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ANNUAL REPORT

Tennessee Lawyers Assistance Program

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I. MESSAGE FROM BUDDY STOCKWELL, TLAP EXECUTIVE DIRECTOR

At the direction of the Tennessee Supreme Court, with support from the TLAP Commission, and with input from top medical experts across the nation, TLAP is delivering “Gold Standard” monitoring and support services that objectively and reliably meet the needs of licensed professionals.

TLAP is not a “one-size-fits-all” program. By facilitating reliable diagnostics and treatment as indicated, and then providing effective recovery monitoring tailored for the individual, last year TLAP’s programming generated no-relapse alcoholism and addiction success rates averaging 85%.

TLAP’s participants enjoyed this remarkable level of programming success via following TLAP’s case-by-case recommendations. TLAP is, at the highest level, fulfilling its mission to save lives and careers while also helping to effectively protect the public from the harm that impaired legal professionals can cause. TLAP compliance objectively renders reliable evidence of fitness to practice by clear and convincing evidence.

And while TLAP’s programming and efficacy rates in alcoholism and addiction cases have achieved significant positive gains in the last year, the stressful environment of practicing law and increased tensions in our nation and in the world have not relented. Many stressors are superimposed on the already challenging practice of law. TLAP continues to assist high numbers of legal professionals who do not have issues with alcohol or drugs, but instead reach out to TLAP confidentially because they are suffering from issues such as depression, anxiety, compassion fatigue, burnout, vicarious trauma, and others.

In fact, last year (and also in the prior year) the majority of TLAP’s new cases had no alcoholism or addiction component. Also, the majority of cases had no regulatory component. TLAP’s cases center predominantly upon rendering totally confidential help. TLAP is a comprehensive professional program that can assist with, and monitor recovery from, any type of mental health issue.

As for TLAP’s operations in downtown Nashville, TLAP’s offices are now fully restored from the 2020 Christmas Bombing. The TLAP staff has returned to in-office work on an Alternative Workspace Solutions (AWS) basis as designed by the Administrative Office of the Courts (AOC). This is the current “New Normal” office work schedule post-Covid. Per the AOC’s design, TLAP employees now work in the office downtown a minimum of two (2) days per week and can work remotely from home up to three (3) days per week.

As to TLAP’s published articles, CLE presentations, and other educational efforts, TLAP continues to pursue all avenues to promote TLAP’s services. TLAP’s messaging reached thousands of bar members in the last year.

The new TLAP Foundation has also made great contributions to the TLAP mission by providing loans to a number of participants who could not afford to follow TLAP’s clinical recommendations. This component of support is indispensable to providing a path forward in cases where the participant wants to take advantage of TLAP participation and compliance but does not have insurance or the finances to get the help they need.

In the realm of collaboration with monitoring program experts at the national level, TLAP continued to increase its visibility and participation in organizations that design and support best practices in the realm of diagnostics, treatment, and recovery monitoring for licensed professionals who hold the public’s trust.

And while TLAP continued to make significant gains in establishing a top-tier monitoring program, it also suffered major losses in the family of TLAP’s volunteers. For decades, Judge John Everett Williams of Huntingdon, TN was well-known as one of TLAP’s most visible and assertive supporters, often using his time and gregarious personality to promote TLAP and Recovery. The TLAP family also lost Andy Branham of

Memphis, TN. Andy was the President of the new TLAP Foundation, and was a key supporter of TLAP's mission for decades. Both of these losses were quick and unexpected, and left us all stunned and saddened.

There is one certainty in the wake of these losses: both John Everett and Andy surely expect all of us to carry on and continue to advance the causes of TLAP and maintain it as a top program in the nation.

For the coming year, no mission can be more important for TLAP and its Leadership than to provide accurate information to the profession about TLAP and its monitoring services, especially regarding its role and responsibilities to the profession and the public in cases involving potentially impaired lawyers referred by regulatory authorities. Enhanced clinical protocols at TLAP are automatically required in order to independently, objectively, and reliably support successful fitness to practice outcomes for licensed professionals.

