

MDHP

MARYLAND PHYSICIAN HEALTH PROGRAM

2025

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

I want to thank all our stakeholders, including our participants, our donors, those who refer to our programs, those who work with our participants and all of you who have attended our lectures and events. You all contributed to making 2025 another busy and productive year for our Programs. 2025 marked our 47th 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 2025 we:

- Worked with 98 individuals - up from 92 in 2024.
- Expanded our Lemons to Lemonade lecture series and hosted 6 CME lectures. We had a combined audience of 373 viewers
- Provided presentations about our programs at 6 hospital meetings
- Provided presentations about our programs to the Maryland Psychiatric Society Ethics Committee and the Maryland Board of Physicians Prosecutors
- Holly Wade, LCPC along with Dr. Catherine Caldicott presented on Trauma Informed Care at the Annual Federation of State Physician Health Programs Conference in Seattle, WA
- Presented our programs to the legal team of the MD Health Occupations Prosecution and Litigation Division
- Hosted interns from the University of Maryland School of Social Work
- Welcomed Dr. Greg Hobelmann as the chair of our MPHP Oversight Committee
- Said goodbye to long-time supporter and Medical Director, Dr. Martin Rusinowitz
- Prepared to welcome long-time supporter and new Medical Director Dr. William Zitzmann
- Submitted a proposal to the State for the Maryland Board of Physicians Rehabilitation Program to continue MPRP for another 5 years starting in 2027.



Margaret Ann Kroen, LCSW-C
Program Director MPHP

I am honored to be in my fourth 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. I am very proud of what our amazing team has accomplished this year and want to call out their dedication, professionalism and hard work. Without all of them and all of you, our supporters, we would not have been able to make the impact needed to help healthcare providers, their patients and our communities. Please join me in celebrating our 2025 accomplishments and looking forward to a strong 2026.

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

Staff and Committees

MPHP Staff

Margaret Kroen, LCSW-C Program Director
 Mike Llufrío Director of Operations
 Domenica Stone Chief Administrative Officer
 Arthur Hildreth, MD MPHP Medical Director
 Karen Dionesotes, MD, MPH MPRP Medical Director
 William Zitzmann, 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: phpinfo@medchi.org
 Mike Llufrío at 410-878-9534 or mlufrio@medchi.org

Oversight Committee on Physician Health Program

Greg Hobelmann, MD Chair
 Daniel Nyhan, MD
 Keya Sau, MD PhD
 Elias Shaya, MD
 Arthur Hildreth, MD MPHP Medical Director
 William Zitzmann, MD MPHP Medical Director
 Karen Dionesotes, MD, MPH MPRP Medical Director

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 MPHP Medical Director
 William Zitzmann, MD MPHP Medical Director
 Karen Dionesotes, MD, MPH MPRP Medical Director

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. Extending gratitude and encouragement for just as much energy and dedication in 2026!

In 2025 we welcomed Dr. Karen Dionesotes and said goodbye to Dr. Martin Rusinowitz. We are poised to welcome Dr. William Zitzmann as our newest Medical Director in early 2026. Dr. Zitzmann is an anesthesiologist and a long-time supporter of MPHP. See his YouTube tribute for our 45th Year celebration MPHP 45th Anniversary - [William Zitzmann Testimonial](#)

In 2026 we will say goodbye to long time Medical Director and supporter, Dr. Arthur Hildreth, as he moves into retirement. His expertise, time, and the care he has shown, both for our team and our participants, has been invaluable over the past decade plus of his involvement in the program. While we will very much miss Dr. Hildreth, we wish him all the best.

Interns

We continued our relationship with the University of Maryland School of Social Work.

Maggie Engstrom, a University of Maryland School of Social Work first year student started with us in September 2024 and finished her internship in April 2025. Maggie brought her energy, thoughtfulness, and humor to our team. We valued all her contributions.

In September 2025 we welcomed Asha Storm to our team, also, from the University of Maryland School of Social Work. Asha has brought their compassion and experience to what we do and we are very happy to see their development as the semester progresses.



Meet Our Staff



Margaret Ann Kroen, LCSW-C
Program Director MPHP



Mike Llufrío
Director of Operations



William Zitzmann, MD
MPHP Medical Director



Karen Dionesotes, MD,
MPRP Medical Director



Arthur Hildreth, MD
MPHP Medical Director



Astrid Richardson-Ashley, LCSW-C
Senior Clinical Manager



Holly Wade, LCSW-C
Clinical Manager II



Amber Thrasher, LCSW-C
Clinical Manager II



Domenica Stone
Chief Administrative Officer



John Gloss
Administrative Coordinator,
Editor Annual Report

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)

