe in that mission and I certainly plan to stay involved. For over 20 years I've

been a Middle Tennessee Caduceus group leader, and I intend to continue. The TMF and the all the people involved have become family. I will also continue to support the TMF with my contributions and strongly believe it is something ALL health professionals in our state should do - especially those who have benefited from the PHP, as I have.

My recovery is who I am. There is no way I could have been a TMF leader in any capacity without it. My recovery allowed me to work with my fellow board members, the participants, and any situation that arose because I could relate to almost every issue that we dealt with. I've been there, and understand what it takes to get into and stay in recovery.

As a former participant, I am grateful the TMF was there for me. If there is one thing I'd like to impart to those of you who are currently in the program, it is that I am proof that it's possible to live life without alcohol and drugs. Unlike others who "see the light," there was no burning bush moment in my recovery. I was a very sick person and I just finally came to the point where I would accept help from God, other alcoholics and treatment professionals.

Today, I'm grateful every day I wake up sober. The 12th step tells me I have to continue to carry the message to the alcoholic who still suffers. That is what keeps me sober, and that is what I plan to do. 🙏



Meet the new TMF Board President,  
Dr. Tim Davis - Page 4



# MENTAL HEALTH AND BURNOUT ARE THE NEW IMPAIRMENT CHALLENGES

BY MICHAEL BARON, MD, MPH  
Medical Director

**Before 1978, Tennessee physicians impaired by alcohol and drug problems had little in the way of help.** The consequences of impairment were career and sometimes even life ending. As a result, the Tennessee Medical Association created a committee to help physicians suffering from alcohol and addiction, which gave birth to the Tennessee Medical Foundation (TMF), the fourth physician health program in the country. More than 40 years later, the TMF Physician's Health Program (TMF-PHP) is adjusting to some new challenges in taking care of physicians and a host of other licensed health professionals in our state.

Alcohol was and still is the most likely cause of physician impairment, and those numbers are not decreasing. However, other types of impairment began rising about 10 years ago, to the point that only about half of the cases the TMF is involved with now are a substance use disorder. Over the last 12 months, we've seen the percentage of non-substance use cases continue to rise.

Today, much like the rest of the country, Tennessee is experiencing an increase in Physician Burnout Syndrome (PBS) and related mental health problems. The sequelae of PBS include depression, suicide, disruptive behavior, boundary violations, and substance use. We are seeing an ever-growing number of physicians who have never had a substance use problem but still present impaired. Their impairment is caused by burnout.

Why are we seeing this change? The problems facing today's physicians are much more complex than ever before. Financial restraints, quality metrics requirements, changing reimbursement structures, and heavy institutional governance are just a few of the external confines that make us shudder. Physicians are required to navigate an ever-expanding knowledge base, all while dealing with excessive non-clinical workload, increased regulatory requirements, clerical inefficiency, and I think most importantly a loss of autonomy. Physicians have maintained the responsibility for patient care but with a loss of control for patient care decisions – a situation that is a classic set-up for despondency.

Studies have shown that over half of physicians have at least one symptom of burnout. There is ample evidence that PBS becomes a patient care issue. Physicians and other health professionals with symptoms of burnout are less effective, are more likely to make a mistake, have less empathy, and are more likely to retire early or change career paths.



Now, just as with addiction in 1978, the magnitude and consequences of PBS have the attention of the organized House of Medicine. The biggest challenge is that PBS is a systemic problem with many causes at multiple levels, from the federal government (CMS and HHS) down to the departmental or division level. It is pervasive. It will take a massive effort by all of organized medicine to turn this ship around, so to speak. The good news is that while the causes may be out of our individual hands, help and treatment are readily available. This is where the TMF is able to focus its emphasis and efforts.

Like any other condition, Physician Burnout Syndrome is best treated as early as possible, before impairment develops and causes patient harm. The TMF-PHP is working on resources and strategies and adding/adjusting personnel to help the individual physician or other licensed health professionals with burnout. Resilience building, mindfulness-based stress reduction, and mental health services like the Interactive Screening Program (ISP) mentioned elsewhere in this newsletter are steps we are pursuing and developing. We need your ongoing and faithful support to provide these resources.

