



TMF
TENNESSEE MEDICAL
FOUNDATION

**SAVING LIVES.
SAVING CAREERS.**

ANNUAL REPORT

2021

A MESSAGE FROM THE PRESIDENT



As the newly elected President of the TMF Board of Directors, I look back on 2021 and introduce this annual report with mixed feelings. This last year has been difficult for physicians and health professionals; we have endured increased demands and stressors and have seen so much tragedy. It saddens me that the Pandemic has greatly increased the incidence of anxiety, depression, substance abuse, and physician burnout. As a full-time family physician, I have experienced some of these issues personally. This makes me extremely thankful for the Tennessee Medical Foundation and the opportunity to lead and support it.

Being on the TMF Board for nearly eight years has given me a front-row seat to the changes and improvements that have been made within the Physician's Health Program. I have been thrilled to see the initiation of the Tennessee Professional Screening Questionnaire and its development over the last two years. It has become one of our key tools in addressing the mental health stressors and struggles of our provider population during the COVID crisis. I have also

been pleased with the dedicated work of board members and subcommittees reassessing our financial structure to allow us to offer more assistance in grants for those who cannot afford the cost of treatment. I am most pleased with the board itself, as I feel there is an excellent diversity of members, along with their expertise and talents, allowing for insight from many perspectives to give the best benefit to the TMF.

As you read the pages of our 2021 report, please know that none of this would be possible without those of you who support our work with your gifts and advocacy. We are deeply grateful for your partnership in the TMF mission to Save Lives, Save Careers.

A handwritten signature in gold ink that reads "Michael R. Miller, DO". The signature is written in a cursive, flowing style.

Michael R. Miller, DO
President

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.



*“Today I like the guy
I see in the mirror.
The TMF didn’t save my old life,
they showed me a way
to a new life.”*