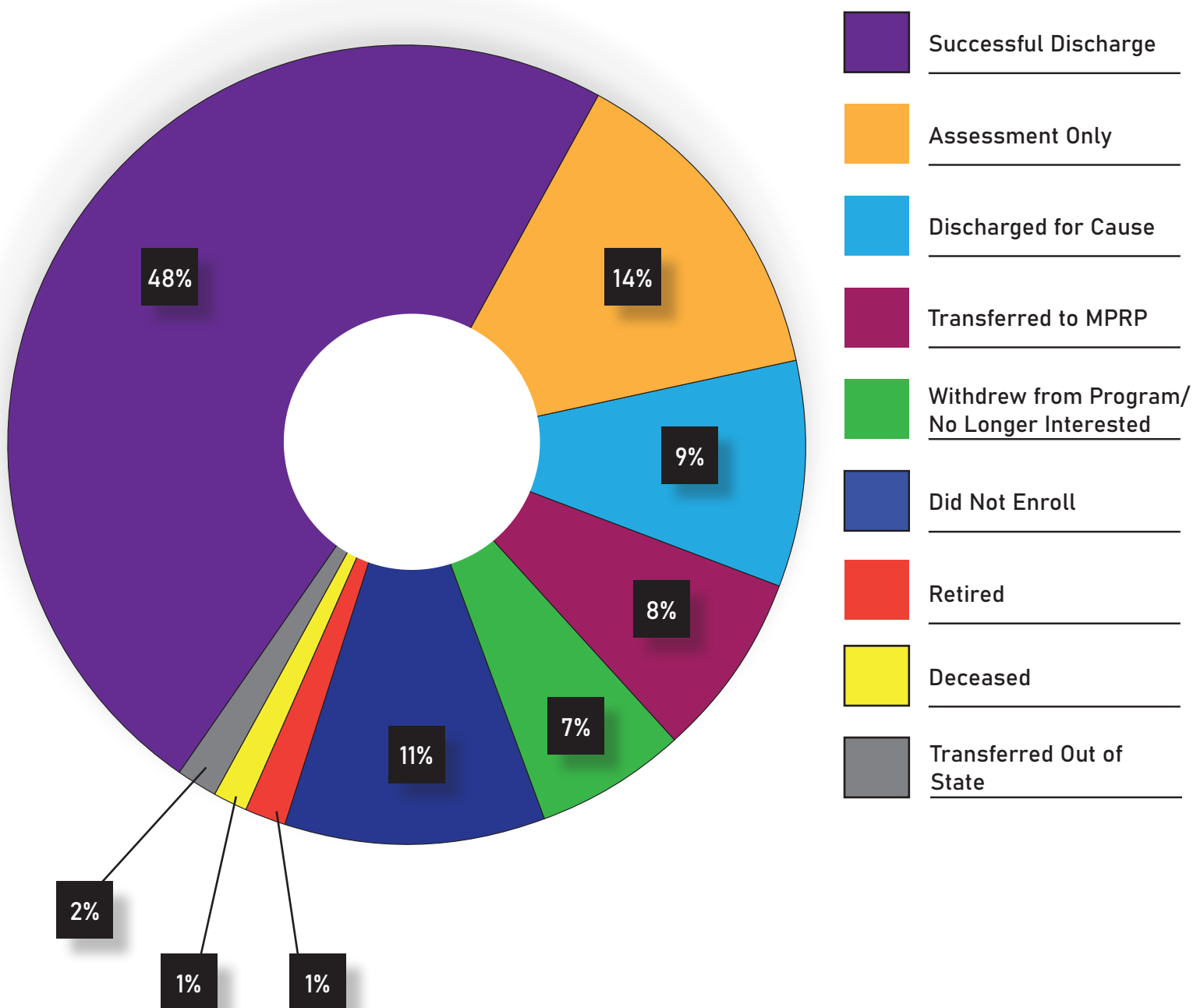
Referral Source	Professions	Confidentiality
Maryland Board of Physicians – contracted since 2010.	Physicians, Physician Assistants, Athletic Trainers, Genetic Counselors, Naturopathic Doctors, Nuclear Medicine Technologists, Perfusionists, Polysomnographic Technologists, Radiation Therapists, Radiographers, Radiologist Assistants, Respiratory Care Practitioners	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	Professions	Confidentiality
Professional boards, hospitals, practices, self, colleagues, family, legal counsel	Any professional licensed by a MD state board	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.

