Supplemental Data. Review of ATD Websites

State	Link	Navigation	Program Notes	Adherence to Evidence-Based Practices
Alabama	Voluntary Disciplinary Alternative Program (VDAP) https://www.abn.alabama.gov/vdap/	Program website is the first search result.	- Nurses only - Disqualified for any felony conviction or previous disciplinary action - Must work in practice minimum 24 months	5 years monitoring - Random drug screens (frequency not specified) - Daily check-ins Monday-Saturday - Use of group or mutual support not specified
Alaska	No ATD program	Google search links straight to a webpage detailing disciplinary procedures	The mandated treatment is noted in a consent decree that also includes fines.	N/A
Arizona	Alternative to Discipline https://www.azbn.gov/discipline-and-complaints/alternative-to-discipline	Program website is the first search result.	- Nurses only - Uses 3rd party for monitoring ("Recovery Trek") - May have participated in 1 previous ATD program	- Length of program not specified - Random drug screens (frequency not specified) - Daily check-ins (frequency not specified) - Groups are listed as possible component of individual contract
Arkansas	Arkansas Nurses Alternative to Discipline Program (ArNAP) https://www.healthy.arkansas.gov/programs-services/topics/arsbn-arnap	Program website is the first search result.	- Nurses only - Participant handbook available on website - Must submit travel request in writing to monitoring agency	- Length of program not specified - Random drug screens - Daily check-ins - Structured group support required

California	The Intervention Program https://www.rn.ca.gov/intervention/index.shtml	Program website is the first search result.	• Nurses only • May be eligible to transfer into CA Intervention program from another state if participant already holds a CA license	• Length of program 3-5 years • Random drug screens not specified • Daily check-ins not specified • Structured support groups not specified but peer support is listed as treatment option
Colorado	Peer Health Assistance Programs (PAS) https://peerhealthco.org/nursing-profession	Program website is the fifth search result.	• Any licensed healthcare professional • Program covers costs of monitoring, evaluations, and case management if participant is licensed when entering	• Length of program not specified • Rehabilitation and Monitoring contract specifies the need for random drug testing, therapy, and in-person meetings. No specific terms listed on website.
Connecticut	Health Assistance Intervention Education Network (HAVEN) https://www.haven-ct.org/about-us	Program website is the third search result.	• Program open to MDs, RNs, Veterinarians, PAs, and Dentists • Offers an earned advocacy program to represent the participant to various government agencies while they are in recovery • Uses 3rd party for monitoring ("Recovery Trek")	• Length of program not specified • Daily check-ins not specified • Random drug screening noted but frequency or process not specified • Use of structured support groups or mutual support groups not specified
Delaware	Delaware Professionals Health Monitoring Program https://www.delawaremonitoring.com	Program website does not appear in the first 12 search results. Website was found using the NCSBN search tool.	• Any licensed professional • Uses 3rd party for monitoring ("Recovery Trek")	• Length of program 3-5 years • Daily check-ins • Random drug screening • Use of structured support groups or mutual support groups not specified

District of Columbia	Committee on Impaired Nurses https://dchealth.dc.gov/publication/nursing-committee-impaired-nurses-coin	Program website does not appear in the first 12 search results. Website was found using the NCSBN search tool.	● Links to a pdf description of ATD program	● No specific information about program components
Florida	Intervention Project for Nurses (IPN) https://www.ipnfl.org	Link to the program website is the first search result.	● Nurses only ● Program brochure state 75-80% program completion rate	● No specific information about program components ● IPN directly manages peer support meetings across the state but does not specify how they are incorporated into the monitoring or recovery plans
Georgia	no ATD program	N/A	N/A	N/A
Hawaii	No specific program https://cca.hawaii.gov/pvl/files/2013/08/hrs_pvl_334d.pdf	Link to statute creating the diversion process for the state.	● No specific information	● No specific information
Idaho	Program for Recovering Nurses https://www.southworthassociates.net/professional-programs-idaho/treatment-for-nurses/	Link to the program website is the first search result.	● Nurses only ● Appears to be a 3rd party subcontractor with the state board of nursing	● No specific information about program components
Illinois	Illinois Professionals Help Program	Link to program FAQ pdf is the first search result. Access to	● Doctors, nurses, and hospital administrators	● No specific information about program components without contacting program.