INTERNAL MEDICINE PHYSICIAN
TMF GRADUATE 2021

A MESSAGE FROM THE MEDICAL DIRECTOR

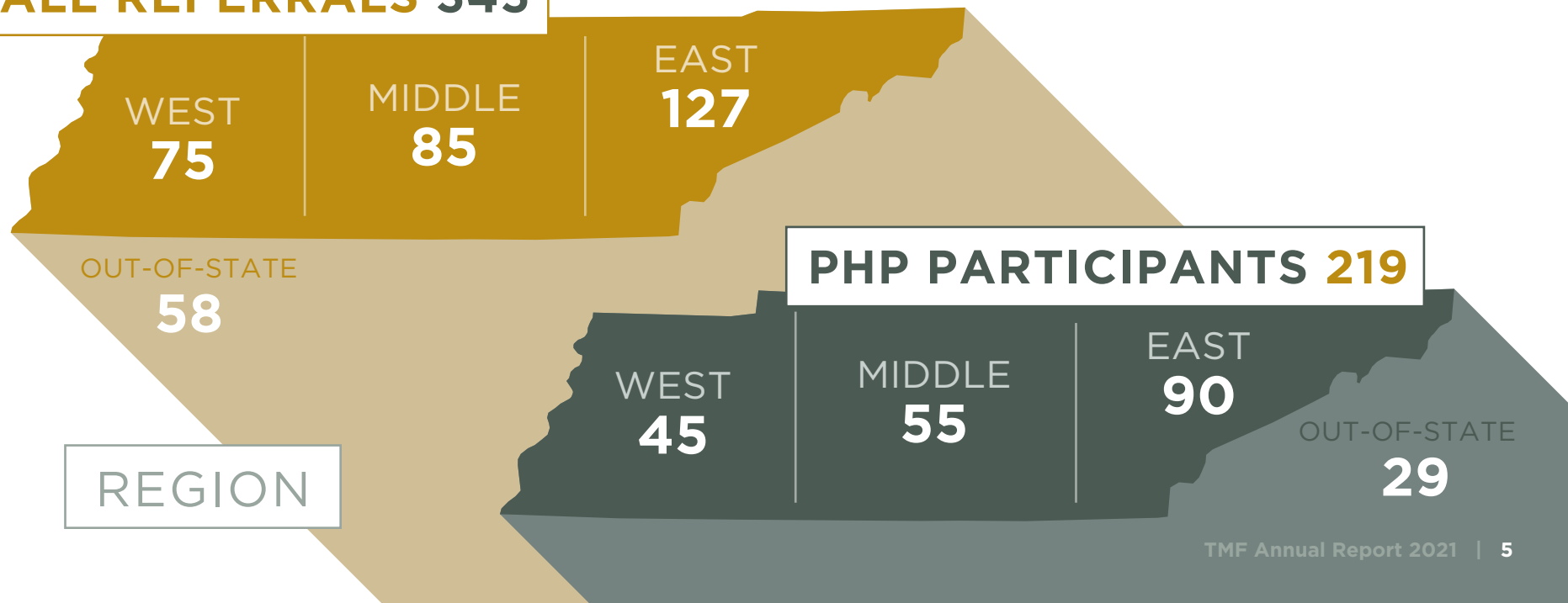


The document in your hands is our first **Annual Report**, which is a vehicle to celebrate the TMF's accomplishments and honor our stakeholders and partners. The TMF's work is based on a highly effective Physician Health Program (PHP) model, described as confidential help based on accountability, consistency, and excellence, or ACE. The ACE concept was developed by the Federation of State Physician Health Programs (FSPHP), one of our partners. We offer expert, non-punitive help to health professionals struggling with impairment of all kinds -- a different but complementary approach to the disciplinary mission of another partner, Tennessee's health regulatory boards. The TMF works in tandem with these stakeholders to assist struggling Tennessee health professionals as well as their families, which helps to ensure quality patient care. None of this would be possible without the support of the partners mentioned above as well as SVMIC, our state's largest medical liability insurer; the Tennessee Medical

Association, which founded and still strongly supports the TMF; Tennessee's hospitals and medical schools; medical professional and specialty associations and societies; along with medical practices, physicians and their health professional colleagues, including past and present participants; and the dedication of our volunteer Board of Directors. The past two years have confirmed both the need for and the effectiveness of Physician Health Programs like the TMF. As we move forward with our mission, we hope to continue to offer both interactive and proactive support for Tennessee's healthcare professionals in 2022 and beyond. Thank you,

Michael Baron, MD, MPH, FASAM
Medical Director

ALL REFERRALS 345



REGION

RECOVERY SUPPORT: CADUCEUS GROUPS

Across the state, TMF participants and graduates attend weekly Caduceus Groups. These meetings offer specialized recovery peer support for health professionals in Tennessee. Led by 21 trusted volunteers and attended by nearly 300 health professionals, Caduceus Groups meet in the following cities: Nashville, Clarksville, Jackson, Kingsport, McKenzie, Memphis, Johnson City, Chattanooga, Knoxville, and Murfreesboro.

In addition, there is a special statewide virtual Caduceus Group meeting for individuals in regions without a nearby group, or under special circumstances. We hold a special place in our hearts for the Caduceus veterans who facilitate these meetings, offering their time, experience, and wisdom to help their colleagues along in the recovery journey.

SPECIALTY

ALL REFERRALS

Addiction Medicine **5**
Anesthesiology **25**
Cardiology/Cardiothoracic Surgery **9**
Chiropractic **7**
Clinical Perfusion **1**
ColoRectal Surgery **1**
Dermatology/Dermatopathology **3**
Disability Medicine **1**
Emergency Medicine **20**
Endocrinology **1**
Family Medicine **47**

Gastroenterology **3**
General Surgery **20**
Hematology **1**
Internal Medicine **36**
Nephrology **1**
Neurology/Neurosurgery **12**
Obstetrics/Gynecology **19**
Occupational Health **2**
Oncology **5**
Ophthalmology **3**
Orthopedics/Orthopedic Surgery **6**

Otolaryngology **3**
Pathology **2**
Pediatrics **16**
Physician Assistant **20**
PA Student **1**
Physical Rehabilitation **1**
Plastic Surgery **3**
Podiatry **2**
Polysomnography **1**
Preventive Medicine **2**
Psychiatry **6**

Pulmonology **5**
Radiology **17**
Rheumatology **2**
Urology/Urologic Surgery **7**
Vascular Surgery **2**
Veterinary Medicine **11**
Medical Students **4**
X-Ray Technicians **5**

PHP PARTICIPANTS

Addiction Medicine **2**
Anesthesiology **19**
Cardiology/Cardiothoracic Surgery **6**
Chiropractic **6**
Dermatology/Dermatopathology **3**
Disability Medicine **1**
Emergency Medicine **14**
Family Medicine **34**
Gastroenterology **2**

