



5215 Old Highway 11 Suite 80  
Hattiesburg MS 39402  
601-261-9899 Fax 601-268-0376

## ADDENDUM TO CONTRACT

Dr. Leigh Tanya Walker

### **RETURN TO WORK PLAN**

I, **Leigh Tanya Walker**, understand that this is an addendum to my initial contract. In addition to the terms set forth in the original contract of May 2019, I further agree to the following:

**Work hours:** I agree to work no more than an average of 4 days per week (32 hours).

**Mentorship/Supervision:** I will be working under the mentorship/supervision of **Dr. Doug Tillery at Tillery Dental Clinic located at 1508 W 10<sup>th</sup> Street, Laurel MS 39440**. I understand that any change in my work hours, place of employment, or supervision relationships will not change unless approved in advance by PHN and the Dental Board. I further understand that Dr. Tillery will provide PHN workplace observer reports monthly for the first 6 months of returning to practice. I understand that if there are no issues during this time frame, the workplace observer report will be then required quarterly. If I leave the Tillery Dental Clinic for any reason, I will notify PHN and the Mississippi State Board of Dental Examiners immediately and will not engage in dental practice until it is approved by PHN and the Dental Board.

**Staff:** I understand and agree that I am to have no administrative responsibilities in any practice at this time. I will be allowed to supervise the dental hygienist/assistant to the extent requested by Dr. Tillery.

**Individual Therapy:** I agree to see my therapist, **Tara Tate, LMFT** located at 50 South Green Ste C-6 Fairhope, AL 36532, not less than twice monthly for the first three months back to work, and not less than monthly for the following three months, then as recommended by my therapist for the subsequent six months, but in no instance less often than every two months. Should my therapist determine more frequent visits are indicated I will fully comply with my therapist. I understand that there is to be a free flow of communication between my therapist and PHN for the purpose of continuing care.

**Boundary Issues:** As mentioned in Item 1 of my *Continuing Care Contract*, I agree not to provide any dental services to my family and friends. I further agree that I will not prescribe or divert any controlled substances to family or friends. All procedures and dental services will be provided within the primary clinic, documented, and complete with a Consent to treat patient/dentist contract/agreement. If I have any questions regarding policies/procedures and/or what is allowed within the "scope of practice" for

my profession, I will seek guidance from my mentor, the Professionals Health Network (PHN) and/or the Mississippi State Board of Dental Examiners as may be appropriate

**Self-Care/Balance:** I understand that I am to maintain a healthy work/life balance that will allow time for myself and my family. I also agree that a healthy work balance includes maintaining "self-care" in the workplace such as lunch breaks, breaks, etc.

In addition, I will engage with my fellow colleagues (i.e., state/regional dental society meetings) and keep up to date on regulation changes/updates that are conducive to my profession as a dentist.

I understand that this addendum will become part of my original contract dated May 2019.

**NOTE: ALTERATIONS OF MY INITIAL CONTRACT OR THIS ADDENDUM CANNOT BE MADE WITHOUT PRIOR WRITTEN APPROVAL FROM THE MEDICAL DIRECTOR AND/OR THE COMMITTEE AS WELL AS THE MISSISSIPPI STATE BOARD OF DENTAL EXAMINERS IF INDICATED.**

*Gary D. Cam, M.D.*

Medical Director, PHN

*9/13/2021*

Date

*Thomas H. Wiggins DMD* *9/13/2021*

Chair, PHN Committee

Date

*George Nelson*

Participant

*9-13-2021*

Date

cc Executive Director, Mississippi State Board of Dental Examiners



# PROFESSIONALS HEALTH NETWORK INC.

5215 Old Highway 11, Suite 80 • Hattiesburg, MS 39402 • Office: (601) 261-9899 • Fax: (601) 268-0376 • [www.professionalshealthnetwork.com](http://www.professionalshealthnetwork.com)

Gary D. Carr, M.D.  
Medical Director

September 13, 2021

Donna Young  
Executive Director  
dcyoung2128@gmail.com  
Cell (601) 516-0382

Chris Hutchison, Executive Director  
Mississippi State Board of Dental Examiners  
600 East Amite Street Ste 100  
Jackson MS 39201-2801

Tom Kepner  
Outreach / Business Development

Hayley Farve  
Executive Assistant / Case Manager

RE: Leigh Tanya Walker, DMD

Board / Committee

Dear Mr. Hutchinson:

Thomas Wiggins, D.M.D.,  
Vice President / Committee Chair  
Cleveland

This letter is being sent to confirm that the Professionals Health Network (PHN) Committee has approved Dr. Doug Tillery at Tillery Dental Clinic in Laurel MS as Dr. Walker's mentor/supervisor.

