



2024

ANNUAL

REPORT



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Introduction

The Center for a Healthy Maryland is The Maryland State Medical Society Foundation and the charitable 501(C) (3) affiliate of MedChi, The Maryland State Medical Society. Three programs operate under the Center focusing on health care providers: Maryland Physician Health Program (MPHP), Maryland Professional Rehabilitation Program (MPRP), and Maryland Healthcare Professionals Program (MHPP). Each program has its distinct identity, though all three share the same staff and the same mission to promote and support the health and wellbeing of all physicians and allied health professionals in the state of Maryland. Our programs assist with problems such as alcohol misuse, drug use/dependence, psychiatric illness, stress and burnout, cognitive impairment, disruptive behavior, and boundary violations.



Message from the Director

Hello Friends!

I want to thank all our stakeholders, including our participants, our donors, those who refer to our programs and all of you who have attended our lectures and events. You all contributed to making 2024 another busy and productive year for our Programs. 2024 marked our 46th year providing support to Maryland's medical provider community. We saw and helped an increasing number of individuals which we know also helps their employers, their patients, and the community around them.

In 2024 we:

- Worked with 92 individuals
- Expanded our Lemons to Lemonade lecture series and hosted 3 CME lectures in addition to our first MPHP Symposium on Physician Health. We had a combined audience of 330 viewers
- Provided presentations about our programs at 6 hospital meetings
- Medical Director, Dr. Martin Rusinowitz, provided Grand Rounds on physician impairment to one hospital group and also presented our Program graduating Physician Assistants.
- Raised \$5360.00 through our Symposium tickets and sponsorships.
- Continued our records and data digitalization project
- Applied for two grants, one through the University of Maryland and one through The Max and Victoria Dreyfus Foundation, Inc. (have not heard from either yet, but fingers crossed!)
- Saw presenting problems shift increasingly from substance use to behavior issues.
- Hosted interns from the University of Maryland School of Social Work and Hopkins Propel.
- Continued to offer the Cabana app to our participants to assist with stress, isolation, and support.



**Margaret Ann Kroen, LCSW-C
Program Director MPHP**

I am honored to be in my third year with The Center for a Healthy Maryland as the Program Director of the Maryland Physician Health Program, the Maryland Professional Rehabilitation Program, and the Maryland Healthcare Professionals Program. Please join me in celebrating our accomplishments this year and considering what lies ahead.

With thanks and hope – Margaret Ann Kroen, LCSW-C

Staff and Committees

MPHP Staff

Margaret Kroen, LCSW-C Program Director

Mike Llufrio Director of Operations

Domenica Stone Chief Administrative Officer

Martin Rusinowitz, MD MPRP Medical Director

Arthur Hildreth, MD MPHP Medical Director

Astrid Richardson-Ashley, LCSW-C Senior Clinical Manager

Amber Thrasher, LCSW-C Clinical Manager II

Holly Wade, LCPC Clinical Manager II

John Gloss Administrative Coordinator

Inquiries, Referrals, Intakes: Contactphpinfo@medchi.org, phpinfo@medchi.org
Mike Llufrio at 410-878-9534 or mllufrio@medchi.org

Oversight Committee on Physician Health Program

Greg Hobelmann, MD Chair

Daniel Nyhan, MD

Keya Sau, MD PhD

Arthur Hildreth MD Medical Director MPHP

Martin Rusinowitz MD Medical Director MPRP

Physician Health Committee

Daniel Nyhan MD Chair

Cynthia Plate MD Vice Chair

Neil Warres MD

Gayle Jordan-Randolph MD

Colleen Ohm PA-C

Arthur Hildreth MD Medical Director MPHP

Martin Rusinowitz MD Medical Director MPRP

We are looking for new committee members. If you are interested, please contact Margaret Kroen at mkroen@medchi.org

Staffing

The MPHP team continues to be masters of professionalism, commitment, compassion, and creativity. They are absolutely the best!

We moved through 2024 with all our same staff, though we are poised to welcome Dr. Karen Dionesotes in early 2025. Dr. Dionesotes is a geriatric psychiatrist who will join our medical team.

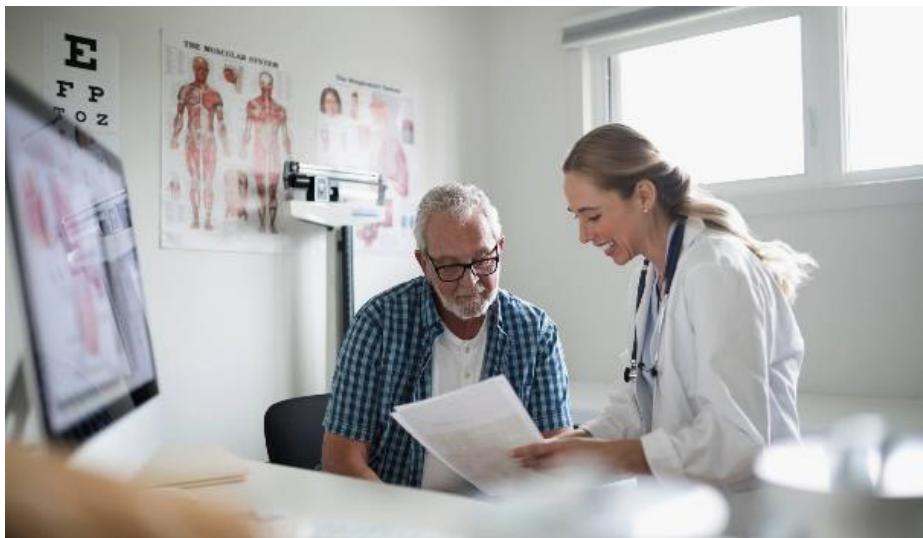
Interns

We continued our relationships with Johns Hopkins University and the University of Maryland School of Social Work.

