



Pu'ulu Lapa'au

Hawai'i Program for Healthcare Professionals

Annual Report 2025

Pu'ulu Lapa'au Is Hawai'i's Premier Independent Healthcare
Provider Program Serving As An Advocate For Hawai'i's Providers
To Assist Them In Their Journey In Life And Medicine

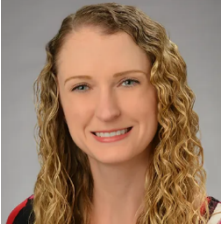
200 N. Vineyard Blvd, Bldg. B Ste 271

Honolulu, Hawai'i 96817

Visit our website: www.hawaiiphp.org

Table of Contents

Table of Contents	2
E Komo Mai	3
We Serve	3
We Provide	3
Our Work.....	3
Why We Do It.....	3
Our Services	4
Supportive Case Management	4
Standard Monitoring.....	4
For Hospitals, Clinics and Insurers	4
Benefits Include	4
Hawai'i Program for Healthcare Professionals: Pu'ulu Lapa'au - Summary.....	5
Summary of Program Effectiveness 2023 – 2025	6
Summary of Program Referrals 2023 – 2025	7
Summary of Program Participants (Contracted), 2021-2025.....	9
Summary of Updates and Presentations	10
Board of Directors.....	11
Program Staff	12
How We Are Supported.....	13
Healthcare Organizations	13
Individual Contributors	13
Donation Form	14



E Komo Mai

Welcome From Dr. Angela Gough

Medical Director

Pu'ulu Lapa'au: Healing the Healer

The mission of Pu'ulu Lapa'au, the Hawai'i Program for Healthcare Professionals, is to promote patient safety and care by improving the health, well-being and effectiveness of healthcare professionals. We achieve this by offering confidential support and advocacy to healthcare professionals with potential conditions including substance use disorders, mental or physical illness, work-life imbalance and behavioral concerns. We also help determine fitness to practice and practice re-entry.

There are many reasons a healthcare provider may not function at their full potential. They may include work-life imbalance but can also include serious conditions, such as mental and/or physical health issues and substance use disorder. Our goal is to aid our colleagues by providing a path for wellness and professional success. A healthy provider is our best resource for the care of Hawai'i's community!

We Serve

Most licensed healthcare providers in Hawai'i, including medical students and residents.

We Provide

Education, Prevention, Referral, Monitoring and Advocacy for conditions that may interfere with a healthcare professional's ability to practice effectively and safely, and issues that may lead to disruption in the workplace.

Our Work

Healthcare professionals have a profound impact on the safety of patients and families, co-workers, and the public. Yet, like others in our community, their performance can be compromised by factors like high levels of stress and they sometimes suffer from conditions such as substance use disorder and symptoms of burnout.

Pu'ulu Lapa'au provides alternate paths to wellness, so professionals can continue to contribute to the community. Standard Monitoring utilizes guidelines established by the Federation of State Physician Health Programs, the American Society of Addiction Medicine, and the Federation of State Medical Boards. Not all participants require Standard Monitoring. Some may benefit from Supportive Case Management.

Why We Do It

- The mission of Pu'ulu Lapa'au, the Hawai'i Program for Healthcare Professionals, is to promote patient safety and care by improving the health, well-being and effectiveness of healthcare professionals.
- Unless the condition is addressed effectively, healthcare professionals may face serious consequences, such as potential loss of employment and their license to practice. The community may lose a valuable, highly trained professional.
- Our model works! Multiple evidence-based studies clearly demonstrate professionals were able to restore their careers when they adhere to these requirements.

Our Services

We provide respectful and confidential support and advocacy.

We focus on long-term recovery through rigorous, sustained monitoring and abstinence.

We continuously support participants with individualized plans designed to mitigate issues, promote wellness and ensure safe practice.