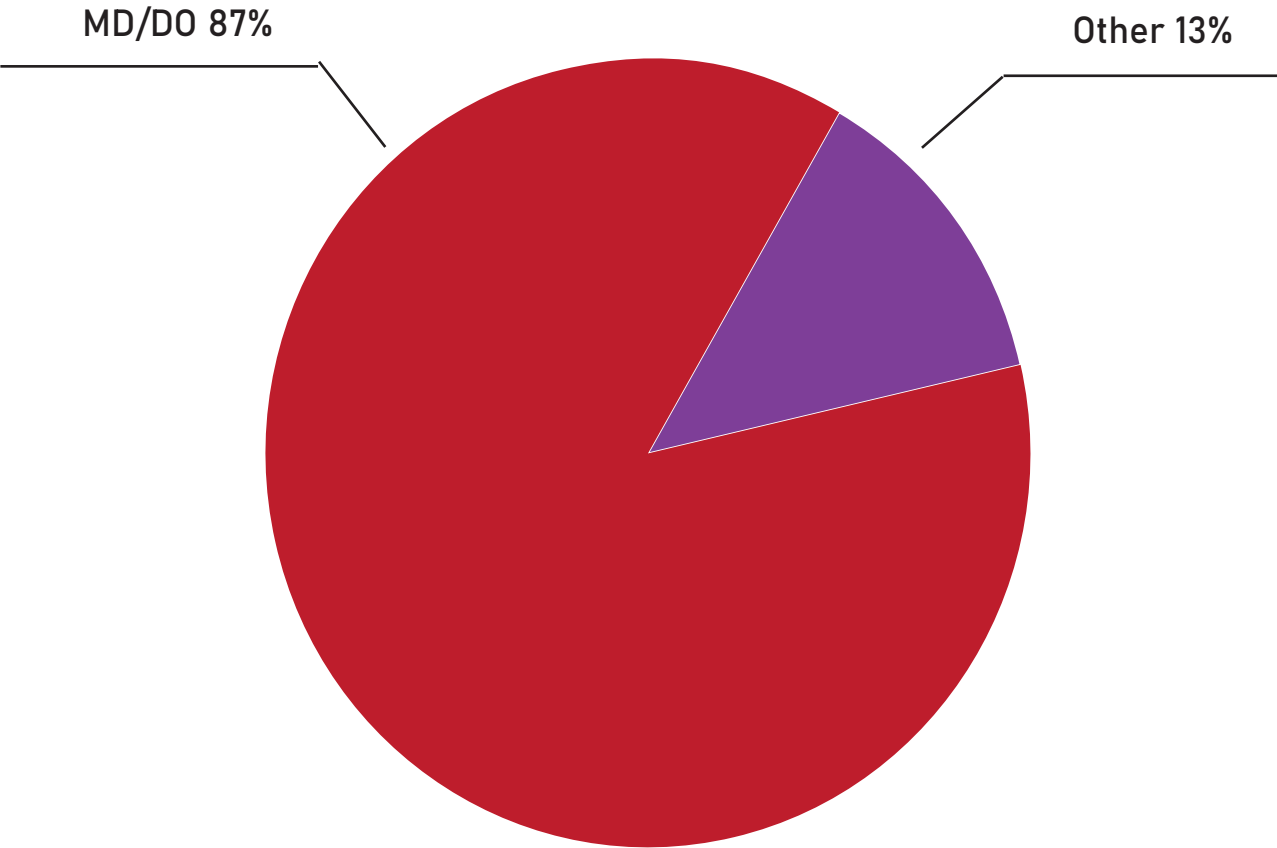
Program Data

Discharge Outcomes for Combined Programs*

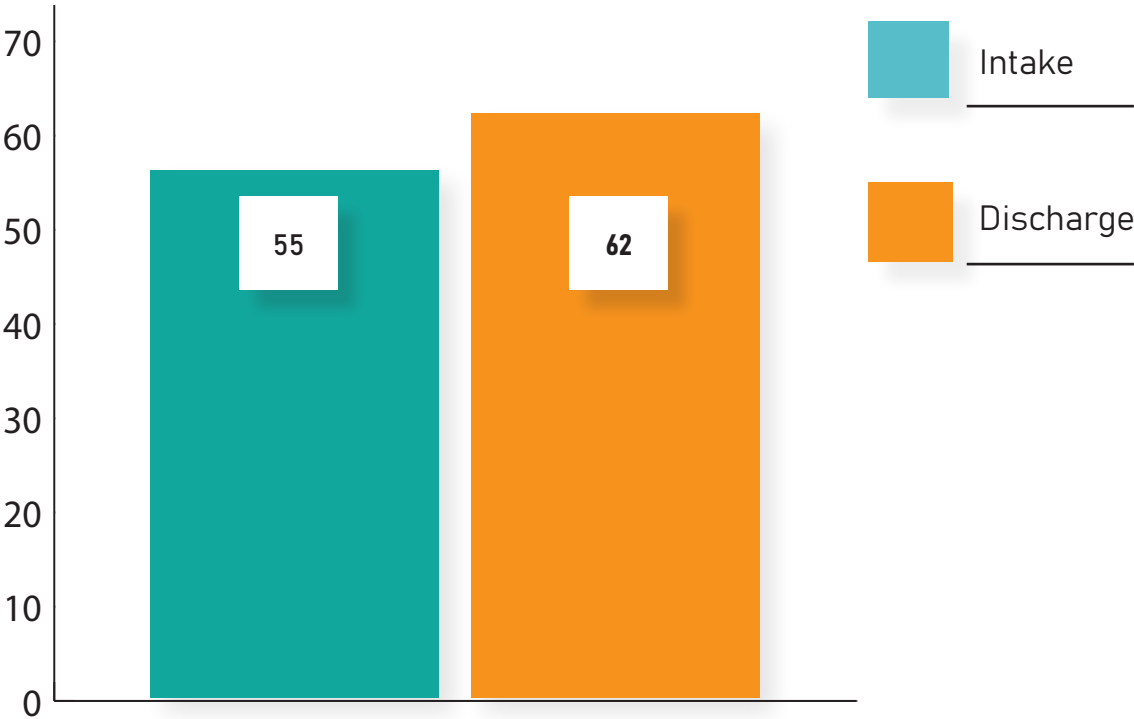


* Combined programs being MPHP, MPRP and MHPP.

