

UTSW RENEW Committee

**Program Directors Advisory Committee (PDAC)
Presentation**

S. Marshal Isaacs, MD
Chair, UTSW RENEW Committee

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What is the “RENEW U” Committee?

Recovery

Employee

Network

Enhancing

Wellness

- ❖ A UTSW Committee that works to ensure that no patient is injured as a consequence of provider impairment

AND

- ❖ that an affected UTSW provider receives rapid, effective, and confidential support, when indicated

Mission of the RENEW U Committee

The Committee's primary charge is to identify and monitor, through a confidential peer review process, matters of known or suspected impairment that may prevent providers from safely and effectively carrying out their duties, with the goal of both assisting the provider and protecting patients and other persons at UTSW.

RENEW U Committee Membership

- Marshal Isaacs, MD, Chair, Marshal.Isaacs@UTSouthwestern.edu, Emergency Medicine
- Kimberly Larkin, PA, Neurology, Kimberly.Larkin@UTSouthwestern.edu
- Jaya Lea, MD, Obstetrics/Gynecology, Jayanthi.Lea@UTSouthwestern.edu
- John Mansour, MD, Surgery, John.Mansour@UTSouthwestern.edu
- Kapila Marambage, MD, Psychiatry, Kapila.Marambage@UTSouthwestern.edu
- Gail Peterson, MD, Internal Medicine/Cardiology, Gail.Peterson@UTSouthwestern.edu
- Ava Piece, MD, Emergency Medicine, Ava.Pierce@UTSouthwestern.edu
- Michael Rubin, MD, Neurology, Michael. Rubin@UTSouthwestern.edu

What Does RENEW U Do?

1. RENEW U replaces the Committee on Practitioner Peer Review and Assistance (COPPRA). For UTSW residents/fellows, RENEW U addresses matters of potential or actual provider impairment in accordance with the UTSW GME Impaired Resident Physicians Policy.
2. RENEW U will develop and provide periodic education for practitioners and other clinical staff on how to identify individuals who may be experiencing mental health or substance use disorders and impairment, specific to licensed independent providers/trainees. This education may be communicated through regularly scheduled Medical Staff meetings, provider orientation and periodic educational programs.

RENEW Does Not

Initiate or investigate incidents or complaints of suspected impairment that occur at hospitals or institutions, other than UTSW and Parkland. RENEW U is under the UTSW Credentialing Committee.

- If UTSW is made aware of such a concern, Legal Affairs should be contacted.

The decision as to whether Parkland RENEW or UTSW RENEW will follow the provider or whether some other policy/process is more appropriate will be made on a case-by-case basis.

Who is Eligible for Assistance From the RENEW Committee?

- UTSW-employed physicians, dentist, podiatrists, psychologists, and Advance Practice Providers (NP, PA, CNM, CRNA)
- UTSW-credentialed providers as outlined above when an occurrence happens at Parkland
- UTSW Residents and Fellows (regardless of where they are employed)
- Providers who have been referred by the UTSW Credentials Committee to the RENEW U Committee due to disclosures or information obtained during the UTSW Credentialing process.
- Providers who choose to self-refer to the Committee

Worrisome Behaviors

- ☐ Excessive absenteeism or tardiness
- ☐ Difficulties in diagnosis and management of patients
- ☐ Abnormal behavior during rounds
- ☐ Embarrassing/unpredictable behavior
- ☐ Hostile behavior to patients/staff
- ☐ Inappropriate orders
- ☐ Depression
- ☐ Mood swings
- ☐ Poor concentration
- ☐ Deterioration in personal hygiene
- ☐ Isolation, withdrawal from activities, family and friends
- ☐ Medication discrepancy, self-prescribing

Are RENEW Committee Discussions and Actions Confidential?

- YES
- Communication from the Committee to the Program Director or Department Chair will be limited to the following:
 - Confirmation that the provider is under RENEW U supervision
 - The provider's status (compliant/non-compliant) with RENEW's recommendations
 - The provider's ability to safely practice
 - Any new concern related to patient safety

What Happens After I Refer Someone to RENEW?

That depends...

How To Make An Urgent (time-sensitive)

Referral to the RENEW Committee

First:

Contact UTSW PD and remove from duty, if circumstances warrant

- Follow the GME Impaired Resident Physicians Policy
- Contact the DIO
- Document the observable behavior
- All actions should promote the provider's safety and the safety of our patients

Second:

Contact Marshal Isaacs to initiate the RENEW U Referral

- Cell: 469 865 0001
- Pager: 214-786-1184
- Email: marshal.isaacs@utsouthwestern.edu

For Non-urgent Referrals or Questions:

Curt Pullman

Facilitator

Curtis.Pullman@utsouthwestern.edu

469-291-4535

Resources

- The RENEW Committee Members
- Informational Brochure coming soon
- Website links coming soon

Questions?

“These are the duties of a physician: First... to heal his mind and to give help to himself before giving it to anyone else.”

~ Epitaph of an Athenian doctor, AD 2.

“We must bring the issue of mental illness out into the sunlight, out of the shadow, out of the closet, deal with it, treat people, have centers where people can get the necessary help.”

~US Congressman John Lewis

“Addiction doesn’t come heralded by a brass band, it sneaks up on you, and sometimes with extraordinary speed.”

~C. Everett Koop (former US Surgeon General), 2003