Thomas Keegan, a Hopkins PhD student in history, was with us from January to August through Hopkins Propel. Thomas worked on grants and helped survey medical students on stressors and supports as they move through medical school, internship and residency.

Sam Stetler, a University of Maryland School of Social Work first year student started with us in September 2023 and finished his internship in April 2024. Sam's focus on clinical and administrative skills not only gave him some good experience in the field but was also very helpful for our team.

Also, from the University of Maryland School of Social Work, Maggie Engstrom started with us in September. She is taking a similar path as Sam did and we thank her very much for her work here at MPHP.



Programs

The Center for a Healthy Maryland is comprised of three distinct programs for healthcare professionals.

- Maryland Physician Health Program (MPHP)
- Maryland Professional Rehabilitation Program (MPRP)
- Maryland Healthcare Professionals Program (MHPP)

All three programs center on treating problems encompassing, but not limited to: Alcohol misuse, Substance use disorders, Mental or emotional health, Physical and cognitive impairment, Behavioral issues, Legal issues (DUI, DWI), Boundary violations, and Stress and burnout. All programs include clinical management, financial assistance and have random toxicology availability.

Maryland Physician Health Program (MPHP)

Referral Source	Professions	Confidentiality
Hospitals, medical practices, self, colleagues, family, legal counsel	Physicians, Physician Assistants, Athletic Trainers, Genetic Counselors, Naturopathic Doctors, Nuclear Medicine Technologists, Perfusionists, Polysomnographic Technologists, Radiation Therapists, Radiographers, Radiologist Assistants, Respiratory Care Practitioners	MPHP is HIPAA compliant and protects the confidentiality of participant records as set forth under state and federal law. MPHP is not affiliated with the Maryland Board of Physicians, does not report to nor share information with the Board and has no agreement, memorandum, or contract with the Board. MPHP records are non-discoverable and confidential to the extent covered by law. Records sent through participant signed release of information requests only.

Maryland Professional Rehabilitation Program (MPRP)



Referral Source

Maryland Board
of Physicians –
contracted since
2010.

Professions

Physicians, Physician Assistants,
Athletic Trainers, Genetic
Counselors, Naturopathic Doctors,
Nuclear Medicine Technologists,
Perfusionists, Polysomnographic
Technologists, Radiation Therapists,
Radiographers, Radiologist
Assistants, Respiratory Care
Practitioners

Confidentiality

All records are the property
of the Board and may be
released to others through
participant signed release
of information requests
only.

Maryland Healthcare Professionals Program (MHPP)



Referral Source

Professional boards,
hospitals, practices,
self, colleagues, family,
legal counsel

Professions

Any professional
licensed by a MD
state board

Confidentiality

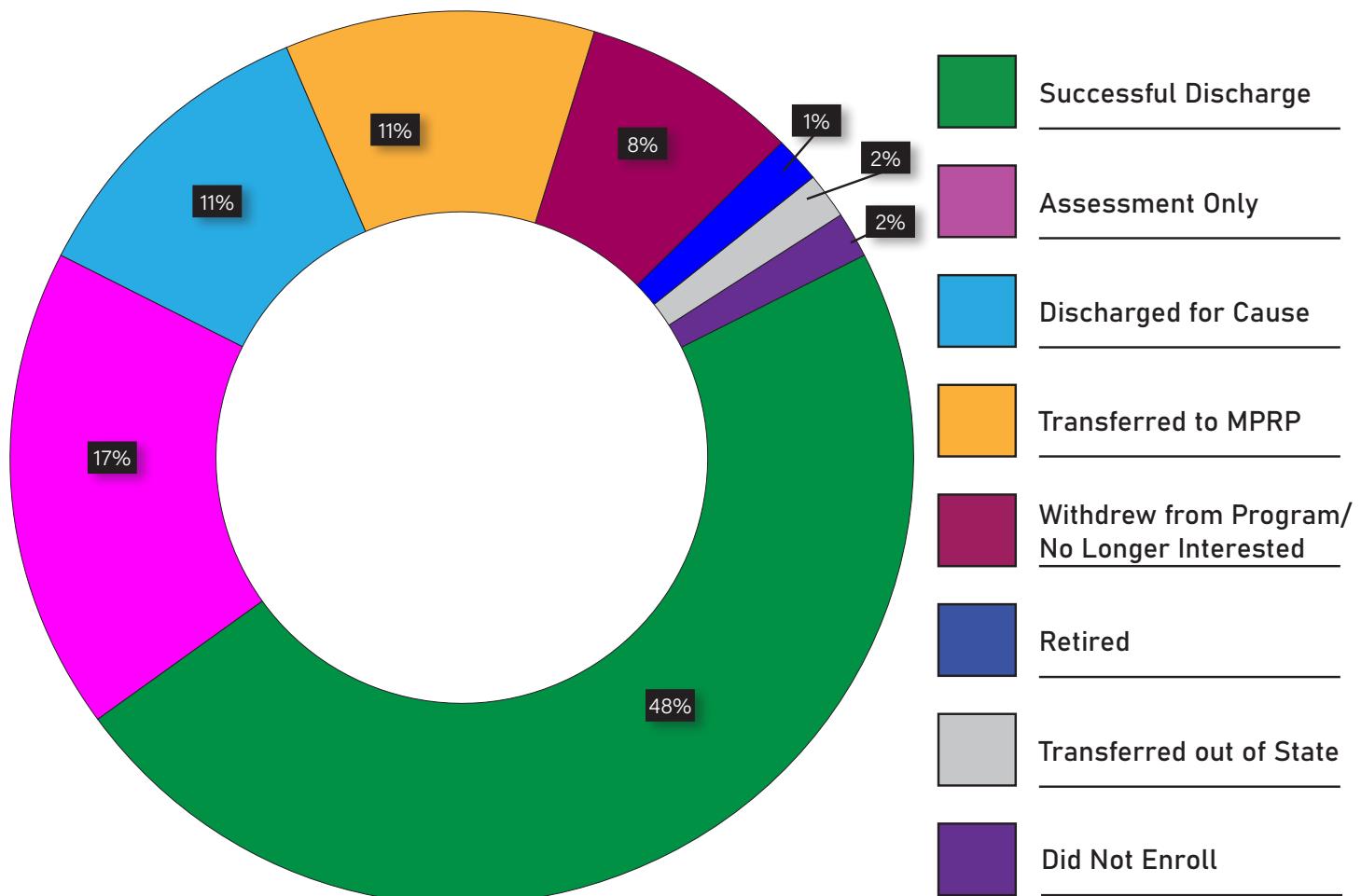
All records available to referring
licensing Board.