We monitor the following conditions:

- Stress management, including burnout
- Substance abuse disorders
- Mental and physical conditions, including cognitive disorders
- Behavior issues, including disruptive behaviors

Supportive Case Management

- Develop short term monitoring plans, if indicated
- Referral to services such as counseling and professional coaching
- Referral to support groups
- Advocacy with employers and licensing boards

Standard Monitoring

- Monitoring plans of up to five years
- Referral to assessments and treatment, and services such as professional coaching
- Referral to support groups
- Advocacy with employers and licensing boards

For Hospitals, Clinics and Insurers

- Presentations to our contract partners and others on issues of relevance to the well-being of health professionals
- Regular reports on compliance
- Fulfillment of Joint Commission requirement MS.11.01.01

Benefits Include

- Help achieve and sustain wellness
- Rigorous independent monitoring
- Professionals are held accountable
- Professionals can continue to practice safely
- Employers and licensing boards receive independent reports
- Hospitals meet Joint Commission requirements

**PHYSICIAN HEALTH PROGRAM
ENDORSED BY THE
AMERICAN MEDICAL ASSOCIATION**

ESSENTIAL ELEMENTS OF THE MODEL:

- Confidentiality
- Independent Governing Board
- Evidence-Based Methods
- Peer-to-Peer Interaction
- Qualified Staff
- Mutual Immunity

ESSENTIAL ACTIVITIES OF THE MODEL:

- Appropriate advocacy for the professional
- Referrals to qualified professionals for evaluation and/or treatment
- Behavioral & toxicology monitoring
- Compliance documentation
- Documentation of well-being
- Facilitated reentry to practice

The graphic is a vertical rectangle with a dark blue top section and a light blue bottom section. The top section contains the title 'PHYSICIAN HEALTH PROGRAM ENDORSED BY THE AMERICAN MEDICAL ASSOCIATION' in white, bold, uppercase letters. Below this, the text 'ESSENTIAL ELEMENTS OF THE MODEL:' is followed by a bulleted list of six items. The bottom section contains the text 'ESSENTIAL ACTIVITIES OF THE MODEL:' followed by a bulleted list of six items.

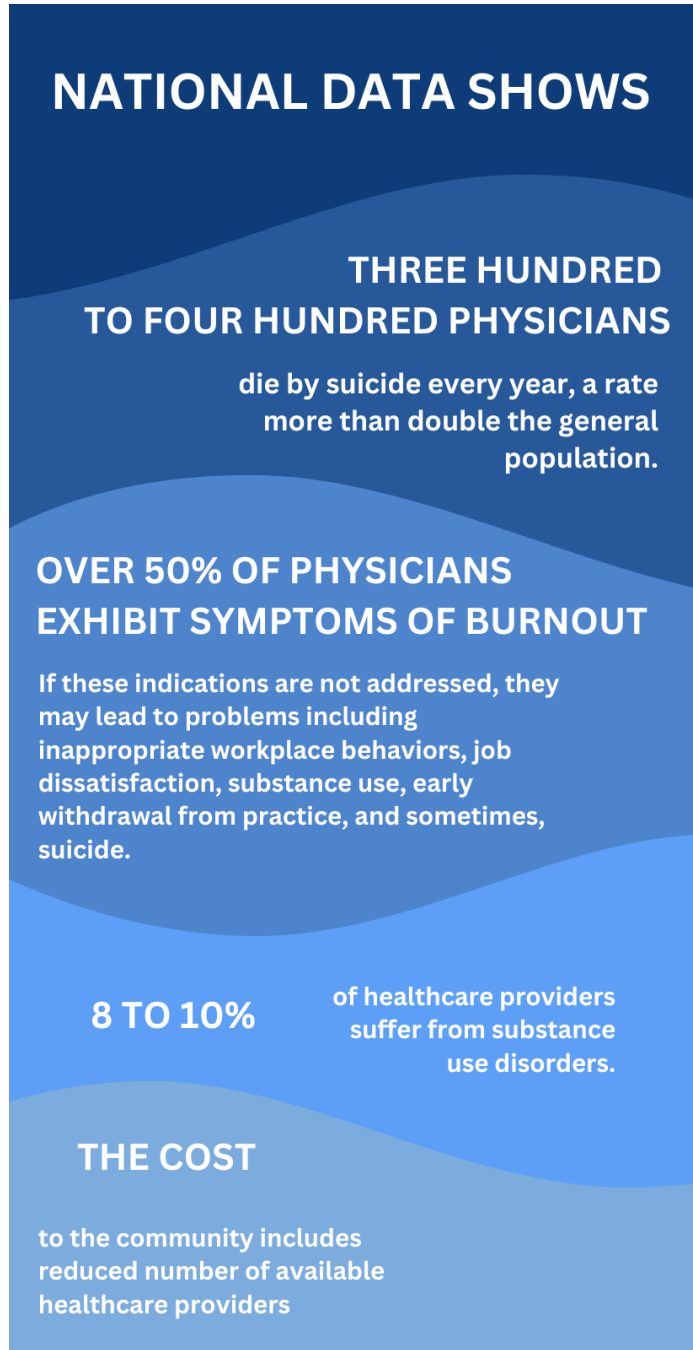
Hawai'i Program for Healthcare Professionals: Pu'ulu Lapa'au - Summary

