

# Opioids and the Workplace

An Employer Toolkit for Supporting Prevention, Treatment, and Recovery

Employer Roundtable | April 18, 2019

## Agenda

11:45am	<b>Lunch Pick Up and Registration</b>	
12:00pm	<b>Welcome and Introductions</b>	<b>Teresa Coutts and Randa Deaton</b> Co-Directors   UAW/Ford CHI and KHC
12:10pm	<b>An Employee's Experience of Employer Support</b>	<b>Patrick Kullman</b> Interventionist
12:35pm	<b>Opioids and the Workplace</b>	<b>Kelly J. Clark, MD, MBA</b> Founder   Addiction Crisis Solutions Former President   American Society of Addiction Medicine
1:00pm	<b>Employers and Experts Weigh In</b>	<b>Panelists</b>
	<b>Moderator</b>	<b>Amanda Elder, BA</b> Corporate Health and Wellness Leader   LG&E and KU Energy
	<b>Tiffany Cardwell, SHRM-CP, PHR, CCP</b> Human Resources Consulting Principal   Mountjoy Chilton Medley Director of Wellness   Louisville Society of Human Resources Management (LSHRM)	<b>Eric Bailly, LPC, LADC</b> CM Business Solutions Director, Behavioral Health Strategy   Anthem, Inc.
		<b>Diana Han, MD</b> Global Medical Director   GE Appliances, a Haier company
		<b>Cynthia Blevins Doll, JD</b> Partner   Fisher & Phillips LLP
2:05pm	<b>BREAK</b>	
2:20pm	<b>An Employer Toolkit for Supporting Prevention, Treatment, and Recovery</b>	<b>Natalie Middaugh, MPH</b> Project Coordinator   Kentuckiana Health Collaborative
2:35pm	<b>Roundtable Discussion</b>	The business community has an active role in supporting the health and well-being of their employees. What should be their primary role in addressing the opioid crisis?  What do you hope to gain from today's program?  What is your biggest personal obstacle in acknowledging substance use in your workplace?  What tools can help you overcome this obstacle?
3:35pm	<b>Resources for Employers</b>	<b>Brittney Allen, PhD</b> State Opioid Coordinator   Kentucky Opioid Response Effort DBHDID, Cabinet for Health and Family Services
3:45pm	<b>Closing</b>	

# Speaker Biographies



**Patrick Kullman**  
**Interventionist**

My name is Patrick Kullman, a Louisville resident. I am a young interventionist and a person of recovery. I have been in the field of addiction and alcohol recovery for 5 years. I have been certified by the Addiction Academy as an interventionist.

I am very passionate about this field of work, considering that I can relate to the struggles and pain that the addicts and the family members are going through. I fully believe in giving back to others and wish for everyone to have a taste of life free from addiction.

My main Service Area is Louisville, Kentucky but will travel to other states if needed.



**Kelly J. Clark, MD, MBA**  
**Founder | Addiction Crisis Solutions**  
**Former President | American Society of Addiction Medicine**

Dr. Kelly Clark is board certified in both addiction medicine and psychiatry. She has focused her career on issues of addictive disease, evidence-informed behavioral health care and payment reform. She founded Addiction Crisis Solutions to focus on educating all stakeholders on addiction in the service of transforming addiction care to evidence-based, cost-effective practice. She has provided expertise about the opioid crisis to the U.S. Food and Drug Administration, Substance Abuse and Mental Health Services Administration, U.S. Department of Justice and the Office of Comptroller General; the Pew Trusts, National Safety Council, and National Business Group on Health; as well as numerous provider and payer organizations. Clark earned a master's degree in business administration from The Fuqua School of Business at Duke University and her medical degree from the University of Wisconsin. She continues her work as a founding member of the Advisory Board of the National Rx Drug Abuse and Heroin Summit. Dr. Kelly Clark is a member of the KHC.



**Natalie Middaugh, MPH**  
**Project Coordinator | Kentuckiana Health Collaborative**

Natalie Middaugh is the project coordinator at the Kentuckiana Health Collaborative, a nonprofit multi-stakeholder organization that works to improve the health status and healthcare delivery system in Greater Louisville, Kentucky, and Southern Indiana. In her current role, she is responsible for facilitating multiple projects in partnership with the Kentucky Opioid Response Effort (KORE), including educational initiatives around Screening, Brief Intervention, and Referral to Treatment (SBIRT), and addressing opioid use disorder in the workplace.

Natalie earned her bachelor's degree in public health from the University of Louisville in 2016. In 2018, she completed her master's in public health with a concentration in health promotion and behavioral sciences, also from the University of Louisville.

# Speaker Biographies



**Tiffany Cardwell, SHRM-CP, PHR, CCP**

**Human Resources Consulting Principal | Mountjoy Chilton Medley**

**Director of Wellness | Louisville Society of Human Resource Management (LSHRM)**

Tiffany Cardwell is a Principal Consultant on MCM's HR Consulting Services team. She has more than twenty years of experience in domestic and international human resources within the banking, finance food & beverage, healthcare, and insurance industries. She lends her expertise to assist clients with acquisitions, change management, engagement, leadership coaching and development, performance management, compensation and total rewards, talent acquisition and workforce planning.