Records sent to others through
participant signed release of
information requests only.

If not referred by a Board, records
available through participant signed
release of information requests only.

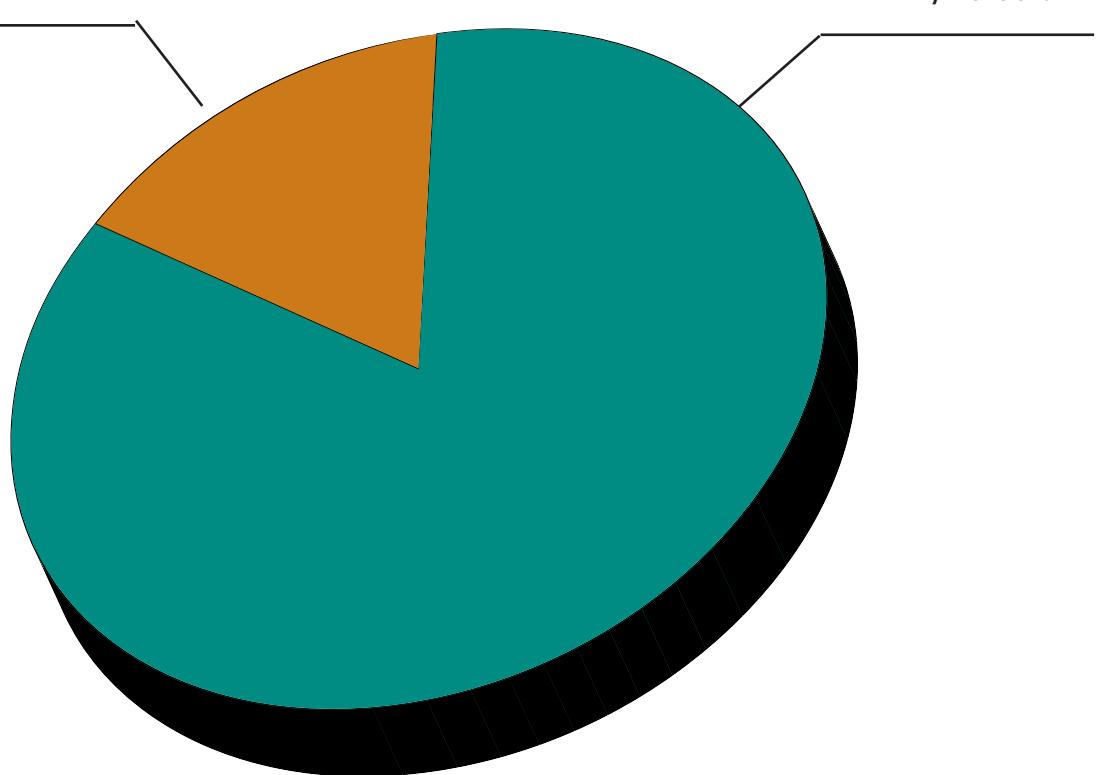
Program Data

Discharge Outcomes for Combined Programs*

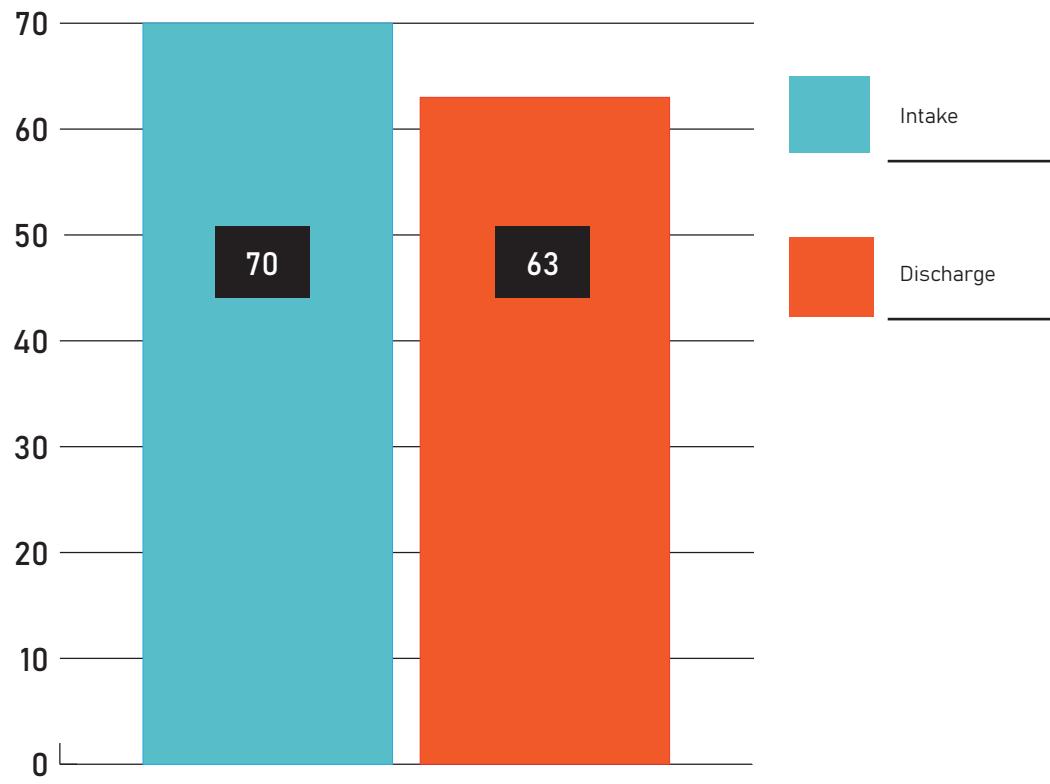


* Combined programs being MPHP, MPRP and MHPP.

