



2007
ANNUAL REPORT

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CPEP — EXPANSION THROUGH THE YEARS

The Center for Personalized Education for Physicians' (CPEP) mission is to assess and improve the clinical competence of physicians and other health care professionals. As an independent, non-profit organization, CPEP was founded to provide objective, personalized physician competence assessment and educational intervention services. While this remains CPEP's primary focus, the program has expanded to address the ever-changing needs of the health care community and of our participants. In recent years, CPEP has added programs including the *Clinical Skills Re-Entry Program*, *Patient Care Documentation Seminar*, and individualized *Communication Seminars*.

In 2007, CPEP continued to increase the depth and breadth of its program services with the addition of The ProBE Program (Professional/Problem-Based Ethics) and CPEP's new Quality Review Program (QRP). Along with these new programs, CPEP's Education Program reached new highs in 2007, providing educational intervention services to 62 participants from around the nation. CPEP staff was invited to give presentations both nationally and locally. These activities lay the foundation for exciting progress in 2008.

ProBE – Professional/Problem-Based Ethics Course

In August 2007, CPEP and The Ethics Group, LLC, reached an agreement in which CPEP acquired The ProBE Program. The Ethics Group founded the program in 1992. It is a nationally-recognized resource for intensive ethics intervention. ProBE's founding faculty, Joseph d'Oronzio, Ph.D., ProBE Program Director, and David M. Price, M.Div., Ph.D., will continue to serve the Program in the coming years. Together they will work with CPEP to train new faculty and incorporate this growing seminar into CPEP's current course lineup. The addition of the ProBE Program to CPEP strengthens and expands CPEP's capacity to provide support and solutions to physicians and other health care practitioners. The ProBE Program, held in New Jersey and Colorado, expanded to six course offerings in 2007.

Quality Review Program (QRP)

CPEP launched its new Quality Review Program at the end of 2007. The program was developed in response to changing requirements of the Colorado Board of Medical Examiners as well as interest from other state Boards. The QRP will offer an objective, structured practice monitoring process for participating physicians.

Colorado Fee Support Program

The CPEP Fee Support Program is funded through donations to CPEP's *Physician Excellence Campaign*. In 2007, the Fee Support Program provided more than \$34,000.00 in discounted fees to 30 Colorado health care professionals who participated in Assessment and Educational Intervention services as well as the *Documentation Seminar*. Because of the generous support received from CPEP's donors, CPEP was able to offer a *50% increase* in Fee Support offered to primary care physicians who participated in an Assessment after January 1, 2007. Qualified primary care physicians now receive a \$3,000.00 discount for Assessment services while other physicians receive a \$2,000.00 discount. CPEP is pleased to be able to make this tangible and substantial commitment to our Colorado participants.

Emeritus Board Members

Robert N. (Nick) Alsever, M.D.
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Denver, Colorado

CPEP Staff

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Medical Director

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Associate Medical Directors

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Nancy Wilson-Ashbach, M.D.
Associate Medical Director

Articles & Presentations

Dr. Elizabeth Grace was interviewed on CPEP's Re-Entry program for the article, "Clinical Retraining Programs Hard to Find," by Myrle Croasdale, *AM-News*, June 4, 2007.

CPEP staff was invited to speak at national and local meetings sponsored by the following organizations:

- Utah Physician Licensing Board
- New Jersey Department of Law and Safety
- Federation of State Medical Boards *2007 Board Attorney Fall Workshop*
- Colorado Medical Directors Association
- International Physician Assessment Coalition (IPAC)
- Coalition for Physician Enhancement (CPE)
- COPIC Risk Management Forum
- Colorado Association of Medical Staff Services