We are Hawai'i's premier independent program for licensed health care professionals with conditions or behaviors that may interfere with their ability to work productively and safely. We started as the Physician Wellness Committee of the Hawai'i Medical Association and became an independent non-profit corporation in 2006. Our services are now available to other licensed health care professionals.

Our ultimate goals are professional well-being and patient safety! Healthcare workers have a profound impact on the community, and the profession must do all it can to maintain their trust.

Unless the conditions are addressed effectively, health professionals may eventually face serious consequences, such as loss of employment and license to practice. The community may lose a valuable, highly trained professional.

Our model works! National evidence-based research shows that strict monitoring, following established guidelines, provides an alternative path for physicians, so they can continue to serve our community.



Summary of Program Effectiveness 2023 – 2025

Program Success, 2023-2025

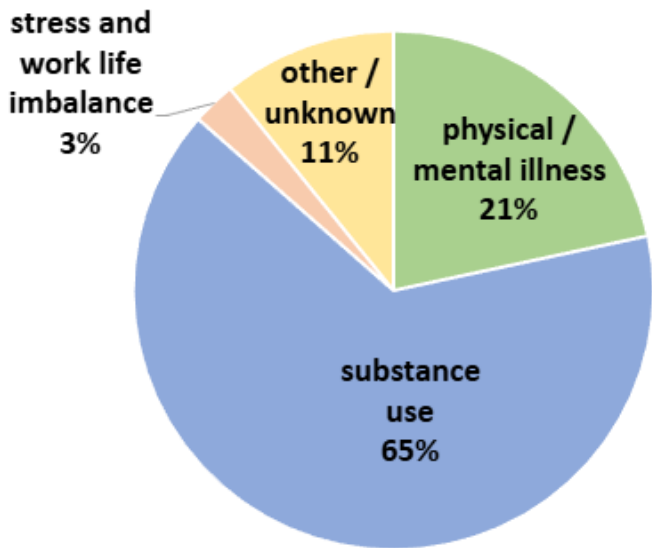
	2023	2024	2025
Participants LICENSED and WORKING at the end of contract	90.8%	89.1%	89.4%
Adverse outcomes:			
deaths: suicide or substance-related	0	0	0
loss of license or leaving practice	0	1	0
return to use for substance dependent individuals	0	2	1
Average length of participant retention:			
Months for those with SUD contracts	36.0	35.9	36.4

