



WASHINGTON
PHYSICIANS
HEALTH PROGRAM

2024

ANNUAL REPORT



A MESSAGE FROM THE DIRECTORS

Dear Friends,

This Annual Report celebrates WPHP's accomplishments and impact in 2024, while honoring our valued partners. Our work is based on a simple and highly-effective model—confidential help, not discipline, best supports a healthy and safe healthcare workforce. WPHP works and truly makes a difference—our program participants, along with their families, patients, and communities, all benefit from our efforts. None of this would be possible without the support of the licensees whose surcharges underwrite our work; the courage and compassion of those who reach out on behalf of themselves or a peer; the collaboration of employers, organizations, professional associations, Boards, and Commissions, with whom we partner; and the dedication of our volunteer Board of Directors who guide our mission. We encourage you to share this report with your teams and partners to help us reach everyone in need across Washington's medical community. Thank you!

A handwritten signature in blue ink, appearing to read "Chris Bundy", is positioned above the name and title of the Executive Medical Director.

Chris Bundy, MD, MPH

EXECUTIVE MEDICAL DIRECTOR

A handwritten signature in blue ink, appearing to read "Sheldon Cooper", is positioned above the name and title of the Executive Director.

Sheldon Cooper

EXECUTIVE DIRECTOR

OUR MISSION

WPHP is Washington's trusted resource for restoring the health of medical professionals. Our confidential support and exceptional outcomes provide reassurance of safe practice and promote workforce sustainability.

OUR VISION

Advancing the health and well-being of our medical community.

OUR VALUES

COLLABORATION

We honor the role that each person plays in working together.

RESPECT

We believe in the inherent worth of all people and foster a safe and affirming environment.

EQUITY

We recognize diverse backgrounds and needs.

ADVOCACY

We champion people and causes that further our mission.

TRANSPARENCY

We build trust through honesty and openness.

EXCELLENCE

We are driven to be the best at what we do.

SERVICE

We are dedicated to providing outstanding support to all we serve.



OUR HISTORY

WPHP was founded in 1986 by a group of concerned members of the Washington State Medical Association who wanted their colleagues to receive treatment, rather than discipline, when illness threatened safe practice. Today, WPHP is an independent, physician-led, nonprofit organization providing critical support to Washington's health professional workforce. With more than 35 years of developed expertise, service commitment, and outstanding outcomes, WPHP has earned the trust and support of the medical community in Washington and the program participants we serve.

HEALTHY DOCTORS, BETTER CARE

- Increased patient safety
- Higher patient satisfaction
- Lower professional liability risk
- Better treatment recommendations and increased treatment adherence
- Better treatment outcomes

"WPHP's greatest strengths are their professional staff who bring depth of expertise and great compassion and commitment to serve physicians and consumer safety."

- WPHP STAKEHOLDER

"WPHP was kind, compassionate, and so helpful. They were professional and supportive all in one. Thank you for all you do for physician health."

- WPHP PARTICIPANT



CONFIDENTIAL HELP, TRUSTED ADVOCACY

90%

of participants receive help
without ever being known to
their licensing board

WHAT IS WPHP'S PURPOSE?

- Assist in the early detection and treatment of illnesses that could compromise safe practice
- Provide participants with credible verification of health status and program adherence when needed to support continuation or re-entry to practice
- Confront stigma, bias, and discrimination through education, outreach, and advocacy

WHAT DOES WPHP HELP WITH?

- Mental health conditions
- Medical conditions
- Cognitive issues
- Substance use disorders
- Stress and burnout
- ANY health condition

WHO WE SERVE

Allopathic, Osteopathic, and Podiatric Physicians, Physician Assistants, Dentists, Veterinarians, and the residents, students, and family members of these professions



ADVOCACY WORK

WPHP continues to make tremendous strides in advocating for license and credentialing question reforms and addressing other systemic barriers to mental health and well-being.



OUR IMPACT

Saving lives, saving careers, and preserving the healthcare workforce

408 HEALTH PROFESSIONALS SERVED BY WPHP IN 2024

92%

Colleagues report that WPHP is a **valuable resource** to the medical community

83%

Colleagues report that WPHP provides **exceptional service**

88%

Colleagues **would refer another colleague** to WPHP

90%

Participants report being **treated with courtesy and respect** by WPHP

84%

Participants describe their WPHP experience as **helpful**

87%

Participants report **needing and benefiting from WPHP advocacy**

WPHP REDUCES BURNOUT

45%

NATIONAL AVERAGE



17%

WPHP PARTICIPANTS



WPHP participants have consistently reported substantially lower rates of burnout than national averages.