	https://www.illinoisphp.com	program website through NCSBN program finder.	● Website is a .com page and the program appears to be a separate LLC.	
Indiana	Indiana Professionals Recovery Program https://inprp.org/why-prp/health-professionals	Link to program FAQ pdf is the sixth search result. Access to program website through NCSBN program finder.	● Nurses only ● Reports 80% success rate for participants ● Website discusses the use of evidence-based therapies in treatment	● 1-3 years monitoring ● No specific information about program components without contacting program
Iowa	Iowa Nurse Assistance Program https://nursing.iowa.gov/iowa-nurse-assistance-program	Link to the program FAQ pdf is the second search result.	● Nurses only	● No specific information about program components without contacting program
Kansas	Kansas Nurses Assistance Program (KNAP) https://ksbn.kansas.gov/knap/	Link to the program is the fifth search result.	● Nurses only ● Website includes warning signs of substance use disorder and referral pathways	● No specific information about program components without contacting program
Kentucky	Kentucky Alternative Recovery Effort (KARE) https://kbn.ky.gov/kare/Pages/default.aspx	Link to the program is the first search result.	● Nurses only ● Very clearly delineates participation in KARE program as separate from disciplinary procedure	● 5 years monitoring ● Random drug screening (frequency not specified) ● Daily check ins not specified ● Use of structured support groups or mutual support groups not specified
Louisiana	Recovering Nurse Program http://www.lsbn.state.la.us/Discipline,Complaints,Monito	Link to the program is the fifth search result.	● Nurses only ● Reports a program relapse rate of 0.6-6%, much lower than general population.	● 5 years monitoring ● Random drug screening ● Daily check ins ● Structured meetings required

	ringRNP/RecoveringNurseProgram.aspx			
Maine	Medical Professionals Health Program https://www.mainemphp.org	No link to the program in the first twelve search results. Access to program website through NCSBN program finder.	● All healthcare professionals ● Link to nursing discipline procedures is the second link on the Google search ● Website includes annual report with program outcomes and participant handbook ● 23% participants self-referred	● 6 mos to 5 years monitoring ● Random drug screening ● Daily check ins ● Structured meetings required
Maryland	Rehabilitation Program https://mbon.maryland.gov/Pages/rehab-program.aspx	Link to the program is the first search result.	● No specific information on webpage	● No specific information on webpage
Massachusetts	Board of Registration in Nursing, Substance Addiction Recovery Program (SARP) https://www.mass.gov/board-of-registration-in-nursing-substance-addiction-recovery-program-sarp	Link to the program is the first search result.	● Nurses only ● Detailed website with specific information ● Participant resource guide available on website ● Uses 3rd party for monitoring ("Affinity/Spectrum")	● 3 years monitoring (minimum) ● Random drug screening (15 per year) ● Daily check ins ● Structured meetings required (4 per week) ● Requires employment as a nurse for at least 1 year while in program
Michigan	No specific program		N/A	N/A

