

THE IPRN NEWS

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*In IPRN,
we are making a
difference one
person at a time.*

*Please feel free to
call if you need
assistance, need
information or
need help with an
intervention.*

We can help!

The Beach

A young man was walking along the beach early in the morning near his home. He was carefully picking up starfish that had been stranded on the beach when the tide receded that evening and tossing them back into the ocean. He was concerned that they would die and shrivel up when the daytime sun came out. One by one he tossed them back into the sea. An older man walking on the beach asked him, "What are you doing?" He replied, explaining that he was saving them. The old man exclaimed "Look at how many starfish are on the beach. How do you think you can possibly make a difference?" The young man picked up another starfish and gently tossed it back into the sea and quietly said, "I made a difference to that one!" *

In IPRN, we are making a difference one person at a time. We know that there are many pharmacy professionals that may need help. According to statistics, 18% or more pharmacists may have a problem with alcoholism or addictions. When we look at all areas of impairment, such as, physical disabilities, debilitating diseases, mental illness, dementia, etc., those numbers greatly increase. Sometimes we may be wondering "How do you possibly think you can make a difference?" When this question comes up, we hope you think about this story. You are making a difference to that person that you are working with. You are making a difference when you tell someone about IPRN. You are making a difference when you decide to educate yourselves on the diseases that cause impairment. You are making a difference when you start living in the solution rather than covering up the problem.

IPRN has been carried by the many volunteers who have contributed in the past 25 years. If we were all gathered on that beach, tossing one starfish at a time, think about how many starfish could be saved. You can make a difference!

**Rephrased from a presentation by Chuck Jackson, Ed D "Life can be a beach!" at the 2006 Utah School on Alcoholism and Drug Dependencies.*

We are committed to excellence.

Utah School on Alcoholism and Drug Dependencies

It was encouraging knowing the number of people who are willing to help!

The Utah School:

Emotional

Exciting

Eye Opener

Entertaining

Energizing

Exhausting

Thank you to all of the students who attended and for all you do for IPRN and the recovery network in Iowa!

The Utah School was held June 18 – 23 in Salt Lake City, Utah at the University of Utah campus. It was a beautiful setting for a conference. There were 271 in the pharmacy section; about 90 pharmacists and the rest were students. I was so proud of the students that we sent. They represented Iowa so well. My hope is that they bring back what they learned and that we can use them as resources within our own programs, IPRN, Drake PRN and UIPRN. I am grateful that I was able to get to know them and was so impressed by their willingness to learn about the disease of alcoholism and drug dependencies. Hopefully, we will be hearing their stories in the future issues on the IPRN News.

On Sunday, there was a meeting with representatives from other state PRN programs and state board members and employees. It was an interesting exchange of ideas from all areas of the country. I was glad to know that our program is right on track and was able to contribute solutions to other programs. I also learned a lot from what other states are doing and hopefully can strengthen our program. There was a young pharmacist who is just starting a PRN program in his state and I was able to speak with him there and throughout the week, as did a number of others. It was encouraging knowing the number of people who are willing to help!

Every night there was a 12-step meeting. This was the first introduction to the 12 steps for many of the attendees. It was a wonderful hour (or more!) of sharing with others. There was that “gut-level” honesty that you just can’t measure. A number of people found that there were things they could work on. I was amazed at the sharing from students. I was really encouraged that they “got it!” It was wonderful to be able to wrap up our days with the solution.

There was the annual “Hike up the Mountain”. I personally took the “Walk to the Garden”. I was told that 50 or more people made it to the top of the mountain. It was an unofficial record! At the Red Butte Gardens, we were treated to a trained bird show. The garden was filled with children and there was ice cream. It was a beautiful setting overlooking the city. We wrapped up the week with humor on Friday morning and left with hope. I hope that each of you who attended received more than what you expected and I hope that all of you who did not get to go this year will plan to make plans for next year. Watch for more stories in the month’s to come.

Students do make a difference!

Board Report - June 6, 2006

Services provided by IPRN are intended to be in the best interest of the professional and the public.

IPRN has been funded by licensure and re-licensure fees since 1998.

Providing direction as a confidential resource

Providing support through caring volunteers

Providing education about impairment

The Iowa Pharmacy Recovery Network has been continuing our campaign to increase awareness of our services within the State of Iowa. We had a great boost in the May-June 2006 issue of "The Journal of the Iowa Pharmacy Association" where IPRN was featured along with an article on enabling. We plan to continue this association and hope to have more articles in future issues.

We continue to distribute "The IPRN News" monthly. This past month's issue was sent to all of the other state's programs. We hope to continue to set the standard within our state and as an example for others. This past issue featured articles on employer support, The Heartland Recovery Conference and updates from both colleges – Drake's PRN program and UIPRN.

The Iowa Pharmacy Recovery Network is celebrating 25 years of assisting impaired pharmacy professionals in Iowa. We are planning a banquet to honor those volunteers that have given so freely over the past 25 years. We hope to have this recognition event this fall in conjunction with our annual meeting. We will also have advocate training for new advocates, a new manual and client updates. We met and reviewed our new contract with the Board of Pharmacy. We will be compiling our data and financial information to submit before the end of the fiscal year. We will also be completing a new "Statement of Agreement" for consulting services.

We will be going to "The Utah School on Alcoholism and Drug Dependencies" next week. IPRN is sending 3 students from Drake and 2 students and a professor from the University of Iowa. From my understanding the Board is sending 3 pharmacists and myself and another pharmacist from Iowa are going. We will have 11 from Iowa which is great representation from here.

