

Purpose, Objectives, and Disclosures

Substance Use Impact Conference

April 23, 2026

This activity offers maximum educational hours of:

5.00 contact hours for **NURSES**

6.00 clock hours for **SOCIAL WORKERS**

6.00 educational hours for **COMMUNITY HEALTH WORKERS**

6.00 S educational hours for **ADDICTION PROFESSIONALS (MCBAP)**

6.00 educational hours for **HUMAN RESOURCE MANAGERS**

6.00 educational hours for **OTHER Healthcare Professionals** (Certificate of Completion)

Educational hours for all disciplines will be based on the sessions you report as attending.

FOR REPORTING PURPOSES: RETAIN THIS DOCUMENT AND THE AGENDA TO CONFIRM AVAILABLE HOURS

IMPORTANT REQUIREMENTS FOR CONTINUING EDUCATION OPPORTUNITIES

- ✓ Participants requesting credit must be registered for the event and have verified attendance.
- ✓ Attend at least one session during the conference. Credits will be given based on your attendance at sessions. If you have verified attendance in all sessions, you will receive the credit amounts shown above.
- ✓ **TO RECEIVE CE HOURS OR A CERTIFICATE OF ATTENDANCE, YOU MUST COMPLETE THE EVALUATION!** Click the corresponding link in the email you will receive after the event to access the evaluation.
 - If you do not receive a link to the survey within **2 business days** of the event, check to see if it went to your SPAM or Junk folder.
 - If the evaluation email is not in your junk folder, please email CEInfo@mphi.org for next steps. Include your activity name and date with your request.
- ✓ Certificates are immediately generated upon the completion of the evaluation. You will be able to download the PDF certificate from the submission page and a copy will also be sent to your email.
- ✓ We do not keep an archive of past certificates, so please retain a copy for your records.
- ✓ Direct any questions to: CEInfo@mphi.org

PLEASE NOTE: CREDIT WILL NOT BE AWARDED UNLESS ALL CRITERIA IS MET

PURPOSE:

This annual event is hosted in collaboration by Detroit Wayne Integrated Health Network (DWIHN), MPHI, and the Michigan Recovery Friendly Workplace Program. This summit is designed to empower and engage attendees in tackling substance use

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issues within our communities. It offers a unique platform for employers from various industries and healthcare providers to network, share tools, and collaboratively solve problems. With two distinct learning tracks, the event caters to employers who may not be directly involved in SUD services (such as those in construction and hospitality) as well as healthcare providers who are. Attendees will have the opportunity to gain valuable resources, network, and acquire new skills in prevention, treatment, harm reduction, and recovery efforts. The breakout sessions during the summit will fall into one of two tracks. Anyone is welcome to attend the sessions that are most interesting to them.

- Recovery-Friendly Workplaces: A Guide for Providers, Employers and Human Resources (HR)
- Strategies for Healthcare and Substance Use Disorder Providers

LEARNING OUTCOME:

After this event learners will identify one way they intend to change their monthly practice.

After this event learners will be able to describe how a supportive workplace improves outcomes for people in recovery.

SESSION OBJECTIVES:

Session #: KN

Session Title: Substance use in the workplace: Diagnosis, Treatment and Follow Up

Presenter(s): Carl W Christensen MD

Available CE: 1.00 CNE, SW, MCBAP S, CHW, SHRM

Objective 1: Recognize the "red flags" for substance abuse/addiction in the workplace. This will help to correctly identify those at risk vs. safe behaviors.

Objective 2: Know the DSM-5 criteria for substance use disorders (SUD); know the different types of primary treatment (behavioral, pharmacologic and social); know different levels of care for primary treatment.

Objective 3: Know the options for follow up monitoring including: urine, hair and blood testing; effectively monitored counseling, mutual help groups and family support. Recognize that follow up monitoring is the most critical component of successful, long term addiction treatment.

Session #: 1.1

Session Title: ESTA, Attendance Policies, and Reasonable Suspicion: Supporting Employees Impacted by Substance Use, while Meeting Legal Requirements

Presenter(s): Kimara Mayberry, MBA, PHR, SHRM-CP, CHAA, CFP

Available CE: 1.00 SW, MCBAP S, CHW, SHRM

Objective 1: Describe best practices for no-call/no-show policies, including essential handbook language that protects both the organization and employees—while supporting recovery-friendly approaches.

Objective 2: Explain new earned sick time laws and what they mean for policy updates, risk management, and employee communication.

Session #: 2.1

Session Title: Addressing Social Determinants of Health in SUD & Mental Health Care

Presenter(s): Andrea Smith, MSW

Available CE: 1.00 CNE, SW, MCBAP S, CHW

Objective 1: Describe how major social determinants such as housing instability, unemployment, and social support affect substance use and mental health trajectories.

