



# COMMUNICATIONS KIT



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[wphp.org](http://wphp.org)



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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 dark 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 dark 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

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**"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

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**"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

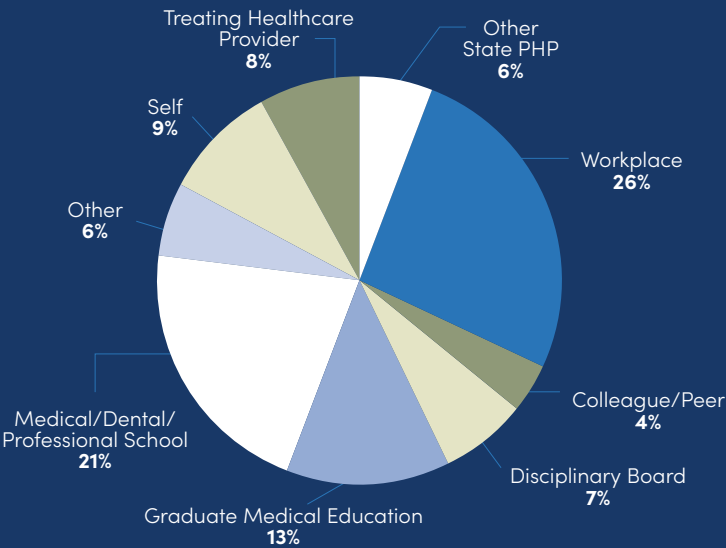


86%

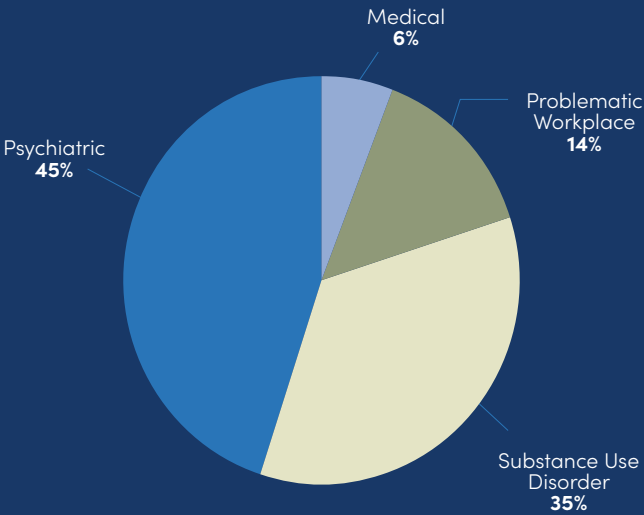
Participants with substance use disorder remain abstinent at 5 years

# 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.

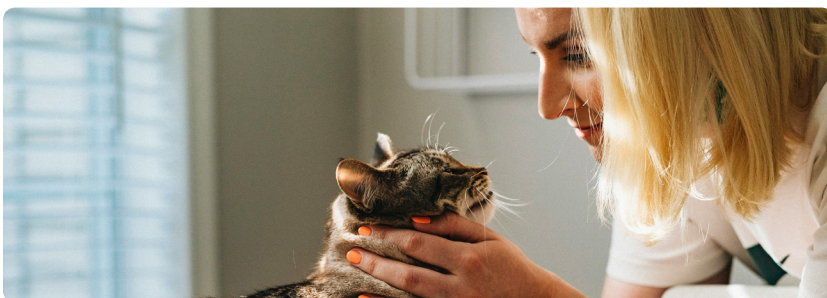
## ORGANIZATIONS WPHP PRESENTED TO IN 2024

- 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

LuAnn Chen, MD, MHA, FAAFP, Treasurer

Carla Ainsworth, MD, MPH, Secretary

Alka Atal-Barrio, MD, MMM, FAAP

Rob Benedetti, MD

Taya Briley, RN, MN, JD

James Brown, MD

Linda Dale, D.H.Ed., PA-C

Lon Hatfield, MD, PhD

Kristin Kenny

Matthew Layton, MD, PhD, FACP, DFAPA

Tom Miller, MD

Jeffrey Sung, MD



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1522 WESTERN AVE, STE 24288  
SEATTLE, WA 98101

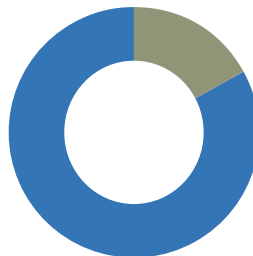
PHONE: (206) 583-0127  
TOLL-FREE: (800) 552-7236