As we enter a new year, TLAP is ever so grateful for the strong support it receives from the Tennessee Supreme Court, Administrative Office of the Courts, the TLAP Commission and Advisory Members, the TLAP Foundation, and all of TLAP's Peer Monitors and Volunteers. But for their strong support, TLAP could not have achieved all of its advances in 2022.

TLAP is also very grateful to serve stakeholders such as the Board of Law Examiners, Board of Professional Responsibility, and the Tennessee Bar Association. TLAP certainly appreciates their support as well, and it is TLAP's humble honor to be of service to the legal profession in Tennessee.

II. MESSAGE FROM JUDGE SPITZER, TLAP COMMISSION CHAIRMAN

Ladies and Gentlemen, it is amazing how quickly another year rolls around. During this last year we have seen that “new vision” I spoke of last year, entrench itself under the direction of our Executive Director. As we discussed last year, the “gold standard” operative model provides specialized program format for each individual who comes into contact with TLAP. Many calls are handled summarily but that does not mean without professional content and assistance. Others have required detailed assessment and recommendations for the protection of the individual and the public. The visible success rate is exciting.

During the implementation of our new program format we have had some verbal and written objections and there is nothing unusual within the addiction market of a failure to recognize a problematic concern or the need for help. Some comments have been harsh and critical of the protocol and each of you have received more than one opinion from some who we have sought help, but are dissatisfied that it required discipline and work. In addition, there have been untruthful and slanderous attacks on our Executive Director for which we all recognize are not only undeserving but unjust. In each instance, I want to thank you for sending the comments you have received to myself and Buddy and waiving any opportunity to respond. In instances where someone contacts Commission Members with a complaint, there is always a story behind the scenes which is privileged and silence is the only recourse.

As you can see from the annual report of our Executive Director, the office has been busy and assistance with mental health concerns is ever increasing. Some of this is due to the times we have been living in but a significant amount of the increase in activity has been due to the excellent job Buddy and Lauren have done marketing the existence and opportunities TLAP can provide for the bar. Buddy has been just what we wanted in hiring an Executive Director and his name, in Tennessee and nationally, is now synonymous with TLAP.

The Supreme Court, with our liaison Justice Bivins, has continued to be supportive and integrally involved in the activities of TLAP. They requested and are receiving a top-notch program and the Court and AOC are standing behind Buddy in every activity. I appreciate that collegial support and am confident that this will continue due to the success of the program, at present. An easy example is the effort made by the Court to endorse and establish a salary increase in the range for employment of a clinical director whose spot we have sought to fill since Buddy came on board. That notice of vacancy still rests with the AOC.

To repeat the comments from Buddy, it is almost unimaginable that we could lose both John Everett and Andy during this last year and both so suddenly. Their contribution to TLAP over the years has been immeasurable and I would hope that we can find some way to memorialize their efforts and ask you to think on that.

In conclusion, I am honored to be associated with each of you and the TLAP program. I thank each of you for your continued support, understanding, knowledge of the field, and compassion for those, like all of us, who are in need.

Mike Spitzer, TLAP Commission Chair

III. FY 2021-2022 TLAP STATISTICAL DATA

TLAP's work contributes to the protection of the public and improves the integrity and reputation of the legal profession. Statistics support that assistance to an affected lawyer often prevents future ethical violations, thereby reducing the number of disciplinary actions. Since its inception, TLAP has provided educational services to over seventy-two percent (72%) of all licensed attorneys and judges and has made presentations to every student in the six Tennessee law schools. Since 1999, TLAP has served over 3,450 clients.

In Fiscal Year (FY) 2021-2022, TLAP opened 154 new client files and reopened 37 client files, for a total of 191 cases in addition to its ongoing client files.

