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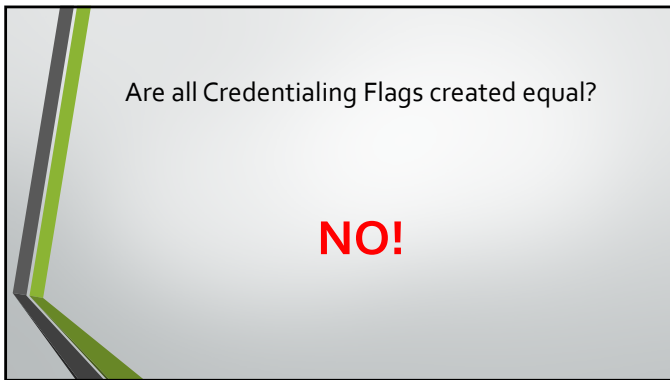
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### Criminal Background

- Felony/Misdemeanor
  - Type of Charge/Conviction
  - Length of time since charge/conviction
  - Reported
- Traffic Violation
  - Types of violation
  - Time period between violations



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### Scenario #1

There is an initial application for an Emergency Medicine physician that recently completed his residency training. Upon completion of the background check, you find that he had a DUI arrest during medical school, and nothing since then. He did report this on his application, and he explained that this was a "young and dumb" mistake that he regrets

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### Scenario #2

You are processing an application for a new cardiovascular surgeon. Your application doesn't ask about non-felony/misdemeanor acts, but upon running the background check, you find that she has had multiple traffic violations for speeding.

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### Scenario #3

You are asked to rush a credentials file for an urgent need to cover surgical services for a holiday weekend coming up next month – you immediately run the background check, and it comes back that there is a pending charge for domestic assault last year. The physician denies the claim and states he didn't report it because it is a pending case and his attorney told him that he didn't have to report until it is finalized.

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**License**

- Number of Licenses Issued
- Do you have work history?
- Are they consistent with their practice?
- Actions Against Licensees
- Reprimand/Censure
- Probation/Sanction
- Restriction
- Suspension
- Revocation

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### Scenario #1

Curriculum Vitae

**Mover Shaker, MD – Thoracic & Cardiac Surgery**

State Licensure: AZ, GA, FL, OK, KS, MN, MA, ID, WA, AK, MO, TX, TN

Curriculum Vitae

**Mover Shaker, MD – Thoracic & Cardiac Surgery**

Work History:

2014-2015	Helping Hearts Hospital	Anchorage, AK
2015	Inflating Lungs Hospital	Springfield, MO
2015-2016	Awesome Aorta Hospital	Miami, FL
2017-2018	Bypass the Block Medical Center	Atlanta, GA
2018	Turn the Beat Around Health	Flagstaff, AZ

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**Public Reprimand/Censure**

- Issued by State Medical Boards for minor violations of law
- Criteria differs by State
- Not a form of restrictive discipline
- May warrant further investigation

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**Probation/Sanction**

- Form of Disciplinary Action taken by State Medical Board
- Typically has conditions of monitoring
- Can be restrictive in nature (restricting type of practice, second opinion, etc)

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**Suspensions/Revocations**

- Action taken by State Medical Board to protect the public from immediate threat of harm
- Suspensions may be lifted once certain conditions or remediation have been completed
- Revocations are final step in removal of license

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### Professional Liability

- Claims Filed vs Paid
- Appropriate Coverage Limits
- Multiple Changes in Coverage
- Gaps in Coverage
- Provisions/Limited Coverage



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### Claims Filed vs Paid

- Remember: Anyone can file a claim/law suite at any time, for any reason
- Look for patterns to claims filed, even if dismissed
- Review paid claims for amount paid vs. specialty of practice
- Review paid/filed claims within specified time periods

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### Appropriate Coverage Limits

- Review to ensure the coverage limits meet your hospital or States minimum coverage limits
- Is your facility covered under the policy?
- Is the carrier an acceptable company to your organization (e.g. – have they been placed into receivership?)

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### Changes & Gaps in Coverage

- Are the changes in carrier excessive?
- Are the changes consistent with change in employment?
- Have there been any gaps in coverage during practice?

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### Provisions and Limited Coverage

- Have there been any limitations placed on coverage (both current and historical)?
- Are there any facility restrictions?

