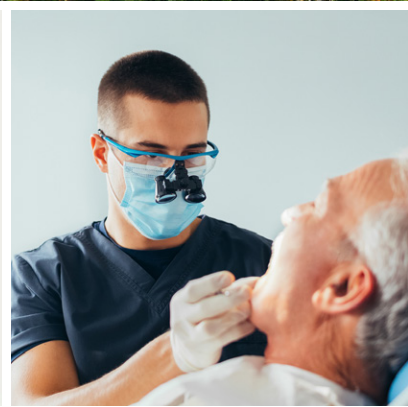




WASHINGTON
PHYSICIANS
HEALTH PROGRAM



2025 ANNUAL
REPORT

A MESSAGE FROM THE DIRECTORS

Dear Friends,

This Annual Report celebrates WPHP's accomplishments and impact in 2025 while honoring our valued partners. In 2026, WPHP celebrates 40 years of service to the medical community. Our work continues to be based on a simple and highly-effective model: confidential help, not discipline, best supports a healthy and safe healthcare workforce. WPHP 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 among employers, health organizations, professional associations, and 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!



Chris Bundy, MD, MPH
Executive Medical Director



Sheldon Cooper
Executive Director

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 40 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.

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.

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 DOES WPHP SERVE?

Allopathic, Osteopathic, and Podiatric Physicians; Physician Assistants, Dentists, Veterinarians; and the residents, students, and key supports of these professions



CONFIDENTIAL HELP

One of the reasons the physician health program model was developed was to provide confidentiality for health professionals with stigmatized health conditions as they are more likely to seek assistance when their information is kept private.

Maintaining participant confidentiality is an essential element of our program. Existing state and federal laws allow WPHP to protect the identity of referents and participants when they follow WPHP recommendations and do not pose a risk to themselves or their patients.

Once a health professional is treated or has entered a health support agreement, WPHP can advocate on their behalf in employment, insurance, regulatory, and legal matters or in other settings where the health condition may have professional consequences.

WPHP's endorsement of safety to practice provides reassurance that a professional's health condition is being appropriately managed, paving the way for continuation of practice or return to work following a medical leave.

87%

Participants enrolled in WPHP without regulator involvement

TRUSTED ADVOCACY

A key component of WPHP's mission is advocacy. WPHP participants report that our advocacy is essential to their success and well-being. Core advocacy efforts include providing verification of health status, program participation, and safety to practice. In all circumstances, WPHP delivers trusted, credible, and timely advocacy when participants need it most. We also continue to make tremendous strides locally and nationally in advocating for license and credentialing question reforms and addressing other systemic barriers to mental health and well-being.

88%

Participants report needing and benefiting from WPHP advocacy

"WPHP provided empathy, expressing compassion and support in a non-judgmental fashion while providing real solutions that work. The degree of support and advocacy for my case and situations are above and beyond what I anticipated."

– WPHP Participant

"WPHP's strengths are its history, commitment to the community, and is always a strong advocate for participants."

– WPHP Stakeholder

WPHP'S IMPACT

Saving Lives, Saving Careers, and Preserving the Healthcare Workforce

WPHP SUPPORTED 385 HEALTH PROFESSIONALS IN 2025

WPHP PROGRAM PARTICIPANT HEALTH OUTCOMES



WPHP WORK OUTCOMES



WPHP STAKEHOLDER OUTCOMES



WPHP REDUCES BURNOUT

WPHP participants have consistently reported substantially lower rates of burnout than national averages, reflecting the effectiveness of treatment and recovery strategies.

45% NATIONAL AVERAGE
11% WPHP PARTICIPANTS



"I felt supported by my team throughout my time with WPHP. They did their best to help eliminate or tackle barriers that came up for me."

– WPHP Participant

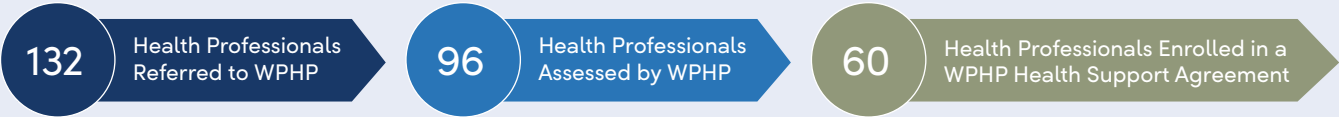
"WPHP is an outstanding program with a long history of success in treating physicians with health impairments."

