



# Pu'ulu Lapa'au

Hawai'i Program for Healthcare Professionals

## Annual Report 2024

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](http://www.hawaiiphp.org)

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## 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**

- 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 assure 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

## PHYSICIAN HEALTH PROGRAM MODEL 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 and toxicologic monitoring
- Compliance documentation
- Documentation of well-being
- Facilitated reentry to practice

## 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

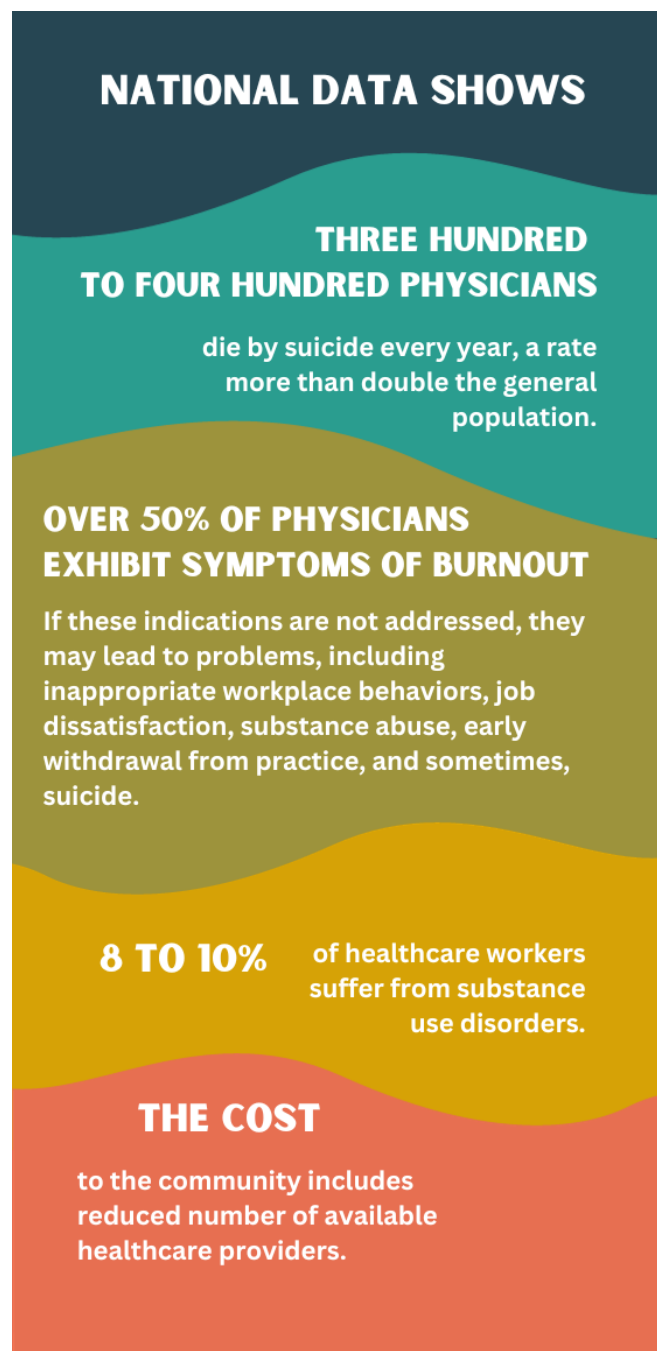
## Hawai'i Program for Healthcare Professionals: Pu'ulu Lapa'au - Summary