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### Education/Training

- Institutional Changes
- Less than favorable recommendations
- Extended Education Timelines
- Probations
- Gaps in Education/Training

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**Scenario #1**

**Curriculum Vitae**  
**Mover Shaker, MD – Thoracic & Cardiac Surgery**

**Training:**

2008-2011	Emory University School of Medicine	Thoracic & Cardiac Surgery
2011-2015	Indiana University School of Medicine	Thoracic & Cardiac Surgery

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**Scenario #2**

**Residency Training Verification**

**Program:** Emory University School of Medicine

**Specialty:** Thoracic & Cardiac Surgery

**Dates:** 7/2008 – 6/2011

**Completed Program Successfully:**  Yes  No  Other

**Comments:** Dr. Shaker was fine in his medical knowledge and skill set, he had some differences in opinion with some of his professors and we all agreed it wasn't a great fit, so we helped him find placement at Indiana University.

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**Scenario #3**

**Residency Training Verification**

**Program:** Indiana University School of Medicine

**Specialty:** Thoracic & Cardiac Surgery

**Dates:** 7/2011 – 6/2015

**Completed Program Successfully:**  Yes  No  Other

**Comments:** Dr. Shaker was placed on probation during from 9/2012-3/2013 due to professional interactions – he completed the program successfully with no reservations in his medical knowledge and clinical skills.

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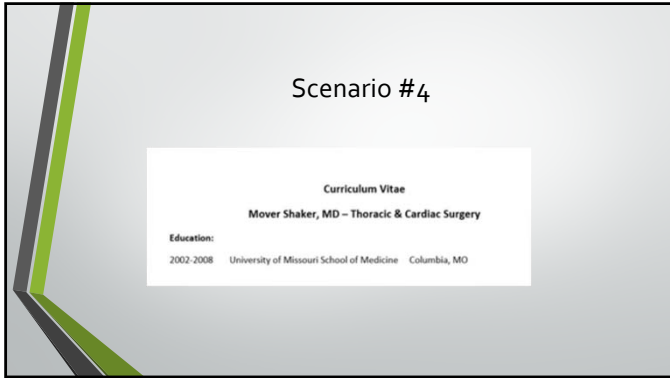
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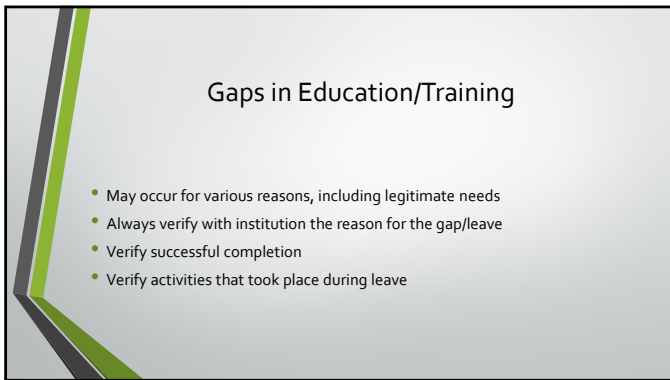
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Scenario #1

"I have terrible test anxiety, and just can't seem to pass the exam. I will tell you; this has nothing to do with my knowledge and abilities – I was top of my class! Ask anyone!"

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Scenario #2

"I have no plans to become board certified. It is just scheme to get physicians hard working money and has no indication on quality – I'm not supporting that corporate scheme."

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Scenario #3

"I'm planning on taking the exam in the fall"

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### Revocation/Disciplinary Action

- ABMS and AOA Boards can revoke certification or take disciplinary action (such as a sanction) for the same reasons a State Medical Board may
- If the board certification is inactive, you can contact the board and request information on status and reasons (NOTE: They may require a special release to be signed)

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### Maintenance of Certification (MOC)

- Is the provider meeting MOC?
- What aspects of MOC is the provider not meeting?
- Is failing to meet these aspects of MOC an indicator for potential issues within your facility?

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### Affiliations/Work History

- Number of Affiliations vs Practice
- Does Affiliations/Work History match states licensed
- Are they in good standing?
- Affiliation vs Work History
- Gaps in work history

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**Scenario #1**

**Curriculum Vitae**  
**Mover Shaker, MD – Thoracic & Cardiac Surgery**

**Work History:**

2014-2015	Helping Hearts Hospital	Anchorage, AK
2015	Inflating Lungs Hospital	Springfield, MO
2015-2016	Awesome Aorta Hospital	Miami, FL
2017-2018	Bypass the Block Medical Center	Augusta, GA
2018	Turn the Beat Around Health	Flagstaff, AZ

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**Scenario #2**

After reviewing the CV and Application for Dr. Mover Shaker, you receive the following email from Dr. Mover Shaker:

“By the way, I forgot to put on my application and my CV, in 2019 I started my own practice called Better You Hormone Therapy”

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**Scenario #3**

**Helping Hearts Hospital**  
**ABRILation Verification Letter**

**Name:** Mover Shaker, MD  
**Specialty:** Thoracic & Cardiac Surgery  
**Dates of Affiliation:** 9/1/2014 – 12/15/2014

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### Work History vs Affiliation

- Work history focuses on employment, where the affiliation focuses on hospital or surgery center practice affiliation
- Does the provider have a specialty that would require a hospital affiliation for their practice?
- If they are both employed by and practice at the hospital listed, do you verify both separately?

