



**Suzy Douglas, RN, BSN**, is the Medical Services Coordinator for the Tennessee Bureau of Workers' Compensation. She serves on the Medical Issues Committee and the Work Disability Prevention and Return to Work Committee for the International Association of Industrial Accident Boards and Commissions. Having worked for the state of Tennessee in workers' compensation for twenty-nine years, she has experience in the following programs and committees including medical case management, utilization review, the medical fee schedule, treatment guidelines, the drug formulary, the Medical Payment Committee, and the Medical Advisory Committee. Recently, she has taken on the lead role in the Return Employees to Work and Reduce Disabilities Program known as REWARD.