	*Link from NCSBN leads to 404 error page			
Minnesota	Health Professionals Services Program (HPSP) https://mn.gov/boards/hpsp/	No link to the program in the first twelve search results. Access to program website through NCSBN program finder.	• Regulated health professionals • Second link in Google search is to a list of disciplinary actions take against nurses by the board • Allows for toxicology testing via mail kits at pre-approved collection locations • Annual report available via website	• 12-60 months monitoring (average 36 months) • Daily check ins • Random drug screening • Use of structured support groups or mutual support groups not specified
Mississippi	Mississippi Alternative Program https://www.msbn.ms.gov/compliance/compliance-division Mississippi Nurse Voluntary Program https://www.msbn.ms.gov/mvp/	Link to one of the programs is the first but not the correct search result. The Mississippi Voluntary Nurse Program is accessed through the NCSBN website.	• Nurses only • Participant handbook available on website • Uses 3rd party for monitoring ("Affinity/Spectrum")	• Length of monitoring not specified • Random drug screening • Daily check ins • Structured meetings required
Missouri	No ATD Program		N/A	N/A
Montana	Montana Board of Nursing Medical Assistance Program for Nurses https://map.mt.gov	No link to the program in the first twelve search results. Access to	• Nurses only • Appears to have two tracks: 1 nonpublic self-referral track and 1 public board-referral track	• Unable to determine specific information from webpage

		program website through NCSBN program finder.		
Nebraska	No ATD program		N/A	N/A
Nevada	Alternative to Discipline Program https://nevadanursingboard.org/alternative-program-for-chemically-dependent-nurses/	Link to the program is the first search result.	● Nurses only	● 5 years monitoring ● No specific information about daily check ins or random drug screening ● Participants must complete a board-approved treatment program with the following components: 80 hours of didactic work, 80 hours of group counseling, and 20 hours of individual counseling. ● AA/NA meetings (90 meetings in 90 days)
New Hampshire	NCSBN lists no ATD program but news report states ATD bill signed in 2019. No information on BON website or in google search	No relevant links	N/A	N/A
New Jersey	Recovery & Monitoring Program (RAMP) http://njsna.org/ramp/about-ramp/	Link to the program is the first search result.	● Nurses only ● Very limited information on website	● No specific information on webpage

New Mexico	New Mexico Board of Nursing Diversion Program for Chemically Dependent Nurses https://nmbon.sks.com/about-the-program.aspx	Link to the program is the first search result.	• Nurses only • 1-page website	• 5 years monitoring • No specific information about daily check ins or random drug screening • Use of structured support groups or mutual support groups not specified
New York	Professional Assistance Program http://www.op.nysed.gov/prof/pap.htm	Link to pdf of program application is the first search result. Website found via NCSBN program finder.	• Licensed professionals • Application, program outcomes, and participant handbook available on website	• 2 years monitoring (minimum) • Random drug tests twice weekly • Daily check ins not specified • Peer support program for nurses is available
North Carolina	Alternative Program (AP) vs Discipline Program (DP) https://www.ncbon.com/discipline-compliance-drug-monitoring-programs	Link to the program is the first search result.	• Nurses only • Two pathways: nonpublic voluntary program and public disciplinary program	• 5 years monitoring to include 3 years successful employment • Random drug screenings • Daily check ins not specified • Structured support meetings required (3/week)
North Dakota	No ATD Program		N/A	N/A
Ohio	Alternative Program for Substance Use Disorder https://nursing.ohio.gov/wp-content/uploads/20	Link to pdf of program FAQs is the first search result. Website found via NCSBN program finder.	• Nurses only • Ineligibility includes uncontrolled psychiatric disorder, pending or convicted of a felony, substitution or tampering with a drug of abuse	• 4 years monitoring (minimum) with return to practice for at least 1 year • Random drug screening (frequency not specified)

	21/09/AP-FAQs.pdf			● Use of structured support groups or mutual support groups not specified
Oklahoma	Peer Assistance Program https://nursing.ok.gov/peer3.html	Link to the program is the first search result.	● Nurses only ● Website includes a 1 paragraph description of the program and several links to program forms (attendance, release, and supervisor forms) but no actual details	● No specific information on webpage
Oregon	Health Professionals' Services Program (HPSP) https://www.oregon.gov/osbn/pages/impaired-provider.aspx	Link to the program is the first search result.	● Nurses only	● 48 months monitoring ● Staggered random drug screenings: 36 times/year, then 24 times/year on year 2, then 18 times/year on year 3 ● Use of structured support groups or mutual support groups not specified ● Daily check ins Mon-Sat
Pennsylvania	Professional Health Monitoring Programs https://www.dos.pa.gov/ProfessionalLicensing/OtherServices/ProfessionaHealthMonitoringPrograms/Pages/default.aspx#.VBLqLPldUQ0	Link to the program is the fourth search result.	● Nurses only ● Unclear how the Pennsylvania Nurse Peer Assistance Program relates to the PHMP	● 3 years monitoring (minimum) ● Random drug screening ● Daily check ins not specified ● Structured peer support programs

