



Federation of State Physician Health Programs 2022 Board of Directors Candidate Statement of Interest

Candidate Name: Mark J. Albanese, MD

Organization: Physician Health Services, Massachusetts Medical Society

Nominated Position: Northeast Regional Representative

Why do you, or the person nominated, have an interest to serve on the FSPHP Board of Directors as a board member or officer?

Between COVID surges in late Spring 2020, I took a moment to breathe and take inventory. As I looked around, I became increasingly concerned that the health crisis among healthcare providers would become more of a challenge than the pandemic itself. As we enter the third year of the COVID pandemic, I fear that has indeed come to fruition, and many healthcare providers have reached or are approaching a breaking point. I would like the opportunity to work with the other members of the Board of Directors to reverse this crisis.

What is the vision for you, or the person you are nominating, for the next 2-3 years for the organization? (Please include any thoughts on objectives for accountability, consistency, and excellence measures, as well as funding initiatives.)

I think that the next 2-3 years will be a period of coming to terms with the impact of the COVID pandemic on healthcare. In that context, PHPs will be challenged to redesign themselves in the context of this reality. I envision working with other PHPs, especially those in the Northeast Region, to update our programs utilizing the best evidence-based practices available. One area of focus will be testing. How do we integrate the newest technologies, for example? Also, in terms of monitoring, how do we arrive at the right balance of toxicology testing and workplace oversight? These are just two examples of issues to be addressed as we recreate ourselves as the Physician Health Programs for the 21st century.

What skills do you, or the person you are nominating, bring to the organization? I am an addiction psychiatrist with 30 years of experience treating people with co-occurring disorders. I have had the chance to develop and oversee a spectrum of addiction and psychiatry services. I have had a wealth of experience working on multidisciplinary leadership teams. Perhaps most important to this work is my collegiality and sense of humor.

If applicable, do you, or the person you are nominating, agree to run on a contested ballot? Yes

Biography:

Mark Albanese, MD, is the new Medical Director of PHS. Dr. Albanese is a graduate of Weill Cornell Medical College of Cornell University and brings more than thirty years of experience as a psychiatrist specializing in addiction psychiatry. He brings compassion, integrity, and administrative acumen to his understanding of physicians' challenges. He is a longtime MMS member and has also served on the PHS Clinical Advisory Committee for more than 20 years. Most recently, Dr. Albanese was Medical Director for Addictions at Cambridge Health Alliance. He is an assistant professor of psychiatry at Harvard Medical School and is board-certified in both psychiatry and addiction psychiatry. In his new role, Dr. Albanese oversees all professional, educational, assessment, and monitoring services offered by PHS to the Massachusetts medical community. As part of the leadership team, he will be an integral part of steering strategy to realize the PHS mission of improving the health, wellbeing and effectiveness of physicians and medical students in MA, while supporting patient safety.

Disclosures: None provided



Federation of State Physician Health Programs 2022 Board of Directors Candidate Statement of Interest

Candidate Name: Michael Baron MD, MPH, DFASAM

Organization: Tennessee Medical Foundation Physician's Health Program

Nominated Position: President Elect

Why do you, or the person nominated, have an interest to serve on the FSPHP Board of Directors as a board member or officer? I have served on the FSPHP BOD's as a SE Regional Representative for almost 2 complete terms. I chair the Ethics Committee - an as needed committee and chair the very active Evaluation and Treatment Accreditation Committee - the committee that is developing accreditation criteria for safety sensitive workers. These activities have only solidified my interest in promoting the Federation as a National Organization critical to the practice of medicine.

What is the vision for you, or the person you are nominating, for the next 2-3 years for the organization? (Please include any thoughts on objectives for accountability, consistency, and excellence measures, as well as funding initiatives.)

My vision is for the FSPHP to become even more central and critical to organized medicine with a respected voice. Physician health matters have become hot topic items of late in part because of the pandemic. But these issues will be here long after the pandemic. It is important that the FSPHP is invited to the table and well represented at national meetings, webinars and panels.

What skills do you, or the person you are nominating, bring to the organization? My skill set includes having high energy, the ability to communicate across divides, to be inclusive rather than exclusive and to be cool in crisis. I am very familiar with administrative and regulatory health matters having served on Tennessee's Board of Medical Examiners and by doing work with our Department of Health and with the FSMB. I am very willing and able to reach out to other organizations with overlapping missions like the AFSP.