– WPHP Stakeholder

CONFIDENTIAL REFFERALS TO WPHP

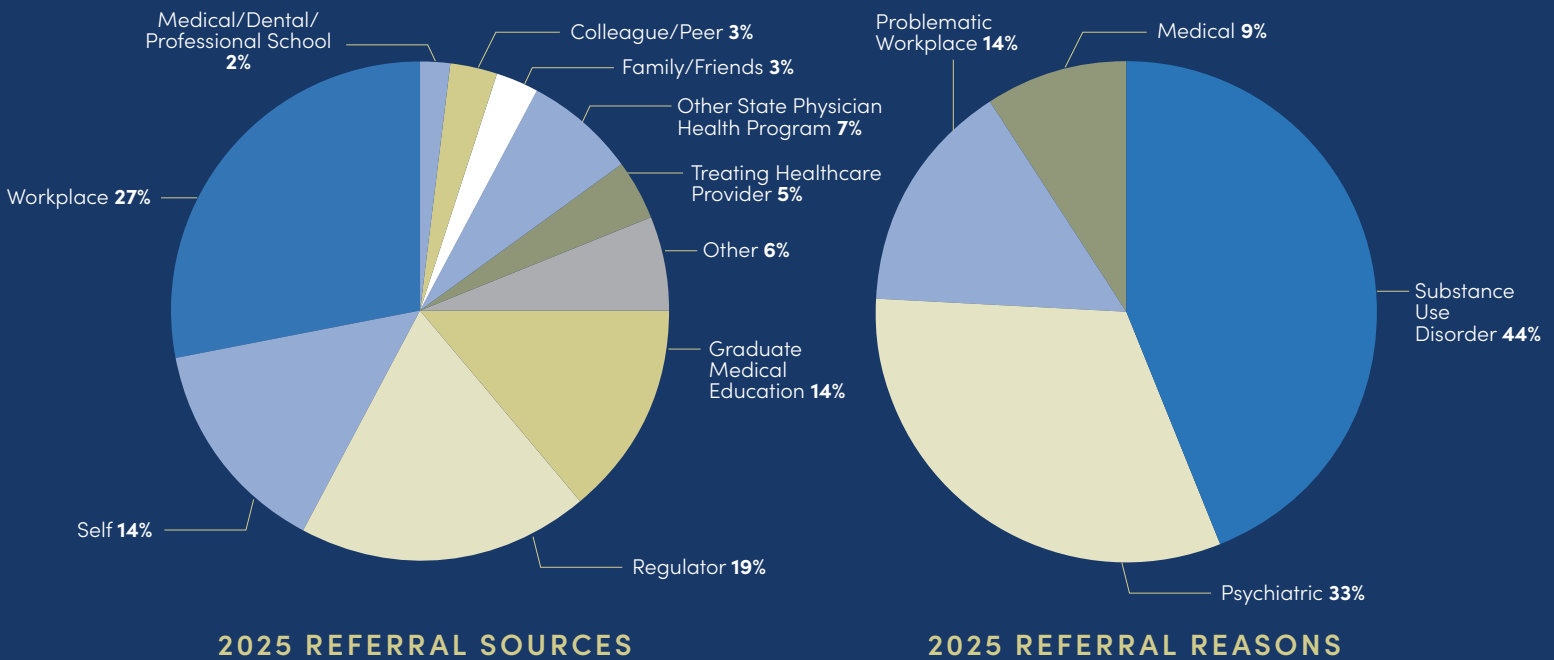
Support is Offered, Concerns are Put to Rest

Referrals to WPHP are confidential and help protect the well-being of health professionals and the patients they serve. Consultation with WPHP can help determine whether a referral to the program is indicated or whether other forms of support and resources would be more suitable.