**WPHP.ORG**

CONNECT WITH US:  

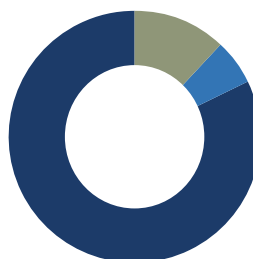
# 2024

## FINANCIAL SNAPSHOT



### FUNCTIONAL EXPENSES

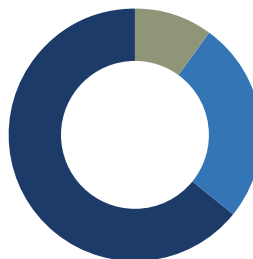
**20%** MANAGEMENT & GENERAL  
**80%** PROGRAM SERVICES



### 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.



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## WPHP: QUICK FACTS

### 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.

### VISION

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

### WPHP IS EXPERIENCED & HIGHLY EFFECTIVE

We have been serving health professionals and the medical community in Washington for more than 35 years. There is no model of care that approaches the success that PHP participants enjoy.<sup>1</sup>

### WPHP IS VOLUNTARY

Participants may self-refer to WPHP or be offered an opportunity to work with WPHP to address health conditions that may negatively impact practice performance.

### WPHP IS CONFIDENTIAL

- 90% of WPHP participants are unknown to the Washington Medical Commission or other applicable regulator.
- WPHP records have special confidentiality protections per RCW 18.130.175 which make them exceedingly difficult to obtain by subpoena or court order.
- As long as there are no concerns for patient safety, participant information is kept strictly confidential to WPHP and only released with appropriate consent.



### WPHP IS NOT THE MEDICAL/LICENSING BOARD

We are an independent, physician-led, nonprofit organization funded primarily by a license surcharge paid by the licensee groups we serve:

Allopathic Physicians

Osteopathic Physicians

Podiatric Physicians

Physician Assistants

Dentists

Veterinarians

Students and residents of these professions

 [wphp.org](https://wphp.org)

 (206) 583-0127 / (800) 552-7236

<sup>1</sup>Domino JAMA 2005, Knight J Psychiatry Pract 2007, Buhl Arch Surg 2007, McLellan BMJ 2008, Brooks Occ Med 2013.



# WPHP IS COMPASSIONATE, FAIR, AND HIGHLY ETHICAL

- 90% of program completers report being treated with courtesy and respect by WPHP staff.
- Full informed consent occurs at the initial interview including limits of confidentiality, risk, benefits, and alternatives to program participation.
- WPHP utilizes a meaningful reconsideration process to resolve disagreements.
- WPHP has a strong conflict-of-interest/anti-kickback policy and receives no funds from evaluation or treatment centers or any entity with a business interest in WPHP.
- WPHP provides need-based scholarships, payment options, and fee deferral agreements. Nobody is turned away due to inability to pay.



## WPHP IS A NATIONAL LEADER AMONG PHYSICIAN HEALTH PROGRAMS

Chris Bundy, MD, MPH, FAPA, FASAM, WPHP's Executive Medical Director, is also the Chief Medical Officer and a Past President of the Federation of State Physician Health Programs, serving on its Board of Directors since 2015.

## WPHP IS ACCOUNTABLE

- Governed by a Board of Directors representing diverse stakeholders. WPHP Board of Directors and Bylaws must be approved by the Executive Committee of the Washington State Medical Association (WSMA) Board of Trustees.
- Quarterly reports to the WSMA Board of Trustees and a comprehensive program report annually to the WSMA House of Delegates.
- Detailed quarterly statistical reporting to Department of Health (DOH) and comprehensive annual program reporting.
- Annual and exit surveys of program participants and stakeholders.
- WPHP plans to be one of the first state PHPs to undergo an external review by the Federation of State Physician Health Programs' national PEER™ program.







# WASHINGTON PHYSICIANS HEALTH PROGRAM



## OVERVIEW

For more than 35 years, Washington Physicians Health Program (WPHP) has been 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. WPHP is an independent physician-led, nonprofit organization.

## PROGRAM HIGHLIGHTS

WPHP offers early intervention, assessment, treatment referral, and post-treatment health support for those in the medical workforce with conditions that may negatively impact practice performance. In some cases, brief assessment and referral to services are all that is needed to support health and put concerns at rest. In other cases, more help is needed and WPHP is ready to assist. Referrals to WPHP protect the well-being of healthcare professionals and the patients they serve.

