


“IMPAIRED PROFESSIONALS”

Rethinking Substance Use Disorder Management

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2016 INTSNA CONFERENCE



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TRAGIC TRAGEDY: KIERSTEN CERVESKY

### Doctor Overdoses at High-Society NYC 'Cocaine Apartment'

A beautiful Long Island dermatologist and mother of three died after a night out partying with an Emmy-nominated HBO producer—and cops are still looking for answers.

A night of blowing off steam in Manhattan for a visiting mother of three ended tragically on Sunday morning. Kiersten Riechenbach Cervesky was found dead in the doorway of a Manhattan apartment building under mysterious circumstances that have sent a frenzy of rumors flying across the New York tabloids.



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I have no financial interests, arrangements, or relationships that could be perceived as a conflict of interest within the context of this presentation.

DISCLOSURE STATEMENT

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THE GOOD NEWS!



86% - 92% OF HCP ARE NOT ADDICTS

Sources - (Baldissari, 2007; Baser et al., 2014; Davis, Powers, Volk, & Kennedy, 2014; Gudin, 2012; McEllan, Skipper, Campbell, & DuPont)  
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THE BAD NEWS!



8% - 14% OF US ARE

Sources - (Baldissari, 2007; Baser et al., 2014; Davis, Powers, Volk, & Kennedy, 2014; Gudin, 2012; McEllan, Skipper, Campbell, & DuPont)  
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- Prevalence of HCP SUD is between 8-14%
- Impaired clinicians risk Public Safety
- Identification, Intervention and Treatment are evolving
- Alternative to Discipline (ATD) modeled on Physician Health Programs (PHP) show best outcomes

Sources - (Baldissari, 2007; Baser et al., 2014; Davis, Powers, Volk, & Kennedy, 2014; Gudin, 2012; McEllan, Skipper, Campbell, & DuPont, 2008; Merrill & Duncan, 2014; Watkins, 2010)  
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- 182 Journal Articles reviewed
- Recurring elements:
  - HCP Prevalence is similar to US population prevalence
  - Risk & Preventative factors are identified
  - Barriers to Intervention and Recovery are substantial
  - Physicians - definitive body of QUALITY research
  - ATD is well positioned for systemic quantum improvements

LITERATURE REVIEW

Sources: (DuPont, McLellan, White, Merlo, & Gold, 2009)(Kunyk, 2013)(Rejas, Brand, Jeon-Slaughter, & Koon, 2014)(Monroe, Kenaga, Dietrich, Carter, & Cowan, 2013)(Herlton-Deutsch, McNeill, & O'Neavey Day, 2013)

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- SUD - chronic, progressive, fatal brain disease
- compulsive drug craving, seeking and use despite harmful consequences
- Alternative To Discipline (ATD) based on Physician Health Program (PHP) appear promising for other professionals

Sources-(National Institute on Drug Abuse, 2008) (Monroe, Kenaga, Dietrich, Carter, & Cowan, 2009) (DuPont, McLellan, White, Merlo, & Gold, 2013)

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- Genetic
  - Twin/Adoption Studies
- Brain Structure/Physiology
  - brain atrophy, cingulate hyperactivity
- Endocrine
  - Cortisol/corticotropin ratio
- Psychiatric Co-morbidity

CONTRIBUTING FACTORS

Sources- (Monroe, Kenaga, Dietrich, Carter, & Cowan, 2013)(Darbro & Mallarakis, 2013)(DuPont & Gold, 2007)

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- Early use
- Method of Administration
- Family
- Peers
- School/Community/Socioeconomic

CONTRIBUTING FACTORS

Sources- (Monroe, Kenaga, Dietrich, Carter, & Cowan, 2013)(Darbro & Malliarakis, 2013)(DuPont & Gold, 2007; Forman, 2016)

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- An Imperfect Storm
- “Gateway Drugs”
- Risk Taking Behaviors
- High Stress Career
- Ease of Access to Medications
- Disposable income

CONTRIBUTING FACTORS - CATALYSTS

Sources- (Monroe, Kenaga, Dietrich, Carter, & Cowan, 2013)(Darbro & Malliarakis, 2013; DuPont & Gold, 2007)

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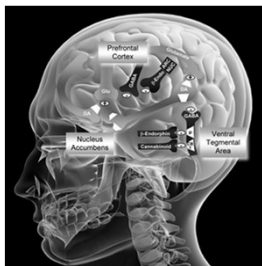
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System Structure

Sources- (Abuse, 2008; McClure & Bickel, 2014; National Institute on Drug Abuse (NIDA), 2015)

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- Addictive substance enters body
  - Inject, drink, IV/IM, Intranasal
- Reward System Activated (dopaminergic pathways)
- Reward system “hijacked”
  - Nucleus Accumbens flooded
  - Hippocampus retains patterning
  - Amygdala establishes Conditioned Response

PATHOLOGY REVIEW

Sources- (Abuse., 2008; McClure & Bickel, 2014; National Institute on Drug Abuse (NIDA), 2015)

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- Genetic predisposition
- Prefrontal Cortex Development
- Risk/Environmental factor
- BEHAVIORALLY MEDIATED!!!

NEURO/PSYCHOSOCIAL

Sources- (Abuse., 2008; McClure & Bickel, 2014; National Institute on Drug Abuse (NIDA), 2015)

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Kristin Waite-Labott talks about the easy access she had to medications while a nurse at a Milwaukee hospital

You'd be *shocked* how pissed people get about medical professionals being high on the job.