A. PRESENTING CLINICAL ISSUE

In FY 2021-2022, thirty-three percent (33%) of intake calls pertained to Substance Use Disorders, and fifty-three percent (53%) pertained to mental health issues that did not involve alcohol or drug issues, such as depression and anxiety. The other fourteen percent (14%) of intake calls presented with issues such as marital conflict, financial distress, performance productivity, cognitive impairment, stress, eating disorder, domestic abuse, and compulsive behaviors. These statistics reflect TLAP's success as a full spectrum service provider.

B. GEOGRAPHIC REGIONS

In FY 2021-2022, thirty-three percent (33%) of new referrals were from Middle Tennessee, thirty-one percent (31%) from East Tennessee, twenty-seven percent (27%) from West Tennessee, and nine percent (9%) were from out-of-state.

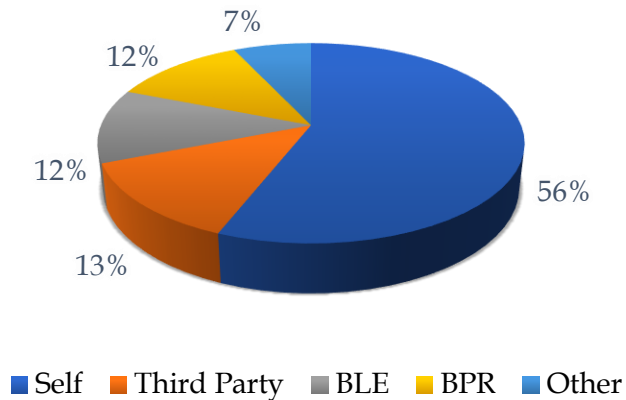
C. GENDER

In FY 2021-2022, sixty-two percent (62%) of TLAP referrals were male, and thirty-eight percent (38%) were female.

D. REFERRAL SOURCES

In FY 2021-2022, fifty-six percent (56%) of TLAP's new cases were confidential self-referrals, thirteen percent (13%) were from concerned third parties (such as friends, family, or firm members), twelve percent (12%) were from the Board of Law Examiners (BLE), twelve percent (12%) were from the Board of Professional Responsibility (BPR), and seven percent (7%) were from Law School Deans, Judges, BOJC, and other LAPs.

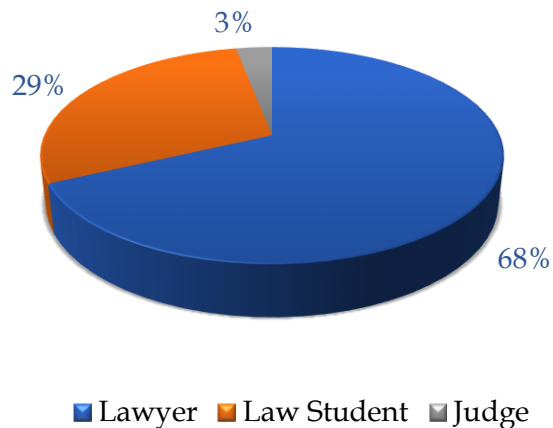
Referral Sources



E. CATEGORY ASSISTED

In FY 2021-2022, sixty-eight percent (68%) of TLAP cases involved lawyers, twenty-nine percent (29%) involved law students or bar applicants, and three percent (3%) involved members of the judiciary.

