

UNIVERSITY OF FLORIDA COLLEGE OF MEDICINE JACKSONVILLE
Office of Educational Affairs

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| Approval Date: 6/7/2016 | Subject: UFCOMJ RESIDENT IMPAIRMENT AND SUBSTANCE ABUSE | Page 1 of 3 |
| Approved by: GMEC | | Revised Date: 8/1/2007, 3/1/2011; 5/10/2016 |
| Effective Date: 8/1/2007 | | Reviewed Date: 8/1/2007; 5/10/2016 |

The University of Florida is a Drug Free Workplace. Violations can result in disciplinary action up to and including termination. A violation may also be reason for evaluation and treatment of a drug and/or alcohol disorder or referral for prosecution.

Strict rules will affect residents who report for duty while under the influence of alcohol or drugs or are suspected of being intoxicated. In addition to any disciplinary action, residents identified as such will be referred to the Professionals Resource Network (PRN; refer to subsequent discussion). Individuals declining referral to the PRN will be reported to the Board of Medicine and may be subject to additional adverse consideration by the University's College of Medicine. In addition, individuals are subject to Federal, State, and local laws.

Individuals who recognize the presence of a drug or alcohol problem or other impairment are responsible for seeking and using appropriate treatment and support mechanisms. The University makes available a Resident Assistance Program to its residents. The University also provides an educational program for residents regarding physician impairment, including substance abuse.

Professionals Resource Network (PRN): The University of Florida College of Medicine conforms to the Florida Medical Practice Act (F.S. 458), the rules of the Board of Medicine, and Department of Professional Regulation. The rule calls for all licensed practitioners to report to the appropriate authority any reasonable suspicion that a practitioner is impaired to practice. The legislation provides for therapeutic intervention through the Professionals Resource Network (PRN). This organization works closely with the State Board of Medicine and is recognized as the primary method of dealing with physician impairment in the state. Faculty, staff, peers, family or other individuals who suspect that a resident is suffering from a psychological or substance abuse problem are obliged to report such problems. Reporting can be directly to the PRN or to the program director, Department Chairman, or Associate Dean for Student Affairs/Senior Associate Dean for Educational Affairs. All referrals are confidential. The Associate Dean for Student Affairs is available to assist with PRN referrals, and should be contacted whenever such a referral is being considered. If the PRN feels intervention is necessary, they handle the situation and provide for treatment and follow-up. If the resident is to be permitted to return to their Program, they can only return to clinical duties with the approval of the PRN. The PRN maintains contact with the program directors and Associate Dean for Student Affairs about residents in the program of recovery. Effective April 1, 2003, the Graduate Medical Education Committee for UFCOMJ determined that costs otherwise not covered under the health insurance plan of the University (treatment, room and board, and so on) associated with inpatient or outpatient treatment, if deemed appropriate, will be paid in equal parts by the Program, the Dean's Office and the resident.

A leave of absence may be granted by the University to the resident for a period not to exceed six months. Re-entry into the Program is not automatic. Depending upon the severity of the infraction and the circumstances, the Program may terminate the resident from the program before, during or after completion of treatment by PRN. Due process will be afforded the resident in such case. The University may, but is not required to, reinstate the resident upon completion of the PRN program. Individuals forging prescriptions or otherwise illegally obtaining controlled substances will be subject to severe disciplinary measures, up to and including termination from the program, as well as formal criminal prosecution.

Information on the Professionals Resource Network (PRN) and its program can be obtained by calling 1-800-888-8PRN or by writing to the PRN at P.O. Box 1881, Fernandina Beach, Florida 32034.

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Shands at Vista and Other Treatment Sites:

PLEASE NOTE: A key step in cost control for PRN referrals is that of early notification of Holloway Financial Services and UFCOMJ Fringe Benefits.

- If PRN determines that an evaluation and/or treatment are necessary, and referral made to Vista or another approved PRN location, the Office of Educational Affairs should notify UFCOMJ Fringe Benefits and College of Medicine Consultant (see below for contact information).
- Shands at Vista will evaluate the resident for treatment: In-patient detoxification, Partial Hospitalization, Detoxification and Partial Hospitalization, Discharge.
- Shands at Vista will pre-certify any inpatient admission with the group health program provider by calling Humana at 800-523-0023.
- Shands at Vista will notify the Associate Dean for Student Affairs and the Program Director of the individual assessment and of the need (if applicable) for hospitalization.
- Shands at Vista will discount the bill by 40% and bill the health program provider (Humana) for the **covered expenses**.
- Shands at Vista will bill the Resident **for non-covered expenses** (Room & Board).
- The Senior Associate Dean for Educational Affairs and the Program Director will be notified of the non-covered expenses (Room & Board fees). If deemed appropriate the Program, the Dean's Office, and the resident will cover the expenses in equal proportions.

CONTACTS:

UFCOMJ Fringe Benefits

Cherise Conte-Bush
653-1 West 8th Street, Box L-15
Jacksonville, Florida 32209

PO 44008
Jacksonville, FL 32231-4008
(904) 244-8531
cherise.conte-bush@jax.ufl.edu

Group Health Program Administrator

Blue Options
Benefits information can be found on the UFCOM-J website
<http://gatorcare.org/by-employer/clinical-faculty-housestaff/>

Preadmission Review and Notification: see GatorCare Prime Plus or GatorCare Premium plan benefit booklet found at the website above

Preferred Provider Facility: Shands at Vista

Supervisor of Admissions
4101 NW 89th Blvd
Gainesville, FL 32606
(352) 265-5491
TwistJ@shands.ufl.edu