



Operating Policy and Procedure

SOM OP: 20.12, **Health, Wellness and Rehabilitation of Faculty, Physicians in Training (Fellows and Residents), and Students**

PURPOSE: The purpose of this School of Medicine (SOM) policy and procedures is to provide guidance and authority for the provision of health and wellness of faculty, residents, fellows, and students, and to administer programs to address impairments. This policy describes the committee structures needed for administration of this policy.

REVIEW: This SOM Policy and Procedure shall be reviewed within each odd-numbered fiscal year by the Health, Wellness and Rehabilitation Committee. Revisions will be forwarded to the Office of the Dean for approval and publication.

POLICY/PROCEDURE:

Background: Texas Tech University Health Sciences Center (TTUHSC) recognizes that faculty, residents, fellows, and students who are impaired are individuals who need professional help. The University will establish procedures that promote and monitor wellness of these individuals and will establish an organizational structure, including appropriate committees, to administer this policy to ensure that the institution meets or exceeds accreditation and other relevant standards.

Actions taken under this policy shall be in accordance with the discipline policies established by the TTUHSC Board of Regents. ~~See TTUHSC Board of Regents Policies, Procedures, and Regulations regarding Title 002 terms used in this policy:~~

- a. Physician(s) as used throughout this policy includes medical doctors, doctors of osteopathy, and doctors of dentistry who have completed training and are licensed to practice in the state of Texas, and includes physicians providing services in correctional facilities.
- b. House Staff (Resident and Fellow Physicians) as used throughout this policy includes medical school graduates who participate in a residency training or fellowship program at TTUHSC, which has been approved by the Accreditation Council for Graduate Medical Education.
- c. Student as used throughout this policy refers to any individual who has been admitted to the TTUHSC School of Medicine, and is or has been in attendance at TTUHSC School of Medicine. (Medical students placed on a leave of absence [broadly defined] and eligible to return to the curriculum are still covered under SOM OP 20.12.)
- d. Chemical substance use disorder is the personal use of any chemical substance that is specifically proscribed by law or by regulation pursuant to legal authority (e.g., Schedule 1 drugs); the personal misuse of any legally controlled substance; or the personal misuse of any normally legal chemical substance (e.g., alcohol) in a manner that produces the likelihood of the development of impairment.

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- determine the presence or absence of chemical substance misuse if the substance involved is one for which a bona fide medical indication exists.
- v. The cost of chemical substance testing undertaken

d. Physicians, house staff or students who self-report shall have input into the plan. The Physician Rehabilitation subcommittee may consider input from physicians or house staff who are the subject of a report of impairment.

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e. The physicians, house staff or students shall sign the report. ~~Physicians, house staff or students shall sign the report.~~