As always, if you, a colleague, friend, or significant other have burnout, depression, or other emotional or mental health struggle, please call the TMF-PHP for help. Your call is confidential. 🙏

A handwritten signature in gold ink that reads "Michael Baron MD, MPH".

Share your thoughts with Dr. Baron at [michaelb@e-tmf.org](mailto:michaelb@e-tmf.org).

# JOINT IDAA MEETING/ TMF CADUCEUS RETREAT A BROADER VIEW OF RECOVERY

It came later in the year, but the 2019 TMF Caduceus Retreat, held jointly with the annual meeting of International Doctors in Alcoholics Anonymous (IDAA), was “right on time” with its message focused on the joy of recovery and connections in the recovery family.

The TMF’s 33rd annual Caduceus Retreat, held August 2-4 during the IDAA 70th Anniversary meeting in Knoxville, was well-attended by Physician’s Health Program participants and graduates.

“It was wonderful for TMF to be able to join with IDAA for a time devoted to recovery and fellowship with others from around the U.S. and other countries,” said Administrator Mike Todd, who added the focus on the 12 Steps and provider issues related to recovery helped TMF participants both see and experience the broader picture of recovery and the worldwide recovery community. “We appreciate IDAA’s patience and generosity in working to make us feel welcome,” he added.

TMF Medical Director Michael Baron, MD, led two sessions for IDAA and TMF attendees including a CME session on Prescribing Practices, and a legal panel on Addicted Provider Concerns in Recovery with Fran Cullen, JD, of Levy Pruett Cullen in Atlanta.

“IDAA was very excited to host the participants of the Tennessee Medical Foundation during our annual



meeting in Knoxville this year,” said IDAA Executive Director Penny Ziegler, MD. “TMF professionals joined IDAA members in a combined recovery community during this converged activity that included Twelve Step meetings, Al-Anon, family activities, networking and socializing. We saw this as a very productive interaction and hope it can be repeated with other state Physician Health Programs.”

TMF participants also said they appreciated the experience. “Once again, this retreat has left me changed in ways that I never expected,” said Dr. G., a longtime participant who shared his feelings about the joint meeting a few weeks later. He said he tried during the meeting to share his experience, strength, and hope with newer participants, “encouraging them to do what those of us blessed with recovery were given the chance to do,” and urging them to engage with the “reward of recovery.” You can read Dr. G’s full comments in the accompanying article.

## 2020 CADUCEUS RETREAT

Next year’s Caduceus Retreat will be held June 12-14, 2020, at the Franklin Marriott Cool Springs in Franklin, TN. Watch for details in the Spring issue of Physician’s Health and in your Caduceus group meetings. 📌



TMF Medical Director Dr. Michael Baron appeared on an IDAA panel on legal issues concerning physicians in recovery.

**QUESTIONS?** For more information, contact Mike Todd at 615-467-6411 or [miket@e-tmf.org](mailto:miket@e-tmf.org).



## DR. DAVIS SUCCEEDS DR. MALONE AS TMF BOARD PRESIDENT



**We are pleased to welcome Timothy P. Davis, MD, FAAP, as the next president of the TMF Physician's Health Program Board of Directors.**

Previously serving as vice-president, Dr. Davis succeeds Thomas W. Malone, DPh, as president in October. Dr. Malone will remain as a non-voting member of the board as immediate past-president.

**Timothy P. Davis, MD, FAAP**

Active in the Chattanooga recovery community since 1992, Dr. Davis' service to the TMF began in 1994 when he assumed leadership of the Chattanooga Caduceus group, a position he still holds. In addition, he has been a volunteer member of the TMF Physician Health Quality Improvement Committee (PHQIC) since 2007.

"Giving back requires action," he said, adding, "I am forever grateful to the TMF for my life, job, and well-being, as are many others whose lives my recovery has touched since 1992."

