

Implications of Chemical Dependency in the Profession of Pharmacy

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Pharmacy Forward: Advancing Practice for a
Healthier Tomorrow!

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Disclosure Statement

- Andy Pierron has no relevant financial relationship(s) with ineligible companies to disclose.
- None of the planners for this activity have relevant financial relationships with ineligible companies to disclose.





Learning Objectives

At the completion of this activity, the participant will be able to:

1. Recall the definition of impaired licenses and registrants under the Ohio Administrative Code
2. Explain the implications of duty to report as a healthcare provider in the profession of pharmacy
3. Describe monitoring programs, Ohio PRO, and how Ohio PRO supports impaired licensees and registrants suffering from substance use disorder

Ohio Administrative Code

Rule 4731-16

Rule 4731-16

- Impairment includes the inability to practice according to acceptable and prevailing standards of care by reason of mental illness, mental disorder, or physical illness, including but not limited to physical deterioration that adversely affects cognitive, motor, or perceptive skills. Impairment includes the inability to practice in accordance with such standards without appropriate treatment, monitoring, or supervision.
- Should the board have reason to believe that any practitioner or applicant is impaired, it shall refer the individual to the monitoring organization. In addition, upon notification by the monitoring organization that the practitioner or applicant is not eligible for the confidential monitoring program, the board may compel the individual to submit to a mental or physical examination, or both
- The board may reinstate a license suspended under this paragraph after the demonstration described in paragraph (B)(3) of this rule and after the individual has entered into a written consent agreement which conforms to the requirements set forth in rule 4731-16-06 of the Administrative Code, or after the board has issued a final order in lieu of a consent agreement.



Ohio Administrative Code

Rule 4729: 1-04-02

- (C) The following shall be reported to the board:
 - (1) Conduct indicating an individual licensed or registered by the board is addicted to or is suspected to be abusing alcohol, drugs, or other chemical substances or impaired physically or mentally to such a degree as to render the individual unfit to carry out their professional duties.
- (E) Reporting required in accordance with this rule shall be made in writing, either by mail, using the board's online complaint form (available on the board's website www.pharmacy.ohio.gov), or by telephone and shall include the following information.

Ohio Administrative Code

Rule 4729: 1-04-02

Continued

- (E) continued
- And shall include the following information
 - 1) The name of the licensee, registrant or other individual who may have committed a violation listed
 - 2) The violation which is believed to have occurred
 - 3) The date (s) of and place(s) of occurrence(s), if known

Ohio Pharmacist Rehabilitation Organization

- Founded 40 years ago by the Ohio Pharmacist Association and the Ohio Society of Health System

Pharmacists with the help and understanding of the OSBoP

- PRO's Board currently has representatives from OPA, OPHP, and academia
- PRO assists approximately 5 to 10 pharmacists per year
- (Ohio Physicians Help Program is well established, also monitors pharmacist, has employed social workers, and does a wonderful job assisting those with mental illness as well as substance use disorder.)

Obituary Dr. James West, WSJ 2012

A surgeon who overcame alcoholism

- Born in Chicago in March 1914
- 1950 Assisted in the first Kidney Transplant
- Stated he was an alcoholic
 - He didn't have a D.U.I. and he had never shown up for surgery under the influence.
 - Colleagues would look at him and say “you are not an alcoholic
 - Dr. West stated “ My disease did not play out like it did for other people. You can have problems with alcohol and other drugs without being on skid row”

Factors to Consider in the development of SUD (AUD)

- Pharmacogenetics
 - Some individuals of Asian descent have been found to lack the enzyme alcohol dehydrogenase
 - Think of the inconsistencies in the conversion of codeine to morphine and quicker onset of action.
 - “Rapid metabolizers and slow metabolizers” may be (and probably are) part of the genetic pool.
- Volume of distribution
- Time for development of the cortex and prefrontal cortex and the exposure to drugs and alcohol before the age of 25.

Brain Function and Alcohol

- Dopamine, glutamate, gamma-amino butyric acid, opiate receptors are involved. Sudakin D. J Med Toxicol 2016; 12(1):71-75
- Amygdala is the part of the brain that processes emotion including fear, stress and anxiety, the more uncertain the outcome the less likely someone is to take action. Prof. Paul Glimcher Neural Science and Economics NYU School of Medicine WSJ May 27th 2021
- Alcohol effects opiate peptides disinhibiting gamma-amino butyric acid leading to the release of dopamine in the nucleus accumbens. . Sudakin D. J Med Toxicol 2016; 12(1):71-75
- Acute withdrawal different from post acute withdrawal.

Ohio Pharmacist Rehabilitation Organization

- Phase 1 treatment – Intervention
- Includes
 - Assessment
 - Detoxification
 - Participation in approved residential and/or
– outpatient treatment program
 - Contractual agreement

Ohio Pharmacist Rehabilitation Organization

- Monitoring Phase II
- PRO requires a minimum of 5 years
 - Attendance in local Alcoholic Anonymous or Narcotics Anonymous meetings
 - Participation in monthly peer to peer pharmacist support meetings
 - Outpatient therapy for one year

Ohio Pharmacist Rehabilitation Organization

- Effectives
 - Over 80 %
 - In 2015 review of 206 clients showed
 - 140 had their license reinstated of 143 eligible clients
 - 103 had completed their contract
 - Currently OVER 93% OF PRO's clients are employed in the profession
 - 1 just passed NAPLEX after being out of the profession for over 5 years
 - 1 is prepping to take the NAPLEX after many years outside of the profession

BW1

Slide 13

BW1

Should this be NAPLEX?

Briana Wukovich, 2026-02-03T21:50:05.255

Questions

- 1) True or False: Ohio Administrative Code Rule 4731-16 does NOT state that impairment includes “the inability to practice according to the acceptable and prevailing standards of care”?
- 2) True or False: The OSBoP may “compel” and individual to submit to a mental or physical examination?



Questions

- 3) The following shall be reported to the OSBoP
 - A) An inebriated customer
 - B) An inebriated pharmacist at a Christmas Party
 - C) A pharmacy technician “slipping a drink” while at work
 - D) A pharmacist who is taking more of a controlled substance than what is being prescribed to him or her.
 - E) Both B and C
 - F) Both C and D
- 4) True or False: The date, place, and time of occurrence must accompany the name of the licensee, registrant or other individual who may have committed a violation.

Questions

- 5) True or False: The Ohio State Board of Pharmacy rarely reinstates a license once a pharmacist or pharmacy technician has had their license suspended.

Need More Information?

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