The Peer Review Clinic

Ian Donaldson

Charles Chulack

HORTY SPRINGER

TOPICS

After decades of ineffective, inefficient, and resented peer review, a new day has dawned for many Medical Staffs! Whether the issue is clinical quality, conduct, or health, it is *actually possible* to:

(1) Create new processes that achieve the two major goals of peer review: *enhancing patient safety/quality of care and promoting practitioner success (both physicians and APPs)*, and

(2) Demonstrate tangibly to a Medical Staff that modern peer review is the way that practitioners learn from each other and improve systems of care, and that the process is *pro-patient, not anti-physician*!

The Peer Review Clinic is high energy and engaging, filled with real-life case studies, videos, and interactive presentations, and packed with practical, experience-tested tips and tools that you can take home and immediately put to use!

Join us and explore *modern, effective, and constructive* peer review and head back home with answers to questions such as:

- What are the common and traditional problems that generally condemn a peer review process to failure? (At the top of that list is *"scoring"*!)

- What specific techniques have been demonstrated to constructively resolve *clinical* issues, *behavior* concerns, and *health* challenges? Which common approaches do *NOT* work?

- Do the rules change when a physician is *employed* by the Hospital (or by an exclusive contract provider)?

- What is a *Leadership Council* and should we have one? *(YES!)*

- Is there any role for *Clinical Departments* in a modern process? *(YES! They can play an important role in providing specialty expertise, but there are certain rules that should be followed.)*

- Who are the best individuals to serve on a *Multi-Specialty Peer Review Committee*? Who should *NEVER* serve on the committee?

- Why should the *MEC* and *Board* play almost no role in routine, ongoing performance issues?

- Does the "traditional way" of managing *conflicts of interest* work? *(NO!)*

- What concrete, practical steps best prevent *retaliation* against individuals who may raise concerns?

- How can we help great practitioners become *effective case reviewers and Medical Staff leaders*? (*Hint:* Several straightforward tips, education, and new case review forms!)

- How does the *National Practitioner Data Bank Guidebook* impact our process?

- What options do we have for handling the red hot/white hot issue of *aging practitioners*?

- What about *ambulatory peer review*?

- And many, many more!

Faculty/Accreditation

Ian Donaldson

Mr. Donaldson is a partner with the law firm of Horty, Springer & Mattern, P.C. in Pittsburgh, Pennsylvania. He devotes his practice entirely to health care law, working extensively with hospital and physician leaders on various medical staff issues including credentialing and peer review matters. Ian is an Editor of the *Health Law Express*, a weekly e-newsletter on the latest health law developments. He previously served as a faculty member of the HortySpringer Seminars *The Credentialing Clinic* and *The Complete Course for Medical Staff Leaders* and is a current faculty member of *The Peer Review Clinic*. He has also served on the faculty of ACOG's (The American Congress of Obstetricians and Gynecologists) *Quality and Safety for Leaders in Women's Health Care* postgraduate course.

Ian earned his B.S. in Economics from Penn State University. He earned his J.D. and Certificate in Health Law from the University of Pittsburgh School of Law, where he served on the *Pittsburgh Tax Review*.

Charles Chulack

Mr. Chulack is a partner with the law firm of Horty, Springer & Mattern, P.C. in Pittsburgh, Pennsylvania, where his work is devoted exclusively to advising hospitals and physician leaders on a wide range of topics, including medical staff issues, Medical Staff Bylaws and associated documents, compliance with federal and state law and regulations and accreditation standards, and employment matters. In addition, he represents hospitals in litigation on topics such as contractual disputes, physician hearing and appeal rights, and immunity under state and federal law.

