

FAITH REGIONAL HEALTH SERVICES MEDICAL STAFF LEADERSHIP PROGRAM AGENDA – FOCUS ON PEER REVIEW FEBRUARY 20, 2025

8:00 – 9:15 PEER REVIEW PRACTICES IN ACTION (*CASE STUDY – MEET DR. DEWY*):

Dr. Dewy is new to town and comes with some history. But she is joining an established practice and shows lots of potential. When a few of her cases are identified for review, careful management of the review process could be the difference between helping a young practitioner succeed or driving her out. Concepts to be covered include:

- When and how to notify a practitioner that clinical concerns have been raised through the peer review process
- Deciding if precautionary suspension is appropriate – and acting on that decision
- Planning a collegial meeting to discuss clinical concerns
- Formulating performance improvement plans for clinical performance issues

9:15 – 10:00 PEER REVIEW WRAP-UP: TIPS FOR NAVIGATING THE PROGRESSIVE STEPS OF PEER REVIEW

- When and how to notify a practitioner that clinical concerns have been raised through the peer review (professional practice evaluation) process
- Obtaining practitioner input
- Formulating a performance improvement plan for a colleague with clinical performance issues
- Addressing conflicts of interest in credentialing and peer review matters

10:00 – 10:15 BREAK

10:15 – 10:30 MEET DR. DOS-RUPTIVE – UNDERSTANDING WHY A ROBUST PROFESSIONALISM POLICY IS AN ESSENTIAL TOOL!

10:30 – 11:15 PLANNING A COLLEGIAL MEETING TO DISCUSS A BEHAVIORAL CONCERN – A VARIATION ON A FAMILIAR THEME! (*CASE STUDY – MEET DR. RATTLER*)

Dr. Rattler is a perfectionist and expects everyone else to be one too! But what happens when her behavior crosses over the line? Can “progressive steps” be used to help manage the behavior and possibly save her career on our Medical Staff or is it time for more formal action?

- How to conduct an effective collegial intervention session when behavior is at issue – without losing your mind!
- Documentation – tone and content, and where is it kept?

11:15 – 12:00 TIPS FOR NAVIGATING THE PROGRESSIVE STEPS OF PEER REVIEW WHEN UNPROFESSIONAL CONDUCT IS AT ISSUE

- Heading off retaliation
- When to consider a psychiatric evaluation

- Managing avoidance tactics swiftly, administratively, and without breaking a sweat
- Stay on track! How to avoid distractions, deflections, and threats raised by the practitioner
- Drafting – and monitoring – performance improvement plans for a colleague with conduct issues