

**GME POLICY #320                      AID FOR IMPAIRED RESIDENTS PROGRAM (AIRS)**  
**AID FOR IMPAIRED RESIDENTS PROGRAM (AIRS)**

The Aid to Impaired Residents\* Program (AIRs) is a confidential program which functions in coordination with the nationally recognized Aid for Impaired Medical Students Program (AIMS) developed by 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 psychological or substance abuse problem that might affect a Resident's health or academic performance.

Entry into the AIRS Program is a formal process and requires that a Resident follow a TMF PHP prescribed rehabilitation program. For individuals that admit and seek help prior to termination from the University of Tennessee Graduate Medical Education (GME) Programs, and who enter the AIRS Program, their positions may be protected until the individual receives advocacy of the TMF PHP and is ready to resume training or a determination is made that the individual will not be able to continue training. The residency position may be protected for a period not to exceed one year. If PHP treatment recommendations are followed, the GME Program will work with the Resident to maintain financial support through payroll or disability benefits 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 Resident. To make a referral or obtain more information, contact local AIRS Committee Chair, Dr. Robert Fore, at 423-778-6956. Residents may also contact Dr. Michael Baron, Medical Director for the Tennessee Medical Foundation Physician Health Program, or another AIRS Committee member:

**UT College of Medicine Chattanooga AIRS Committee**

Robert Fore, EdD, Associate Dean/DIO and AIRS Committee Chair

423-778-6956 [Robert.Fore@erlangers.org](mailto:Robert.Fore@erlangers.org)

Jonathan Cohen, MD, Psychiatry Division Chief and Faculty

423-899-0024 (office) or 423-550-0655 (pager) [joncohen81@gmail.com](mailto:joncohen81@gmail.com)

Pamela Scott, Director of Graduate and Medical Student Education (GME)

423-778-7442 (office). [pscott1@uthsc.edu](mailto:pscott1@uthsc.edu) or [pam.scott@erlangers.org](mailto:pam.scott@erlangers.org)

Michael Baron, MD, MPH, Medical Director, TMF PHP

615-467-6411 (office). 615-467-6419 (fax). [michaelb@e-tmf.org](mailto:michaelb@e-tmf.org) (located in Brentwood, TN)

[www.e-tmf.org](http://www.e-tmf.org). Click on this link to view a link about the TMF PHP and its mission:

[https://youtu.be/A87cK9z\\_7KE](https://youtu.be/A87cK9z_7KE)

Residents also can contact Dr. Jon Cohen for initial evaluation or referral to another psychiatrist/psychologist for evaluation or counseling (423-899-0024 office or 423-550-0655 pager)

\*The term "Resident" refers to both Resident and Fellow trainees.

Revised and Approved by the GMEC 5/16/2017.