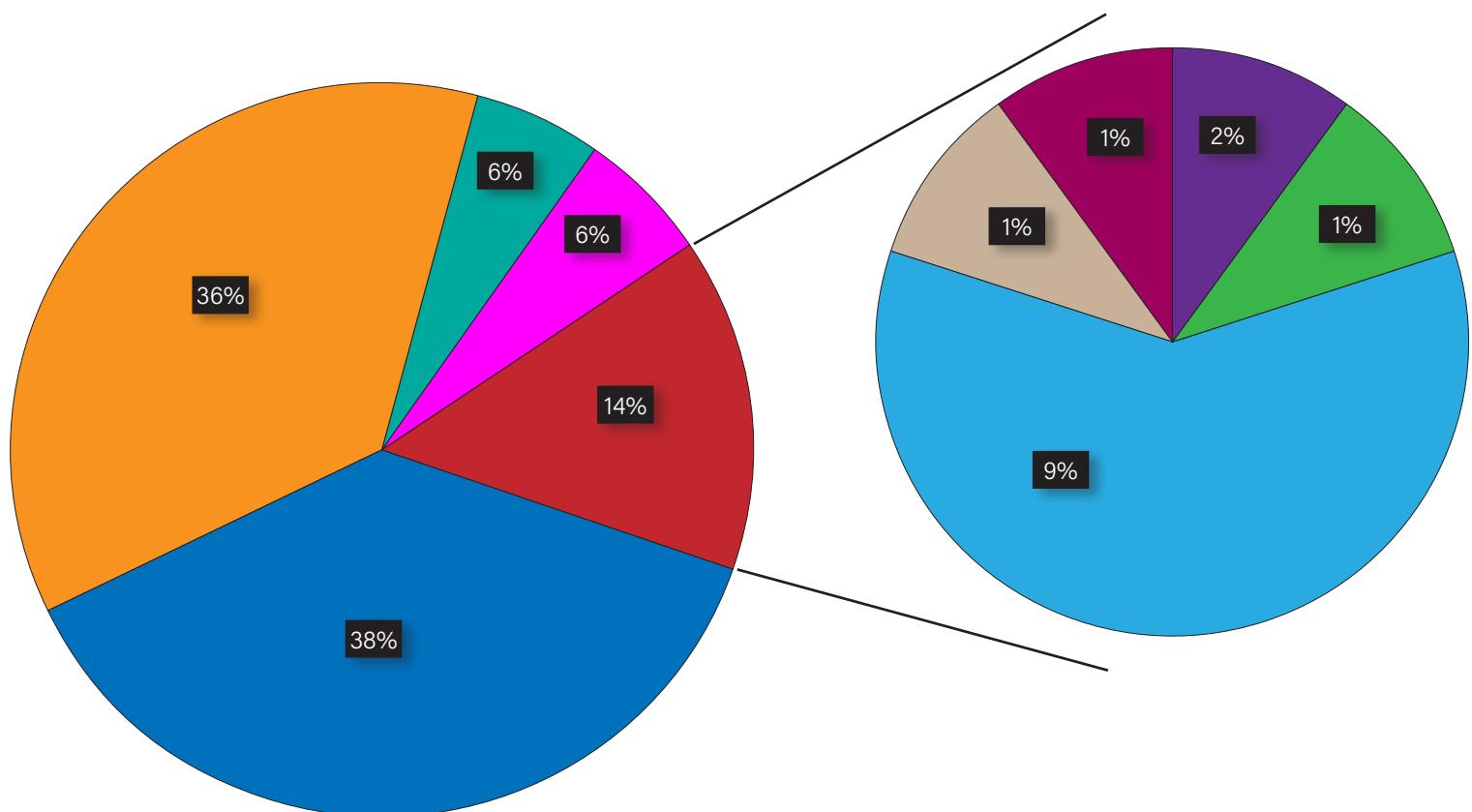
Participant Licensure



Intake and Discharge in 2024



Intake Breakdown by Presenting Issue



 Alcohol _____

 Behavioral _____

 Boundary _____

 Substance use _____

 Other _____

 Psychiatric _____

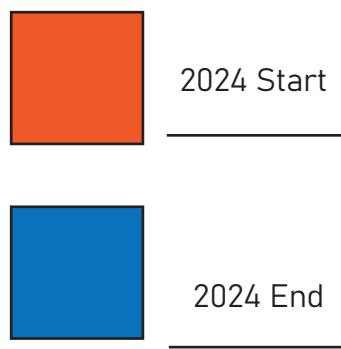
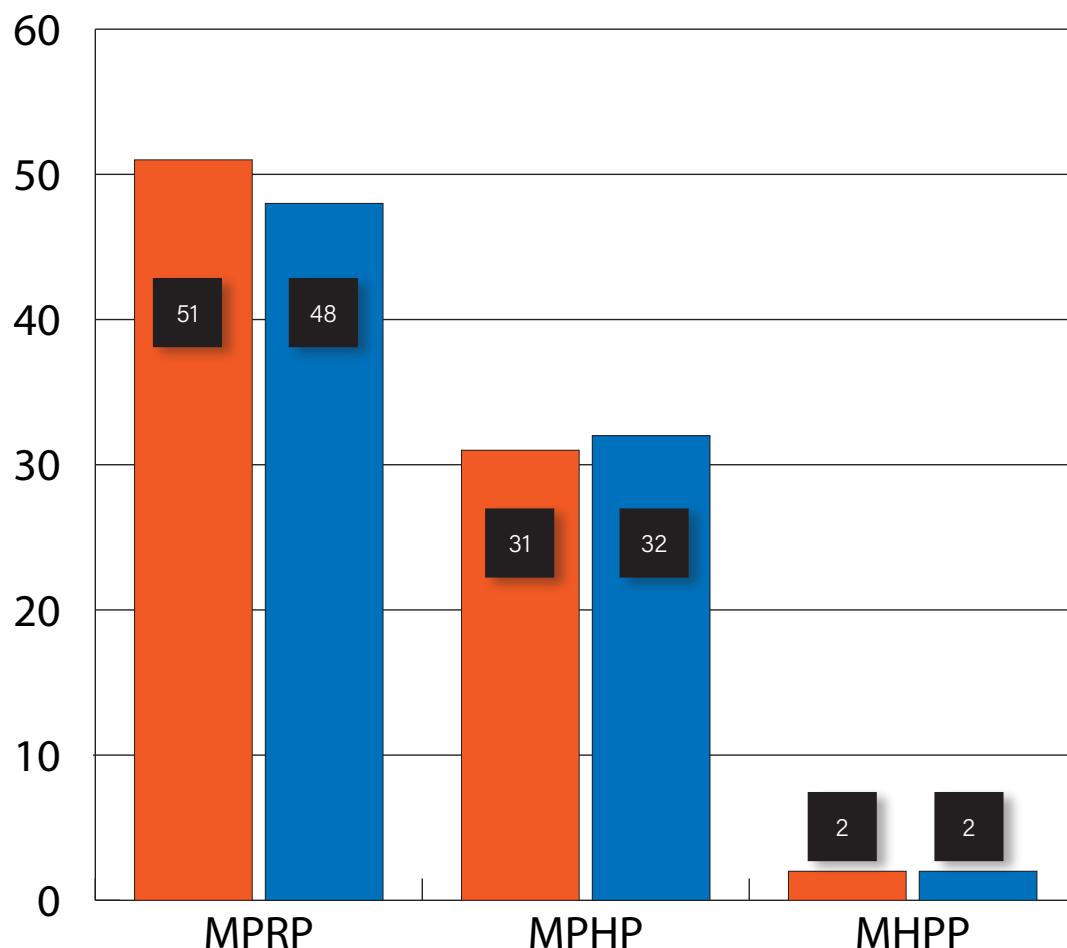
 Physical _____