**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.

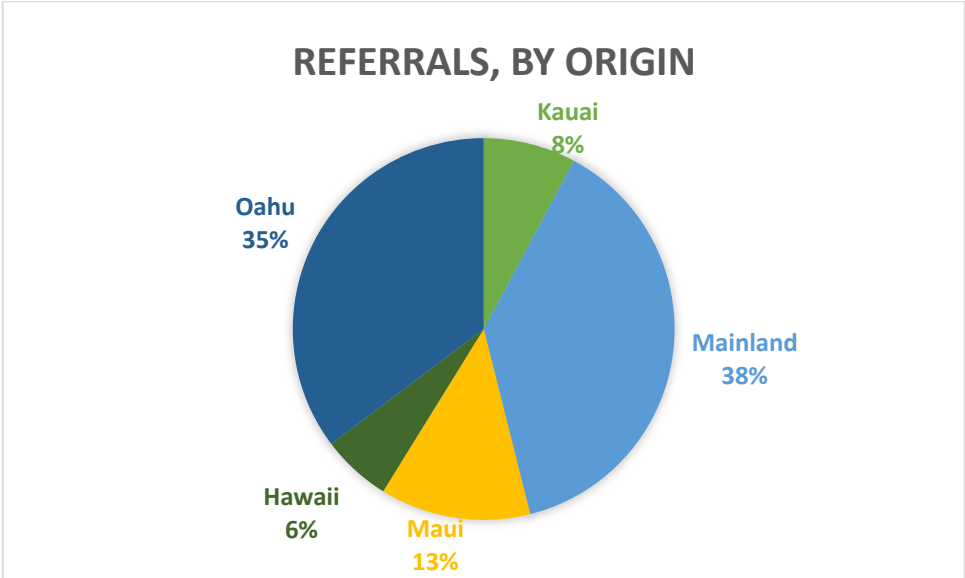
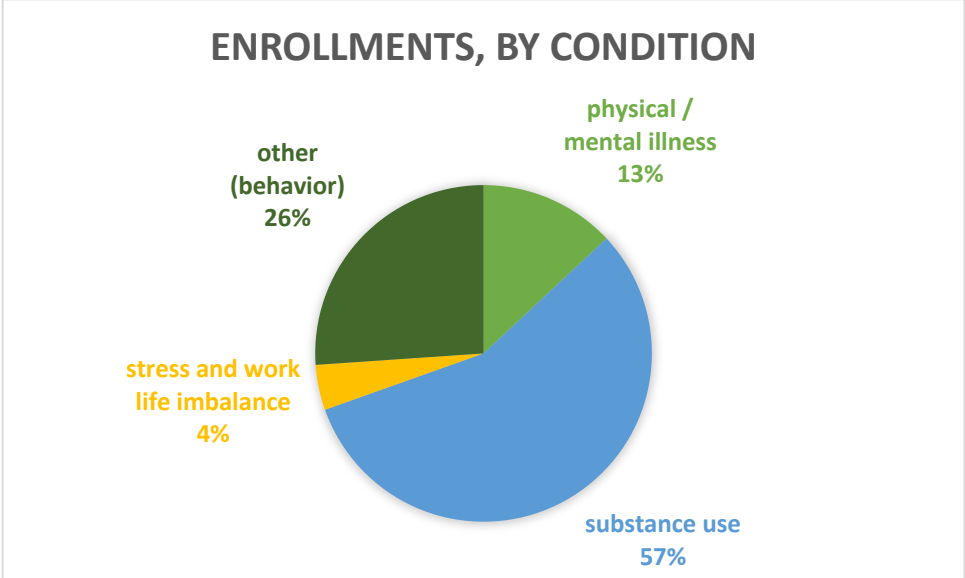
**Our ultimate goals** are professional well-being and patient safety! Healthcare workers have a profound impact on the community, and the profession must do all it can to maintain their trust.

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 evidenced-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 Utilization 2020 – 2024



## Summary of Program Effectiveness 2020 – 2024

Program Effectiveness through December 31, 2024						
I. Percentage of participants that successfully completed the program:		90.5%				
II: Adverse outcomes, by type:		Suicide - none				
		Not working due to loss of licensure, or left medicine: one in 2024				
III: Relapse for substance-dependent individuals:		one in 2024				
PROGRAM EFFECTIVENESS Pu`ulu Lapa`au		2020	2021	2022	2023	2024
		thru December	thru December	thru December	thru December	thru December
Percentage successful completions		88.7%	89.3%	90.0%	90.5%	90.5%
Adverse outcomes:						
deaths: suicide or substance-related		none	none	none	none	none
loss of license or leaving practice		none	one	one	none	one
Relapse for substance dependent individuals		none	none	one	none	one