Cumulative number of participants assisted since 2006: 87

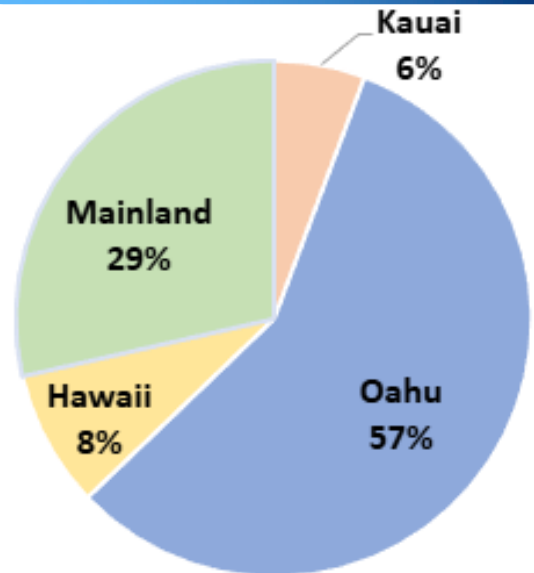


Summary of Program Referrals 2023 – 2025

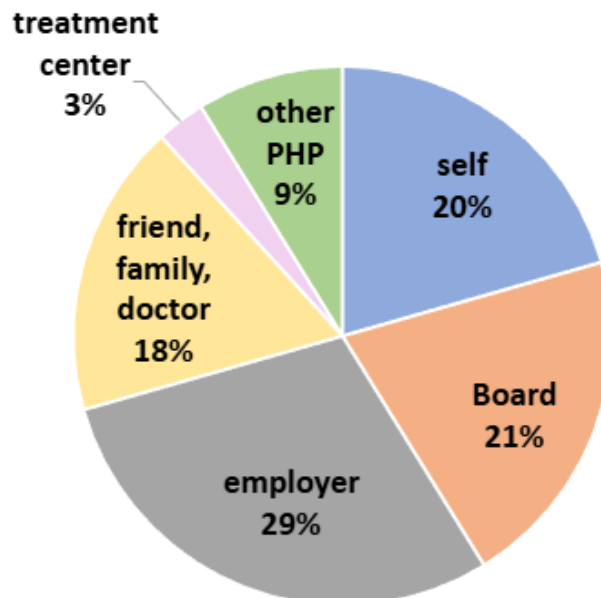
Referrals by Condition, 2023 - 2025



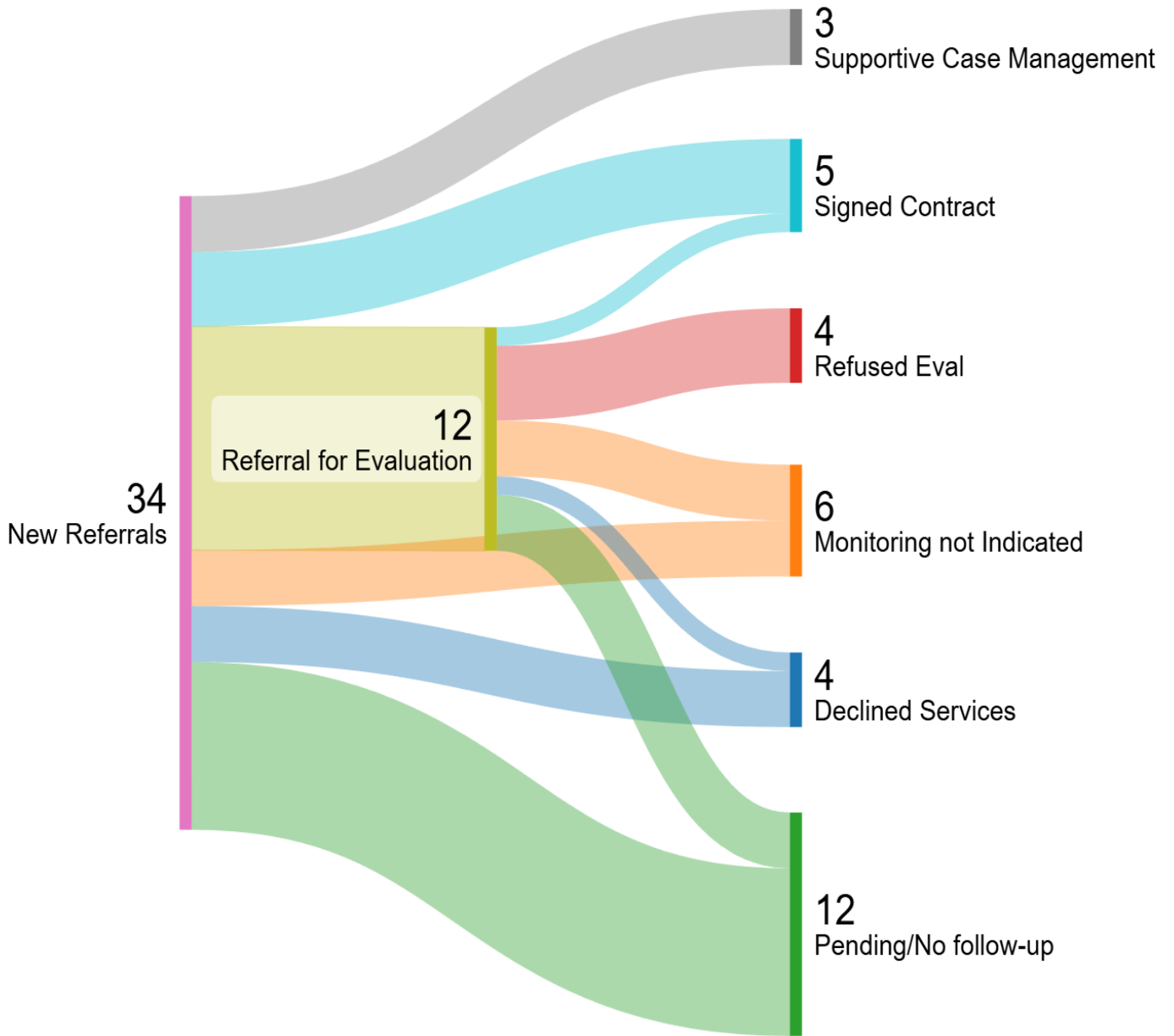
Referrals by Location, 2023 - 2025



Referrals by Source, 2023 - 2025



Disposition of New Referrals, 2023 - 2025



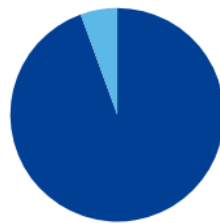
Summary of Program Participants (Contracted), 2021-2025

New Contracts, 2021 - 2025

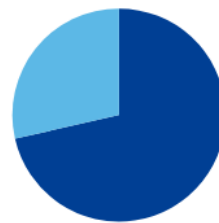
27
New Contracts

5.4
Average new
contracts per year

Types of Agreements, 2021 - 2025



94%
Substance
Use

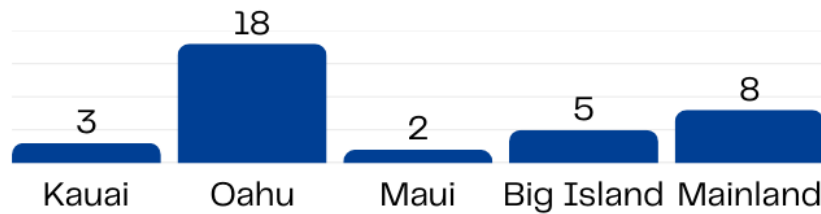


58%
Mandated

6% Behavioral

42% Voluntary

Participant Location, 2021 - 2025



Participant Professions, 2021 - 2025

Physicians

Family Med / IM	7
Anesthesiology	4
Radiology	4
Psychiatry	3
Surgery	2
Neurology	1
Pediatrics	1
Ophthalmology	1

Total physicians 23

Nurses 10

Physicians Assistant 1

Psychologists 2

Summary of Updates and Presentations

Pu'ulu Lapa'au Meetings with Healthcare Leadership

Jan. 2025 Pali Momi MEC (Zoom)