## WPHP WORKS

- 92% of colleagues report that WPHP is a valuable resource to the medical community.
- 88% of colleagues would refer another colleague to WPHP.
- WPHP is highly effective with 87% of participants report needing and benefiting from WPHP advocacy.
- 86% of participants with substance use disorder remain abstinent at 5 years.
- 85% of participants are working in their field at program completion.
- And 84% of participants describe their WPHP experience as helpful or lifesaving.

*"WPHP has made all the difference and given me my life back."*  
— WPHP Physician Participant

## WHO WE SERVE

- Allopathic, Osteopathic, and Podiatric Physicians
- Physician Assistants
- Dentists
- Veterinarians
- Students and Residents of these professions

## WE HELP WITH

- Mental Health Conditions
- Non-Psychiatric Health Conditions
- Cognitive Concerns
- Substance-Related Concerns
- Depression & Anxiety
- Concerns for Suicidal Risk
- Work Performance Concerns
- Trauma & Stress
- Burnout

## NEED ASSISTANCE OR HAVE CONCERNS ABOUT A COLLEAGUE?

Not sure how to proceed? Contact WPHP for a confidential referral or consultation.

**CALL (206) 583-0127 / (800) 552-7236**

OR

**VISIT [WPHP.ORG](https://www.wphp.org)**



1522 Western Ave STE 24288 | Seattle, WA 98101



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## WPHP VIDEO

This short, powerful video highlights WPHP's vital role as a trusted resource for restoring the health of medical professionals. Featuring WPHP clinical staff, program graduates, and Washington healthcare community leaders, this video provides an overview of WPHP's mission, outcomes, and the transformative impact on those we serve.



[Watch Video](#)



The **Washington Physicians Health Program (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.

## WPHP TIMELINE

**1973**

▶ The Journal of the American Medical Association (JAMA) publishes the seminal article "The Sick Physician."

**1974**

▶ The Washington State Medical Association Committee (WSMA) creates the Committee on Personal Problems of Physicians.

**1986**

▶ WSMA establishes the Washington Monitored Treatment Program Committee to help impaired physicians and protect the public.

**1987**

▶ WSMA lobbies the Washington state legislature for surcharge funding support and appoints an independent board for the Washington Monitored Treatment Program Committee.

**1992**

▶ The Washington Monitored Treatment Program Committee becomes the Washington Physicians Health Program (WPHP).

- Physician-led, independent, nonprofit 501(c)(3) organization
- Funded by license surcharges through Washington's Department of Health (DOH) contract
- Governed by a Board of Directors approved by WSMA