Category Assisted



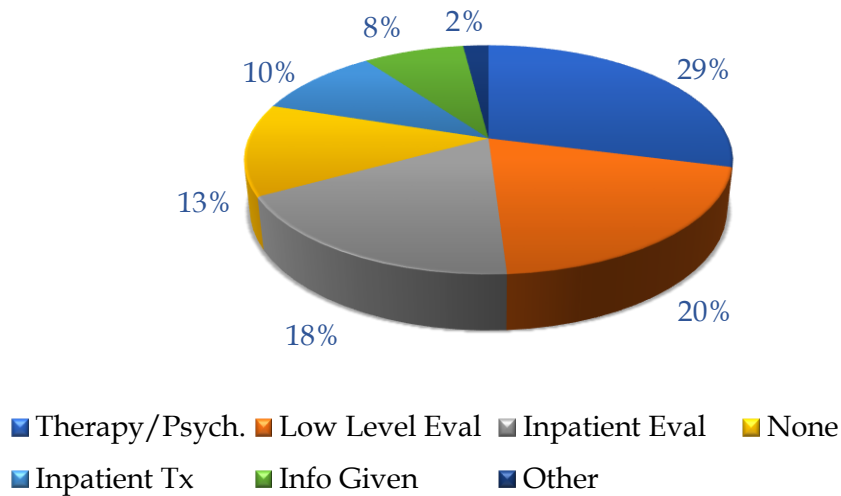
F. TLAP RECOMMENDATIONS

When a person seeks TLAP's help or is referred to TLAP, the first step is to determine the appropriate level of independent evaluation or assessment that is needed to objectively and reliably rule out or diagnose mental health and/or substance use issues.

Via clinical intake, TLAP's professional clinical staff determines if there appears to be an issue at all, and if so, TLAP recommends the clinically indicated level of TLAP-facilitated independent evaluation or assessment needed to move forward in TLAP within clinical best practices to support licensed professionals.

The client is provided choices of several TLAP-approved providers for completing diagnostics, and also several choices of TLAP-approved treatment facilities if treatment is indicated. This all generates a high level of objective reliability in establishing recovery and fitness to practice that can be supported and monitored by TLAP. The following chart indicates TLAP’s clinical referrals and responses for new cases in FY 2021 – 2022:

TLAP Recommendations



i) *Low-Level Evaluations*

There was a total of twenty-six (26) participants initially referred for low-level evaluations, with outcomes as follows:

- No recommendations – 3
- Not scheduled – 9
- Increased to inpatient assessment – 4
- Monitoring only – 2
- Individual therapy - 2
- Inpatient treatment – 1
- Other - 1

Results of Low-Level Evaluations Converted to Inpatient Assessments

Results of the four (4) low-level evaluation participants’ inpatient assessments are as follows:

- Referred for inpatient treatment – 3
- Declined the inpatient assessment – 1

ii) Multidisciplinary Inpatient Professional Assessments

Twenty (20) participants were referred straight to an inpatient assessment by TLAP clinical staff. The following demonstrates the outcomes of those referrals:

- Completed the inpatient assessment – 13
- Declined to participate in the inpatient assessment – 7

Of the 13 that attended the evaluation; 10 were referred to inpatient treatment, 2 were referred to an Intensive Outpatient Program, and 1 was referred directly to TLAP monitoring. Of the 10 participants referred to inpatient treatment, 4 completed treatment and are currently under TLAP monitoring.

G. CONVERSION RATES

The internal status of cases at TLAP can and do change depending on what circumstances and events are concurrently developing externally and independently from TLAP participation. For example, a voluntary participant may reach out confidentially to TLAP and be receiving TLAP's support in total privacy and establish TLAP compliance and fitness to practice. But, at some certain moment and wholly unrelated to confidential TLAP participation, some third party may unilaterally enter the picture and place independent, external demands upon the TLAP participant.

Outside pressure may come to bear after confidential TLAP participation is already underway. One of the lawyer's past or current clients may file a complaint with the Board of Professional Responsibility. A bar applicant might be referred to TLAP by the Board of Law Examiners. Or, perhaps some other third-party demand may arise in the form of an employer discovering a malpractice problem that emanated from the prior impairment of an associate/employee and that pre-dated employee's involvement in confidential assessment, treatment, and recovery monitoring in TLAP.

The following are conversions in TLAP case classification in FY 2021-2022:

- Voluntary to BLE - 5
- Voluntary to BPR - 5
- Voluntary to Law Firm/Employer reporting - 3

When such issues arise, the totally confidential TLAP participant may (it is up to the participant) decide it is in his or her best interest to waive confidentiality so that TLAP can advocate for them and report their compliance to the interested third party. This constitutes a conversion of the case from totally confidential to the participant instructing TLAP to report monitoring compliance to a third party.

