

MARK L. STAZ, MA

Mark Staz is the Chief Learning Officer at the Federation of State Medical Boards (FSMB). In this role, he is responsible for overseeing educational programming and initiatives, developing organizational policy related to medical regulation, and supporting FSMB's work in Ethics and Professionalism.

Mr. Staz also supports FSMB's international collaborations with medical regulators outside the U.S., including its involvement in the International Association of Medical Regulatory Authorities (IAMRA). Mr. Staz has worked in medical regulation in Canada and has been involved in several policy and research initiatives addressing human resources for health, social determinants of health, and physician performance enhancement. He received his B.A. with Honors from McMaster University and his master's degree in philosophy at York University.



Licensing Application Reform

FSMB Policy and State-Level Progress



Presentation Overview

- About FSMB
- Background & Context
- FSMB Recommendations
- Progress among States
- California's Application



About FSMB

At the Federation of State Medical Boards (FSMB), we proudly support state medical boards within the United States, its territories, and the District of Columbia. We serve our member boards as they fulfill their mandate of protecting the public's health, safety, and welfare through proper medical regulation, licensing, and disciplining of physicians, physician assistants/associates (PAs), and other healthcare professionals.



About FSMB

FSMB's top priority is supporting state medical boards in their critical mission of public protection. Our support is vast and diverse and includes:

- Advocacy, Policy, and Communications
- Technology and Information Services
- Educational Programming
- Assessment Services
- Licensing and Disciplinary Data

FSMB Board of Directors 2024-2025

Agenda Item 1A





Background & Context

- Initial Discussions Focused on Disruptive Physicians
- Realization that Disruptive Behavior may be Rooted in Burnout or Illness
- Dual Focus on Professional Self-Care & System Factors
- Creation of FSMB Workgroup on Physician Wellness & Burnout



Key Early Research

- Polfliet S, *JAAPL* 2008; 36(3)
- Schroeder R, et al. *Acad Med* 2009; 84(6)
- Gold K, Andrew L, et al., *Gen Hosp Psychiatry* 2016; 43

Sample Application

21. Have you used or are you currently using any chemical substance(s), legal or illegal, that in any way impaired or limited, or is currently impairing or limiting, your ability to practice medicine in a safe and competent manner? Yes No

22. Have you ever been voluntarily or involuntarily committed or confined to any facility for mental health care? Yes No

23. Have you ever been diagnosed with, treated for, or do you currently have: Yes No

Check each condition you have ever been diagnosed with, treated for, or currently have:

- | | | |
|---|--|--------------------------------------|
| <input type="checkbox"/> Bipolar Disorder | <input type="checkbox"/> Depressive Neurosis | <input type="checkbox"/> Kleptomania |
| <input type="checkbox"/> Hypomania | <input type="checkbox"/> Any Dissociative Disorder | <input type="checkbox"/> Pyromania |
| <input type="checkbox"/> Schizophrenia | <input type="checkbox"/> Any Psychotic Disorder | <input type="checkbox"/> Delirium |
| <input type="checkbox"/> Depression | <input type="checkbox"/> Any Organic Mental Disorder | <input type="checkbox"/> Paranoia |
| <input type="checkbox"/> Seasonal Affective | <input type="checkbox"/> Any condition requiring chronic medical or behavioral treatment | |

24. Have you ever taken, or are you currently taking, any controlled substance for any of these disorders? Yes No

25. Have you ever been adjudicated, or declared incompetent, or been the subject of an incompetency proceeding? Yes No

MENTAL / PHYSICAL



FSMB Policy

Adopted by FSMB House of Delegates in 2018

Includes 35 recommendations for supporting physician wellness in the interest of patient safety



Physician Wellness and Burnout

Report and Recommendations of the Workgroup on Physician Wellness and Burnout

*Adopted as policy by the Federation of State Medical Boards
April 2018*

Executive Summary:

The Federation of State Medical Boards (FSMB) Workgroup on Physician Wellness and Burnout was convened in April of 2016 by FSMB Chair Arthur S. Hengerer, M.D. to identify resources and strategies to address physician burnout.





Policy Goals

Encourage help-seeking

Reduce/Remove stigma; Promote Conversation

Clarify medical board role as not always punitive

Support public protection work of state medical boards

Improve quality of patient care



Policy Recommendations

First recommendation: “Evaluate whether it is necessary to include probing questions about a physician applicant’s mental health, addiction, or substance use.”



Policy Recommendations

Additional recommendations address:

- Distinguishing between Illness and Impairment
- Providing confidential non-reporting option
- Non-disclosure of licensee's personal health information
- Maintaining relationship with Physician Health Program



Progress...