85% of participants describe their WPHP experience as **helpful or lifesaving**

CONFIDENTIAL REFFERALS TO WPHP



WPHP REFERRALS BY LOCATION

Washington, by Region:

NORTH	6	SOUTH CENTRAL	10
NORTHWEST	5	SOUTHWEST	5
PUGET SOUND	64	EAST	10
WEST	5	UNKNOWN	1
NORTH CENTRAL	2		

Out of State:

ALASKA	2	NEVADA	2
ARIZONA	1	NEW MEXICO	1
CALIFORNIA	2	OHIO	1
FLORIDA	1	OREGON	6
GEORGIA	1	PENNSYLVANIA	1
IDAHO	1	TEXAS	1
KENTUCKY	1	UTAH	1
LOUISIANA	1	WISCONSIN	1



COMMUNITY OUTREACH AND EDUCATION

PARTNERSHIP = STRENGTH

46

Number of educational presentations

3,108

Professionals reached through presentations

75

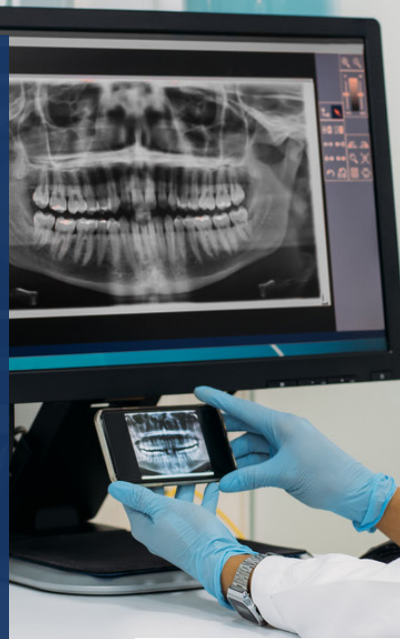
Outreach meetings & conferences

494,671

Social media impressions

9,816,839

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 2025

Accreditation Council for Graduate Medical Education
 American Board of Medical Specialties
 American Medical Association
 American Osteopathic Academy of Addiction Medicine
 Board of Osteopathic Medicine and Surgery
 Coverys
 Federation of State Medical Boards
 Federation of State Physician Health Programs
 Marvin Behavioral Health
 National Association of Medical Staff Services

Podiatric Medical Board
 Spokane Teaching Health Center
 Swedish Health Services
 Tend Health
 University of Washington Medical Center
 University of Washington Medicine MEDEX
 University of Washington Psychiatry Residency
 University of Washington School of Dentistry
 University of Washington School of Medicine
 VA Puget Sound Health Care System

Veterinary Board of Governors
 Virginia Mason Franciscan Health
 Washington Dental Commission
 Washington Medical Commission
 Washington Osteopathic Medical Association
 Washington State Department of Health
 Washington State Medical Association
 Washington State University Elson S. Floyd College of Medicine
 Wisconsin Medical Society

AFFILIATIONS

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

2025 WPHP HIGHLIGHTS & MILESTONES

ANNUAL REUNION CELEBRATES 30-YEAR ANNIVERSARY

WPHP marked its 30th Annual Reunion with a dynamic and thoughtfully curated program that reflected three decades of commitment to supporting health, connection, and community. The reunion featured engaging presentations, interactive workshops, and powerful personal stories, all grounded in meaningful fellowship. The program included nationally recognized speakers addressing timely and relevant topics. Emily Brunner, MD, DFASAM, presented *Digital Behavioral Addictions: Current Perspectives*. Stefanie Simmons, MD, FACEP, Chief Medical Officer of the Dr. Lorna Breen Heroes' Foundation, delivered *Wellbeing First for Healthcare*. WPHP and the Dr. Lorna Breen Heroes' Foundation are united in advocating for a system where seeking mental health support is not a risk, but a right. Jeffrey Sung, MD, explored *Stories About Suicide: Science, Advocacy, and Suicide Risk*. And Carolyn McCarthy of Mindfulness Northwest led an interactive workshop on *Mindfulness & Self-Compassion*. Attendees also had the opportunity to earn continuing education credits.

DRIVING OPERATIONAL EXCELLENCE, AWARENESS, AND ADVOCACY

WPHP advanced a series of initiatives to enhance operational efficiency and program services in 2025. Key efforts included redesigning program components, assessing records management systems, and piloting an innovative toxicology solution that delivers high-quality testing while balancing credibility, convenience, and cost. WPHP also continued to execute its strategic communications plan aimed at increasing awareness of WPHP and advancing advocacy on healthcare issues.