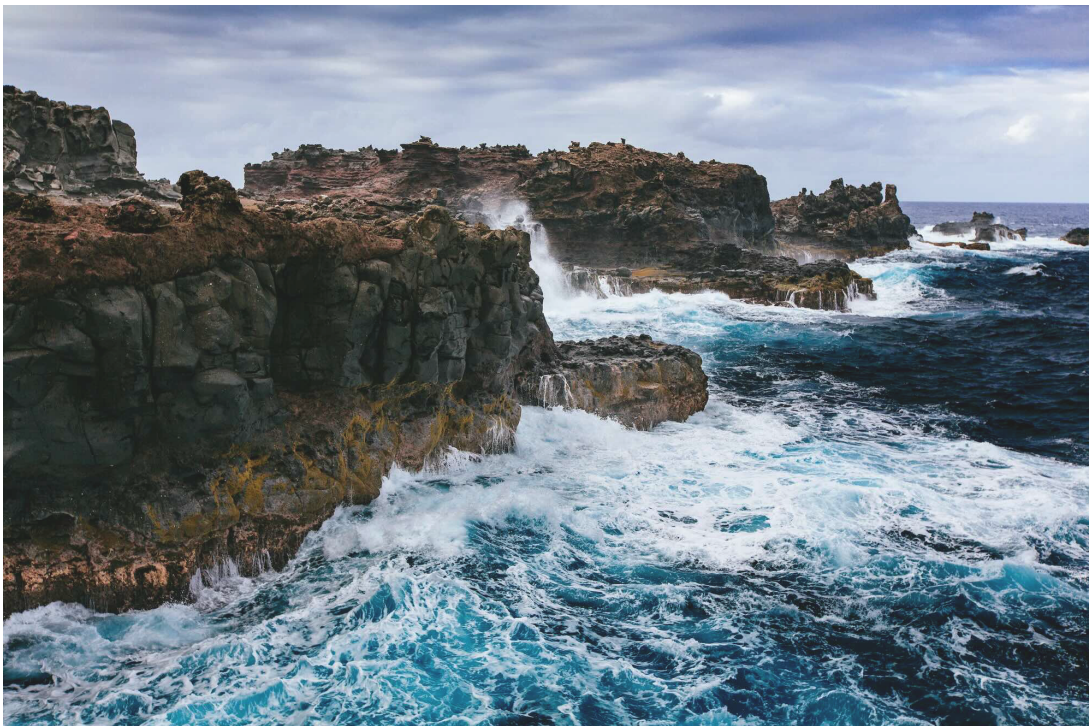
## Summary of Updates and Presentations

### **Puu'lu Lapa'au Meetings with Healthcare Leadership**

Feb-24	MEC Hilo
Mar-24	MEC Queen's Medical Center
Mar-24	MEC Kona
Mar-24	MEC Adventist Castle
May-24	DCCA: Board of Dentistry
Jun-24	Board of Nursing
Sep-24	Meeting with Dr. Takanishi, Hawaii Medical Board
Oct-24	DCCA: Board of Pharmacy
Oct-24	MEC Kauai HHSC
Nov-24	MEC Maui Health

### **Pu'ulu Lapa'au Presentations**

Mar-24	HRP Surgical Resident Presentation
May-24	Adventist Castle Medical Staff Presentation
Jun-24	Hilo Medical Staff Presentation
Jun-24	HMA videotaped interview with Drs. Gough and Young
Jun-24	HRP General Resident Orientation, Primarily Interns
Sep-24	VA of the Pacific Medical Staff Presentation
Oct-24	HRP Pediatric Resident Presentation
Nov-24	HRP Internal Medicine Resident Presentation
Nov-24	HRP Neonatology Fellow Presentation
Nov-24	HRP Orthopedic Surgical Resident Presentation
Nov-24	HRP Obstetrics & Gynecology Resident Presentation



## Board of Directors

### 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

### **Geri Q. Young, M.D.**

Executive Director, August 2023  
Retired, HPHMG Kaua'i Medical Director  
Member, Hawai'i Medical Board  
Pediatrician

### **Angela Gough, D.O. FASAM**

Medical Director, October 2023  
Addiction Psychiatry

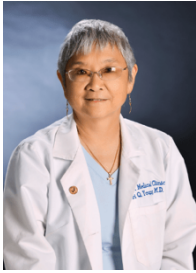
### **Mary Ann Lentz**

Director of Operations  
Program Director



## Pu'ulu Lapa'au

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 Medical 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. She is the president of the Hawaii Society of Addiction Medicine and is a fellow of the American Society of 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.

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



Mrs. 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

Hawai'i Pacific Health

Queen's Medical Center

Hawai'i Permanente Medical Group, Inc.

Maui Health System

Department of Veterans Affairs Pacific  
Healthcare System

Hilo Medical Center – Hawai'i Health Systems  
Corporation

Adventist Health Castle

Wahiawa General Hospital



### Individual Contributors

Sidney Johnson, M.D.

Mary Ann and Preston Lentz

techniku, LLC

Melanie Vallejos, DDS

Geri Young, M.D.

## 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 \$ \_\_\_\_\_

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Name

---

Company Name (if donor is a business)

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Mailing Address

---

City, State, and Zip Code

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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](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

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