1 IN 5

Report that WPHP saved their life



85%

Working in their field at program completion

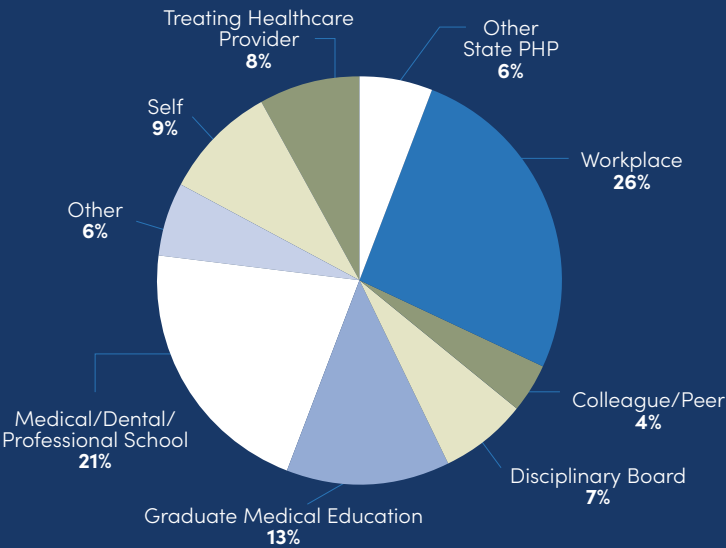


86%

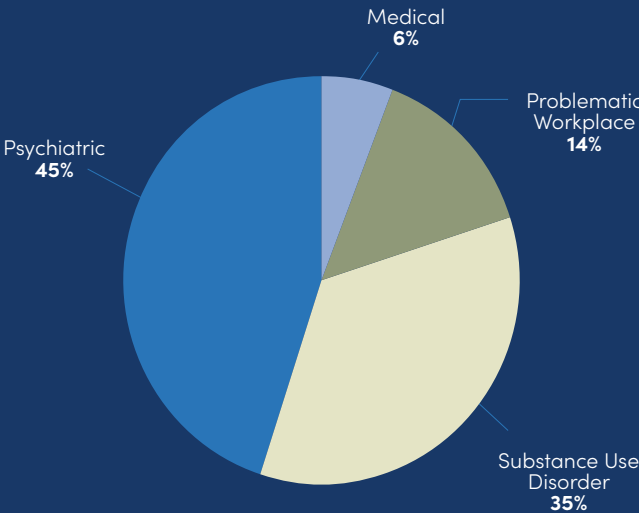
Participants with substance use disorder remain abstinent at 5 years

CONFIDENTIAL REFERRALS TO WPHP

REFERRAL SOURCES



REFERRAL REASONS



**SUPPORT IS
OFFERED,
CONCERNS ARE
PUT TO REST**

158
138
81

Health professionals referred to WPHP

Health professionals assessed by WPHP

Enrolled in a Health Support Agreement

About half of those referred to WPHP receive support and advocacy without the need to enroll in a Health Support Agreement

WPHP REFERRALS BY LOCATION

Washington, by region:

NORTH	4	NORTH CENTRAL	3
NORTHWEST	4	SOUTH CENTRAL	8
PUGET SOUND	79	SOUTHWEST	8
WEST	4	EAST	13

Out of State:

ALASKA	3	MONTANA	7
CALIFORNIA	1	NORTH CAROLINA	2
FLORIDA	3	OHIO	3
IDAHO	4	OREGON	4
ILLINOIS	1	VIRGINIA	1
KENTUCKY	1	WYOMING	1
LOUISIANA	2	OUT OF COUNTRY	1
MICHIGAN	1		



PARTNERSHIP = STRENGTH

EDUCATION & OUTREACH

50

Number of educational presentations

2,899

Professionals reached through presentations

82

Outreach meetings & conferences

16,458

Social media impressions

55,297,722

Newsletter, article & publication impressions

EDUCATIONAL TOPICS

WPHP offers educational presentations to the Washington medical community, highlighting our programs and services, along with a range of relevant health-related topics.