General Surgery **13**
Hematology **1**
Internal Medicine **28**
Nephrology **1**
Neurology/Neurosurgery **6**
Obstetrics/Gynecology **11**
Occupational Health **2**
Oncology **3**
Ophthalmology **2**

Orthopedics/Orthopedic Surgery **4**
Otolaryngology **2**
Pathology **1**
Pediatrics **8**
Physician Assistant **8**
Physical Rehabilitation **1**
Plastic Surgery **1**
Podiatry **2**
Preventive Medicine **1**

Psychiatry **5**
Pulmonology **3**
Radiology **10**
Urology/Urologic Surgery **5**
Vascular Surgery **2**
Veterinary/Veterinary Technician **9**
Medical Students **2**
X-Ray Technician **1**

PROFESSION

ALL

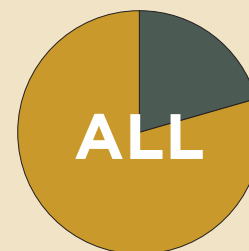
MDs **267**
 DOs **12**
 Medical Residents **12**
 Medical Students **6**
 Physician Assistants **19**
 PA Student **1**
 Veterinarians **10**
 Veterinary Technicians **1**
 Chiropractors **7**
 Podiatrists **2**
 Surgical Assistants **1**
 X-Ray Technicians **5**
 Perfusionists **1**
 Polysomnographers **1**

PHP

MDs **173**
 DOs **9**
 Medical Residents **6**
 Medical Students **4**
 Physician Assistants **8**
 Veterinarians **8**
 Veterinary Technicians **1**
 Chiropractors **6**
 Podiatrists **2**
 Surgical Assistants **1**
 X-Ray Technicians **1**

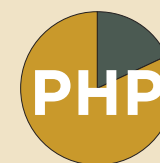
GENDER

70 FEMALES



275 MALES

39 FEMALES



180 MALES

AVERAGE AGE

ALL
 REFERRALS **49.3**

PHP
 PARTICIPANTS **49.9**

PROACTIVE RESOURCES: EDUCATION & ONLINE SCREENING


tn.providerwellness.org

The Tennessee Professional Screening Questionnaire (TN-PSQ) continued to exceed expectations. In Year 2, 178 health professionals visited the website to receive an anonymous mental health screening, for a total of 408 screeners since its launch in February 2020.

Results to date:


- 56% scored in the high/severe distress level
- 40% in moderate distress
- 74% viewed the counselor's initial response
- 32% dialogued with a counselor
- 72% of dialoguers asked for a referral in their area

The key finding: 85 percent of screeners were not already receiving treatment or therapy for their mental health problem. This result indicates the TN-PSQ is reaching its intended population: struggling health professionals who may be reluctant to contact the TMF directly or otherwise seek help on their own.

We want to express our gratitude to the American Foundation for Suicide Prevention (AFSP) Interactive Screening Program, our partners in development and implementation; to our excellent TN-PSQ site counselors, Rhonda Bartine, PMHNP-BC, and Selena Phillips, FNP-BC, both of Willows Health and Recovery in Nashville, TN; and to our donors and grantors who fund this proactive resource.

IMPAIRMENT & WELLNESS EDUCATION

Medical Director Dr. Michael Baron travels the state year-round to ensure that health professionals served by the TMF learn about wellness and healthy practice, impairment signs and symptoms, how to access help through the TMF or TN-PSQ, and other related topics. He writes regularly for health professional publications on topics of physician health and impairment. Dr. Baron's involvement with state and national health professional and regulatory organizations also informs TMF's ongoing efforts to be more effective and proactive with health professional wellness and impairment. **In 2021**, he gave 45 lectures to health professional audiences; took part in seven collaborative meetings and 31 national board and workgroup meetings; and authored three articles for health professional journals.



“Thank you so much for everything. Your work is truly saving lives; Lord knows, it saved mine. I look forward to a future, in large part because of the work your Foundation provides. God bless!”