If applicable, do you, or the person you are nominating, agree to run on a contested ballot? Yes

Biography:

Dr. Michael Baron obtained an MD and MPH degree at Tulane University. After completing an Internal Medicine Internship at Charity Hospital in New Orleans, he completed his Anesthesiology residency at Washington University in St Louis and his Psychiatry residency at Vanderbilt University. He has maintained board certifications in Anesthesiology, Psychiatry and Addiction Medicine. He has practiced in the Nashville area in a variety of settings. He is a Clinical Assistant Professor of Psychiatry at Vanderbilt University. His specialty is chronic pain and addiction. In 2006, he published original research showing that high dose opioids increased chronic pain scores.

Dr. Baron was appointed to the Tennessee Board of Medical Examiners (BME) in 2010 and reappointed in 2015. He served as Chair of the Tennessee Controlled Substance Monitoring Database committee for 3 years. He helped write many different Tennessee Department of Health rules pertaining to the treatment of pain, prescribing controlled substances and Office Based Opioid Treatment. Dr. Baron resigned from the appointed positions in January 2017 to accept the Medical Director position of the Tennessee Medical Foundation – Physician Health Program. Dr. Baron serves on the steering committee for the Tennessee Chronic Pain Guidelines. He helped write the Federation of State Medical Boards policy on Physician Sexual Misconduct in 2019 and the Impaired Physician Policy in 2020. Dr. Baron is also the volunteer Medical Director for the Nashville/Davidson County Drug Court and the Women's Residential Recovery Court.

Dr. Baron joined the Federation of State Physician Health Programs in 2017 and has served as a Southeast Regional Director for the last 3 years. He currently serves as Chair of the Ethics Committee and as Chair of the Evaluation and Treatment Accreditation Committee (FSPHP-ETA™).

Disclosures:

Appointed to the Tennessee Lawyers Assistance Program Commission - term expires June 30, 2022 but may result in re-appointment.
Vanderbilt University, Dept. of Internal Medicine - Center for Professional Health Course Instructor - Prescribing Controlled Drugs.



Federation of State Physician Health Programs 2022 Board of Directors Candidate Statement of Interest

Candidate Name: Paul Earley, MD, DFASAM

Organization: Georgia Professionals Health Program, Inc.

Nominated Position: Southeast Region Director

Why do you, or the person nominated, have an interest to serve on the FSPHP Board of Directors as a board member or officer? I have a long and enduring interest in physician health as it has been the focus of my three and one-half decade career. I believe I can continue to be of service to this fine organization.

What is the vision for you, or the person you are nominating, for the next 2-3 years for the organization? (Please include any thoughts on objectives for accountability, consistency, and excellence measures, as well as funding initiatives.)
The FSPHP is moving from a casual collection of people interested in physician health to a system of care that not only ensures the health of those in the medical profession but serves as a model for chronic mental health disease management. This is an exciting time for our organization.

What skills do you, or the person you are nominating, bring to the organization? I am the lead author of sections on physician addiction in two textbooks (*The ASAM Principles of Addiction Medicine* and *The ASAM Criteria*) that describe the history and current standards of care for safety-sensitive workers. I have contributed to multiple studies about physician health. I believe I bring organizational, writing and research skills to our evolving organization

If applicable, do you, or the person you are nominating, agree to run on a contested ballot? Yes

Biography:

Dr. Earley has been an Addiction Medicine Physician for 37 years. He treats all types of addictive disorders and specializes in the assessment and treatment of health care professionals. As a therapist, he works with patients already in recovery, providing long term therapy for those who suffer from this disease. His professional expertise extends to advocacy for professionals before agencies and licensing boards.

Dr. Earley is a dynamic speaker and educator; he speaks and trains on topics of addiction, its treatment and addiction among health care professionals. In addition, he trains therapists about the neurobiological basis of addiction and psychotherapy. In his travels, he has provided training in the United States, Canada, the United Kingdom, Italy and Switzerland.

He has contributed to the American Society of Addiction Medicine (ASAM) Textbook: *Principles of Addiction Medicine*, as author of the chapter: Physician Health Programs and Addiction among Physicians. He is one of the contributing authors of *The ASAM Criteria*. His most recent books, *RecoveryMind Training* and the *Skills Manual for RecoveryMind Training* are published by Central Recovery Press.