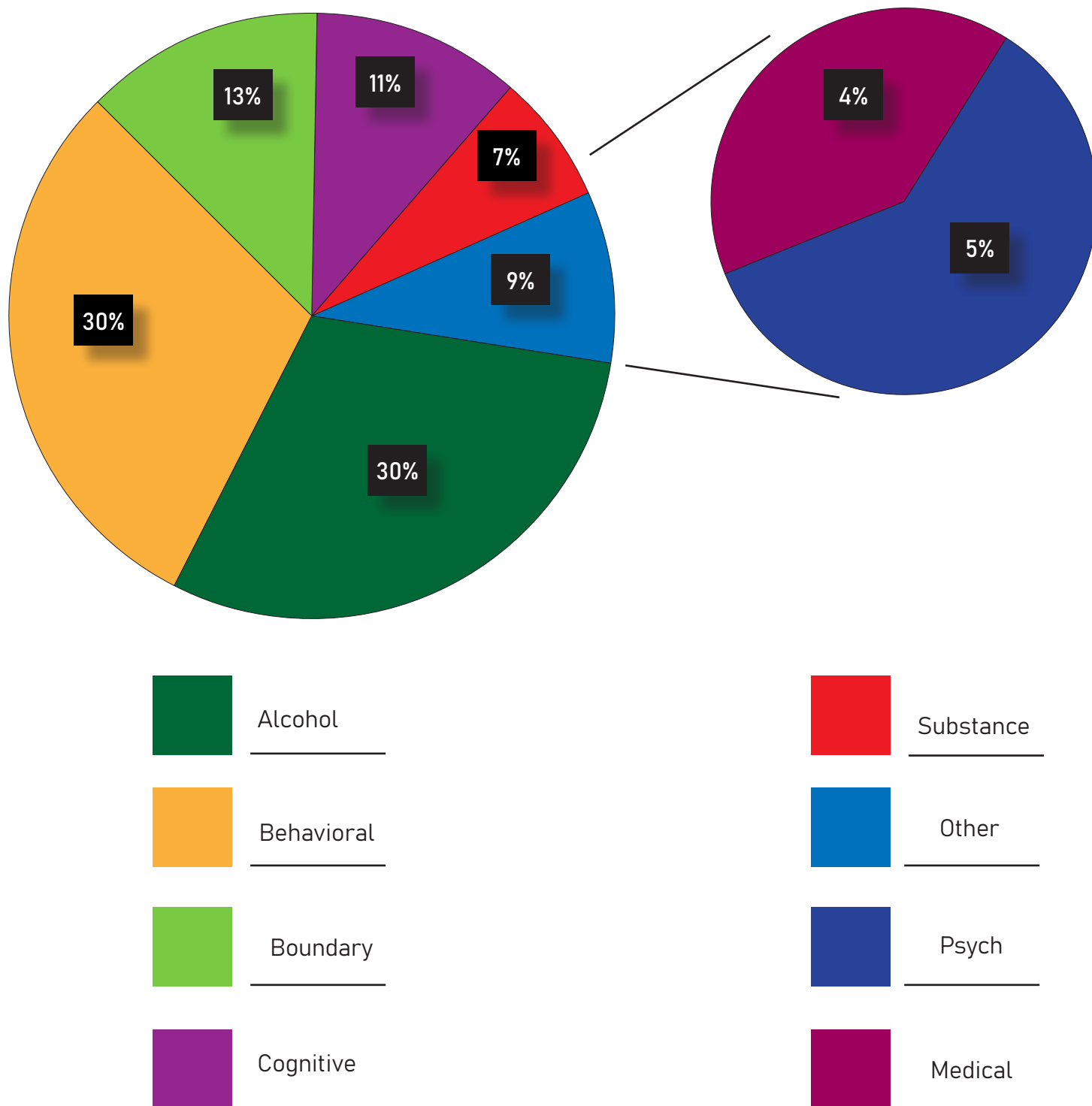
Participant Licensure



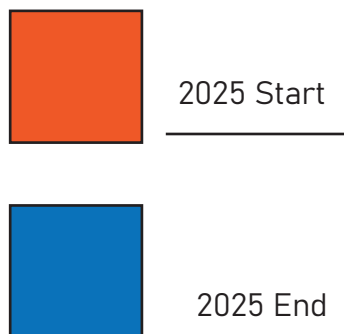
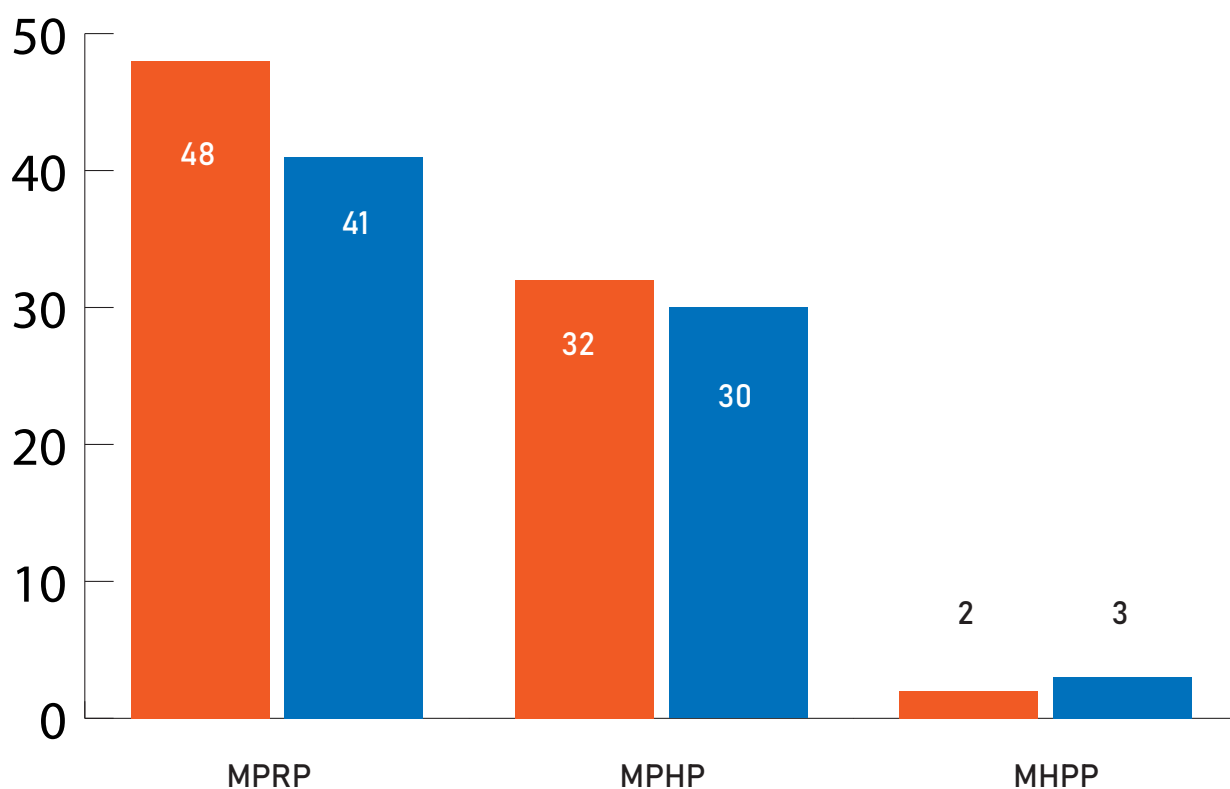
Intake and Discharge in 2025