Use of FSMB Model Language

- Increase in Non-Reporting option

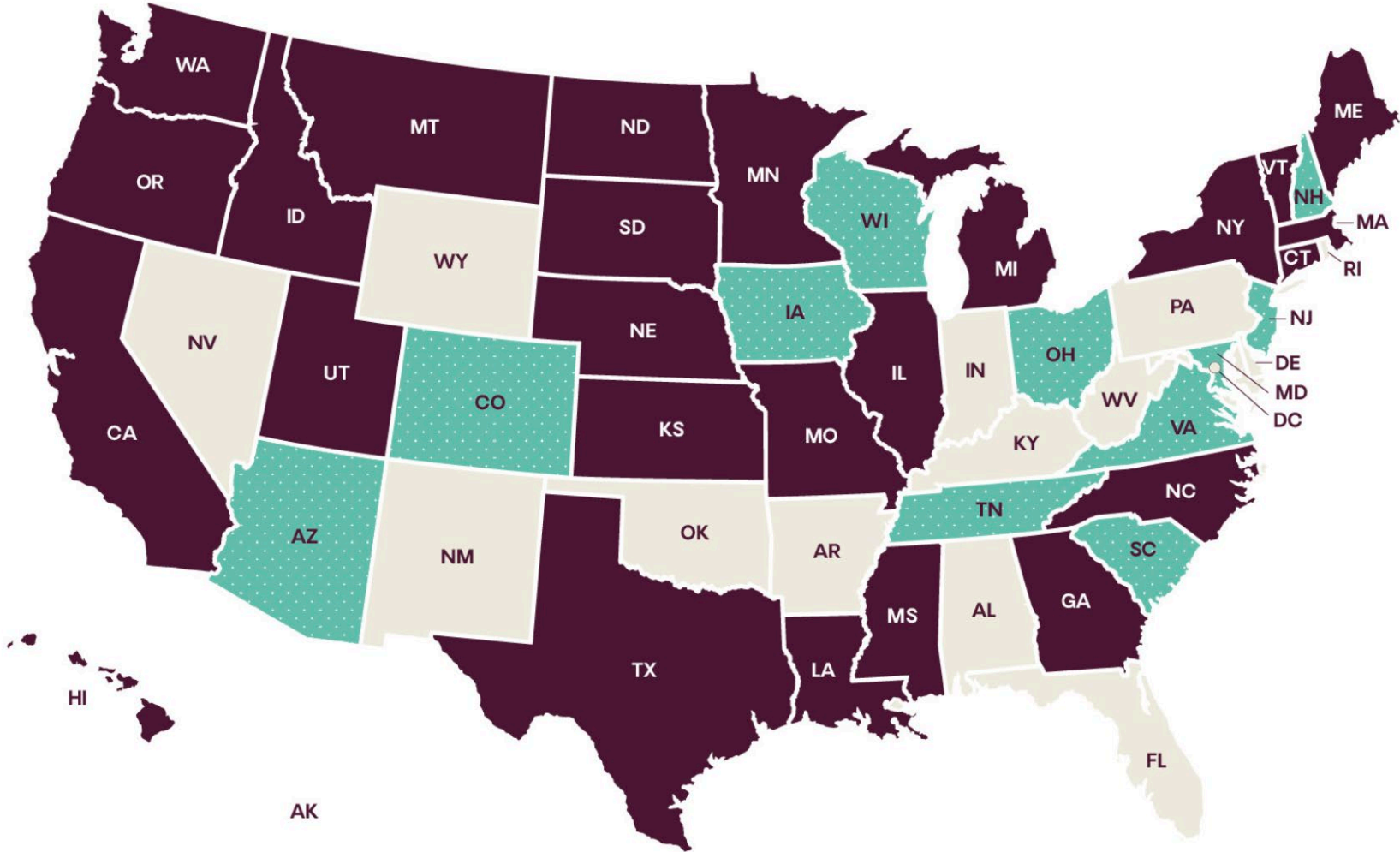
Removal of Questions

- Several Boards have removed questions altogether

Attestation Model

- Significant trend in states adopting attestation model

Progress...





California's Application

An affirmative answer to any of the questions below will not automatically disqualify you from licensure. The Board will make an individualized assessment of the nature, the severity and the duration of the risks associated with an ongoing medical condition to determine whether an unrestricted license should be issued, whether conditions should be imposed, or whether you are eligible for licensure. Please note that a limited practice license may be available.



California's Application

- Are you currently enrolled in, or participating in any drug, alcohol, or substance abuse recovery program or impaired practitioner program?
- Do you currently have any condition (including, but not limited to emotional, mental, neurological or other physical, addictive, or behavioral disorder) that impairs your ability to practice medicine safely?
- Do you currently have any other condition that impairs or limits your ability to practice medicine safely?

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