Since my last report we have taken a number of calls for assistance. I continue to have monthly contact with my clients. We were able to connect 2 clients with advocates. We have received some interest from new volunteers who would like to become advocates. This month I should be receiving the monthly quarterly reports from advocates. We had a client complete a 5 year contract in April. This person is on board as an advocate for another client and is solid in his recovery. We also heard back from a client who recently returned to work on how grateful he was for this opportunity. Of course with recovery there is also relapse and we dealt with this in the past month. We had all of the safeguards in place and were able to determine it through UA testing. We have 16 active clients and 2 pending. I have included the client updates on the disc.

Watch for the IPRN News!

Addiction is terminal - Addiction ultimately ends in recovery or death.

Volunteers are always welcome at IPRN!

We have active PRN programs in both the U of I and Drake.

Definition of Addiction

Addiction is a disease - Addiction to alcohol or other drugs is an illness that can result in physical, psychological and social dysfunction. Although it may occur with other deep-seated illnesses or problems, addiction must be treated as a disease and not a symptom.

Addiction destroys - Addiction wrecks relationships and makes daily life more difficult and less pleasurable and productive. If you're addicted, you are not the only one who suffers. Addiction affects family members, friends, co-workers and others who depend on you.

Addiction is progressive - Untreated addiction always gets worse. As it progresses, it causes preoccupation with drugs or alcohol. You may find yourself arranging your schedule and your life around your addiction.

Addiction is terminal - Addiction ultimately ends in recovery or death.

Recovery is possible - It requires a planned approach and the support of others. Relapse is common. True recovery requires a lifetime commitment.

The Facts

IPRN (Iowa Pharmacy Recovery Network) has been working with impaired pharmacists, pharmacist students and pharmacy technicians for the past 9 years. It has been exciting and challenging work. Our program started as PAPI (Pharmacists Aiding Pharmacists in Iowa) in 1981. The name was changed in 1997 to better represent all of the pharmacy professionals that we serve.

We have had 61 clients in the past 9 years. We have had 13 who have successfully completed their contract. This is 21%. We currently have 18 that are current. This is 31%. We have had 10 move to other states (16%) and 20 who have chosen not to participate (32%). Often pharmacy technicians do not want to become vested in the recovery program.

Since we are still in our infancy with most contracts lasting 5 years we expect those who successfully complete will increase. We are also expanding the program which we hope will give increasing numbers of successful completions.

The facts show that working with IPRN greatly increases the individual's opportunities, professional and personal choices!

Volunteer to make a difference today!

IPRN can only be successful if we all work together and know that each intervention will positively affect a persons' life.

IPRN has been designed to work with impaired pharmacy professionals in a compassionate and non-punitive manner

Alcoholism and other drug dependencies worsen over time unless there is outside intervention and treatment.

IPRN Goals

Provide recovery assistance and education

Identify and approach the impaired pharmacist, pharmacy technician, or pharmacy student with their problem

Recommend facilities for evaluation and referral

Persuade the pharmacy professional to enter appropriate treatment and

Monitor the pharmacy professional's rehabilitation and reentry into the profession.

What can I do if I suspect impairment?

It is difficult to take an initiative and get help for someone you care about. But it is more difficult to watch a colleague's personal and professional life fall apart. We need your help to make a difference to each and every pharmacy professional with a disease that is causing impairment. IPRN can only be successful if we all work together and know that each intervention will positively affect a persons' life.

Please contact IPRN if you notice the following symptoms of impairment:

- **Changes in work or school attendance or performance**
- **Alteration of personal appearance**
- **Mood swings, attitude change or unusual patterns of behavior**
- **Withdrawal from responsibilities, family or friends**

What IPRN can do

IPRN has been designed to work with impaired pharmacy professionals in a compassionate and non-punitive manner to provide assistance with interventions, with locating rehabilitative services and to serve as advocates for the reentry into the profession of pharmacy.

Dedicated to recovery in Iowa!

How to Help a Friend with an Alcohol or Other Drug Problem

Develop a simple straightforward CORE MESSAGE:

I Care

Here's What I See

There's Help

Let's Go

If there is a history or threat of violence, seek professional help before attempting to intervene.

If you know anyone who would like to receive this newsletter just email and we will add them to the mailing list. Otherwise, feel free to pass the news along.

Deciding to Act

Alcoholism and other drug dependencies worsen over time unless there is outside intervention and treatment. Covering up or ignoring the disease only enables the condition to deteriorate. Accepting the unacceptable is misguided kindness. It only leads to delay in the victim getting real help. If the intoxicated behavior is just willful alcohol or other drug abuse, your friend will quickly learn from the negative consequences and change behavior. But if he/she can't seem to modify drinking/drugging in spite of adverse effects, then you should suspect a pathological dependency. If such is the case, it's time to act. Some form of intervention is necessary.

What to Do

- 1. Prepare by learning about the disease and joining a support group.**
- 2. Take note of behaviors under the influence that violate your friend's values.**
- 3. Develop a simple straightforward CORE MESSAGE.**

***I Care (Love and concern is your right to intervene.)**

***Here's What I See (Specific non-judgmental examples)**

***There's Help (Know where it is)**

***Let's Go (Offer to go with)**

- 4. Attempt to intervene but avoid arguing by converting the differences to questions or issues then bridging to your CORE message.**
- 5. Try to get others who are concerned to help.**
- 6. Recognize the limits of your power. You may not be able to help and that is not your fault. If you need to let go and can't – seek help.**
- 7. If there is a history or threat of violence, seek professional help before attempting to intervene.**

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