Conversely, in the fullness of time, these cases can also convert from reporting to confidential. An individual may have completed TLAP monitoring in the past with reporting or regulatory authorities involved, and then relapse or develop new issues months or years later. They can and do come back to TLAP for help again in some cases. At that point, it is a new, totally confidential effort despite the prior history of reporting.

IV. FY 2021-2022 TLAP TRAVEL AND PRESENTATION HISTORY

TLAP's Executive Director conducted the following presentations and appearances:

JULY 2021

Site visit to Cornerstone Treatment Center

HIPPA Seminar

Wellbeing Committee meeting

TLAP & Wellness Overview Presentation

TLAP Commission Meeting

Virtual Camp TLAP

NOBC Annual Conference

Post Covid Stressors Presentation for ACC

AUGUST 2021

NOBC Presentation

ABA Conference

SEPTEMBER 2021

CLE Bass, Berry & Sims in Nashville

Virtual CLE Murfreesboro

CoLAP Conference

NSL Presentation

OCTOBER 2021

Intervention in Murfreesboro

Memphis Law School Presentation

CLE Adams & Reece in Nashville

CLE Judge Staff Atty's and Clerks in Johnson City

JDC Foundation CLE

CLE for Chattanooga PD's

UT Law BLE Presentation

Lap Directors Meeting in Atlanta

BPR Hearings

NOVEMBER 2021

CLE for Trial Lawyers in Nashville

CLE for Attorneys & Mediators in Johnson City

Virtual Ethics CLE by BPR

TLAP Commission Meeting

TN Law Institute CLE in Chattanooga

Christmas Bombing Panel

TN Law Institute CLE in Nashville

DECEMBER 2021

BLE Hearings
TBA Mentoring CLE
Virtual CLE Ben F. Jones Chapter
Executive Directors Meeting
TN Law Institute CLE in Knoxville
Nashville Christmas Party
Memphis Christmas Party
Virtual TBA Wellness Committee Meeting

JANUARY 2022

TLAP Commission Retreat
Virtual COLAP Meeting

FEBRUARY 2022

Virtual CLE in Jackson
Virtual UT Law Presentation
ABA Conference
TLAP Foundation Meeting

MARCH 2022

ABA Committee Meeting
COLAP Committee Meeting
NOBC CLE Webinar
NS 4L TLAP Presentation
Municipal Attorney Presentation
LAP/Pavillon Presentation
LMU TLAP Presentation

APRIL 2022

BLE and TLAP UT Presentation
AOC Department Head Meeting
TBA Well-being Meeting
Virtual CLE for Paralegals
CLE TBA Town Square in Columbia

MAY 2022

BPR Meeting
Hearing Committee Training at BPR
ABA Committee Meeting
IOP Intervention
Kingsport CLE
Memphis Hearings

JUNE 2022

Meeting with AOC and DOJ

Zoom meeting with Florida LAP

BLE Hearings

Meeting with Lakeview Rehabilitation

Judges Conference

TBA Convention

TBA Convention 12-step meeting

Site Visit to All Points North Lodge

TABL Conference

In addition, TLAP Volunteer Chris Hall, Esq. made a presentation to the Knoxville Bar Association at its Wellness Conference on September 23, 2022.

TLAP presentations in FY 2021-2022 reached thousands of legal professionals and these events remain very popular.

Here is a sampling of feedback:

"I wanted to thank you for your presentation. Everybody raved about how much they enjoyed it."

"It was very well presented and had very useful information – I really appreciated your messaging – thank you for all you do for Tennessee's lawyers."

"I want to thank you for presenting – EVERYONE loved you and the presentation!"

SAMPLES OF POPULAR TLAP CLE PRESENTATIONS

The Professional Duty of Self-Care

This presentation focuses on wellness and mindfulness, mental health challenges lawyers experience while offering real solutions on strategies to lower the risk of developing mental health issues.