Jan. 2025 HPHMG Physician
Leadership Team

Feb. 2025 DEA administrators

Feb. 2025 KMCWC MEC



Pu'ulu Lapa'au Presentations

Jan. 2025 HRP Geriatrics—thank
you note from them was appreciated

Feb. 2025 HRP Psychiatry Residents

Feb. 2025 Pali Momi Grand Rounds

Feb. 2025 Hilo Hospital Grand Rounds

Feb. 2025 HRP ObGyn Residents

March 2025 Straub Grand Rounds

March 2025 ECHO Presentation for the Hawaii State Rural Health Association

April 2025 HRP Orthopedic Residents/Grand Rounds

April 2025 HRP IM Residents (“Self Care/Resiliency”)

May 2025 Presentation to 4th year JABSOM Medical Students on Pu'ulu Lapa'au

August 2025 Presentation Surgery Grand Rounds

November 2025 Presentation Hawaii Dental Board

November 2025 Presentation HRP

Board of Directors

The Pu'ulu Lapa'au Board of Directors is a dedicated group of medical professionals and individuals who generously volunteer their time in the interest of promoting patient safety and care by improving the health, well-being and effectiveness of healthcare professionals.

Executive Committee

Sidney Johnson, M.D.

Chairman of the Board
Pediatric Surgery, Kapi'olani Medical Center for Women and Children
Chief of Surgery, Hawai'i Pacific Health Medical Group

Maureen M. O'Neil, Ph.D., R.N.

Vice-Chairman
Nurse Manager, Clinical Instructor
Gamma Knife Center of the Pacific
Hawai'i Pacific University

Miki Kiyokawa, M.D.

Secretary / Treasurer
Departments of Medicine and Psychiatry
Program Director
Addiction Medicine Fellowship
Associate Professor, JABSOM
University of Hawai'i

Directors

Jennifer Campbell, M.D.

Addiction Medicine Specialist
Psychiatric Associates Aiea

Norman L. Goody, M.D.

Hawai'i Island; Emergency Medicine
Pono Medicine, Kona

**W. F. Haning, III, M.D., D.F.A.S.A.M.,
D.L.F.A.P.A.**

Regent, Univeristy of Hawai'i System
Emeritus Professor Psychiatry
JABSOM, University of Hawai'i

Robert C. Kessner, J.D.

Attorney
Kessner, Umabayashi, Bain & Matsunaga

Mary K. Montgomery, D.O.

Emergency Medicine, Retired
Tripler Army Medical Center

Daniel A. Moreno, MD, MBA, FASAM

Addiction Medicine, Kaiser
Hawaii Permanente Medical Group

**John Paul Moses, M.B.A., MSN, A.P.R.N.-
Rx, FNP, CARN-AP**

Family and addiction medicine nurse
practitioner
Managing member Psychiatric Associates

Michele Y. Pangilinan, M.D., F.A.C.O.G.

Hawai'i Pacific Health Medical Group
Department of Ob Gyn and Women's Health
Addiction Specialist Perinatal Addiction
Treatment of Hawai'i (PATH) Clinic

Pajnhag V. Real, Pharm.D.

Clinical Pharmacist, Emergency Department
Tripler Army Medical Center

Melanie B. Vallejos, DDS

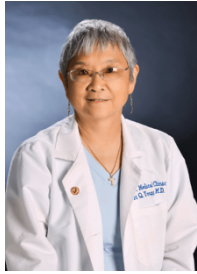
Dentist, Maui, Private practice
Founder, Smiles of Hawai'i Dental Project

David John, M.D.

Director Emeritus
Assistant Professor of Medicine, Retired
University of Missouri
Kansas City School of Medicine

Program Staff

Dr. Geri Q. Young, Executive Director for Pu'ulu Lapa'au.



Dr. Geri Q. Young is a long time General Pediatrician who has served the Kauai community for her entire professional life. After growing up in Honolulu, graduating from the St. Andrews Schools in 1970 and Pomona College in 1974 with a B.A. in Zoology, she attended the John A. Burns School of Medicine, completing her degree in 1978. She completed her internship in Pediatrics at the LAC/USC School of Medicine in 1979 and her residency in Pediatrics at KMCWC in 1981. She has worked on Kauai from July of 1981. She was tapped for administration beginning 2007 and retired in July of 2023 as the HPH Medical Group Kauai Medical Director. Dr. Young currently serves on the Hawai'i Dental

Board. Dr. Young stepped down as a Board member for Pu'ulu Lapa'au to take the helm of the organization as Executive Director in August 2023.