Dr. Davis holds a medical degree from the University of Tennessee Center for Health Sciences and practices at Galen North Pediatrics in Hixson, TN. Dr. Davis recently began sharing a job with his practice partner Dr. Carolyn Brannon, and said as a result, "I have a lot more time to devote to my recovery work."

The TMF isn't the only beneficiary of Dr. Davis' service work. For the past 13 years, he has been a valued member of the Tennessee Lawyers Assistance Program (TLAP). In this capacity, he volunteers his knowledge, time, and experience to assist Tennessee lawyers in distress. In July, he also became board chair for Chattanooga's Council for Alcohol and Drug Abuse Services (CADAS) for the next two years.

"As I told the late Dr. David Dodd years ago," Dr. Davis said, referring to the TMF's first medical director, "If I work as hard as I can every day till the day I die to pay back the TMF, I may just get even. Thanks for giving me the opportunity to be of service," Dr. Davis said.

We warmly welcome Dr. Davis as our new TMF Board president and are grateful for his many years of volunteer service and his contributions to physician health in Tennessee. ♡

## TMF VETERAN: "IDAA/TMF MEETING CHANGED ME IN WAYS I NEVER EXPECTED"

*Several weeks after the joint Caduceus retreat with IDAA in Knoxville, the TMF received a generous donation along with the following message from Dr. G., an active participant in the Physician's Health Program:*

**Once again, this retreat has left me changed in ways that I never expected.** The newcomer's meeting was, as usual, a heartbreaking testament to the relentless pervasiveness and power of this disease to reach in and take everything out of a person's life, and too often, life itself.

So many of the people new to recovery won't realize – as I didn't – the chance they've been given to live again, free from the devastation of addiction, until they get some more recovery time behind them and begin to realize the reward of recovery, the stuff they right now don't believe will ever happen, despite abundant evidence all around them to the contrary.

I can see it in their faces, that damnable fear and uncertainty and quiet desperation, which is exactly where they need to be, because it is from only there that we see the truth: that we have arrived at the end of the road – not just the crossroads – and we can see the only way out of

this lethal misery that was pre-programmed to happen, probably before birth. Once again, I have tried to share

my "experience, strength, and hope" with some of them, encouraging them to do what those of us blessed with recovery were given the chance to do – what will happen if they do it, and what will happen if they don't, which will be a hell of a lot worse than just not practicing medicine again.

Anyway, this donation is for them, and for those who will come after them, and on and on, because this disease – like a pack of wolves tracking a herd of animals, waiting for that weak, sick, and exhausted animal to drop out of the back of the herd – won't stop, and the TMF, with the necessary support, won't stop either, and it is an honor to be part of that.

Take care,  
Dr. G. ♡



# PHQIC WELCOMES NEW MEMBERS: DR. WOODS, MRS. JOHNSON

The TMF's Physician Health Quality Improvement Committee (PHQIC), which oversees clinical quality for the Physician's Health Program, is welcoming two new members this fall.



**John B. Woods, MD**

**John B. Woods, MD**, serves as director of the Center for Addiction Science at the University of Tennessee Health Science Center in Memphis, and also directs UT's affiliated addiction medicine fellowship training program.

Originally trained in internal medicine, he has been board-certified in addiction medicine since 2012. Dr. Woods has a passion for the

treatment of impaired professionals, and is particularly supportive of the work of Tennessee Medical Foundation.

"Having personally benefited from involvement with TMF I'm excited about having this opportunity to help Tennessee physicians and their families affected by the disease of addiction," said Dr. Woods.

A native West Tennessean, Dr. Woods attended college and medical school in Memphis and currently lives in Jackson with his wife, Mary Kaye, and their three children. 🍷



**Lorraine Johnson**

**Lorraine Johnson** is a registered nurse who came out of retirement (for the third time!) 16 months ago to work in the OR at the Park West Surgery Center in Knoxville, TN. She is serving as the Tennessee Medical Association Alliance (TMAA) representative to the TMF PHQIC, replacing Jacque Prince.