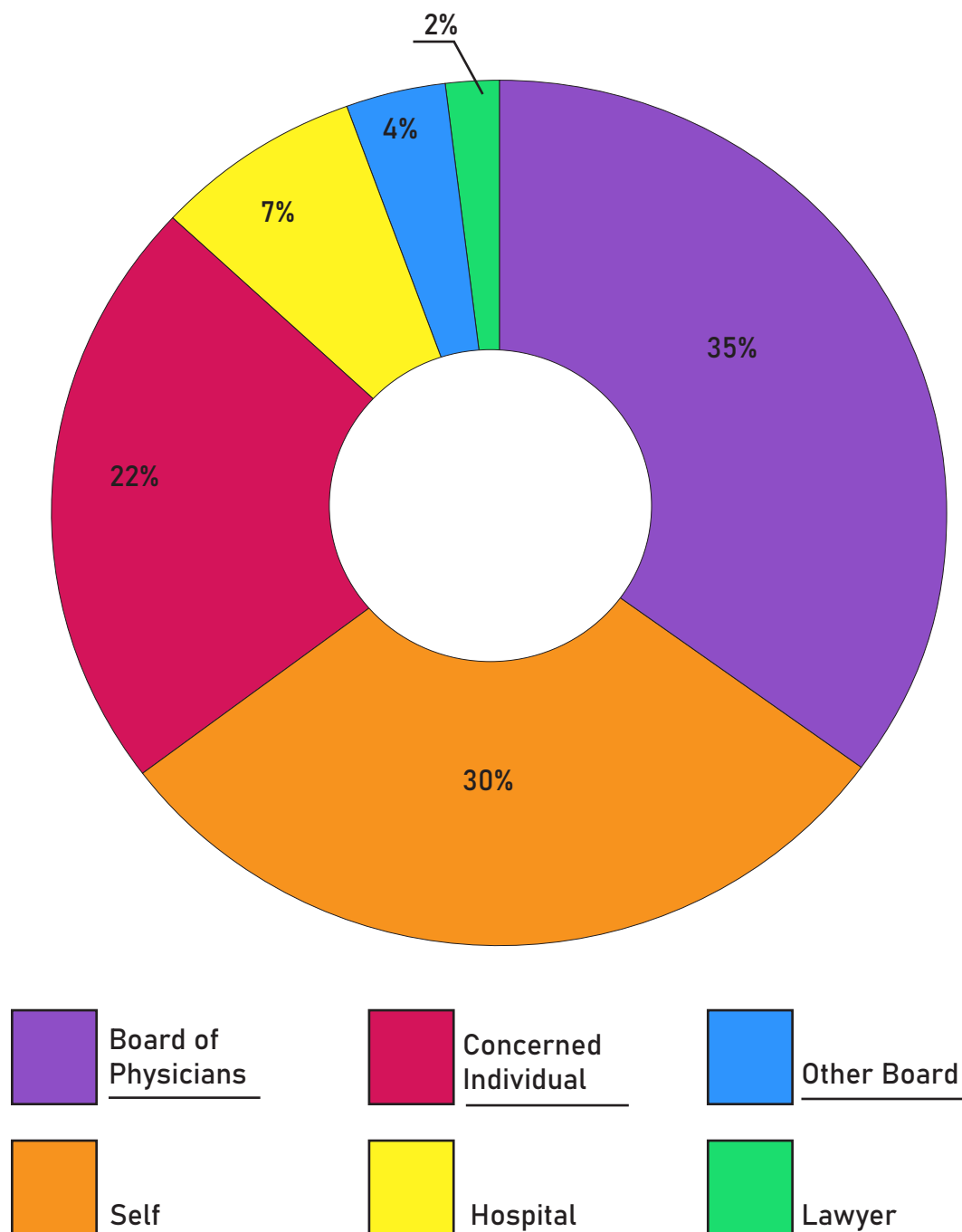
Intake Breakdown by Presenting Issue



Program Enrollment at Start and End of 2025



Referral Sources*