Compassion Fatigue in the Legal Profession

This presentation highlights a relatively new syndrome “Compassion Fatigue” and offers solutions. Different from burnout, Compassion Fatigue is not caused not by task repetition but instead by encountering disturbing evidence and stressful clients.

Depression and Anxiety in the Legal Profession

This presentation examines the signs and symptoms of Depression and Anxiety Disorders in the legal profession along with solutions, including suicide prevention.

The Senior Tsunami

This presentation identifies challenges that will be presented by the “tsunami” of Baby Boomer lawyers who will soon enter retirement age in record numbers, how to identify symptoms of cognitive decline, and how to address issues with compassion and dignity.

Rule 8.3 Duty to Report Unethical Conduct and TLAP Interventions

This presentation explains how TLAP confidentiality and compliance can be an alternative under the Rules to reporting a peer to discipline when impairment is the central issue, explains what TLAP Interventions can provide, and debunks Myths of Addiction.

V. TLAP COMMISSION

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VI. FY 2021-2022 HIGHLIGHTS

A. MONITORING AGREEMENTS AND RECOVERY EFFICACY

Last year was the first full year of utilization of TLAP's new Monitoring Agreements and TLAP clinical guidelines for licensed professionals, all of which were submitted to the Tennessee Supreme Court for approval prior to implementation.

After careful consideration and input from top medical experts, and under the Court's directive to proceed with "best practices" monitoring programming, TLAP's operations are now supported by nationally established clinical guidelines. This level of TLAP monitoring provides objective and reliable evidence of fitness-to-practice at clear and convincing levels and generates expected no-relapse success rates of 85% to 95%.

TLAP's monitoring participants achieved an 85% average no-relapse success rate last year.

As such, TLAP is objectively meeting the expectations of the Tennessee Supreme Court, the profession, the public, and its participants. TLAP is delivering "top-tier" monitoring services.

B. ABA COLAP

i) Stockwell Appointed to the ABA CoLAP Commission

The American Bar Association's Commission on Lawyer Assistance Programs (ABA CoLAP) remains active in supporting State LAPs across the nation. TLAP's Executive Director, Buddy Stockwell, has been appointed as a member of the ABA CoLAP Commission for the coming year.

ii) Stockwell Appointed Chair of ABA CoLAP Committee on Monitoring LAPs

In addition, the ABA CoLAP has created a new Committee on Monitoring LAPs to support State LAPs that provide formal monitoring services in referral cases from bar admissions and disciplinary authorities, etc. Stockwell has been named Chair of this new Committee that is comprised of LAP Directors who are lawyers and clinicians, and have extensive experience as LAP Directors in states that accept referrals from regulatory authorities and formally monitor fitness to practice.

There are two basic types of LAPs:

- 1) Client satisfaction-driven LAPs that offer confidential assistance but do not offer specialized clinical or monitoring services and never become involved in fitness to practice or regulatory matters. These LAPs do not require anything and there is no element of monitoring or compliance. They have no duty to protect the public and do not have a responsibility to establish or implement clinical best practices for licensed professionals; and
- 2) Efficacy-driven LAPs, like Tennessee's, that accept formal referrals from regulatory authorities and provide full monitoring services that require participant compliance at a level that is expected to include clinical best practices for licensed professionals so as to objectively and independently establish fitness to practice and with only a remote likelihood of relapse.

Heretofore, there has never been an effort by the ABA CoLAP to specifically support monitoring LAPs, nor to address the complex challenges these LAPs face in establishing and maintaining clinical best practices that protect the public.

iii) ABA CoLAP National Conference in Washington D.C.

On September 20 – 22, the ABA hosted its first in-person COLAP Conference since the COVID-19 Pandemic began. TLAP staff Buddy Stockwell and Lauren Castor, Commission Member Dr. Michael Baron, and former Commission Member and former ABA CoLAP Chair and current CoLAP Law School Committee Member Judge Robert Childers attended the event. All of them were involved in presentations.