"Helping medical professionals get 'back on track'

is what drew me to become involved in this wonderful organization," she said, adding, "My husband is a physician who's had several colleagues utilize the many services the TMF provides and watched them progress to recovery and become productive members of the medical community again. Some of these individuals are our friends and I have observed firsthand the positive changes that have occurred in their lives. I am honored to now be a member of the PHQIC."

After receiving her RN from Fairleigh-Dickinson University, in addition to working in the OR, she has also worked in Labor and Delivery and in offices specializing in ENT, GI, family medicine, and plastic surgery. She is a former president of the Knoxville Academy of Medicine Alliance (KAMA), a former chair of its Philanthropic Committee, which has supported the TMF over the past several years, and has served on numerous other KAMA committees. Lorraine and her husband Dr. Reeves Johnson have a son and daughter. She enjoys spending time with them and their spouses along with reading, exercising, and trips to their lake home and the beach.

Woods and Johnson join current PHQIC members Chair J.D. Rosdeutscher, MD, of Nashville; Tim Davis, MD, of Chattanooga; Sherri Gray, MS, of Nashville; Peter Gardner, MD, of Jackson; Tom Lewis, MD, of Nashville; Lawrence Madlock, MD, of Memphis; Richard Parrish, MD, of Murfreesboro; John Harris, MD, of Memphis; and Steve Tate, MD, of Franklin, TN. 🍷

## EVENTS CALENDAR

### TMF Board Retreat

**October 25-27** - The Sewanee Inn  
Sewanee, TN

### SVMIC Risk Management Seminars

**October 3** - Meadowview Conference Center  
Kingsport, TN

**November 6** - Embassy Suites Nashville South  
Cool Springs  
Franklin, TN

### 2020 CADUCEUS RETREAT

**June 12-14**

**Franklin Marriott Cool Springs**  
Franklin, TN

SAVE THE  
DATE!

### 2020 IDAA Annual Meeting

**August 5-9** - Spokane Convention Center  
Spokane, WA

## DONOR ACKNOWLEDGEMENTS

# OUR MAJOR CONTRIBUTORS

The TMF annually enjoys the staunch financial support of the **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***.

## GIFTS FROM JANUARY 1 - SEPTEMBER 30, 2019

### Organizational Contributions

#### CORPORATIONS

Pinnacle National Bank .....\$2,500

#### HOSPITAL & HEALTH SYSTEMS

Ballad Health.....\$5,000  
Baptist Memorial Health Care Corporation .....\$10,000  
Greenville Community Hospital East .....\$1,000  
Hardin Medical Center.....\$500  
Holston Valley Medical Center.....\$1,000  
Maury Regional Medical Center .....\$1,000  
Methodist Le Bonheur Healthcare.....\$5,000  
Parkwest Medical Center .....\$1,500  
Sweetwater Hospital Association .....\$1,000  
University of Tennessee Medical Center-Knoxville .....\$2,500  
Vanderbilt University Medical Center .....\$7,500  
West Tennessee Healthcare\*\* .....\$5,100  
Williamson Medical Center.....\$3,000

#### FOUNDATIONS & GRANTS

HCA Foundation.....\$25,000  
Knoxville Academy of Medicine Alliance .....\$2,000

#### GROUP MEDICAL PRACTICES

Abercrombie Radiology .....\$1,000  
Colon & Rectal Surgery Consultants, PC .....\$100  
Galen Medical Group .....\$1,000  
Heritage Medical Associates, PC .....\$1,000  
Summit Medical Group, PA .....\$3,000  
The Jackson Clinic, PA+ .....\$2,000  
University Surgical Associates.....\$1,000

#### ORGANIZATIONS

Benton-Humphreys County Medical Society .....\$250  
Franklin County Medical Society .....\$500  
Greene County Medical Society .....\$500  
Memphis IDAA .....\$289  
Professionals Resource Network, Inc.\* .....\$500  
West Tennessee Consolidated Medical Association .....\$1,000  
Tennessee Society of Addiction Medicine .....\$1,200