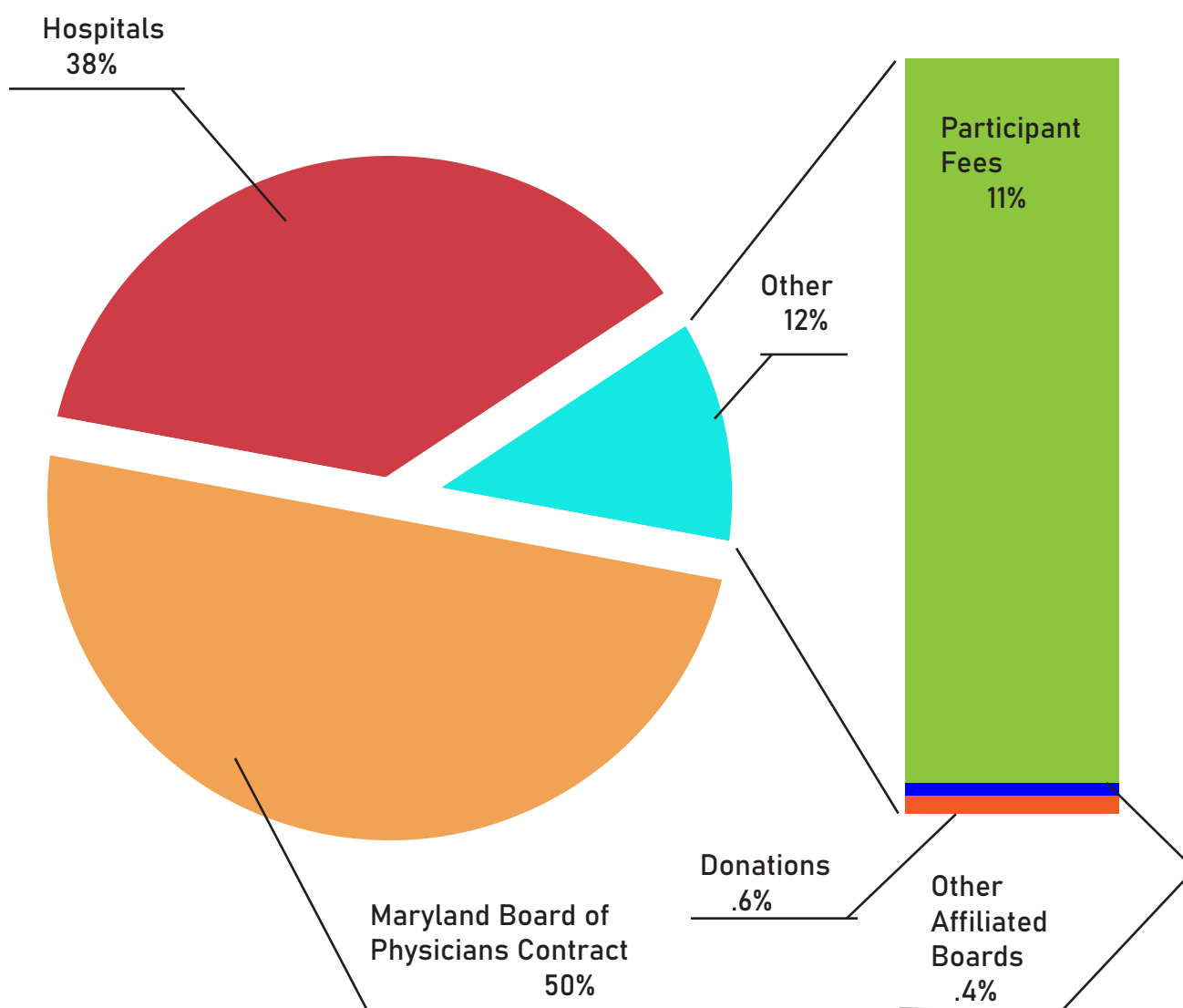


* Referral Sources include individuals who did not enroll in the program but were recommended to the program