His work was featured in the documentary series on addiction entitled *Close to Home* by Bill Moyers. Dr. Earley is a Fellow of ASAM and has been on the board of ASAM for over 25 years in several capacities. He is currently a the immediate past president of ASAM and the Federation of State Physician Health Programs (FSPHP) He has been the Medical Director of two nationally acclaimed addiction programs specializing in the care of addicted health care professionals. Currently, Dr. Earley is the Medical Director of the Georgia Professionals Health Program, Inc., the Physicians Health Program (PHP) for the state of Georgia in the U.S. As the founder of Earley Consultancy, LLC, he has provided consultation to numerous treatment agencies providing training in treatment effectiveness and staff development.

Dr. Earley is the recipient of the ASAM Annual Award in 2015. ASAM states the award is presented "For outstanding contributions to the growth and vitality of our Society, for thoughtful leadership in the field, and for deep understanding of the art and science of Addiction Medicine" and "For expanding the frontiers of the field of Addiction Medicine and broadening our understanding of the addictive process, through research and innovation."

Disclosures:

Salary as the Medical Director of the Georgia Professionals Health Program, Inc.

Principal, Earley Consultancy, LLC providing consultation to the addiction treatment industry

Vice President of Medical Affairs at DynamiCare Health Inc. a software company that builds recovery support tools

President of the American Society of Addiction Medicine, a volunteer position 2019-2021



Federation of State Physician Health Programs 2022 Board of Directors Candidate Statement of Interest

Candidate Name: Laura Moss, MD

Organization: Washington Physicians Health Program

Nominated Position: Western Region Director

Why do you, or the person nominated, have an interest to serve on the FSPHP Board of Directors as a board member or officer? My first thought when a suggestion was made that I consider a position on the FSPHP board was what a great opportunity to do service work for the organization and mission that I hold dear to my heart. I have been working with health care professionals for over a decade, first in the treatment setting as the director of the Health Care Professionals Program at Hazelden Betty Ford Foundation in Oregon, and currently as the Associate Medical Director for the Washington Physicians Health Program (WPHP). I have seen the challenges and opportunities from multiple perspectives- the participant, the treating provider, the workplace, and the PHP. I have enjoyed previous opportunities to collaborate with FSPHP members, presenting at the annual meetings and serving on the ETAC committee. It is such an exciting time in the FSPHP with multiple continuous quality assurance projects in effort to do our best for the stakeholders we serve. I would love to assist in these efforts and believe my years of experience, work ethic, and passion for this work will allow me to serve as a resource, team player and collaborator in this important work.

What is the vision for you, or the person you are nominating, for the next 2-3 years for the organization? (Please include any thoughts on objectives for accountability, consistency, and excellence measures, as well as funding initiatives.)

If allowed to serve on the FSPHP Board, I can imagine assisting the FSPHP and its members in the ongoing quality assurance efforts. Additionally, I have an interest in participating in efforts toward data gathering as many detractors cite the paucity of data, including outcome data, as rationale for lack of confidence in the work we do.

What skills do you, or the person you are nominating, bring to the organization? As a board certified general and addiction psychiatrist, I have over a decade of leadership and middle management experience within small and large organizations. I have worked in treatment centers that provided evaluation, treatment, and fitness for duty opinions for healthcare professionals. I have been the Associate Medical Director for WPHP since April 2016. I have experience utilizing PDSA and Lean principles in QA efforts, leading teams for various QA projects, and writing policy and procedure documents. I participated in the early FSPHP efforts to develop a position statement about MAT, presented at the annual meeting many times, and currently serve on the ETAC committee. In my early career I participated in research projects, was first and second authors in a variety of peer reviewed journal articles, contributed a chapter in a scholarly book, and continue to enjoy writing. I am a worker among workers and thrive in team settings.

If applicable, do you, or the person you are nominating, agree to run on a contested ballot? Yes

Biography:

Dr. Moss received a BS in Nursing from Washington State University and MD from University of Washington School of Medicine. She completed psychiatry residency and addiction fellowship at the University of Washington and the Seattle VA Medical Center, and is board certified in General and Addiction Psychiatry through the ABPN. She was the director of the Women's Trauma and Recovery Center at the Seattle VA, an Assistant Professor at the University of Washington, and later became the Medical Director and the Director of the Health Care Professionals Program at the Hazelden Betty Ford, Oregon. Currently, she is the Associate Medical Director for the Washington Physicians Health Program.

