

AID FOR IMPAIRED RESIDENTS PROGRAM (AIRS)

The Aid for Impaired Residents Program (AIRS) is a confidential program which functions in coordination with the nationally recognized Aid for Impaired Medical Student Program (AIMS) developed at the University of Tennessee. The program is a cooperative effort with the Tennessee Medical Foundation (TMF) Physician's Health Program (PHP) and is designed to assess and provide assistance for any psychological or substance abuse problem that may be affecting a resident's health or academic performance.

Entry into the AIRS program is a formal process and requires that the resident follow a TMF PHP prescribed rehabilitation program. The residency positions of individuals entering the AIRS Program will be protected for up to six months until the resident receives advocacy of the TMF PHP and is ready to continue training or a determination is made that the resident will not be able to continue training. If PHP treatment recommendations are followed, the GME Program will work with the resident to maintain financial support for up to 90 days through payroll or disability benefits during the period of absence from training. Residents should contact their insurance provider to determine what health insurance benefits are available to assist with treatment costs.

A resident who resumes training after completing TMF PHP treatment will be subject to immediate termination if there is a recurrence of distressed behavior or if the resident fails to maintain ongoing progress. Any exceptions to the policy, including requests for readmission to the TMF PHP due to recurrence of a resident's distressed behavior, will be considered on a case-by-case basis by GME administration.

Referrals may be made confidentially by a health care provider, a co-worker, family member, friend or the physician him/herself. To make a referral or obtain more information, contact the Associate Dean of GME, Natascha Thompson, M.D., at (901) 448-5364. Residents may also contact the Tennessee Medical Foundation Physician's Health Program online at: <http://www.e-tmf.org> or at the following address:

5141 Virginia Way
Suite 110
Brentwood, TN 37027
Phone: (615) 467-6411
Fax: (615) 467-6419

Once the resident or fellow is referred to the TMF, three (3) individuals must be notified / involved in the process:

1. Michael Baron, MD, MPH – TMF Medical Director
2. Natascha Thompson, MD, FACP – Associate Dean of GME
3. Program Director