**1997**

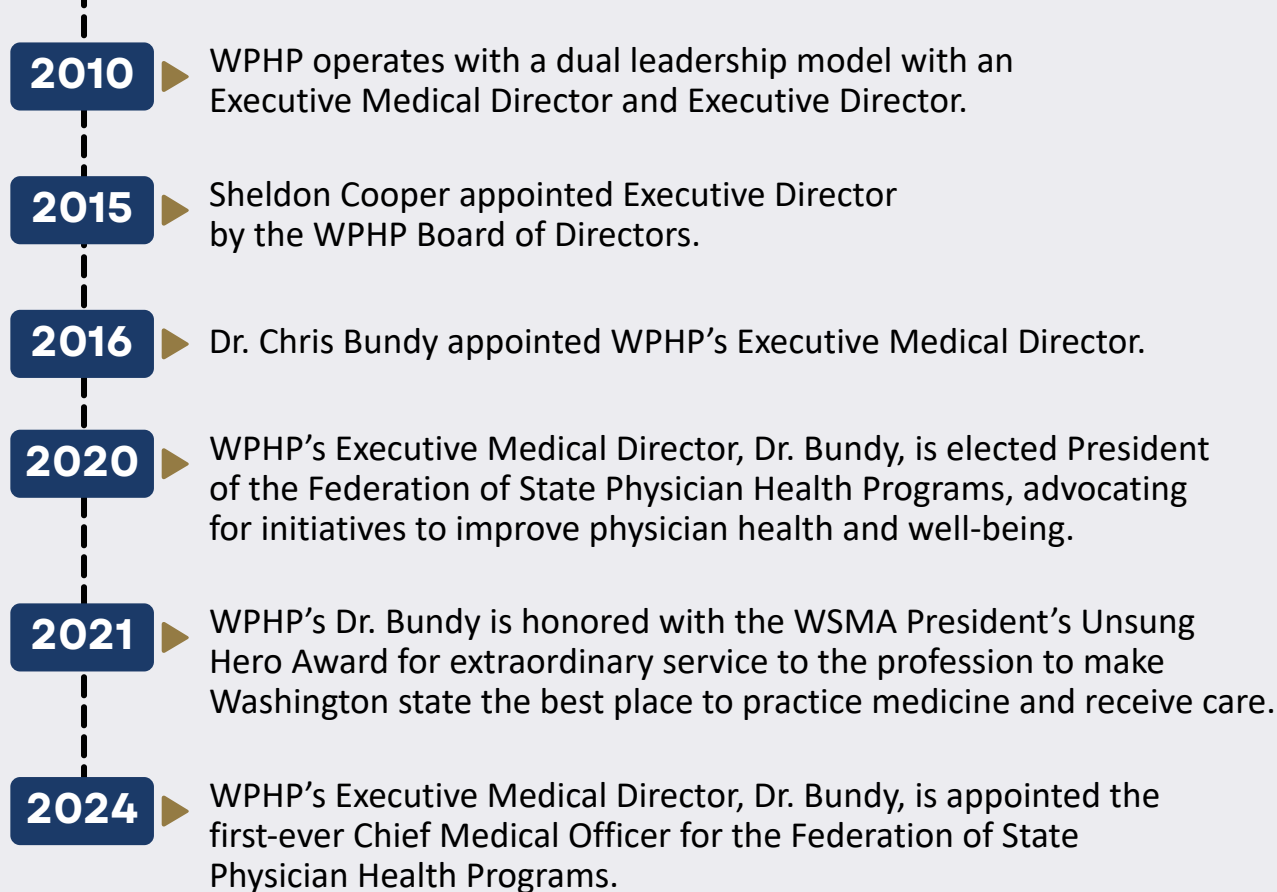
▶ WPHP expands its scope to include mental illness in addition to substance use disorder.

**2003**

▶ WPHP adds staff and services to accommodate a surge in participants and establishes a national PHP leadership prominence.

**2008**

▶ WPHP continues to expand its scope to include psychiatric impairments in addition to substance use disorder and mental illness.



## WPHP AFFILIATIONS

WPHP is an affiliated training site for the **University of Washington Department of Psychiatry and Behavioral Sciences Residency Training Program**. Chris Bundy, MD, MPH, FAPA, FASAM, WPHP's Executive Medical Director, is a Clinical Professor in the department and is a supervisor for this training site. He is also active in the supervision of psychiatry residents and regularly lectures to medical students, trainees, and faculty on topics related to physician health and impairment.

WPHP is a member of the **Federation of State Physician Health Programs (FSPHP)**, a national membership organization that provides a forum for guidance, education, and research collaboration among state physician health programs. The FSPHP develops evidence-based guidelines for healthcare professional monitoring programs. Dr. Bundy is the Chief Medical Officer and a Past President of the organization.





## COMMUNICATION CHANNELS

### PHYSICIAN HEALTH FOCUS

The Physician Health Focus Newsletter is a quarterly publication featuring WPHP news, announcements, upcoming events, and wellness resources that is emailed to participants, stakeholders, and other subscribers interested in our mission.



[View  
Newsletters](#)

### BLOG

The WPHP Blog features the latest WPHP news and updates on topics such as mental health, physical wellness, mindfulness, recovery, burnout, suicide, PHPs, and more.



[View  
Blog Posts](#)

### PUBLICATIONS

Featured coverage of WPHP, our program, and health topics in publications, healthcare newsletters, medical journals, and podcasts.



[View  
Publications](#)

### SOCIAL MEDIA

WPHP has an active social media presence on [LinkedIn](#) and [Facebook](#). Social media post topics include presentations, conferences, publications, medical holidays, resources, reposts from other organizations, and more.



**Follow WPHP!**

### WEBSITE

The [WPHP website](#) is the hub for all information about the program, services, history, resources, outcomes, research, news, and publications.



#### PAGES OF INTEREST

- [Program Highlights](#)
- [FAQs](#)
- [Confidentiality](#)
- [Success Stories](#)
- [Annual Reports](#)