The conference included the following presentations:

- Medication Assisted Treatment and Licensed Professionals
- “I’ve Got 99 Problems, but Age Ain’t One”: Seniors, Suicide and Substance Use
- Self-Compassion: What Law School Didn’t Teach Us
- The Psychology of Ethical Decision Making and its Impact on Lawyer Well-being
- Ritual, Renewal and Recovery: Spiritual/Mindful Practices that Support Self-Care in the Practice of Law
- The Benefits of Non-Invasive Brain Stimulations in the Era of COVID-19
- Pleasure Unwoven: An Explanation of the Brain Disease of Addiction
- Conditional Admission to the Practice of Law – Safety Net or Snag Hook?
- Promoting Mental Health and Substance Use Disorder Recovery Among Attorneys
- Toxicology Results: Usefulness as Evidence of Recovery
- Current Issues in the Treatment and Monitoring of Attorneys as Safety Sensitive Professionals
- Aging Attorneys: A Multi-Disciplinary Examination of the Clinical, Legal and Professional Challenges & Benefits

Dr. Michael Baron and Buddy Stockwell conducted a plenary presentation on the topic of Medication Assisted Treatment for Opioid Use Disorders involving licensed professionals. Judge Butch Childers was a panel presenter on the topic of Law Schools, Law Students, and Conditional Admission.

C. FSPHP PUBLICATIONS AND CLINICAL GUIDELINES COLLABORATION

The new ABA CoLAP Committee on Monitoring LAPs is currently in the process of perfecting a “Clinical Guidelines for Lawyers Assistance Programs” addendum that will be submitted to the leadership of the Federation of State Physicians’ Health Programs (FSPHP) for input and recommendations by top addiction doctors. Much of the FSPHP’s clinical guidelines for diagnosing, treating, and monitoring medical professionals are directly applicable to legal professionals. Due to differences, however, in work settings for various licensed professions (doctors, nurses, airline pilots, lawyers, etc.) there can be a need for tailoring some aspects of monitoring to meet certain challenges in each profession.

TLAP and several other LAPs are involved with the FSPHP and working toward an end goal of supporting the FSPHP in publishing an addendum to its Clinical Guidelines that defines clinical best-practices for LAPs that monitor lawyers.

The mission, of course, is to generate national, clinical best practices guidelines that monitoring LAPs can rely upon in designing, implementing, and defending local state programming.

When a participant complains about a state LAP's clinical standards as being too onerous and seeks to negotiate an "an easier, softer way" of their own design, it is imperative that the state LAP be able to explain that established, expert medical guidelines require full compliance with TLAP's programming.

D. "THE BUDDY SYSTEM" TENNESSEE BAR JOURNAL COLUMN

TLAP remains grateful to the Tennessee Bar Journal for allowing TLAP's Executive Director to be a regular contributor in its TBJ column dubbed "The Buddy System." This column appears in every other issue and covers a wide range of timely mental health topics related to various aspects of TLAP's mission and services.

The following installments were published in the first half of 2022:

"Mindfulness Beats Stress"

"Early Intervention Saves Lives"

"Destruction and Death by Denial"

E. OTHER TLAP ARTICLES PUBLISHED IN 2022

In addition to articles published in the Tennessee Bar Journal, the Executive Director had articles published by the Board of Professional Responsibility, and Knoxville Bar Association:

"TLAP Update 2022: The TLAP Foundation and TLAP's Services"

"TLAP: Identifying Mental Health Issues and Getting Help"

Through producing these articles, TLAP reaches thousands of legal professionals. TLAP always receives feedback and referrals from its articles and it helps TLAP save even more lives and careers. TLAP is very grateful to all of the stakeholders that have invited TLAP to contribute to publications.