 Legal _____

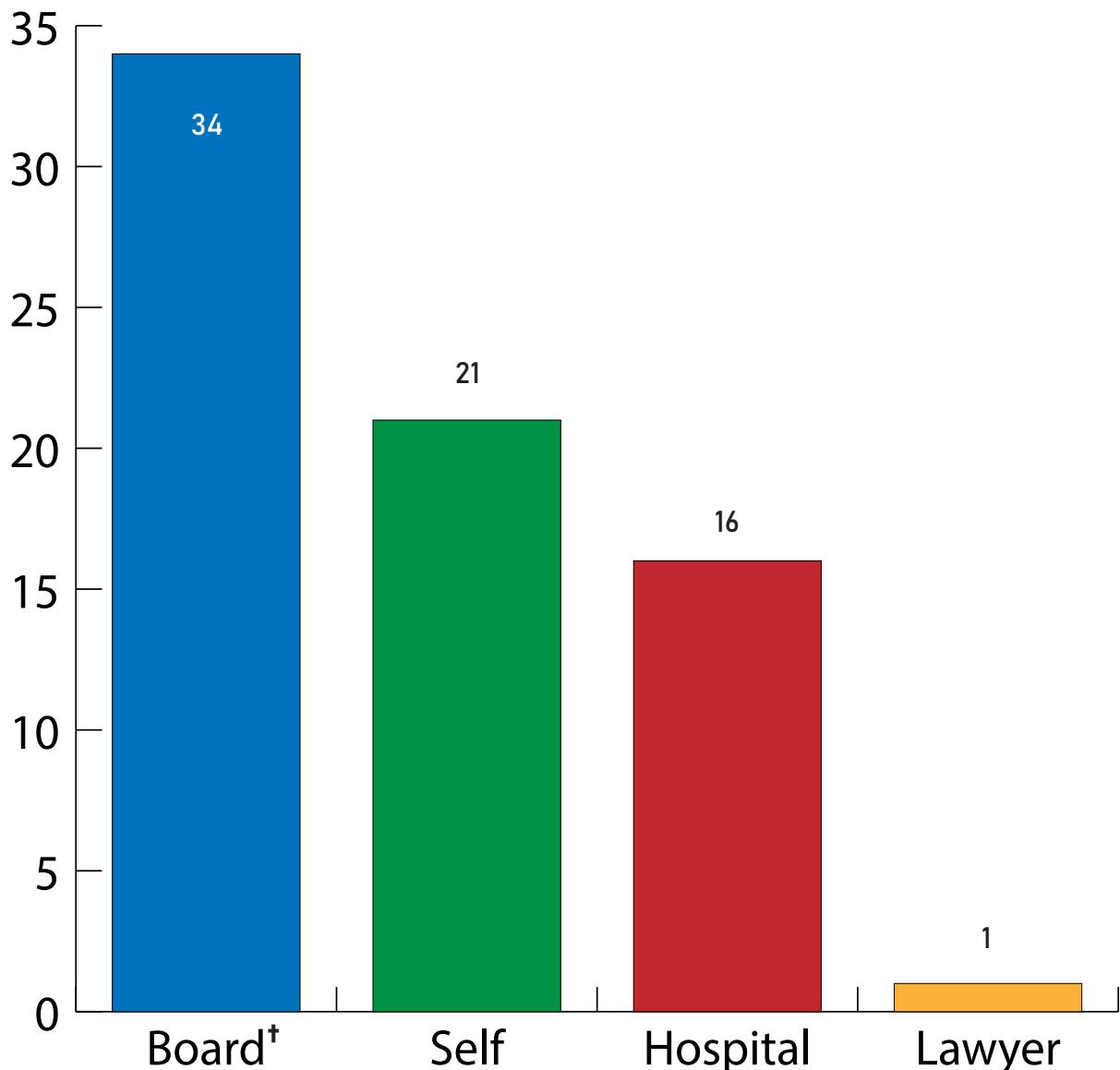
 Medical _____

 Professional incompetence _____

Program Enrollment at Start and End of 2024



Referral Sources*



* Referral Sources include individuals who did not enroll in the program but were recommended to the program

† Board represents MD Board of Physicians and any other board contracted with via the MHPP

Program Funding

In 2024 the Physician Health and Professional Rehabilitation Programs derived financial support from the following sources, including:

- State of Maryland Board of Physicians
- State of Maryland Board of Acupuncture
- Hospitals and Practice Groups
- Participant Fees
- Donations