Objective 2: Identify practical strategies that reduce barriers and improve treatment engagement.

Objective 3: List at least one evidence-based framework or intervention approach in clinical or care-coordination workflows to address social needs.

Session #: 1.2

Session Title: The Proactive Leader: Stopping Substance Misuse Before It Starts

Presenter(s): Louise Montag

Available CE: 1.00 CNE, SW, MCBAP S, CHW, SHRM

Objective 1: Define prevention within a corporate context and understand the impact of Substance Use Disorders in the workplace.

Objective 2: Identify the signs and symptoms of a mental health challenge and/or Substance Use Disorder.

Objective 3: Equip supervisors with evidence-based communication strategies to address suspected substance misuse, balancing a supportive, person-centered approach with strict adherence to labor laws.

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<p>Session #: 2.2 Session Title: 3 Ps of Prevention: Passion, Practice and Politics Presenter(s): Grenae Dudley, PhD Available CE: 1.00 SW, MCBAP S, CHW, SHRM Objective 1: Describe how personal commitment (passion), evidence base implementation (Practice), and advocacy (Politics) help to shape prevention success in their community. Objective 2: Identify at least two ways to use the Three P’s to strengthen coalition work, program sustainability, and community engagement in opioid-misuse prevention. Objective 3: Explain how policy engagement and data-driven practice can protect prevention efforts from political and financial instability.</p>	<p>Session #: 1.3 Session Title: Balancing Compliance and Compassion: Understanding ADA, Addictions, and Talent Retention. Presenter(s): Sharlene Organ, CBSP, ADAC, Monica Robbins Available CE: 1.00 CNE, SW, MCBAP S, CHW, SHRM Objective 1: Explain the purpose and scope of the Title 1 of the Americans with Disability Act and how it applies to employees with drug and alcohol use disorders. Differentiated between current illegal use and protected disabilities under the ADA. Describe the role and legal framework of Last Change Agreements including when they are appropriate and how they support compliance and employee retention.</p>
<p>Session #: 2.3 Session Title: Setting SMART Goals to Improve Treatment Plan Impact Presenter(s): Kelly D. Myricks MA, LPC, NCC, CADC Available CE: 1.00 SW, MCBAP R, CHW, CNE Objective 1: Identify the various elements of a treatment plan and how they apply to the development of a SMART Treatment Plan Objective 2: Identify the use of treatment interventions based on the members' Stage of Change Objective 3: Complete SMART treatment plans that effectively addresses SUD related concerns</p>	<p>Session #: GS2 Session Title: The Value of Creating Supportive Pathways for College and the Workplace Presenter(s): Matt Statman LMSW, CAADC, Dawn Kepler, Michigan State University Available CE: 1.00 SW, MCBAP R, CHW, SHRM Objective 1: Describe the role and impact of collegiate recovery programs in supporting students’ wellbeing, academic and personal success</p>
<p>Session #: GS3 Session Title: Trends in Drug Use Presenter(s): Bruce Goldberg, LMSW Available CE: 1.00 CNE, SW, MCBAP S, CHW, SHRM Objective 1: Describe new drugs that are becoming more common to use among people with substance use disorders Objective 2: Describe new ways that young people are able to conceal drug use.</p>	

DISCLOSURES:
<p>All presenters and planning committee members have completed a Financial Disclosures document that includes an explanation of Relevant Financial Relationships. After disclosure, an assessment was taken to determine what steps were needed to prevent commercial bias from entering into the education. Planning Committee Member: Glenn Cornish is an employee of Alkermes.</p>

AVAILABLE CONTINUING EDUCATION:
<p><u>Nursing Contact Hours Designation</u> A total of 5.00 Nursing contact hours have been awarded for this activity by the Michigan Public Health Institute – Continuing Education Solutions.</p>

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Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association - Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Social Work Clock Hours Designation

This training/event has been approved by the NASW-Michigan Chapter for 6.0 synchronous General social work CEs: Approval Number 20260423-CA-MPHI-01

Community Health Workers (CHW)

A total of **6.00** educational hours meets the MiCHWA Curriculum Objectives for certification renewal. Retain a copy of this document and activity materials as proof of educational hours provided.

Alcohol/Drug Counselor Designation (MCBAP)

A total of **6.00** contact hours have been awarded for this activity by Michigan Certification Board for Addiction Professionals (MCBAP). Trainings have been identified as **SPECIFIC** and **RELATED** to Substance Abuse.

Human Resource Managers (SHRM)

MPHI is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP[®] or SHRM-SCP[®] recertification activities. This activity has been approved for a total of **6.00** PDCs. (26-P7F2J)

All participants have been provided with a copy of the event purpose statement, event goals, event objectives, session descriptions, session goals, session objectives, and disclosure statements prior to the start of this event.