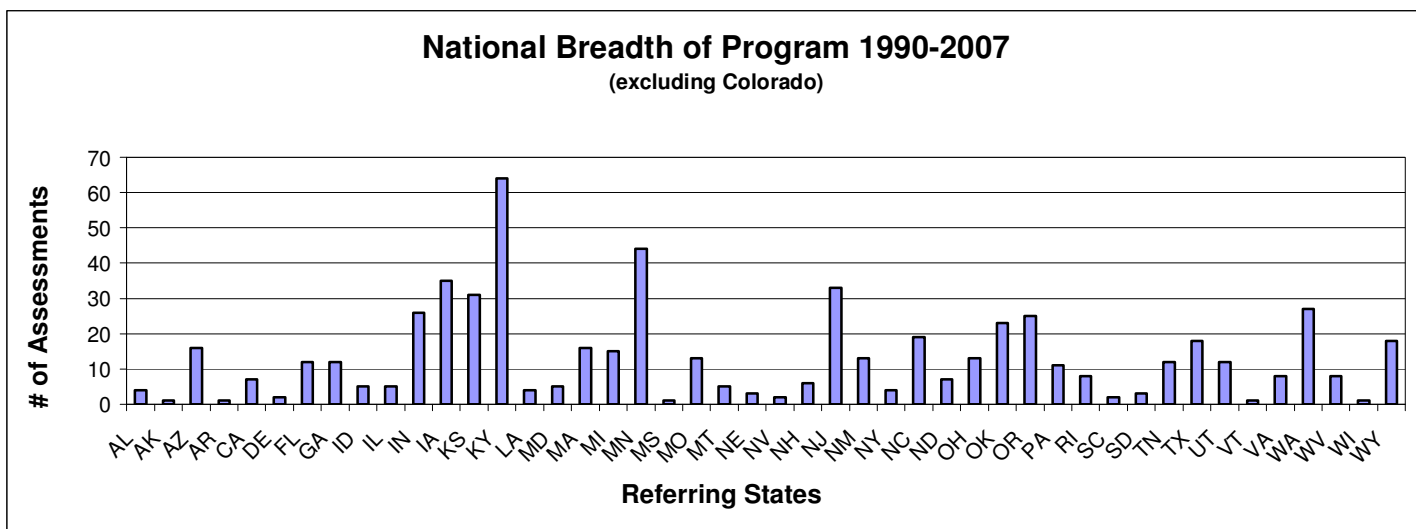
National Impact

CPEP staff participated in meetings sponsored by:

- Administrators in Medicine (AIM)
- Federation of State Medical Boards (FSMB)
- Coalition for Physician Enhancement (CPE)
- National Association of Medical Staff Services (NAMSS)
- International Physician Assessment Coalition (IPAC)
- The Greeley Company; Proctoring and Focused Professional Practice Evaluation Seminar

Medical Licensing Boards

More than 60% of CPEP's participants are referred by medical licensing boards from around the country. Throughout the year, CPEP staff maintained on-going communication with medical board leadership through meetings, quarterly calls, and regular interactions regarding specific participants. The purpose of these communications is to review feedback from and strengthen relationships with the medical boards in order to better meet the needs of referring organizations and CPEP's participants.



CPEP Facts

- *Founded in 1990*
- *CPEP is the premier national assessment and education program*
- *Over 850 assessments completed*
- *Participants are from 46 states*
- *One-third of participants are from Colorado*
- *Provide assessment in 50+ medical and surgical specialties*
- *70% of participants are between the ages of 40-59*
- *66% come from urban areas*
- *84% are male*
- *61% of referrals are from state medical boards, 22% by hospitals*

Expanding Impact

- *2007: Acquired the ProBE Program (Professional/Problem-based Ethics). Two courses offered in Colorado and four in New Jersey.*
- *2007: Launched Quality Review Program to provide objective practice monitoring services.*
- *2004: Expanded services to serve other healthcare professions, including physician assistants, podiatrists, and advanced practice nurses.*
- *2003: Developed the Clinical Practice Re-Entry Program. The program is gaining national attention and attracting participants from around the country.*
- *2002: Designed CPEP's Communication Seminar. The program is offered to individual physicians to address inter-professional or physician-patient communication needs.*
- *2001: Developed the Patient Care Documentation course and Follow-up Program. The course is now offered in Colorado, New Jersey and Kentucky.*

CPEP in the Colorado Community

CPEP staff participated in meetings or collaborated with representatives from the following organizations:

- Colorado Board of Medical Examiners/Colorado Attorney General's Office
- Colorado Medical Society
- Colorado Physician Health Program
- Colorado Academy of Family Physicians
- Colorado Hospital Association
- Colorado Association of Medical Staff Services
- Colorado Foundation for Medical Care
- Colorado Patient Safety Coalition

Colorado Hospital Outreach

In 2007, CPEP launched an outreach campaign to Colorado hospitals. As we strengthen our communication with Colorado hospitals, we hope to gain valuable insight about how CPEP can tailor current and new programs to better meet hospitals needs. CPEP staff met with Medical Staff Directors from:

- Avista Adventist Hospital
- Boulder Community Hospital
- Boulder Medical Society
- Denver Health Medical Center
- Exempla Lutheran Medical Center
- Exempla Saint Joseph Hospital
- Littleton Adventist Hospital
- Longmont United Hospital
- North Suburban Medical Center
- Porter Adventist Hospital
- Presbyterian/St. Luke's Medical Center
- Rose Medical Center
- Sky Ridge Medical Center
- St. Anthony's Hospital
- Swedish Medical Center
- The Medical Center of Aurora
- University of Colorado Hospital

Funding & Donations

In 2007, more than 90% of CPEP's funding was from program service fees with less than 10% from donations. Total contributions for the year were just below \$74,000.00. Donations were received from a broad base of supporters including individuals, hospital administrations and medical staffs, as well as COPIC Insurance Company and the Colorado Medical Society. Donations are used to support the CPEP Fee Support Program as well as other CPEP educational outreach activities.