Dr. Angela Gough, Medical Director for Pu'ulu Lapa'au.



Angela Gough is an Addiction Psychiatrist with board certifications in General Psychiatry, Addiction Psychiatry, and Addiction Medicine. Dr. Gough enjoys teaching and training medical students, residents, and fellows as Program Director of the Addiction Psychiatry Fellowship program with the John A. Burns School of Medicine Department of Psychiatry.

She maintains a clinical practice at the Hawaii Health and Harm Reduction Center, where her work focuses on providing treatment for co-occurring mental illness and substance use disorders for those individuals disproportionately impacted by social determinants of health. As a Prescriber Consultant for the American Academy of Addiction Psychiatry's Opioid Response Network, Dr. Gough provides Addiction trainings for providers throughout the Pacific.

EDUCATION	University of North Texas HSC, Texas College of Osteopathic Medicine Doctor of Osteopathic Medicine	07/01/2007 – 06/30/2011 Fort Worth, TX
POST-GRADUATE TRAINING	General Psychiatry Residency University of Hawaii, John A. Burns School of Medicine	07/01/2011 – 06/30/2015 Honolulu, HI
	Addiction Psychiatry Fellowship University of Hawaii, John A. Burns School of Medicine	07/01/2015 – 06/30/2016 Honolulu, HI

Mary Ann Lentz, B.A. Program Coordinator for Pu'ulu Lapa'au.



Ms. Lentz has forty years of not-for-profit experience as development officer and administrator and joined Pu'ulu Lapa'au in 2018. Ms. Lentz worked at Hawaiian Mission Houses 2007-2018 and spent fifteen years teaching math and computer courses prior to that.

How We Are Supported

- We have contracts with hospitals which may refer professionals to us for services.
- Participants are assessed a monitoring fee to assure that they have a tangible investment in their own success.
- As a non-profit organization with 501(c)3 status we are able to receive donations from those who support our work.

Healthcare Organizations

Department of Veterans Affairs Pacific Healthcare System

Hawai'i Medical Service Association (HMSA)

Hawai'i Pacific Health

Hawai'i Permanente Medical Group, Inc.

HHSC East Hawai'i Region

HHSC Kaua'i Region

HHSC West Hawai'i Region

Maui Health System

Queen's Medical Center

Individual Contributors

Geri Young, M.D.

Mary Ann and Preston Lentz

Sidney Johnson, M.D.

techiniku, LLC



Donation Form

I / We would like to support Pu'ulu Lapa'au: Hawai'i Program for Healthcare Professionals.

Please indicate how you would like for your donation to be used:

- Direct Aid to participants
- General program support

Enclosed is my tax-deductible gift for:

\$50 \$100 \$250 \$500 Other \$ _____

Name

Company Name (if donor is a business)

Mailing Address

City, State, and Zip Code

Daytime Telephone Number Email

Please make checks payable to Pu'ulu Lapa'au and send it with this form to:

Pu'ulu Lapa'au, Hawai'i Program for Healthcare Professionals
200 North Vineyard Blvd, Bldg B Suite 271
Honolulu, Hawai'i 96817



If you prefer to donate online, please go to:
https://www.hawaiiphp.org/store/p1/Tax-deductible_Gift_to_Pu%CA%BBulu_Lapa%CA%BBau.html
or use the QR code to the left. (Square payment processing).

Thank you for your generosity! You will be mailed an acknowledgment of your donation.

Call today: (808) 593-7444



Pu'ulu Lapa'au

Hawai'i Program for Healthcare Professionals



200 N. Vineyard Blvd, Bldg. B Ste 271
Honolulu, Hawai'i 96817

Visit our website: www.hawaiiphp.org