IMPACT VIDEO LAUNCHES

WPHP produced its first-ever video, showcasing our mission, measurable outcomes, and the transformative impact of our work. The video also underscores WPHP's vital role in supporting health professionals.

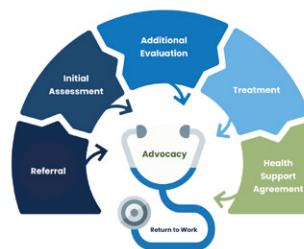


CREDENTIALING REFORM EFFORTS ADVANCE

WPHP collaborated on a groundbreaking development in healthcare credentialing, led by Dr. Brian Johnston of UW Medicine. This landmark reform set a new standard for credentialing processes, placing a strong emphasis on the well-being and mental health of health professionals. WPHP played a critical role in providing consultation and technical assistance throughout this initiative.

WPHP also led the Washington Credentialing Standardization Group to bring the Washington Practitioner Application (WPA) into alignment with credentialing best practice. New questions will ask only about current impairment and not ask about past diagnosis or treatment. The WPA is the most commonly used credentialing application for health care systems and plans in Washington.

NEW VISUAL PROCESS DIAGRAM INTRODUCED



WPHP created a step-by-step guide outlining what to expect if referred to or when referring a colleague to WPHP. The diagram communicates each phase of WPHP's process and illustrates potential pathways for health professionals.

Contributions To The Federation Of State Physician Health Programs Annual Education Conference

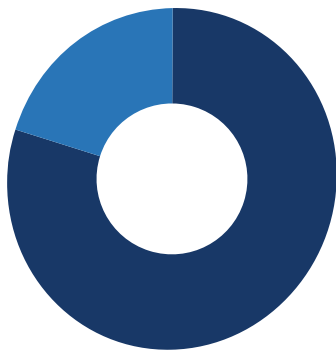


WPHP helped host the Federation of State Physician Health Programs' 2025 Education Conference "Health Professional Well-being: Aligning Safety, Supports, and Confidentiality" from April 23-26, 2025, in Seattle. Several WPHP staff were speakers at this event for physicians, health professionals from all specialties, and those committed to health and professional well-being.

2025 FINANCIAL SNAPSHOT

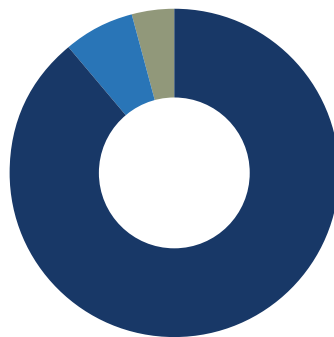


WPHP is an independent, physician-led, nonprofit 501(c)(3) organization



FUNCTIONAL EXPENSES

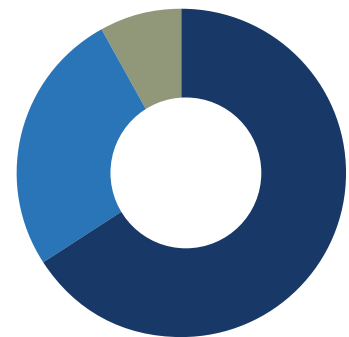
20% MANAGEMENT & GENERAL
80% PROGRAMS & SERVICES



REVENUE RESOURCES*

4% DONATIONS & OTHER
7% PARTICIPANT FEES
89% LICENSE SURCHARGES

*Excludes WPHP's investment activity



WPHP FINANCIAL AID GRANT SOURCES

8% CHARITABLE DONATIONS
26% UNIVERSITY OF WASHINGTON CONTRACT
66% WPHP ASSISTANCE

FINANCIAL ASSISTANCE

Grants totaling \$207,450 were provided to 73 participants in need during 2025

Grants and scholarships were made possible through the generous support of our donors, as well as through a contract with the University of Washington focused on supporting their medical students and residents, and unreimbursed contributions from WPHP's operating budget. These resources supported participant access to toxicology testing, evaluation and treatment, our Annual Reunion, and ongoing WPHP services. We are deeply grateful to our donors and partners for helping make a difference in the lives of health professionals.

WPHP BOARD OF DIRECTORS

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