

6th Edition

MEDICAL STAFF LEADERS' PRACTICAL GUIDE



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The Medical Staff Leaders Practical Guide

Richard E. Thompson



The Medical Staff Leaders Practical Guide:

The Medical Staff Leaders' Practical Guide William K. Cors, Mary J Hoppa, MD, MBA, Mary J. Hoppa, Richard A. Sheff, 2007 You are a great clinician But do you have the tools to become a great leader Physicians who accept or are assigned leadership positions are too often left on their own to develop leadership skills and educate themselves on their responsibilities as medical staff leaders These physicians may be great clinicians and enthusiastic about taking a leadership position but neither of these characteristics automatically makes a great leader Get practical answers for physicians in leadership The Medical Staff Leaders Practical Guide Sixth Edition provides direction for physician leaders in hospitals those who remain primarily clinicians but who also accept positions of leadership in the hospital or medical staff organization It gives an overview of physician leaders roles and responsibilities in credentialing privileging bylaws development performance improvement physician management and board physician relations Completely revamped and updated this essential resource for medical staff leaders includes Tools and information needed to fulfill leadership responsibilities for all medical staff leaders including directors of medical staff offices vice presidents of medical affairs medical staff presidents credentials committee chairs and members and committee and department chairs Expanded analysis and strategies for overcoming current medical staff leadership challenges including merger issues medical staff development plans physician practice evaluations assessing and improving clinical competence and more Guidance and how to advice on creating a positive medical staff culture minimizing distrust or conflict and improving policies Tips and insights from experienced medical staff leaders currently working in hospitals How do you keep up with evolving roles As relationships continue to evolve between hospitals and medical staff it is especially important for physician leaders to be well educated about credentialing privileging conflicts of interest medical staff organization the roles of various physician leaders and committees performance improvement and more This practical guide includes in depth reviews of the top five medical staff leadership responsibilities Medical staff structure and governance Credentialing and privileging Peer review and performance improvement Hospital medical staff collaboration Medical staff culture Rise to the challenge of leadership Written by experienced medical staff leaders currently working in hospitals The Medical Staff Leaders Practical Guide Sixth Edition gives physicians the tools they need to meet the challenges of a leadership role The tools and advice in this guide will help you Overcome physician apathy poor meeting attendance lack of volunteers for leadership positions and turf battles Improve peer review evaluation of physician competency and physician hospital relations Deal with disruptive and impaired physicians conflicts of interest exclusive contract problems accreditation challenges and emergency department coverage challenges Create a positive working environment Gain a better understanding of the credentialing and privileging process Take a look at the table of contents Introduction Today s Effective Medical Staff Section I Medical Staff Structure and Governance Physician apathy Poor meeting attendance Poor medical staff communication Unprepared leaders Lack of

volunteers for leadership positions Conflict over member rights and responsibilities Section II Credentialing and Privileging Cumbersome and lengthy process Turf battles New technology privileges AHP credentialing and supervision Information and decision errors Lack of reappointment data Unnecessary lengthy or costly fair hearings Lack of criteria for privileges Section III Peer Review and Performance Improvement Ineffective peer review Disruptive conduct Impaired physicians Assessing and improving clinical competence Excessive utilization Medical records completion Inappropriate physician practice evaluation Section IV Hospital Medical Staff Collaboration Strained physician hospital relations EMTALA and ED coverage Hospital physician competition Economic credentialing Strained physician nurse relationships Costs exceeding reimbursement Medical errors and patient safety Ineffective medical staff influence with board and administration Liability risk Conflicts of interest Exclusive contract problems Corporate compliance challenges Accreditation challenges Merger challenges Lack of effective medical staff development plan Who will benefit from this book Directors of medical staff offices vice presidents of medical affairs medical staff presidents credentials committee chairs and members committee and department chairs