Hospitals 41%

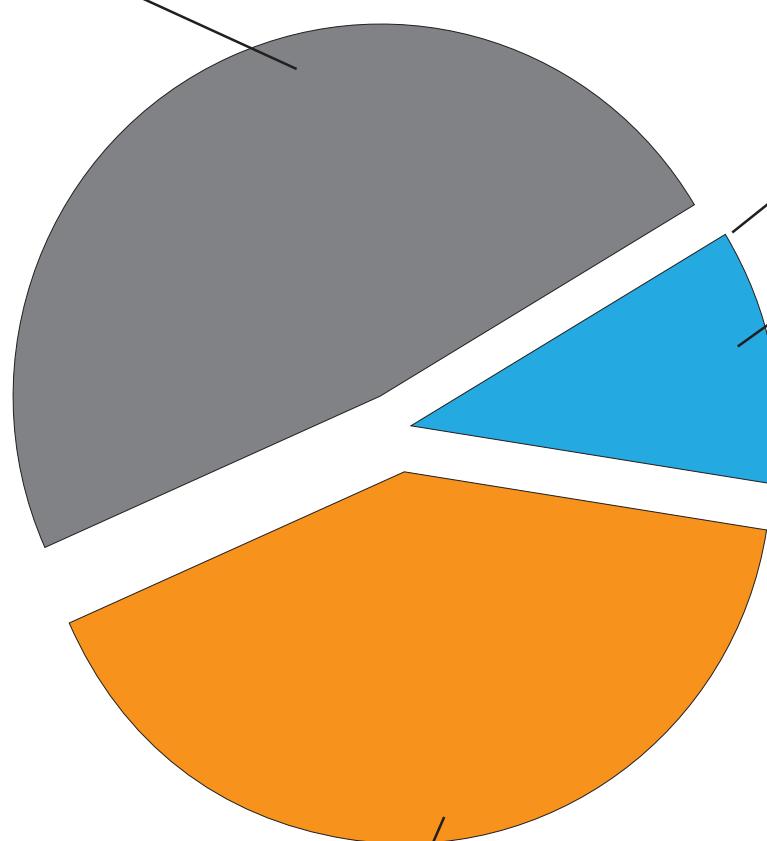
MD Board of
Physicians Contract
48%

MD Board of Acupuncture
.32%

Other
11%

Participant Fees
7.68%

Donations
3%

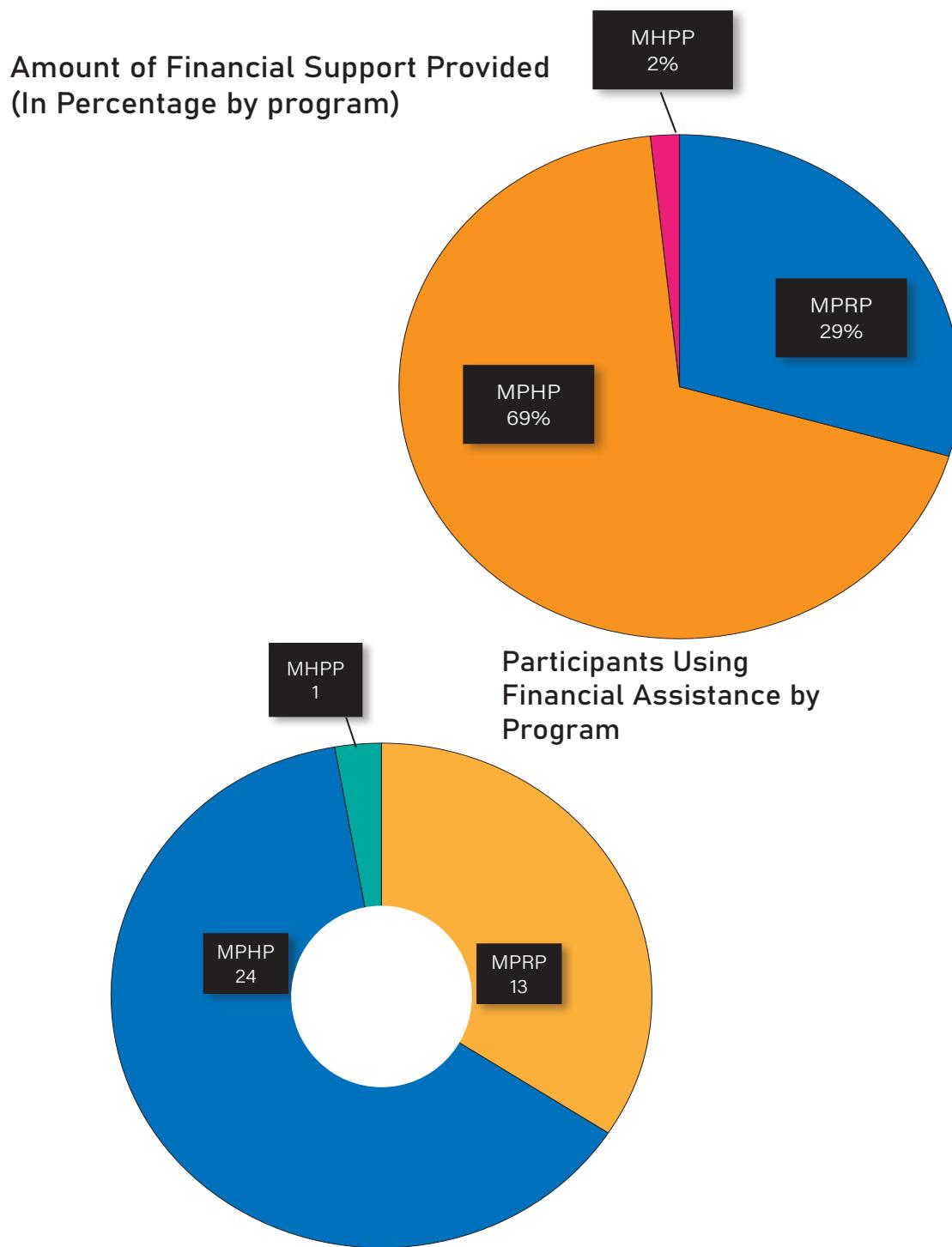


We wish to express our sincere gratitude for the support of the following Maryland Hospitals and Practice Groups. They are essential allies to our mission of helping physicians and allied health professionals in Maryland.

Advanced Radiology	Shady Grove Adventist Hospital
Adventist Rehab. Hospital of MD	Sheppard and Enoch Pratt Health System
Anne Arundel Medical Center	Lifebridge Sinai Hospital Center
Atlantic General Hospital	Lifebridge Northwest Hospital
Calvert Health Medical Center	Center Grace Medical Center
Doctors Community Hospital	Carroll Hospital Center
Frederick Memorial Hospital	Suburban Hospital HealthCare System
Fort Washington Medical Center	University of Maryland Capital Region Health
Garrett Regional Medical Center	University of Maryland St. Joseph Medical Center
Greater Baltimore Medical Center	University of Maryland Midtown
Holy Cross Hospital	ChristianaCare Union Hospital
Holy Cross Germantown	University of Maryland Baltimore
Howard County General Hospital	Washington Medical Center
The Johns Hopkins Hospital	University of Maryland Charles Regional Medical Center
MedStar Franklin Square Medical Center	University of Maryland Shore Health System
MedStar Harbor Hospital Center	University of Maryland Upper Chesapeake Health System
MedStar Union Memorial Hospital	White Oak Medical Center
MedStar Good Samaritan Hospital	Western Maryland Health System
MedStar Montgomery General Hospital	
MedStar Southern Maryland Hospital Center	
MedStar St. Mary's Hospital	
Mercy Medical Center	
Meritus Medical Center, Inc	

Financial Assistance