Disclosures: None provided



Federation of State Physician Health Programs 2022 Board of Directors Candidate Statement of Interest

Candidate Name: Richard N. Whitney, MD, FASAM

Organization: Ohio Physicians Health Program

Nominated Position: Central Regional Representative

Why do you, or the person nominated, have an interest to serve on the FSPHP Board of Directors as a board member or officer?

While I recently began my position as Medical Director of the Ohio PHP, I have worked in the addiction medicine field for over 30 years, including 17 years as medical director of a State Medical Board of Ohio approved program and have treated several hundred licensed physicians and other healthcare professionals for addictive disease and related conditions. During these 17 years, I worked closely with the Ohio PHP. Now that I have begun my current position, I wish to learn more about the FSPHP and contribute to the PHP field, both in the state of Ohio and nationally.

What is the vision for you, or the person you are nominating, for the next 2-3 years for the organization? (Please include any thoughts on objectives for accountability, consistency, and excellence measures, as well as funding initiatives.)

The Ohio-PHP recently received funding from the Ohio legislature to expand our services to all Ohio healthcare licensing board practitioners. We currently provide services to our state medical board, dental board, veterinary board, chiropractic board, and vision board licensees. I would like to learn from and contribute to the FSPHP 'best practices' regarding screening, referral, monitoring, etc. of healthcare professionals so as to bring these standards to Ohio and hopefully be able to assist other PHPs in serving their program's participants.

What skills do you, or the person you are nominating, bring to the organization? I completed a fellowship in addiction medicine from January 1991-1992 and have practiced in the field since that time. I have worked with physicians and other healthcare practitioners for much of that time, including performing 72-Hour evaluations, serving as attending physician, clinically supervising our counselor staffs, and interacting with medical, dental, pharmacy, nursing and other licensing boards in many capacities. In Ohio, I have worked closely with the Ohio PHP, developing respect for the services offered to licensed professionals. I believe I am experienced in not only the clinical aspects of treatment and monitoring of these professionals for SUDs and related conditions, but in the challenging environment of communicating with members of state licensing boards. I believe my experience can assist the FSPHP itself and the member PHPs in facilitating the health and wellness of healthcare professionals in order to enhance patient care and safety.

If applicable, do you, or the person you are nominating, agree to run on a contested ballot? Yes

Biography:

Richard N. Whitney, MD, FASAM now serves as the Medical Director of the Ohio Physicians Health Program. This organization provides comprehensive assessment and referral services, as well as monitoring and advocacy, for healthcare professionals throughout Ohio who have been diagnosed with addictive disorders or other mental, emotional, and behavioral illnesses.

Previously, Dr. Whitney practiced Addiction Medicine at Shepherd Hill, the Behavioral Health Department of Licking Memorial Hospital in Newark, Ohio and served as Medical Director of Addiction Services from 2001 until 2018. He is a frequent course instructor for the American Society of Addiction Medicine as well as a lecturer for a variety of professional and community organizations.

Dr. Whitney was graduated from the University of Texas Southwestern Medical School in Dallas, Texas. He then completed an internship in Internal Medicine at the University of Missouri-Kansas City School of Medicine and the Affiliated Hospitals' Consortium for Health Education, Kansas City, Missouri, followed by a residency in Emergency Medicine at Truman Medical Center, also in Kansas City, Missouri.

Following several years of practice in Emergency Medicine, Dr. Whitney completed a fellowship in Addiction Medicine at Charter Hospital of Dallas in 1991 and has practiced Addiction Medicine since that time. He is a diplomate of the American Board of Addiction Medicine and is a Fellow of the American Society of Addiction Medicine. Dr. Whitney has also been certified by examination by the American Board of Emergency Medicine and was elected a Fellow of the American College of Emergency Physicians. He was also certified by examination by the American Academy of Pain Management.

Dr. Whitney is married to Carol S. Whitney, PhD, who is an educator specializing in the education and enrichment of gifted students, as well as author of four books in the field of gifted education.

Disclosures: None provided