### Individual Contributions

#### \$3,000+

Tracey E. Doering, MD  
Peter T. Gardner, MD  
William A. Holland, Jr., MD

#### \$2,000-\$2,999

Eric W. Berg, MD  
Timothy P. Davis, MD  
Rodney Dunham, MD  
Perry C. Rothrock, III, MD\*

#### \$1,000-\$1,999

Roger S. Cicala, MD  
John W. Culclasure, MD+  
Tracey E. Doering, MD  
M. Greg Elam, MD+  
A.J. Reid Finlayson, MD  
Stephen W. Fry, MD  
Douglas H. Gaither, MD  
Matthew M. Gangwer, MD\*\*+  
Gary Gesualdi, MD  
Mark S. Harriman, MD  
Michael N. Johnston, MD  
E. Matthew Karl, MD+  
Drs. E. Dwayne & Donna Lett  
Thomas W. Malone, DPh\*\*  
Curtis R. Markham, MD\*  
Paul R. McCombs, III, MD  
James R. McFerrin, MD  
Michael J. O'Connell, PhD  
Jeffrey S. Queen, MD  
Anthony H. Ramirez, MD\*  
Drs. J.D. & Kim Rosdeutscher  
Juris Shibayama, MD+  
Elliott B. Smith, Jr., MD+

William R.C. Stewart, III, MD  
Steven M. Tate, MD+  
William A. Walker, MD  
Clifton M. Woodford, MD  
J. Mack Worthington, MD\*\*

#### \$600-\$999

Charles D. Benson, MD+  
Dr. Leonard & Mrs. Gail  
Brabson+  
Mark S. Gaylord, MD  
Cary G. Hodnett, MD+  
David K. Patzer, MD+  
Ronald E. Pruitt, MD  
Steven J. Sperring, MD+  
Jeff D. Whitfield, MD  
Christopher E. Young, MD+

#### \$300-\$599

John M. Burkhart, MD  
Stacy F. Davis, MD  
J. Christian Fleming, MD  
Donald L. Gaines, MD  
Dewey D. Garner, Jr., MD  
David G. Gerkin, MD  
W. Daniel Halford, MD+  
Jere D. Hammond, MD+  
Donna K. Hobgood, MD  
Robert G. Holston, DO  
Bruce W. Johnson, MD  
Ronald H. Kirkland, MD\*\*  
Gordon J. Kraus, MD  
William Leon, MD  
Charles R. Lull, MD  
Mr. John M. McKenzie\*\*

Aiyappan Menon, MD+  
Jack A. Monnig, MD  
Neil F. Mooney, MD  
Douglas E. Norton, MD\*  
E. Scott Palmer, MD  
Kenneth C. Petroni, MD  
Thomas W. Ratliff, MD  
Michael D. Tino, MD+  
George W. Vick, II, MD  
Mrs. Brenda G. Williams-Denbo\*  
Alexander P. Zotos, MD

#### GIFTS TO \$299

Ellen A. Andrews, MD  
Alan F. Bachrach, MD\*  
Michael B. Baron, MD  
Curtis L. Baysinger, MD\*\*  
Elizabeth A. Baxter, MD  
Jimmie L. Beasley, MD  
William F. Beauchamp, DO  
Mr. John C. Bellenfant  
Jeanne S. Breard, RN\*  
Maury W. Bronstein, MD  
George B. Brooks, DO  
William A. Brown, MD\*  
Michael W. Brueggeman, MD  
Matthew G. Cary, MD  
Robert R. Casey, MD  
Joel B. Clements, MD  
Daniel E. Conrad, MD  
Doris P. Courington, MD  
Hanson B. Cowan, MD  
David L. Cunningham, MD\*  
Eric G. Delay, MD  
Michael H. DeShazo, MD