PHYSICIAN ASSISTANT
TMF GRADUATE 2022



OUTCOMES

NEW REFERRALS 117

Signed Contract 24	Intake/Status Pending 21
Treatment/Contract Expected 6	Licensure Action or Withdrawal 9
Alternate Therapies/Solutions 27	Loss of Advocacy 2
No TMF involvement Needed 25	Deceased 3

NEW CONTRACTS 47

GRADUATES 30

RMA PARTICIPANTS* 19

* Recovery Maintenance Agreement - Voluntary monitoring for PHP graduates

REASON REFERRED

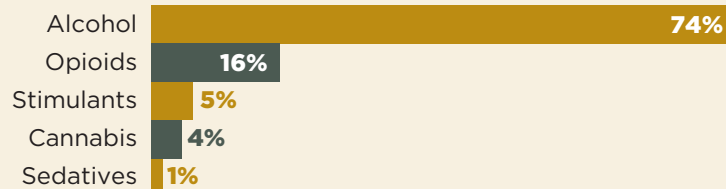
ALL

Substance Use/Abuse **84%**
 Behavioral **7%**
 Psychiatric **3%**
 Sexual Boundary **2%**
 Cognitive **2%**
 Burnout **>1%**
 Overprescribing **<1%**

PHP

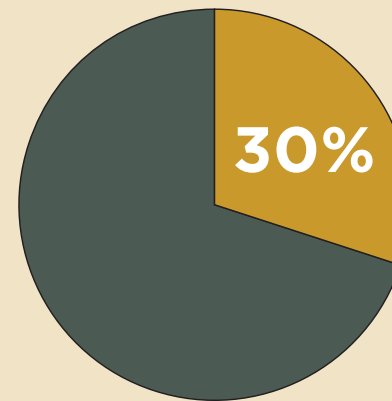
Substance Use/Abuse **97%**
 Behavioral **>1%**
 Psychiatric **>1%**
 Sexual Boundary **<1%**

DRUG OF CHOICE

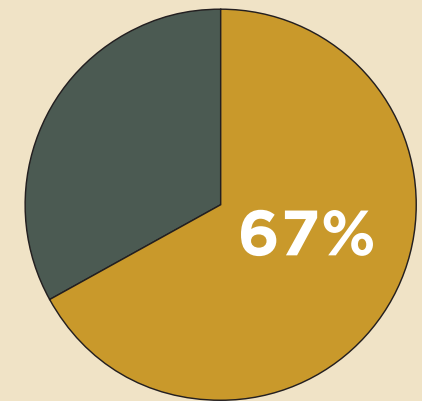


BOARD REFERRED

ALL



PHP



TMF BOARD OF DIRECTORS

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President

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Vice President

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Treasurer

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Natascha S. Thompson, MD

John B. Woods, MD

Mary I. Yarbrough, MD

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Chair

Sherri Gray, MS

John J. Harris, Sr., MD

Lorraine Johnson, RN

Lawrence E. Madlock, MD

Michael R. Miller, DO

Richard E. Parrish, MD

Clay Runnels, MD

Steve Tate, MD

John B. Woods, MD

A MESSAGE FROM THE EXECUTIVE DIRECTOR



We are proud to share the first Annual Report of the Tennessee Medical Foundation. 2021 was a year of recovery for many and the TMF is no exception. Thanks to our many supporters and diverse sources of revenue, the TMF was able to uphold our mission of Saving Lives, Saving Careers throughout the unique difficulties of 2020.

Our program is thriving in many ways. In 2020 we saw two beloved employees retire from the TMF. They were succeeded by outstanding staff members who are committed to aiding medical professionals in recovery and have come up to speed in their roles beautifully. We emerged from 2021 in excellent financial shape due to adjustments made to

expenses and increased support from various sources, including our dedicated individual donors. We also celebrated the two-year anniversary of our Tennessee Professional Screening Questionnaire (TN-PSQ) which proactively reaches medical professionals struggling with mental health issues.

Many thanks to the TMF Board of Directors, Quality Improvement Committee, Staff and our many supporters for making 2021 a remarkable year.

A handwritten signature in gold ink that reads "Jennifer Rainwater". The signature is fluid and cursive.