DISEASE BURDEN

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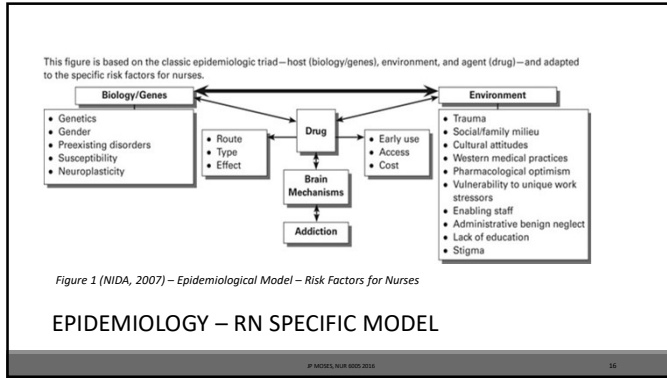
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- Prevalence Well Established
    - 8% to 14%
  - Multiple Barriers to Change
  - Immature/Inconsistent ATD
  - Just Cause Environment Lacking
  - Policy Mechanisms Ill Defined
- PROBLEM DEFINITION**
- Sources - (Abuse., 2008; Alunni-Kinkle, 2015; American Psychiatric Association, 2013; Baldissari, 2007; Boyd, 2014; Braquehais et al., 2014; Breier-Mackie, 2007; Coombs, 2001; Larson, 2007)
- © MODEL, NIDA 17

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- Increased narcotic sign outs/offers to “waste”
  - Frequent “lack of pain relief” by patients
  - Offers to sedate/medicate OTHER nurses patients
  - Decrease hygiene/appearance
  - Brief, unexplained absence from unit (restroom?)
  - Abrupt mood changes
- CLINICAL PRESENTATION**
- Sources - (Braquehais et al., 2014; Comin et al., 2013; Shaw, McGovern, Angres, & Rawal, 2004)
- © MODEL, NIDA 18

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- Reduced patient care quality
- Tardiness/Absences/Request to leave work early
- Mouthwash/breath mints/gum
- Documentation discrepancies

CLINICAL PRESENTATION

Sources - (Braquehais et al., 2014; Comin et al., 2013; Shaw, McGovern, Angres, & Rawal, 2004)

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“He pulled the syringe out of his arm and dropped it in the toilet before falling face first into the stall’s metal door. He hit the ground, and his head flopped out from under the partition. As the drug paralyzed more muscles, Kwiatkowski could no longer breathe, though he was fully conscious.”

NEW HAMPSHIRE DEPARTMENT OF JUSTICE/REUTERS

David Kwiatkowski, 35, a contract radiology technologist who worked at eighteen hospitals in seven states, was accused of infecting at least 45 people with hepatitis C at hospitals in New Hampshire, Kansas, Maryland and Pennsylvania

DISEASE BURDEN

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- Family afflicted (parent, sibling, GP)
- Early experimentation with alcohol/tobacco
- Specialty Area (Anesthesia, ICU, ER, OR)
- Gender (F), Age (younger), increased stress
- Psychiatric Comorbidity
- Shift work

RISK FACTORS - GENERAL

Sources - (Darbro & Malliarakis, 2013; Malliarakis, Smith, & Darbro, 2012)(Braquehais et al., 2014; O’Shea, 2015)

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- Acceptable means of coping
- Pharmacological optimism
- Sense of entitlement
- HCP status
- Belief that self-treatment works

RISK FACTORS - ATTITUDINAL

Source - (Clark & Farnsworth, 2006)

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- Anti-diversion measures in workplace
- High workplace satisfaction/support
- Belief in societal values/norms
- Religious/spiritual belief system
- Strong early attachment to parents

PROTECTIVE FACTORS

Sources -(Braquehais et al., 2014; O'Shea, 2015; Simoneau & Bergeron, 2000)

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- Life threatening to individuals (310,000)
- Public Health safety threat
- Economic – 700 BILLION (NIDA, 2014)
- Family, community, social network

DISEASE BURDEN

Sources - (Bettinardi-Angres, Pickett, & Patrick, 2012; Cares, Pace, Denious, & Crane, 2015; Conchar & Repper, 2014; Ganley, Pendergast, Wilkerson, & Mattingly, 2005)

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- Pre-entry psychometric testing (CONTROVERSY!)
- Random screening for all HCPs
- Increased basic and recurrent education
- HCP takes responsibility for intervening in cohorts' impaired practice

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- NCSBN tools available
  - State BON slow to adopt
- Separate treatment, monitoring, and reporting in ATDs
- Consider combining and standardizing all professional monitoring

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- Pre-contemplation- no recognition of need
- Contemplation – thinking about change
- Preparation – planning for change
- Action – developing new behaviors
- Maintenance – ongoing/refining behavior

TRANSTHEORETICAL MODEL: STAGES OF  
CHANGE

Sources-(Lipschitz et al., 2015; Norcross, Krebs,  
& Prochaska, 2011; Prochaska, 1994)

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Quality of selected research varies widely in all domains

HCP with SUD is a well studied, multidimensional problem

Screen HCP school applicants for risk factors

Prescriptive recurrent education

Standardized ATD Programs based on PHP “Care Model”

Hiring and RANDOM UDS

Summary

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