Rhode Island	"May offer a program subject to board approval" http://webserver.rilin.state.ri.us/Statutes/TITLE5/5-34/5-34-24.1.HTM	no relevant links with Google search	N/A	N/A
South Carolina	South Carolina Recovering Professionals Program https://scrpp.org	No link to the program in the first twelve search results. Access to program website through NCSBN program finder.	● Licensed professionals ● Includes an employment opportunities section of website	● No specific information about program components on webpage
South Dakota	South Dakota Health Professionals Assistance Program https://www.mwhms.com/hpap	No link to the program in the first twelve search results. Access to program website through NCSBN program finder.	● Health professionals ● $200 application fee plus $3k/year of which the BON pays $2k and the participant pays $250/quarter	● No specific information about program components on webpage
Tennessee	Tennessee Professional Assistance Program https://tnpap.org	Link to the program is the second search result.	● Health professionals ● Estimate $3,000/year for drug screenings and support groups	● 3-5 years monitoring ● Random drug screening (20-24/year) ● Daily check ins not specified ● Structured support meetings required
Texas	Texas Peer Assistance Program for Nurses	Link to the program is the fourth search result.	● Nurses only ● Has established protocols for accepting Medication-	● 1-3 years monitoring ● Random drug screening (24-52 tests in 12 months) ● Daily check ins

	https://www.texasnurses.org/mpage/TPAPN		Assisted Therapy (MAT) as part of recovery plan. ● Participant handbook available on website	● Structured support meetings required (1-4 per week)
Utah	Utah Recovery Assistance Program--404 page error from the NCSBN website Utah Professionals Health Program https://uphp.utah.gov	No link to the program in the first twelve search results. Webpage found from searching specific program name from NCSBN website.	● Healthcare professionals ●	● 5 years monitoring ● Random drug screening and daily check ins not specified ● Use of structured support groups or mutual support groups not specified
Vermont	Alternative to Discipline Program https://sos.vermont.gov/nursing/discipline-alternative-program/	Link to the program is the second search result.	● Nurses only ● Website very difficult to navigate and looks punitive	● No specific information about program components on webpage
Virginia	Health Practitioner's Monitoring Program http://www.dhp.virginia.gov/PractitionerResources/HealthPractitionersMonitoringProgram/	Link to the program is the third search result.	● Healthcare practitioners ● Orientation handbook available on website in addition to annual outcomes reports ● Uses 3rd party for monitoring ("Recovery Trek")	● No specific information about program components on webpage ● States in participant handbook that drug screenings may be required but no specific details
Washington	NCSBN links to a 404 error page Google search yields: Washington Health	Link to the program is the second search result.	● Nurses only ● Website is a single page	● No specific information about program components on webpage

	Professionals Service https://nursing.wa.gov/sites/default/files/2022-06/669432.pdf			
West Virginia	West Virginia Restore https://wvrestoreprogram.com	Link to the program is the first search result.	● Nurses only	● No specific information about program components on webpage without using the "contact us" form
Wisconsin	Professional Assistance Procedure https://dsps.wi.gov/Pages/SelfService/ProfessionalAssistanceProcedure.aspx	No link to the program in the first twelve search results. Access to program website through NCSBN program finder.	● Credentialed professionals	● Length of monitoring not specified ● Individual counseling required but no specific requirements for group or mutual support meetings ● Random drug screening required (frequency not specified) ● Daily check ins not specified
Wyoming	no information about nurse substance use on website		N/A	N/A