The Medical Staff Leader's Practical Guide William K. Cors, 2019 Medical Staff Leaders Practical Guide Richard E. Thompson, 1995-11 *The Medical Staff Leader's Survival Guide* William K. Cors, 2014-06-27 The Medical Staff Leader's Survival Guide William K Cors MD MMM FACPE An affordable time sensitive solution to medical staff leadership training Physicians who accept or are assigned leadership positions are often left on their own to develop leadership skills and educate themselves about their responsibilities as medical staff leaders Just because a physician is a great clinician does not mean he or she is a great leader The challenges of being a successful medical staff leader are twofold You must be well versed in your role and responsibilities i e peer review credentialing medical staff bylaws and you must inspire other medical staff members to follow the rules while continuing to deliver excellent patient care A well trained medical staff leader is vital to the culture of a hospital s medical staff and can save a hospital from the expense of lawsuits affiliated with negligent credentialing peer review This book aims to teach physicians how to become great medical staff leaders and how to motivate other medical staff members on topics such as AHP credentialing and supervision Reappointment challenges Physician hospital competition Liability risks Medical staff disharmony and distrust Table of Contents Chapter 1 Where to Begin Principles of Governance Chapter 2 Meetings The Cost of Holding a Meeting Chapter 3 Meetings How to Run an Effective Meeting Chapter 4 Overcoming Physician Apathy Chapter 5 Job Descriptions Medical Staff Leaders Chapter 6 The VPMA CMO Where This Fits Chapter 7 Credentialing and Privileging Requirements Guidelines and Tips Chapter 8 New Technology Privileges Chapter 9 Privileging Disputes and How to Resolve Them Chapter 10 Advanced Practice Professionals Chapter 11 Low Volume No Volume Practitioners Chapter 12 The Aging Physician Chapter 13 Proctoring FPPE Chapter 14 Peer Review OPPE Some Best Practices Chapter 15 Dealing with the Physician with Problems Chapter 16 Corrective Action The Good the Bad and the Ugly Chapter 17 Physicians and Hospital Administration They re Just Different Chapter 18 EMTALA and

Emergency Department Coverage Chapter 19 Conflicts of Interest Chapter 20 Economic Credentialing Chapter 21 Physician Nursing Relationships Chapter 22 Health Care Finance A Primer Chapter 23 Medical Errors Disclosure Chapter 24 Employed Practitioners Chapter 25 Contracted Practitioners Chapter 26 Confidentiality Chapter 27 Accreditation and Regulation Chapter 28 Bylaws and Related Documents Chapter 29 Medical Staff Governance Myths and Misconceptions Chapter 30 Personal Characteristics of Great Leaders Who will benefit from this book Directors of medical staff offices vice presidents of medical affairs medical staff presidents credentials committee chairs and members committee and department chairs

Medical Staff Leaders Practical Guide Richard E. Thompson,1992 The Medical Staff Leaders' Practical Guide Richard E. Thompson,2004 **A Practical Guide to Assessing the Competency of Low-Volume Providers** Hugh P. Greeley,2004 **The Medical Staff's Guide to Employed Physicians** William K. Cors,2016-03-29 The Medical Staff's Guide to Employed Physicians William K Cors MD MMM CPE FAAPL Bring medical staff and hospital employment processes together The rate of employed physicians in the United States is on the rise and shows no sign of slowing Employed physicians are subject to medical staff processes as well as human resources employment processes This can lead to employed physicians slipping through the cracks or experiencing double jeopardy In The Medical Staff's Guide to Employed Physicians author William K Cors MD MMM CPE FAAPL guides medical staff professionals and medical staff leaders through revising their typical processes such as credentialing privileging proctoring peer review management of poor performance and corrective action to ensure smooth onboarding and retention of employed physicians With this book you ll be able to reduce redundancies created by having multiple onboarding processes for employed physicians and ensure all involved departments are kept up to date on a physician's performance disciplinary actions and privileges during his or her tenure with the hospital Table of Contents Chapter 1 Impacting Forces Driving Physician Employment Chapter 2 Where to Begin Guiding Principles Chapter 3 Anatomy of a Health System Chapter 4 Recruiting and Hiring Chapter 5 Credentialing and Privileging Chapter 6 Setting Expectations The Next Building Block Chapter 7 Peer Review Proctoring and FPPE Chapter 8 Peer Review Clinical Care Review Chapter 9 Peer Review Nonclinical Performance Metrics Chapter 10 Peer Review The Ambulatory Setting Chapter 11 More on Medical Staff Bylaws and Employment Agreements Chapter 12 Managing Poor Performance Chapter 13 Taking Corrective Action Chapter 14 References After They Are Gone Chapter 15 Summary of Frequently Asked Questions Practical Guide to Hospitalist Recruitment and Retention Kirk Mathews,2008 The demand for hospitalists continues to grow at an aggressive rate According to the Society of Hospital Medicine the number of hospitalists is projected to reach more than 30 000 by 2010 However the demand for these specialists is expected to continue to grow at an even more aggressive rate making it challenging for programs to meet the demand In such a competitive market how can your program recruit and retain the most qualified hospitalists Practical Guide to Hospitalist Recruitment and Retention is a book and CD ROM set that provides proven strategies from a leading hospitalist recruitment expert to help

you find the right physicians for your practice and develop a strong program that retains committed hospitalists **Medical Staff Leader**, 1993 Initiating and Sustaining the Clinical Nurse Leader Role: A Practical Guide James L. Harris, Linda A. Roussel, 2009-08-03 **Core Privileges** Carol S. Cairns, Hugh Greeley, 2005 **Practical Guide to Emergency Ultrasound** Karen S. Cosby, John L. Kendall, 2013-10-17 This 2nd edition of the Practical Guide to Emergency Ultrasound addresses your need for a practical comprehensive how to book on ultrasound techniques in the emergency department including new and expanded applications Organized in an easy to navigate problem based and symptom based approach chapters cover many uses for ultrasound in the ED and proper ultrasound technique Over 900 images many in full color illustrate key concepts and diagnoses including the use of echocardiography in the ED and newer applications for imaging ocular musculoskeletal injuries and the use of ultrasound in the management of undifferentiated hypotension and dyspnea