All our programs provide financial assistance to participants in need. A Financial Assistance Request Form and supporting documents must be submitted to Mike Llufrio. He, along with Margaret Kroen, reviews all applications and assigns each applicant a level of aid. Participants may be required to pay a monthly co-payment or be supported 100%. Financial assistance can cover the costs of toxicology testing, monthly case management fees, and sometimes clinical intervention fees. This year we provided over \$51,000 in financial assistance.



Survey Data

We continued our Participant Survey Project in 2024, sending surveys to active participants twice a year and an exit survey to those discharged within 30 days of their discharge from the program. Here are some things that we learned.

What our participants say about staff:

- The staff are very kind and knowledgeable. They are all very willing to help.
- My CM is awesome, and accommodating my busy schedule

"My clinical manager is an amazing woman who understands my issues. She is always in my corner and I really appreciate her."

What our participants like about our programming:

- Support system, guidance during probation
- The personalized approach to management
- Communication with the CM
- Judgment free support
- Toxicology Monitoring
- Non-judgmental attitude and sense of advocacy.

The Numbers

80% of survey responders say they have learned one or more strategies to cope with the issues that brought me to the program.

88% of responders were pleased with the accomplishments they had made through the Program.

98% of respondents said they were treated considerately and respectfully by Program staff

90% of respondents said they participated in therapy and/or self-help groups

"I think it's been a very good experience overall."

