



MEDICAL STAFF SEMINAR 2025

Empowering Medical Staff. Enabling Excellence.

PRESENTED BY **HALL RENDER'S** MEDICAL STAFF SERVICES TEAM

THURSDAY, DECEMBER 4 - FRIDAY, DECEMBER 5

SWISSÔTEL CHICAGO

323 EAST UPPER WACKER DRIVE | CHICAGO, IL 60601

Hall Render's Medical Staff Services Team has assisted many of the nation's leading health systems, hospitals and physician groups across the country with countless medical staff and quality matters, ranging from routine credentialing issues and complex peer review litigation to medical staff modernization and peer review redesign.

Using an interactive format, this seminar will explore the latest trends and national and state developments related to a broad range of medical staff operations and best practices, physician leadership priorities, peer review privilege challenges, physician health matters, record-keeping and developments in medical staff governance practices.

This is a must-attend event for medical staff leaders, risk managers, CMOs, VPMA's and in-house administrators involved with medical staff governance, credentialing and peer review matters. Don't miss the chance to gain valuable insights and connect with peers in your field.

REGISTRATION

The registration fee is \$375 per attendee. You may register and pay online at the following link.

REGISTER NOW

To receive the special \$219 per night rate at the Swissôtel Chicago, please reserve by Monday, November 10.

Special rate reservation link:
book.passkey.com/e/51065614

SEMINAR AGENDA

WEDNESDAY, DECEMBER 3

5:30 - 7:00 PM

Optional Welcome Reception | 42nd floor (*Hotel Check In at 3 PM*)

THURSDAY, DECEMBER 4

7:30 - 8:15 AM

Registration/Breakfast | 42nd Floor

8:15 - 8:30 AM

Welcome and Introduction of Agenda

8:30 - 9:30 AM

Peer Review and Patient Safety Fundamentals – A seminar tradition, we will kick off this year’s conference with an overview of key medical staff and peer review essentials, ranging from governance structures and roles, credentialing, privileging, peer review confidentiality and immunity, and related legal and operational issues. We will also compare and contrast the federal Patient Safety Act and its related confidentiality protections. It is vital that we are “starting from same spot.” This discussion will arm you with a foundational knowledge and tools to foster a medical staff culture of excellence, accountability and continuous improvement.

9:30 - 10:30 AM

Credentialing and Privileging Challenges: How to Address, Avoid and Adapt – Credentialing and privileging are at the heart of medical staff governance and directly impact patient safety, compliance and organizational integrity. Yet, hospitals and medical staffs frequently face challenges ranging from incomplete applications and inconsistent verification processes to disputes over scope of practice and evolving regulatory standards. This interactive session will examine the most common credentialing and privileging pitfalls and provide practical strategies to address them, avoid recurring problems, and adapt to a rapidly changing health care environment. Through the use of real-world case studies, participants will have the opportunity to analyze scenarios, identify red flags and apply best practices to achieve effective and defensible credentialing and privileging decisions.

10:30 - 10:45 AM

Break

10:45 - 11:30 AM

Advanced Practice Professionals: Governance Structures and Practice Considerations – Health care systems and facilities are increasingly reliant upon non-physician professionals. The significant presence of these providers in the clinical arena commonly gives rise to questions concerning applicable medical staff governance structures and the relative participation of these providers, as well as more functional questions concerning patient admission, the performance of H&Ps, ED call coverage and other practice considerations. This presentation will tackle these questions and offer options to more fully address the participation of non-physician providers – both from the standpoint of the applicable bylaws, policies and procedures, as well as ensuring legally compliant practice.

11:30 AM - 12:15 PM

Lunch (Provided by Hall Render) | 42nd Floor

12:15 - 1:15 PM

Distinguishing Peer Review Processes: Corrective Action, FPPE, Professional Conduct and GME Due Process – Hospital medical staffs and their leaders are commonly confused by the blurred lines among corrective action, FPPE and professional conduct policies and procedures. This confusion is understandable given that these distinct processes each inherently seek to address questions or concerns related to professional conduct and/or clinical competency. Unfortunately, this confusion often leads to misapplication of these processes, legal non-compliance and/or the implementation of corrective action absent the provision of fair hearing rights. This presentation will acknowledge the commonalities of these processes, but will also explain their differing origins and intentions – putting medical staff stakeholders in a position to ensure clarity and continuity among these procedures such that each process can be effectively employed. This presentation will also address application of medical staff processes in relation to residents and interns, and it will clarify the distinct nature and intent of GME due process rights when they arise.

1:15 - 2:00 PM

Conducting an Effective Peer Review Investigation – From the intake of complaints, to conducting preliminary reviews and investigations – understand the significance of this process and practical approaches to arrive at corrective action that is both appropriate and defensible. This presentation will additionally highlight best practices for conducting “reasonable” peer review and investigations, and will further highlight implications for failed processes, particularly when they result in medical staff fair hearings and/or other legal challenge.

