



Position Description: State Peer Advisors (SPAs) are CRNA volunteers appointed by the AANA to provide helpful peer support and information to the CRNA/SRNA in need of assistance for a substance use disorder (SUD). Peer assistance is described as *being available to listen and compassionately assist another with a particular need, usually based on their similar personal experience*. SPAs are part of the AANA peer support network led by the [Peer Assistance Advisors Committee](#) (PAAC). See also www.AANA.com/AboutPeerAssistance. The SPA role is to provide:

- Post-crisis follow-up to AANA Peer Assistance Helpline situations with peer support and facilitate resources within their state.
- Peer support to CRNAs/SRNAs for issues related to stress, workplace wellness, bullying, and adverse events.
- Education through outreach and participation at the state and local levels to build awareness of the peer support available and assists with education to encourage professional and personal well-being and prevent SUD, an occupational risk for anesthesia professionals.
- Support to the oversight of the outsourcing of the AANA Helpline through follow-up calls to monitor satisfaction, treatment outcomes, and feedback.

Criteria for SPA appointment:

- Current AANA Membership – active, inactive, or retired status
- Knowledge of the AANA’s philosophy, purpose, and goals for practitioner wellness.
- Demonstrate interest in, and long-term commitment to, the peer assistance advocacy program.
- Demonstrate ability to manage difficult conversations and maintain appropriate confidentiality.
- Personal phone and personal active email account for SPA correspondence.
- Personal experience with substance use disorder is not a requirement—many of the SPA volunteers are in recovery, while others have seen the devastating effect and wish to volunteer as allies.
- Recovery status:
 - Individuals in recovery are required to have:
 - Continuous sobriety greater or equal to 3 years (5 years preferred)
 - Membership in the Anesthetists in Recovery (AIR) community
 - Individuals not in recovery must be conversant with the principals and resources of recovery

Responsibilities and Commitments:

1. Respond in a timely manner to the peer assistance requests:
 - a. Utilize the AANA Peer Support Response Tool (PSRT) to:
 - i. Provide empathetic support and share resources
 - ii. Access the AANA position statements, policy considerations, recommendations, and resources related to substance use disorder and workplace wellness;
 - iii. Utilize disclaimer statement to set boundaries when needed.
 - b. Adhere to PAAC procedures for addressing situations and reporting;
 - c. Maintain confidentiality, contacts are not anonymous but contact information will not be shared without notice to individual.
 - d. Manage difficult conversations.
 - e. Ask PAAC Regional Advisor for guidance on difficult calls;
 - f. Comprehend challenges to the CRNA with impairment issues;
2. Complete mandatory refresher training;

3. Participate in state association activities to provide resource information personally or by engaging others. If state wellness committee, collaborate to provide resources within state. More info at www.AANA.com/StateWellness
4. Know the laws and mandated reporting obligations of the state(s) in which SPA is licensed and comply at all times.
5. Communicate with state substance use disorder programs, the board of nursing, and peer assistance programs info in the AANA [online peer assistance resource directory](#) is up to date.
6. Timely response to AANA staff-initiated SPA check-in emails or calls;
7. Participate in [AANA Connect State Peer Advisors community](#);
8. Avoid conflict of interest issues, for example service on a Board of Nursing or selection board for alternative programs (recommendation: may participate in discussion but remove self from a final vote on CRNA matters).

Restrictions: An acting AANA SPA is not authorized at any time to make a medical diagnosis, provide professional therapy, treatment or counseling, or provide legal or other professional advice of any kind.

Process for Appointment:

1. Interested individuals either self-requested or recommended by state association leadership complete a SPA Application – see www.AANA.com/SPATools (member log-in required).
2. The [PAAC Regional Advisor](#) for the applicant's state will interview and vet candidate's application responses for full PAAC review and endorsement by state association president.
3. Mandatory Training/Orientation Requirements must be fulfilled, and Volunteer Agreement/Acknowledgement completed, **before** final acceptance and listing in the online AANA Peer Assistance directory.

Reporting Relationships: SPAs report to the PAAC Regional Advisor and the state association structure within each individual state. Each state should have a minimum of one SPA. In the event a SPA is not appointed, the PAAC Regional Advisor will fulfill the position and assist in seeking a SPA for that state.

Term of Appointment: Yearly review of commitment; terms are generally longer than one year and can be up to several years.

Revocation of Appointment: In the event the SPA is not meeting requirements, PAAC will revoke the appointment based on, but not limited to the following:

- Incomplete mandatory orientation and/or training requirements.
- Inability to respond to peer assistance calls, requests for information from PAAC, SPA check-in emails, and completion of data collection requirements.
- Breach of confidentiality.
- Inability to adhere to established PAAC procedures for handling situations and data reporting.
- Active state of substance use disorder/relapse.
- AANA membership status not current.
- Social media presence conflicting with peer support role.