Cliff Burris, M.Div.  
Biloxi

Christine Eaves, D.V.M.  
Jackson

Deborah V. Gross, M.D.  
Ridgeland

Mitch Hutto, D.M.D.  
Jackson

Monty Lang, D.D.S.  
Philadelphia

Joe Landrum, Ph.D.  
Crystal Springs

John Mutziger, DO  
Meridian

Willie Webb, D.C.  
McComb

Alex Touchstone, D.D.S.  
Hattiesburg

Jennifer Trihoulis, MD  
Columbia

In addition, please see enclosed Addendum containing the "Return to Work" plan. Ms. Donna Young met with Dr. Tillery and Dr. Walker this date to review the plan. Dr. Tillery has been provided a copy of the Addendum as well as Dr. Walker. The Addendum will become part of her initial contract.

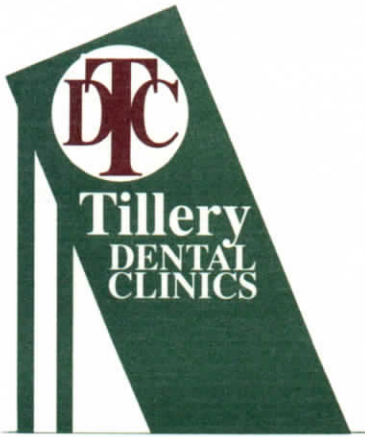
If you have any questions or need additional information, please do not hesitate to contact our office.

Sincerely,

Gary D. Carr, M.D.  
Medical Director, PHN

/dcy

cc PHN Committee



1508 W 10th STREET  
P. O. BOX 4367  
LAUREL, MISSISSIPPI 39441  
(601) 428-6093  
FAX (601) 428-6096

September 13, 2021

Dear Board Members:

I have agreed to mentor Dr. Tanya Walker. I look forward to working with her for the next 6 months. If you have any questions, please call me.

A handwritten signature in black ink, appearing to read 'Dr. Douglas W. Tillery', is written over a light blue horizontal line.

Dr. Douglas W. Tillery  
601.428.6093





**Acumen Institute**  
**4321 W. 6th St., Ste. B**  
**Lawrence, KS 66049**  
**Tel: 785-856-0473 Fax: 785-841-8781**

**Fax**

**To:** MS State Dental Board

**From:** Carly Stevenson

**Fax:** 1-601-944-9624

**Date:** Oct 28/20 04:32 PM

**Subject:** T Walker

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The attached information is being released to you from records protected by Federal Confidentiality Rule (42 CFR Part 2). This rule prohibits the recipient from making any further disclosure of this information unless expressly permitted by the written consent of the person to whom it pertains. We cannot be held liable for damages incurred upon further disclosure. If you have received this communication in error please contact us at 785.856.0473.



**Longitudinal Professional Program Discharge Report  
Phase III**

**Name: Tanya Walker, DMD**

**DOB: 08/31/69**

**Identifying Information and Interim History:**

Dr. Walker is a 51-year-old married, female dentist, who returns to complete her final follow-up session at the Acumen Institute Longitudinal Professional program. Dr. Walker started in the program due to allegations of substandard patient care and concerns about self-prescribing controlled substances. She completed the initial Phase I three-week process from September 30, 2019 – October 18, 2019 and two, one-week follow-up sessions on January 27, 2020 – January 31, 2020 (Phase IIa) and April 6, 2020 – April 15, 2020 (Phase IIb). Now, Dr. Walker successfully completed the final Phase III session.

**Due to the COVID-19 pandemic and travel restrictions, this three-day session was conducted via a secure telehealth portal. The program was modified to focus on elements of professional coaching and didactics only.**

**Procedures:**

Dr. Walker participated in a three-day, professional coaching, and follow-up review process with the Acumen team on October 21, 2020 – October 23, 2020. The team include Scott C. Stacy, PsyD; Peter Graham, PhD; Monica Söderberg, LSCSW; Sue Beckley, LSCSW, Michael Seely, PsyD and John Whipple, MD. Dr. Whipple continued to serve as Dr. Walker's primary clinician.

Dr. Walker completed 9.0 hours of group/team didactic sessions and 2.0 hours of individual professional coaching with Dr. Whipple over the three days. She also met for 1.0 hours in self-regulation training with Monica Söderberg, LSCSW. The group process and didactic sessions focused on core concepts of medical professionalism, self-regulation, ethical conduct in medical practice, and personal/professional boundary training. The Acumen Institute Longitudinal Follow-up Process is designed to: facilitate self-reflection; take time out to engage in evaluating one's inventory of professional/personal strengths and become increasingly aware of one's expectable vulnerabilities. The process is designed to help medical professionals practice a mentalization based approach to their personal as well as professional relationships.

**Disclosures:**



Tanya Walker, DMD

2

Prior to admission, Dr. Walker was reminded about the purpose of the coaching, and follow-up process as well as the associated limits of confidentiality. She appeared to understand the limitations of this sessions, reporting back her awareness that she would participate in the coaching process and that a written report would be provided to her local clinicians only with her written consent. Dr. Walker further understood that the report could be used within the context of an administrative hearing in the future. She was informed of the examiner's duty to report certain information, if obtained, in accordance with state and national laws. Further disclosure of this report and any other information is not permitted under the terms of this authorization without Dr. Walker's expressed written consent.