Program Funding

In 2025 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
- State of Maryland Board of Chiropractic Examiners
- Hospitals and Practice Groups
- Participant Fees
- Donations



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

The McDougal Fund

Dr. Dan McDougal was born in Bethesda, MD and was raised in Manhattan Beach, California. He earned his bachelor's degree at Stanford University and his Medical Degree from the Milton S. Hershey Medical Center of the Pennsylvania State University. He then spent two years in the Air Force at the drug and alcohol detoxification center in Grandview, Missouri, where he began to develop a clinical understanding of the needs of those with alcohol and substance use disorders.

Following his service during the Vietnam War, Dr. McDougal, came to Maryland to complete his training in Internal Medicine at the University of Maryland Medical Center and a fellowship in rheumatology at the Johns Hopkins Hospital. Following the completion of his training Dr. McDougal opened a practice in rheumatology at the Good Samaritan Hospital in Baltimore City. He also at that time joined the Physician Health Committee in 1989. Dr. McDougal brought the knowledge he gained in addiction treatment in the Air Force to the Physician Health Committee.

In 1998, Dr McDougal accepted appointment as the medical director of Antietam Health Services in Washington County. As was his way, Dr. McDougal became involved in the Hagerstown community. He served as a volunteer medical director for the Community Free Clinic and recruited other physicians to serve.

2009 saw Dr McDougal receive the Hagerstown Herald-Mail's Person of the Year award. He also received the People's Choice Award of the Community Foundation of Washington County that same year.

Sadly, Dr. McDougal, after a lengthy battle succumbed to amyotrophic lateral sclerosis in May 2010. Having been a stalwart member of the Physician Health Committee and a fierce advocate for his patients and for his fellow physicians, the Physician Health Committee resolved, with the support of his wife Penny, to honor Dr. McDougal by creating the Dan H McDougal MD Fund. The fund would be used to assist physicians who could not afford the services of the Maryland Physician Health Program.



Dr. McDougal pictured in the Hagerstown Free Clinic, early 2000s

2025 marked the fifteenth year of the McDougal Fund. The McDougal fund has provided more than \$40,000 in support to physicians and allied health professionals with financial need. During this time, the fund has received \$70,000 in donations.

Often times we see there is an assumption that if someone is a medical professional, they have money and are insulated from the financial hardships most people experience, we know that is not always true. Many medical professionals are dealing with medical school debt, the rising cost of living, and some participants have a diminished ability to practice while dealing with the issues that brought them to the MPHP. Financial assistance, via the McDougal Fund, has been an important part of allowing participants to reach successful outcomes over the past 14 years.

Outside of the McDougal Fund, we do also offer fee reductions to MedChi members, students, interns, and residents. However, the McDougal fund is the primary form of financial assistance that helps medial professionals, who are struggling financially, stay enrolled in our program.

This past year, the McDougal Fund provided a little over \$6,000 in financial assistance to almost half of the enrollees in the Maryland Physicians Health Program. This works out to each participant receiving roughly \$400 in financial support over the course of the year. Consider a charitable, tax deductible, donation to the McDougal Fund. For a little over a dollar a day you could support a medical professional for an entire year of our program.



Dr. McDougal on the water

Survey Data

We continued our Participant Survey Project in 2025, 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:

- (My case manager) is a rock star!! She is incredibly helpful in addressing the issues that brought me to the program, and I am very comfortable working with her. She is a great resource and advisor, and I will be forever grateful that I am able to work with her.
- (My case manager) is a true professional at her job. It has been a pleasure working with her. It would be nice if practices utilized this resource more often.

What our participants like about our programing:

- It's a truly great program! I have friends in other states who don't have access to such a helpful organization, and I feel very fortunate to be a part of the MPRP. Keep up the great work!!
- I wish that I had known about the MPHP / MPRP before things reached a crisis point.
- This program has been incredibly helpful during a very stressful time of my life, I don't know what I would have done without it. It allowed me the freedom to access services I needed.

"(My case manager) has been a fantastic counselor, and a very astute guide to me."

The Numbers

94% of survey responders say they have learned one or more strategies to cope with the issues that brought me to the program.

94% of responders were pleased with the accomplishments they had made through the Program.

94% of respondents said they would recommend the program to others

94% of respondents said they participated in therapy and/or self-help groups

"I wouldn't change anything, the things I dislike are things that are necessary"

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 2025 we were invited to speak with:

- MGSB & MUMH Combined Medical Executive Committee
- Maryland Psychiatric Society Ethics Committee: Introduction to the Maryland Physician Health Program and Dual Agency Conundrums
- Federation of State Physician Health Programs – Annual Conference
- UM Charles Regional MEC
- Maryland Association Medical Staff Services (MAMSS) Conference
- Joint Medical Staff Educational Session Holy Cross Hospital
- CalvertHealth Medical Center Staff Meeting
- Medical Staff Meeting – ChristianaCare Union Hospital
- Meeting with President of Medical Staff and Director of Medical Staff, Howard County Medical Center
- Meeting with Medical Director and HR Director Shore Medical Group
- Legal team of the MD Health Occupations Prosecution and Litigation Division– Review of Program Processes



Holly Wade presenting on Trauma Informed Care at the 2025 FSPHP conference in Seattle

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 2025 and plan more lectures in 2026.