Charles W. Emerson, Jr., MD  
Roy C. Ezell, MD  
James W. Felch, MD  
John D. Fenley, MD  
Howard C. Filston, MD  
Pickens A. Gantt, MD  
David L. Garey, MD  
Jill Gilbert, MD  
Richard A. Gillespie, MD  
Samuel M. Glasgow, III, MD  
C.K. Hiranya Gowda, MD  
James C. Gray, MD\*\*  
Walter P. Griffey, Jr., MD  
Kenneth D. Groshart, MD\*  
Jan T. Hahn, MD  
John M. Harper, Sr., MD  
Celia H. Harrison, MD  
James E. Henry, Jr., MD  
G. David Hopkins, MD  
Randy J. Horras, MD  
Rachel W. Hovis, MD  
Clifford Q. Johnson, Jr., MD\*  
Louis C. Jordan, Jr., MD  
Robert M. Kraus, MD  
Thomas L. Lawrence, MD  
Robert S. Lazar, MD  
Michael A. Love, MD  
Kenneth W. Marmon, MD\*\*  
John H. Mather, MD  
Walter H. Merrill, MD  
Alvin H. Meyer, Jr., MD  
David M. Moroney, MD\*  
Johnny Nowlin, PA  
Kenneth E. Olive, MD  
Lisa B. Padgett, MD

Bernard L. Parham, MD  
Vincent L. Parrish, LCSW\*\*  
Randall E. Pearson, MD  
Rada Petrinjac-Nenadic, MD  
John M. Prince, Jr., MD  
Tommie M. Richardson, MD\*  
John C. Riddle, MD  
James E. Rogers, DPM  
Robert E. Ross, Jr., MD  
Samuel A. Smith, MD  
James D. Snell, Jr., MD  
Eugene J. Spiotta, Sr., MD  
Ira E. Stein, MD  
Robert S. Sullivan, MD  
Edwin O. Taylor, MD  
William F. Terry, MD  
Steven M. Thomas, MD  
Mr. Michael L. Todd\*  
Thomas C. Towne, MD  
Alexander S. Townes, MD  
Dr. Ken & Mrs. Madge Tullis\*  
Elizabeth L. Turner, MD  
Harrison D. Turner, MD  
Forrest C. Ward, MD  
Steven G. Weaver, MD\*\*  
Arthur E. Williams, DO  
Thomas W. Williams, MD\*  
George B. Winton, MD  
Jesse C. Woodall, Jr., MD  
Jack R. Woodside, Jr., MD\*  
William T. Youmans, MD

\*Memorial Gift

\*\*Honorarium

+Pledge

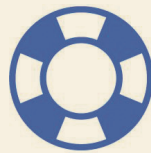
## THANK YOU FOR SUPPORTING YOUR PHYSICIAN'S HEALTH PROGRAM!

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.

## NEW MENTAL HEALTH RESOURCE COMING SOON

**Increasing mental health referrals to the TMF Physician's Health Program have led the Foundation to begin developing a new mental health resource for use by the licensed health professionals it serves across Tennessee.** The resource, an online screening tool, will hopefully be available through the TMF website by early 2020.

The TMF will be the first Physician's Health Program in the country to utilize the Interactive Screening Program (ISP), an online tool created by the American Foundation for Suicide Prevention (AFSP). The TMF plans to use it to help address increasing rates of burnout, depression, and suicide among physicians and other licensed medical professionals.



**American  
Foundation  
for Suicide  
Prevention**

Working in partnership with the AFSP, the TMF will customize the ISP tool for the licensed health professionals it serves in Tennessee. It 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 counselor.

"This tool will be totally anonymous, voluntary, and the outcome completely driven by the user," Dr. Baron said, adding this should address some of the fears involved in asking for help with mental or emotional illness.

### DETAILS TO COME

Watch for more information from the TMF about this new resource on [e-tmf.org](http://e-tmf.org), in the mail, or in our next issue of *Physician's Health*. For more information, contact Brenda Williams-Denbo, TMF Development coordinator, at 615-467-6411 or [brendaw@e-tmf.org](mailto:brendaw@e-tmf.org).



**39.9%** early career physicians are **depressed**.

Dyrbye et al., 2014



Physicians are nearly **twice** more likely than the general population to die by **suicide**.

Hawton et al., 2011

### Scope of the Problem

### PROACTIVE APPROACH

"As the number of mental health referrals began to rise, we saw the need to become more proactive in this area," said TMF Medical Director Dr. Michael Baron. "The goal is to connect more people to the help they need, earlier in the process, hopefully before there's a need for a TMF referral, intervention by employers, or licensing board action," he added.