F. TLAP FOUNDATION

The TLAP Foundation, a 501(c)(3) non-profit corporation, is now funded and operational. In the last year, the TLAP Foundation provided financial support to a number of TLAP participants suffering from financial hardship and in need of monetary support to complete necessary clinical interventions and then enter into TLAP recovery monitoring. The TLAP Foundation is delivering on its mission to help ensure that TLAP-approved diagnostics, treatment, and monitoring support are available to all members of the bar and despite financial hardship. With the support of the new TLAP Foundation, even more lives and careers are being saved in the profession.

G. CAMP TLAP 2022

We are excited to report that Camp TLAP returned to an in-person format last year! It was a great success and a joyful reunion of legal professionals and clinical experts from across Tennessee and beyond. The conference was held on April 29-May 1 at its customary location in Montgomery Bell State Park near Dickson, TN. It was a very special event and reminded us all how invaluable it is to be together in-person. The event had over 65 attendees, 7 sponsors, and 7 speakers and it was an event to remember! Topics included:

- Best Practices in Addiction Interventions
- The Value of TLAP Compliance in BPR and BLE Matters
- Best Practices and Recent Developments of Professional Monitoring
- Adverse Childhood Experiences Predict Opioid Relapse During Treatment Among Adults
- A True Partnership
- Keynote Speaker
- Start Close In: Taking the Step We Don't Want to Take

Camp TLAP was produced in concert with the TLAP Foundation. All net proceeds from registration fees were donated to the TLAP Foundation. Thus, one-hundred percent of net revenue from Camp TLAP went to providing support to lawyers, judges or bar applicants suffering from financial hardships that impede their access to TLAP-recommended care.

H. ANONYMOUS CLIENT FEEDBACK SAMPLE (reprinted with permission)

"I was so incredibly lucky to have TLAP on my side and in my corner. I was not happy or in the best state of mind when I came to them and in the beginning, and I could not have been easy to work with. But now, I cannot thank the staff, at the Tennessee Lawyers Assistance Program enough for everything they have done for me. For over two years they have collaborated with me guiding and helping me with my struggles, giving me perspective and encouragement, holding me accountable and never giving up on me. More importantly, they never let me give up on myself. They understood my struggles and never judged. They genuinely cared about me, and I could feel that they were just as invested in helping me reach my goals and digging myself out of the hole I created as I was. They gave me hope and courage and always reminded me that if I just continue to do the next right thing I will be exactly right where I am supposed to be!"

VII. CONCLUSION

TLAP continues to make strides in developing and implementing "Gold Standard" professionals programming and monitoring services that support and protect Tennessee's legal profession.

In FY 2021-2022, TLAP's participants benefitted from an unprecedented 85% no-relapse addiction recovery success rate. TLAP is now fully delivering on its mission to save lives and protect the public.

In addition to supporting extraordinary levels of recovery in addiction cases, TLAP has also provided excellent support and monitoring as needed to those who are experiencing issues with other mental

health challenges that are unrelated to addiction.

Despite all of TLAP's challenges, including the Christmas Bombing that damaged TLAP's offices, TLAP's staff has risen to the challenge, persevered, moved TLAP forward, and increased TLAP's efficacy by every measure. Our dedicated and talented staff is to be commended and we are all very blessed to have Lauren, Emily, and Kim on our team at TLAP!

Of course, TLAP's staff could not have moved the program forward without the strong support and leadership of the Tennessee Supreme Court, the TLAP Commission, TLAP's peer monitors, dedicated volunteers, and all stakeholders in the profession, and we are extremely grateful to all of them.

There is still much work to do!

In 2023 TLAP will remain focused on educating the profession about TLAP's programming and TLAP will continue on its mission to develop and provide the best and most effective life and career-saving services possible to the lawyers, judges, law firms, and law students in Tennessee.

Respectfully Submitted,

A handwritten signature in blue ink, reading "Buddy Stockwell". The signature is fluid and cursive, with the first name "Buddy" written in a larger, more prominent script than the last name "Stockwell".

J.E. "Buddy" Stockwell III
Executive Director