Tiffany is an active community leader and serves on many civic and charitable boards and committees.



**Amanda Elder, BA**

**Health and Well-Being Program Lead | LG&E and KU Energy**

Amanda has been an HR professional for over a decade. Her expertise includes benefit administration and design, wellness programming and population health management. In addition to leading LG&E and KU's Healthy for Life program, Amanda has managed the Family Assistance Program, statewide health fairs and biometric screenings, numerous wellness incentives, flu shots, mammograms, tobacco-cessation programs, and population health model. Amanda also holds extensive experience in longterm health and wellness strategy and integration. She works closely with the company's safety specialists to ensure the safety, health and wellness culture is incorporated throughout the organization. Amanda has led multiple health and wellness RFPs that help LG&E and KU continue to grow its best-practice health and wellness program.



**Eric Bailly, LPC, LADC**

**CM Business Solutions Director, Behavioral Health Strategy | Anthem Inc.**

Eric Bailly is a Business Solutions Director at Anthem, Inc. In his tenth year at Anthem, his role is focused on the Commercial and Specialty Business Division's substance use disorder strategy, with an emphasis on the enterprise opioid strategy. Bailly earned a bachelor's degree in psychology from Concordia College in Moorhead, Minnesota, in 1993, and a master's degree in counseling psychology from the University of Colorado at Denver in 1996. He is a Licensed Professional Counselor in the states of North Dakota and Colorado, and is a Licensed Alcohol and Drug Counselor in the state of Minnesota. Bailly has worked as a behavioral health clinician in several settings, including Outpatient Substance Use Disorder treatment services at both Kaiser Permanente and the Jefferson County Department of Health and Environment, both in the Denver, Colorado, metro area.

# Speaker Biographies



**Diana Han, MD**

**Global Medical Director | GE Appliances, a Haier Company**

Diana is Chief Medical Officer at GE Appliances, a Haier company. She leads the Health Services team, which is responsible for onsite delivery of occupational and preventive health services and programs, employee health benefits, leave management, and wellness and health promotion. Prior to joining GE Appliances, Diana enjoyed a wide-ranging career in healthcare consulting, clinical practice, and healthcare administration at a series of leading institutions, including Partners Healthcare, Leerink Swann, the Advisory Board Company, Carewise, Baptist Health, and Humana. Diana trained in Internal Medicine at the Massachusetts General Hospital, a teaching institution of Harvard Medical School, and received her medical degree from the Honors Program in Medical Education (HPME) at Northwestern University's Feinberg School of Medicine.



**Cynthia Blevins Doll**

**Partner | Fisher and Phillips LLP**

Cynthia Blevins Doll is a partner in the firm's Louisville office. Cynthia has 25 years of labor and employment experience. She represents employers in employment litigation of all types in the federal and state courts, and she counsels them on compliance with the law in such areas as Family and Medical Leave Act (FMLA), employment discrimination, Americans with Disabilities Act (ADA), Title VII, wrongful termination, asbestos premises liability, wage and hour issues, reductions in force and sexual and racial harassment. Cynthia frequently litigates non-compete and trade secret disputes. Cynthia also assists clients in their prevention efforts by conducting employee training and preparing handbooks and policies for the workplace. She has assisted employers and executives with negotiating employment and severance agreements. Cynthia is a regular speaker on wage and hour law, discrimination, harassment, FMLA, ADA and other employment law topics. Cynthia clerked for Honorable Alan E. Norris of the U.S. Court of Appeals for the 6th Circuit in 1992-1993. She is "AV" Peer Review Rated by Martindale-Hubbell and has been listed in Kentucky Super Lawyers since 2007. Cynthia has also been listed in The Best Lawyers in America since 2010 and named one of the Top 25 Women Lawyers in the state of Kentucky by Law and Politics. She was also listed in the 2016 Best Lawyers Business Edition as a "Woman in the Law" in the Labor & Employment area. Cynthia is a member of the Fisher Phillips diversity committee and Women's Initiative and Leadership Council.



**Brittney Allen, PhD**

**State Opioid Coordinator | Kentucky Opioid Response Effort (KORE)**

**DBHDID, Cabinet for Health and Family Services**

Dr. Brittney Allen received a bachelor's degree in Psychology from Ohio University, and completed her doctorate degree in Behavioral Science at the University of Rhode Island. As junior research faculty at Brown University, Dr. Allen served as the Project Director for multiple NIH-funded studies, including a prospective cohort study that explored the longitudinal developmental course of delinquency, behavioral risk, and mental health outcomes in juvenile offenders. She currently serves as the State Opioid Coordinator for the Kentucky Opioid Response Effort at the Department of Behavioral Health, Developmental and Intellectual Disabilities. In this role, she monitors federal and state funding aimed at addressing the opioid crisis and facilitates coordination among these various funding streams within Kentucky. In addition, she assists in the implementation of numerous state programs and initiatives that aim to increase access to opioid prevention, treatment, and recovery support services.