2:00 - 2:15 PM

Break

SEMINAR TAKEAWAYS

At the conclusion of this program, participants should be able to:

- Appreciate the fundamentals of medical staff peer review and patient safety evaluation processes to maximize process effectiveness, improve patient care and achieve necessary legal and accreditation compliance;
- Discuss and review through case studies the importance of good faith and unbiased credentialing in order to ensure not only best practice and legal compliance, but also that a culture of high quality and reliability is achieved and maintained through the credentialing and recredentialing processes;
- Recognize and explain the impact that physician health, wellness and disruptive conduct may have on the quality of patient care and be in a position to effectively address these challenging scenarios; and
- Appreciate the ever-evolving legal landscape as it pertains to AI, Virtual Care and immigration/physician recruiting to ensure that related facility and medical staff processes are effective, forward thinking and legally compliant.

SEMINAR AGENDA

- 2:15 - 2:45 PM **Earning Peer Review Immunity: Lessons from Federal and State Courts** – The Federal Health Care Quality Improvement Act and corresponding state peer review statutes provide important immunity protections to hospitals, medical staffs and peer review participants—but only when specific standards are met. Recent federal and state court decisions highlight how those protections can be earned or lost, whether through the processes that are followed or not followed, the role of documentation or due process safeguards are overlooked.
- 2:45 - 3:30 PM **Disruptive Behavior in Health Care: Balancing Accountability, Fairness and Legal Protection** – Disruptive behavior by physicians and other clinicians poses serious risks to patient safety, team cohesion and organizational culture. Left unaddressed, it can undermine quality of care and expose hospitals and medical staff to liability. Yet, efforts to intervene often raise sensitive questions about fairness, due process and the limits of peer review authority. This session will provide medical staff professionals and physician leaders with practical tools for identifying, documenting and addressing disruptive behavior within the framework of medical staff governance. Drawing on applicable standards and best practices, and through case study examples, the discussion will highlight: the line between protected advocacy and truly disruptive conduct; effective use of medical staff bylaws, codes of conduct and progressive interventions; and how to ensure that peer review processes remain fair, consistent and legally defensible.
- 3:30 PM Final Questions and Day One Wrap-Up
- 5:30 - 7:30 PM Cocktail Reception

FRIDAY, DECEMBER 5

- 8:00 - 8:30 AM Breakfast | 42nd Floor
- 8:30 - 9:15 AM **AI Governance and Beyond...** – This session will explore Artificial Intelligence (AI) governance and beyond, focusing on engaging medical staff in understanding the role of AI and its broader impacts on health care organizations. AI is transforming how providers serve patients, perform their administrative tasks and how we manage and observe the quality, effectiveness and efficiency of care delivery. This session will focus on the impact that AI is having on the hospital physician relationship, the duties and responsibilities of clinicians associated with the use of AI in the practice of medicine, and developing and supporting a culture of understanding.
- 9:15 - 9:45 AM **Hot Topics in Physician Immigration** – Foreign physician recruitment has been an important and steady strategy for health care employers to address talent gaps for the past 20 plus years. A new era of uncertainty has entered the arena with the inauguration of the current president. This session will highlight and update the most important foreign physician recruitment developments of the past 12 months, along with implications for health systems, hospitals and medical staffs, from the perspective of Health Care Immigration Counsel.
- 9:45 - 10:00 AM Break
- 10:00 - 10:30 AM **Virtual Care Update** – Health care providers have demonstrated sustained utilization of, and reliance upon, Virtual Care modalities (telemedicine and telehealth). Despite this growth, and the related need for legal compliance, there is more uncertainty than ever with respect to the applicable regulatory framework. This presentation will highlight the current status of key professional practice and reimbursement provisions, putting attendees in a position to revisit current Virtual Care processes and to consider future modifications as the regulatory landscape continues to evolve.
- 10:30 - 11:30 AM **Medical Staff in Action: Interactive Hypotheticals and Case Studies/Open Discussion** – Back by popular demand, this highly interactive session gives attendees the chance to step into real-world scenarios and test their judgment on some of the toughest issues in medical staff governance. Through engaging hypotheticals and case study exercises—covering credentialing dilemmas, corrective action processes, and day-to-day operational challenges—participants will explore how different approaches can lead to very different outcomes. This moderated session will include open dialogue among all participants and tap into the collective experience of medical staff professionals and physician leaders in the room.
- 11:30 - 11:45 AM Closing Remarks and Adjournment | Boxed Lunch Provided (*Hotel Check Out at Noon*)

HOTEL INFORMATION

SWISSÔTEL CHICAGO

323 East Upper Wacker Drive
Chicago, IL 60601

Reserve your room here:

book.passkey.com/e/51065614

ACCREDITATION

We will be seeking CME (for physicians) and NAMSS CE. For CLE or special requests, we can provide presentation materials and a certificate of attendance so attendees can submit to their respective agency (please visit your state accreditation website for specific requirements). If you have any questions, contact Dusty Greer at dgreer@hallrender.com.