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### Gap in Work History

- Are the gaps in work history excessive?
- Are they easily explained and/or verifiable
- Is there a potential of other work during that time that wasn't reported?

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### Professional References

- Average or Below Average Marks
- Response
  - Not responding to all questions
  - Not responding to requests
- Notes on references
- Appropriateness of reference

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### Scenario #1

Competency	Exhibit	Meets	Approx.	Needs	Work to
<b>Health/Oral Knowledge</b> Candidates are expected to demonstrate knowledge of professional and emerging biological, clinical and social sciences, and the application of their knowledge to patient care and the evaluation of others. Candidates: Explain the scientific basis of dental practice and the application of dental knowledge to patient care and the evaluation of others.		X			
<b>Patient Care and Professional Skills</b> Candidates are expected to demonstrate patient care and professional skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others. Candidates: Provide patient care and professional skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others.		X			
<b>Professional and Communication Skills</b> Candidates are expected to demonstrate professional and communication skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others. Candidates: Provide professional and communication skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others.			X		
<b>Professionalism</b> Candidates are expected to demonstrate behaviors that reflect a commitment to continuous professional development, ethical practice, and understanding and sensitivity to diversity, and a responsible attitude toward their patients, their profession, and society. Candidates: Demonstrate behaviors that reflect a commitment to continuous professional development, ethical practice, and understanding and sensitivity to diversity, and a responsible attitude toward their patients, their profession, and society.				X	
<b>Professional Practice</b> Candidates are expected to demonstrate both an understanding of the profession and a commitment to patient care, and the ability to apply the applicant's knowledge to improve and advance health care. Candidates: Apply the applicant's knowledge to improve and advance health care.			X		

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### Scenario #2

- Memo to File:  
On today's date, I called Dr. Bypass Graft at XXX-XXX-XXXX to follow up on the professional reference that I had sent him last week. He stated that he did receive the request, but that he has only worked with Dr. Mover Shaker for 6 months, and didn't feel comfortable providing a reference. He stated he will not be returning the document.

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### Scenario #3

Competency	Exhibit	Meets	Approx.	Needs	Work to
<b>Health/Oral Knowledge</b> Candidates are expected to demonstrate knowledge of professional and emerging biological, clinical and social sciences, and the application of their knowledge to patient care and the evaluation of others. Candidates: Explain the scientific basis of dental practice and the application of dental knowledge to patient care and the evaluation of others.			X		
<b>Patient Care and Professional Skills</b> Candidates are expected to demonstrate patient care and professional skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others. Candidates: Provide patient care and professional skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others.			X		
<b>Professional and Communication Skills</b> Candidates are expected to demonstrate professional and communication skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others. Candidates: Provide professional and communication skills that include the provision of quality patient care, management of clinical and non-clinical situations, and the application of dental knowledge to patient care and the evaluation of others.				X	
<b>Professionalism</b> Candidates are expected to demonstrate behaviors that reflect a commitment to continuous professional development, ethical practice, and understanding and sensitivity to diversity, and a responsible attitude toward their patients, their profession, and society. Candidates: Demonstrate behaviors that reflect a commitment to continuous professional development, ethical practice, and understanding and sensitivity to diversity, and a responsible attitude toward their patients, their profession, and society.				X	
<b>Professional Practice</b> Candidates are expected to demonstrate both an understanding of the profession and a commitment to patient care, and the ability to apply the applicant's knowledge to improve and advance health care. Candidates: Apply the applicant's knowledge to improve and advance health care.			X		

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**Scenario #4**

Applicant Name: Meyer Shaker, MD      Mailing: \_\_\_\_\_  
Reference Provider By: Dr. Teitner  
Mailing Address: University of Indiana  
Telephone: 1      Fax: 2      Email: \_\_\_\_\_

Mary has received an application from the above named individual stating that he/she has named you as a professional reference.

1. Your present professional position: Professor  
2. Responses are based upon what time frame: From 2012 To Current

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**Questions?**

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