Jennifer Rainwater
Executive Director

*"The ship is always off course.
Anybody who sails knows that.
Sailing is being off course and correcting.
That gives a sense of what life is about."*

MICHAEL MEADE

SAVING LIVES, SAVING CAREERS: DONOR SUPPORT

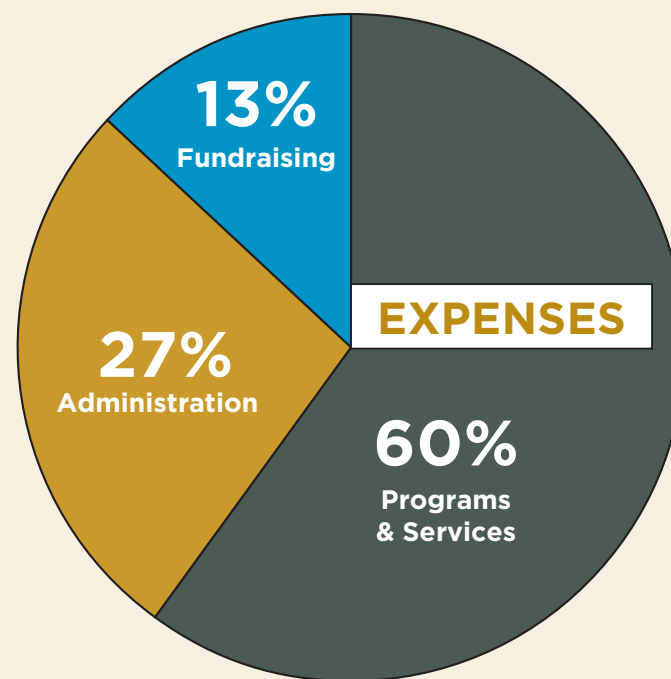
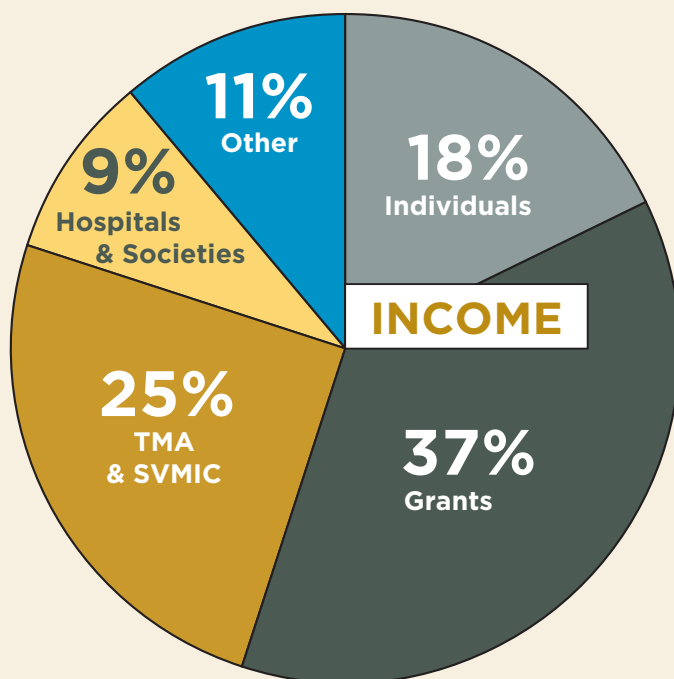
Our mission and work with Tennessee health professionals would be impossible without the investment of our donors: individual health professionals, many of whom are TMF-PHP graduates, along with hospitals, medical practices, regional and medical specialty societies, as well as other healthcare stakeholders, grantors and foundations.

In 2021, we had 359 donations totaling \$662,718.75. Nearly 300, or 83%, were from individual donors, giving nearly \$195,000. The average individual gift was \$649, and more than half were \$300 or less – proof of the power of multiple levels of support. Large or small, each donor was an active partner in our recovery monitoring and support work, our impairment and wellness education across the state, and our additional resources including our online

mental health screening tool, the TN-PSQ. Each partner invested in the lives and careers of health professionals who needed our support; it is because of our donors they were able to receive it.

We are deeply grateful and very proud of our partnerships with our supporters, all of whom are listed annually in the Spring edition of our *Physician's Health* newsletter. Thank you!

2021 FINANCIAL SNAPSHOT





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*"At the height of my addiction,
I was a doctor with a perfect life,
and I wanted to die. In January 2015,
I was drowning, helpless and
alone, with seemingly death as my only
way out. The TMF saved my life.
They gave selflessly and showed me a
way to get a life that is even better
than I could have ever imagined.
'Thank you' is simply not enough."*

INTERNAL MEDICINE PHYSICIAN
TMF GRADUATE 2020; RECOVERY MAINTENANCE
AGREEMENT THROUGH 2022