"There are known barriers to getting help for mental health problems among doctors and other licensed health professionals," said TMF Administrator Mike Todd. "Confidentiality and existing stigma over seeking help, fears of career implications, and the perceived time and cost involved are all factors that can stop them from reaching out when they probably need it the most," he said.

### BARRIERS TO SEEK HELP



Confidentiality



Stigma



Career  
Implications



Time



Cost

Givens & Chia 2002; Pitt et al., 2004

### Barriers to Help-Seeking





5141 Virginia Way, Suite 110  
Brentwood, TN 37027  
Phone: 615-467-6411  
Fax: 615-467-6419  
[www.e-tmf.org](http://www.e-tmf.org)

#### CHANGE OF ADDRESS

Please let us know your new address when you move.

*Thank you for helping us keep in touch!*



#### IN THIS ISSUE

President's Message .....	1
Medical Director's Message .....	2
IDAA/Caduceus Retreat Wrap .....	3
Meet the New President .....	4
IDAA/TMF Perspective .....	4
PHQIC New Members .....	5
Events Calendar .....	5
Donor Acknowledgements .....	6
New Mental Health Resource .....	7
TMF Medallion Society .....	Back

# 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

Maurice M. Acree, Jr., MD,  
St. Simons Island, GA  
Robert C. Alley, MD, Knoxville  
Rex A. Amonette, MD, Memphis  
William C. Anderson, MD, Deceased  
Sam T. Barnes, MD, Cookeville  
James E. Boone, MD, Germantown  
Pleas R. Copas, Jr., MD, Knoxville  
John W. Culclasure, MD, Nashville  
Timothy P. Davis, MD, Chattanooga  
Tracey E. Doering, MD, Nashville  
John H. Eason, Jr., MD, Rockwood  
Dr. Greg & Mrs. Kay Jones Elam, Nashville  
Clifton W. Emerson, MD, Nashville  
Jerre M. Freeman, MD, Memphis  
Douglas H. Gaither, MD, Brentwood  
Peter T. Gardner, MD, Jackson  
David G. Gerkin, MD, Knoxville

Dr. Roland (Deceased) & Mrs. Diane Gray,  
Nashville  
Ruchi Gupta, MD, Knoxville  
Phillip W. Hayes, MD, Dickson  
Alan S. Henson, MD, Nashville  
Charles B. Herrin, MD, Johnson City  
E. Matthew Karl, MD, Franklin  
Robert S. Lazar, MD, Memphis  
Drs. Dwayne & Donna Lett, Lebanon  
Jon F. Lieberman, MD, Fairbanks, AK  
W. Allen Loy, MD, Oliver Springs  
Dr. David & Mrs. Margaret McConnell, MD,  
Newport  
James R. McFerrin, MD, Nashville  
Dr. James & Lulu Nelson, Soddy Daisy  
Michael J. O'Connell, PhD, Knoxville  
Evelyn B. Ogle, MD, Memphis  
Richard E. Parrish MD, Murfreesboro

Vinton D. Pierce, Jr., MD,  
Greenwood Village, CO  
Drs. John & Kimberly Rosdeutscher,  
Nashville  
Perry C. Rothrock, III, MD, Cordova  
Patrick R. Showalter, MD, Murfreesboro  
Robert T. Shull, Jr., MD, Ridgely  
Elliott B. Smith, Jr., MD, Greeneville  
Dr. Steve & Miriam Tate, Franklin  
John B. Thomison, MD, Nashville,  
Deceased  
Edward H. Welles, III, MD, Jackson  
Bennie W. Whitehead, MD, Alcoa  
Mark A. Wigger, MD, Nashville  
Clifton Woodford, MD, Fox Point, WI  
J. Mack Worthington, MD, Chattanooga  
Christopher E. Young, MD,  
Signal Mountain

Learn more: 615-467-6411 or [brendaw@e-tmf.org](mailto:brendaw@e-tmf.org)