Dr. Walker and the referral source were requested to provide and facilitate pertinent collateral information to inform further review of progress. The conclusions and recommendations contained within this report are stated with a reasonable degree of professional certainty unless otherwise indicated. Additional information not disclosed to the examiners could alter the findings outlined in this report. The examiners reserve the right to amend these conclusions and recommendations should additional data become known to them. Natural limitations in the process and our state of knowledge are acknowledged. Questions regarding medical competence were not specifically addressed in this assessment. However, psychological, psychiatric, and medical matters and their potential negative impact on competency were thoroughly explored.

Based on our review of Dr. Walker performance to date, we believe she has successfully completed the objectives associated with the Acumen program. She is now fully informed about the nature of ethical and professional conduct that is expected of her. Throughout the longitudinal program, the Acumen team saw no indications that she was incapable of that comprehension. Furthermore, there is no evidence of emotional, mental or substance abuse impairment that currently compromises her judgment. As such, she can be held responsible for her/his behavior from this time forward.

#### **Professional Coaching Summary:**

Dr. Walker is in good spirits. She continues to practice mindful awareness within her personal and interpersonal life. Over the last six months, she feels as if she is fully understanding the process of mentalization. Despite ongoing frustrations associated with the disruption in her career, she freely expresses gratitude for her current life, and the time she has with her children. She feels her attention to her feelings and thoughts have helped her manage the frustration by regulating and redirecting her efforts. Earlier this spring, she and her husband had a scare regarding COVID infections, but neither tested positive for the virus. Likewise, her son and daughter are doing well. During this session, Tanya shared how she is practicing mindfulness and the articulation of emotions with her daughter. Together, they are identifying their "stressors" (times of triggered distress or threat) on a day to day basis. Dr. Walker wishes she



Tanya Walker, DMD

3

were introduced to the value of emotional expression/awareness when she was younger. She appreciates the value of expanding her emotional vocabulary and learning how to process through conflicts instead of avoiding them.

Dr. Walker learned in June that DPEP was no longer doing competency evaluations for the dental boards. She is now waiting on her Board to figure out another means to verify clinical competency. She is in close contact with Dr. Carr at the Physician Health Network, Inc. and is learning to accept things she cannot change. Likewise, she works with her individual psychotherapist to process through the delays, redirect her attention to what she can change and learn to discern the difference. Dr. Walker is more aware of her obsessional tendencies and how she prefers to "check all the boxes" so she feels in control. If a box is not checked, it makes her uncomfortable as if she missed something or is not doing all she can. She is learning to sit with uncertainty, instead of 'over assuming' responsibility. Along these lines, Dr. Walker reports setting limits with her family and is beginning to recognize some of the difficulties within her marriage. Earlier this summer, Tanya's husband went through an extensive lower back surgery. He was away from the family for about a month and since his return home, he has been immersed with his work. Tanya's attempts to discuss their 'distance' is met with passive-avoidance but now, this discontent is acknowledged instead of an expected reality. Tanya is patiently giving her husband some space and waiting for the "cycle" to swing around. She appreciates the natural 'speed bumps' that occur in a marriage and is sure that the current difficulties will make them stronger as a couple.

All in all, the Acumen team is pleased with Dr. Walker's progress. Unlike her pollyannish presentation, she is now able to articulate the positive **and** the negative in her life without fear of recrimination. She is less sensitive to interpersonal slights and seems more open to new insights or suggestions.

#### **Conclusions and Recommendations:**

The Acumen team is of the opinion that Dr. Walker has successfully completed the coaching episode outlined above. Based upon her participation, we saw no evidence of mental or cognitive impairment that compromises her ability to practice medicine.

We suggest Dr. Walker identify and arrange for a practice 'sponsor' who could proctor her return to dentistry. Within this supervised relationship, her mentor could sign off on the Board's concerns regarding competency. Afterwards, Dr. Walker will need to develop a Board approved Return to Work plan in coordination with the Physician Health Network, Inc. Acumen suggests Dr. Walker initially align herself with an established dental group, so she can concentrate on patient care instead of the administrative/business aspects of practice. As she becomes more comfortable, then she can become a partner.





Tanya Walker, DMD

4

The Acumen team recommends that Dr. Walker practice at all times in full accordance with relevant federal, state, local, and professional regulations as well as ethical guidelines. If she is ever unable or unwilling to adhere to these requirements, we recommend that she disengage herself from the practice of dentistry until reassessment finds her ready to resume practicing.

At this time, if we can be of further assistance or if there are additional questions, please call us at 785-856-0473. Due to the COVID-19 pandemic, the primary clinician is signing on behalf of the entire Acumen team.

DocuSigned by:

A handwritten signature in cursive script that reads "John Whipple".

E790E85683714E0...

John Whipple, MD  
Medical Director

Date Signed: 10/28/2020