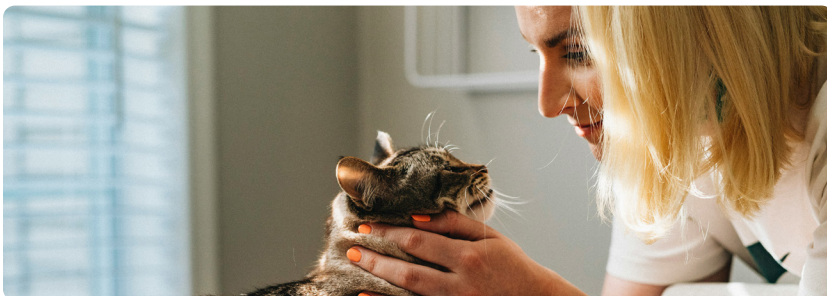
ORGANIZATIONS WPHP PRESENTED TO IN 2024

- Accreditation Council for Graduate Medical Education
- American Academy of Addiction Psychiatry
- American Dental Association
- Association of American Medical Colleges
- Board of Osteopathic Medicine and Surgery
- Dental Quality Assurance Commission
- Federation of State Medical Boards
- Federation of State Physician Health Programs
- International Doctors in Alcoholics Anonymous
- Kadlec Family Medicine Residency Program
- Medical Board of California
- Medical Professional Liability Association
- Pacific Northwest Dental Conference
- Pacific Northwest Veterinary Conference
- Podiatric Medical Board
- Spokane Teaching Health Center
- Swedish Health Services
- Trios Health
- University of Washington Medicine MEDEX Northwest
- University of Washington Psychiatry Residency
- University of Washington School of Dentistry
- University of Washington School of Medicine
- Veterinary Board of Governors
- Washington Association of Medical Staff Services
- Washington Medical Commission
- Washington State Dental Association
- Washington State Department of Health
- Washington State Hospital Association
- Washington State Medical Association
- Washington State Podiatric Medical Association
- Washington State Veterinary Medical Association

AFFILIATIONS

WPHP is an affiliated training site for the University of Washington Department of Psychiatry and Behavioral Sciences Residency and Swedish Addiction Medicine Fellowship.

WPHP is also a liaison member of the board of trustees for the Washington State Medical Association and is an active member of the Federation of State Physician Health Programs, a national membership organization that provides a forum for guidance, education, and research collaboration among state physician health programs.



WPHP BOARD OF DIRECTORS

Barbara Schneidman, MD, MPH, Board Chair

Brad McPhee, DDS, Board Vice-Chair

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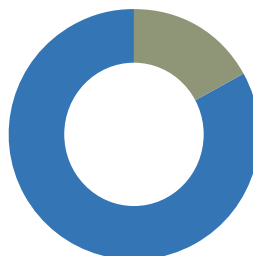
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WPHP.ORG

CONNECT WITH US:  

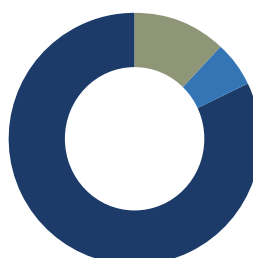
2024

FINANCIAL SNAPSHOT



FUNCTIONAL EXPENSES

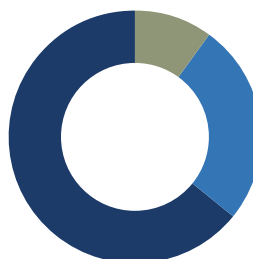
20% MANAGEMENT & GENERAL
80% PROGRAM SERVICES



REVENUE RESOURCES*

12% PARTICIPANT FEES
5% DONATIONS & OTHER
83% LICENSE SURCHARGES

*Excludes WPHP's investment activity.



WPHP FINANCIAL AID GRANT SOURCES

10% CHARITABLE DONATIONS
26% UW CONTRACT
64% WPHP ASSISTANCE

WPHP PROVIDED \$207,931 IN GRANTS TO 83 PARTICIPANTS IN NEED DURING 2024.

These contributions supported participant access to evaluation and treatment, our Annual Reunion and ongoing WPHP services. We are deeply grateful to our donors for their support.