Outreach

Presentations

Increasing awareness about the struggles that physicians and healthcare professionals face, attacking stigma around getting help, and providing resources to the provider community are all essential goals of our outreach efforts.

MPHP provides informational program presentations to hospital medical executive committees, medical staff, hospital leadership groups, and in-house professional assistance committees. In 2024 we were invited to speak with:

- GBMC Chief of Staff
- White Oak Medical Center Medical Executive Committee
- Meritus Medical Executive Committee
- Grand Rounds, Meritus Medical Center

We also presented our program to:

- Maryland Board of Physician
- Suburban Hospital Johns Hopkins Medicine
- Atlantic General Medical Staff
- GBMC Medical Board
- Graduating Physician Assistants



Lecture Series

Our lecture series, Lemons to Lemonade: Harnessing our Strengths in Difficult Times, has as its mission to educate and support physicians regarding health, wellness, anti-stigma, and resources. We had an excellent response in 2024 and plan more lectures in 2025.

2024 Lectures:

- "Making Five-Year Recovery the Expected Outcome of Addiction Treatment" by Dr. Robert Dupont on 1/17/2024
- "A Physician's Uniquely Common Addiction Journey: Lessons Learned" panel discussion led by Dr. Martin Rusinowitz on 3/27/2024
- "The Role of PHP Monitoring in Restoring Clinicians with Unprofessional Behavior to Practice" by Dr. Lisa Merlo 9/10/2024
- MPH Research Symposium October 18, 2024

2025 Lectures:

- "Behind the Addiction Story: When Personality Disorders Fuel the Fire" by Dr. Alexandra Repke on 3/11/2025
- "Where Do We Want to Go for Help? Exploring What Resources Are Utilized Among Providers in Need of Support" by Dr. Cristina Feather on 3/20/2025
- TBD by Dr. Greg Hobelmann on 6/12/2025
- "Early interventions for distressed clinicians such that board or NPDB reporting can be avoided" by Dr. Catherine Caldicott on 10/21/2025

Recordings of past lectures may be found on the Center for a Healthy Maryland's YouTube channel: [Center for a Healthy Maryland - YouTube](#).

MPHP Symposium on Physician Health

On October 18, 2024, MPHP held our first Physician Health Symposium. For this Zoom only event we had two speakers and a panel discussion. Dr. Mark Albanese, Medical Director of the MA Physician Health Services and FSPHP Northeast Regional Director spoke on Expanding the View of Physician Health. Dr. Michael Baron, Medical Director of the TN Medical Foundation Physician Health Program and FSPHP President spoke about Professionalism, Burnout and Moral Injury. Both Dr. Baron and Dr. Albanese brought such wisdom, compassion, and experience to their talks. Not only did we learn so much, but the message of understanding came through so clearly.

The highlight of the day, though, was the panel discussion lead by Dr. Greg Hobelmann. Dr. Hobelmann and three other graduates of the MPHP spoke about their experiences before, during, and after participation. Their courage and commitment shone through and was commented on by the audience who felt that discussion was the highlight of the Symposium. We are planning our next symposium for March 2026. Look for our call for speakers and our registration notices later this year.

Symposium Speakers and Topics



Mark Albanese, MD

Northeast Region Director FSPHP, Medical Director of PHS

Expanding the View of Physician Health



Michael Baron, MD, MPH, DFASAM, FAPA

Medical Director: Tennessee Medical Foundation – Physician's Health Program
President: Federation of State Physician Health Program

Professionalism, Burnout and Moral Injury



Greg Hobelmann, MD, MPH

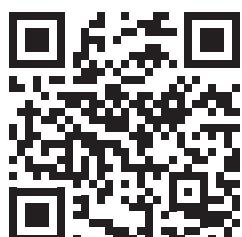
Co-CEO Ashley Addiction Treatment

Participant Panel Discussion

Looking Forward

Looking ahead to 2025 we see uncertainty and change, with an ever-evolving landscape surrounding grants, funding and politicization of health care. We know that this will influence the health and well-being of healthcare providers but be assured that MPHP is there for you. Our Programs, the Lemons to Lemonade lecture series, Cabana, as well as our outreach to hospitals and employer groups are ready to assist, educate and support. We know that uncertain times can be difficult, and we believe that as a part of the health care community we can rise to meet any challenge that is asked of the MPHP.

We thank all of you for your support in 2024 and ask for your continued investment in our programs in 2025. We look to you, our stakeholders, partners and participants for engagement in Center for a Healthy Maryland events, attendance and participation in the Lemons to Lemonade lecture series, and of course charitable donations. The state of affairs in the world may change, but the mission of the MPHP, to promote and support the health and wellbeing of physicians and allied health professionals, will not.



You can support the MPHP today with a one time or recurring donation, scan the QR code to find out more or go to healthymaryland.org/donate



Meet Our Staff



Margaret Ann Kroen, LCSW-C
Program Director MPHP



Mike Llufrio
Director of Operations



Domenica Stone
Chief Administrative Officer



Astrid Richardson-Ashley, LCSW-C
Senior Clinical Manager



Holly Wade, LCSW-C
Clinical Manager II



Amber Thrasher, LCSW-C
Clinical Manager II



Martin Rusinowitz, MD
MPRP Medical Director



Arthur Hildreth, MD
MPHP Medical Director



John Gloss
Administrative Coordinator,
Editor Annual Report



Margaret Kroen, Astrid Richardson-Ashley and Holly Wade at the FSPHP Annual Conference in Nashville, TN.



Margaret Kroen and Holly Wade at the MedChi Grand Finale



Allan Browder, Executive Director Center for a Healthy Maryland at the 225th Anniversary Charity Golf Scramble