A Practical Guide for Medical Teachers, E-Book John Dent, Ronald M. Harden, Dan Hunt, 2021-04-24 Highly regarded in the field of medical education A Practical Guide for Medical Teachers provides accessible highly readable and practical information for those involved in basic science and clinical medicine teaching The fully updated 6th Edition offers valuable insights into today s medical education Input from global contributors who offer an international perspective and multi professional approach to topics of interest to all healthcare teachers With an emphasis on the importance of developing educational skills in the delivery of enthusiastic and effective teaching it is an essential guide to maximizing teaching performance Offers comprehensive succinct coverage of curriculum planning and development assessment student engagement and more Includes 10 new chapters that discuss the international dimension to medical education clinical reasoning the roles of teachers mentoring burnout and stress the patient as educator professional identity curriculum and teacher evaluation how students learn and diversity equality and individuality Delivers the knowledge and expertise of more than 40 international contributors Features helpful boxes highlighting practical tips quotes and trends in today s medical education Practical Guide to Clinical Computing Systems Thomas Payne, 2011-09-02 The development of clinical computing systems is a rapidly growing priority area of health information technology spurred in large measure by robust funding at the federal and state levels It is widely recognized as one of the key components for reducing costs and improving the quality of care At the same time as more and more hospitals and clinics are installing clinical computing systems major issues related to design operations and infrastructure remain to be resolved This book tackles these critical topics including system selection configuration installation user support interface engines and long term operation It also familiarizes the reader with regulatory requirements budgetary issues and other aspects of this new electronic age of healthcare delivery It begins with an introduction to clinical computing and definition of key terminology The next several chapters talk about system architecture and interface design followed by detailed discussion of all aspects of operations Attention is then given to the realities of leadership planning oversight budgeting and employee recruitment This invaluable resource includes a

special section that talks about career development for students and others interested in entering the field Provides a complete overview of practical aspects Detailed guidance on the design and operation of clinical computing systems Discusses how clinical computing systems relate to health care organization committees and organizational structure Includes numerous real life examples with expert insights on how to avoid pitfalls *The Medical Staff Handbook* ,2011-07 The Medical Staff Handbook is the completely updated edition that provides an in depth explanation of Joint Commission standards that address all medical staff issues including the recently revised MS 01 01 01 standard This reliable one stop resource provides information on the credentialing privileging and appointment processes for hospital practitioners The Medical Staff Handbook also includes the following An appendix with all Joint Commission Medical Staff standards rationale elements of performance and scoring information Complete coverage of medical staff bylaws and other areas affected by the revised MS 01 01 01 standard Thorough interpretation of all Joint Commission standards related to the medical staff Tips for developing new medical staff processes and improving existing processes for appointment and reappointment Sample documents practical strategies and detailed examples to help readers understand and comply with the Medical Staff standards **Essential Operational Components for High-Performing Healthcare Enterprises** Jonathan

Burroughs,2018-08-21 The future of healthcare is clear The move toward value based care is happening at an unprecedented rate and requires healthcare enterprises to build delivery models that focus on clinical and business outcomes not on volume This shift requires a new infrastructure that supports the digitization standardization commoditization and globalization of the healthcare industry In *Essential Operational Components for High Performing Healthcare Enterprises* Jon Burroughs and other nationally respected experts highlight the operational building blocks necessary to engage align and transform healthcare organizations into integrated delivery systems capable of delivering population healthcare outcomes in new ways They must marshal cutting edge tools including cloud based data storage disruptive innovation technologies and strategic partnerships that span the globe This forward thinking book defines the fundamental operational components for achieving success in a value based world including Collaborative leadership skills Governance competencies Rapidly evolving clinical and executive roles Dynamic strategic planning and contracting Models of clinical integration and alignment that are capable of managing actuarial risk Seamless transmission of cloud based health information through global health information exchanges Predictive business and clinical analytics to manage actuarial risk and population healthcare outcomes A population health infrastructure to support the cost effective redistribution of resources Other industries have undergone a similar transformation now healthcare the most complex industry of all must complete these changes to excel in the new global marketplace This book shows the way **The Medical Staff Services Handbook** Cindy Gassiot,Vicki

Searcy,Christina Giles,2011-08-24 Rev ed of The medical staff services handbook edited by Cindy A Gassiot Vicki L Searcy Christina W Giles c2007 *Effective Peer Review* Robert J. Marder,Mark A. Smith,Richard A. Sheff,2007 HCPro is pleased

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