Mr. Chulack is an editor of the firm's *Health Law Express*, a weekly e-newsletter on the latest health law developments. Mr. Chulack also served as an editor for the fourth and fifth editions of the American Health Law Association *Peer Review Guidebook* and the first edition of the American Health Law Association *The Complete Medical Staff, Peer Review, and Hearing Guidebook*. He has also published articles in the *Duquesne Law Review* and the Allegheny County Bar Association's *Lawyer's Journal*. He is a frequent presenter for the Pennsylvania Bar Institute, has conducted numerous audio conferences on topics ranging from the Medicare Conditions of Participation to antitrust in the health care arena, and is currently a faculty member of the HortySpringer seminar *Credentialing for Excellence*.

Mr. Chulack is a member of the Allegheny County Bar Association and the American Health Law Association and is admitted to practice in front of the Pennsylvania Supreme Court and the United States District Court for the Western District of Pennsylvania.

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EDUCATIONAL INTENT

A peer review process should promote three primary goals:

1. *Effective Practitioner-Specific Reviews.* Policies should promote a positive, educational approach to performance issues and a culture of continuous improvement. To that end, policies should describe the types of cases to be reviewed, how the practitioner will provide input, the "checks and balances" that will be used to promote consistency and fairness, and the measures that will be used to help practitioners improve.

2. *Addressing System/Process Issues.* Care is not provided in a vacuum. Policies should include mechanisms to identify and promote the resolution of any system/process issues that affected patient care.

3. *Sharing Lessons Learned.* Policies should describe how lessons learned will be identified and shared so that all practitioners benefit from the process and participate in the culture of continuous improvement.

The Peer Review Clinic sends you home with practical, experience-tested tips and tools that you can immediately use to promote these three goals. It is high energy and engaging, filled with real-life case studies, videos, and interactive presentations that bring the topics to life.

WHO SHOULD ATTEND?

- Medical Staff Officers
- Department Chairs
- CMOs and VPMAs
- Peer Review Committee Members
- Medical Executive Committee Members
- Credentials Committee Members
- Quality Improvement Specialists
- Medical Staff Services Professionals

REGISTRATION

$1,695 per person

HOW TO REGISTER

(Registration form can be found online at www.hortyspringer.com)

Phone: 412-687-7677

Mail: HortySpringer Seminars
20 Stanwix Street, Suite 405
Pittsburgh, PA 15222

Online: www.hortyspringer.com

Participation by all individuals is encouraged. Advance notification of any special needs will help us provide better service. Please notify us at least *two weeks* in advance of the program.

SEMINAR SCHEDULE
Phoenix and New Orleans

Day One

7:00 TO 8:00 AM – Breakfast
8:00 AM TO NOON – Seminar Session
9:45 TO 10:00 AM – Break
NOON – Day 1 Adjourns

5:30 TO 6:30 PM – Informal Reception

Day Two

7:00 TO 8:00 AM – Breakfast
8:00 AM TO NOON – Seminar Session
9:45 TO 10:00 AM – Break
NOON – Day 2 Adjourns

Day Three

6:00 TO 7:00 AM – Breakfast
7:00 TO 11:00 AM – Seminar Session
8:45 TO 9:00 AM – Break
11:00 AM – Seminar Adjourns

SEMINAR SCHEDULE
Amelia Island

Day One

7:00 TO 8:00 AM – Breakfast
8:00 AM TO 3:30 PM – Seminar Session
10:00 TO 10:15 AM – Break

NOON TO 1:00 PM – Lunch *(Provided)*

1:00 TO 3:30 PM - Seminar Session
2:15 TO 2:30 PM - Break
3:30 PM - Day 1 Adjourns

Day Two

6:00 TO 7:00 AM – Breakfast
7:00 TO 11:00 AM – Seminar Session
8:45 TO 9:00 AM – Break
11:00 AM – Seminar Adjourns

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On Location Registration 2025-2026

Hospital Name: City: State:

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Location - *please fill out a registration form for each location requested*

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$1,695 per attendee

Payment:

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Please invoice: (*You will be sent an invoice within 10 days to the e-mail listed above.*)

How did you hear about this HortySpringer seminar?

Attendee Information Form 2025-2026

(Please give full names and titles as you would like them to appear on name tags.)

A unique e-mail address must be used for each individual participant.

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