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
- Addressing Stigma Associated with Mental Health and SUDs Within the Healthcare Professions and Community presented by Jill Star PhD on 4/16/25
- The Effects of Recovery from Chronic Pain: Addressing the 90% f What We Don’t See by Dr. Greg Hobelmann on 6/12/2025
- ALL IN for Mental Health: Increasing Access to Mental Healthcare for Healthcare Workers Presented by Stefanie Simmons, MD, FACEP on 9/24/25
- “Early interventions for distressed clinicians such that board or NPDB reporting can be avoided” by Dr. Catherine Caldicott on 10/21/2025

2026 Lectures:

- “Navigating Complex Micro-Cultures: Maintaining Supportive Boundaries in Health Care” with Dr. Chetna Sethi, PhD, OT/L on 3/26/2025
- Focusing on CLEAR Ethics with Michael Heitt, PsyD on 5/20/2026
- TBD with Sally Moody on 6/30/2026
- TBD with Greg Hobelmann on 9/22/2026

More lectures in 2026 to be announced.

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

Looking Forward

As we look toward 2026, we are energized by what we accomplished in 2025 and inspired to build on this momentum. Our programs, outreach efforts, and the Lemons to Lemonade series have had a meaningful impact on healthcare providers across Maryland, and we are proud of the progress we have made together.

The information in this report also highlights important opportunities for growth. Maryland has more than 55,000 physicians and allied health professionals, yet we are currently reaching only a small portion of those who may benefit from our confidential, judgment free support. In 2026, we are determined to extend our reach—and we invite you to help amplify our message. Your voice, your networks, and your willingness to share our mission can open the door for colleagues who may not realize help is available.

We also saw an increase in requests for financial assistance in 2025, reflecting rising costs – especially for those unable to work while receiving support. In response, we are actively pursuing grants, expanding program offerings, and exploring new fundraising opportunities to sustain both our participants and our operations. If you contributed last year, we offer our heartfelt thanks; as we face the financial realities ahead, your continued support will help ensure every participant has access to the resources they need.

As we move forward, we look to you – our stakeholders, partners, and participants – to help fuel our mission. Your engagement in Center for a Healthy Maryland events, participation in the Lemons to Lemonade lecture series, tax deductible contributions, and referrals all play a vital role in strengthening our work. We remain fully committed to the mission of the MPHP: promoting the well being of physicians and allied health professionals to ensure the highest quality of care for their patients.

Join us in making 2026 a year of expanded support, renewed connection, and meaningful impact.

Here's how you can make a difference—starting today:

- **Refer a colleague** who could benefit from our confidential, judgment free programs.
- **Share our mission** within your professional networks, organizations, and communities.
- **Participate in our events** and invite others to attend.
- **Give generously** to help sustain essential services and support those facing financial hardship.

Together, we can reach more providers, strengthen our community, and ensure that every healthcare professional in Maryland feels supported and valued.

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





MARYLAND PHYSICIAN HEALTH PROGRAM

YOUR HEALTH IS OUR PRIORITY

Helping physicians and the medical community
for more than 40 years.

ABOUT US

The Maryland Physician Health Program (**MPHP**) assists physicians and other healthcare professionals in a confidential, private setting to address issues that may potentially impact their ability to practice medicine. **MPHP** assesses and refers participants to clinically appropriate treatment, helps the participant develop an individualized plan, provides case management to facilitate progress with the plan, and provides advocacy on behalf of the participant when needed. **MPHP** also provides education and outreach to the medical community regarding physician impairment and available services.

Have You Ever...

- Noticed a physician colleague that smelled of alcohol **OR** worried that you smelled like you had been drinking?
- Been concerned that a colleague **OR** yourself was so upset and angry that it interfered with patient care?
- Been plagued with worry or concern because a colleague **OR** yourself "just doesn't seem right?"

Do You Know Where To Turn When...

- You think a physician **OR** yourself might have a drinking problem?
- A colleague **OR** yourself is self-prescribing medications?
- A colleague **OR** yourself seems depressed, experiencing mood instability, or is overly anxious to the point that their performance is being affected?

MPHP helps with:

- Alcohol/chemical dependency
- Mental or emotional health
- Stress
- Physical or cognitive impairment
- Disruptive behavior
- Boundary violations

CALL MPHP FIRST!

FOR A CONFIDENTIAL CONSULTATION FOR YOU OR A COLLEAGUE WHO MAY BENEFIT
FROM OUR HELP, PLEASE CALL 800-992-7010 OR 410-962-5580 OR EMAIL
PHPINFO@MEDCHI.ORG.