Financial Statement

An audit of CPEP's year 2007 financial statements will be completed in May 2008. Copies of these financial documents will be available upon request.

1990—2007

CPEP Physician Specialties

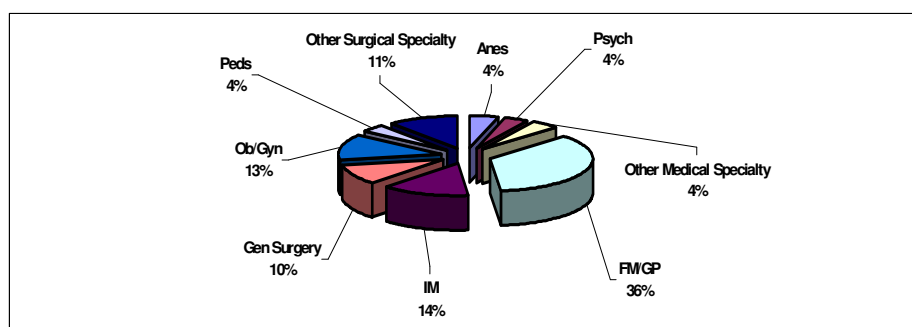
Addition Medicine
Allergy and Immunology
Anatomic Pathology
Anesthesiology
Bariatric Surgery
Bariatrics
Cardiology
Cardiology - Interventional
Cardiothoracic Surgery
Child Neurology
Child/Adolescent Psychiatry
Clinical Pathology
Colon and Rectal Surgery
Dermatology
Diagnostic Radiology
Emergency Medicine
Endocrinology
Endovascular Surgery
Family Medicine
Gastroenterology
General Practice
General Surgery
Gynecology
Hematology
Internal Medicine
Neonatology
Nephrology
Neurology
Neuro-otology
Neurosurgery
Obstetrics and Gynecology
Occupational Medicine
Oncology
Ophthalmology
Orthopedic Surgery
Otorhinolaryngology
Pain Medicine
Pathology
Pediatric Cardiology
Pediatric Emergency Medicine
Pediatric Surgery
Pediatrics
Pediatric Gastroenterology
Perinatology
Physical Medicine and Rehabilitation
Plastic Surgery
Psychiatry
Pulmonology
Radiation Oncology
Radiology
Radiology - Interventional
Trauma Surgery
Urgent Care
Urology
Vascular Surgery

Other Health Professions

Certified Nurse Midwife
Nurse Practitioner
Physician Assistant
Podiatrist

Assessment Program

The year ended with the completion of 79 total assessments for participants in our Clinical Competency Assessment Services and Clinical Practice Re-Entry Program. CPEP will conduct its 900th Assessment in the beginning of 2008. During the 18 years since inception, CPEP participants have come from 46 states as well as two Canadian provinces. Participants represent more than 55 medical and surgical specialties. CPEP also works with physician assistants, advance practice nurses, and podiatrists.



Education Program

Participation in the Educational Intervention Program was at an all-time high in 2007. As the year progressed, the number of physicians involved in educational services increased by almost 50%. The increasing use of CPEP's Educational Intervention Program is an indication that medical organizations and participating physicians understand that Assessment, followed by structured education, has the highest potential to improve physician practice and successfully address educational needs.

Clinical Practice Re-Entry Program

CPEP's Re-Entry Program continues to grow as it receives more attention nationally and locally. More than 30 physicians have participated in the program since its inception in 2003, with the majority of those physicians able to successfully return to clinical practice. This program is providing a valuable service to this unique group of physicians, and returning needed physicians to the workforce.

Documentation Seminar

Record numbers were reached with CPEP's *Patient Care Documentation Seminar* in 2007. Overall, 56 health care professionals participated in one of the four courses offered in 2007, a 7% increase over 2006. The course is designed to allow hands on interactions; enrollment is limited. However, due to demand, CPEP opened the December course to 20 participants, the highest enrollment in course history. The Seminar was offered in Colorado, Kentucky and New Jersey.

Communication Seminar

In 2007, CPEP offered Individual Communication seminars for both Board and hospital referred physicians. At the request of one hospital, CPEP tailored its course to a two-day intensive seminar utilizing 360° surveys, simulated Peer, Professional and Patient Encounters as well as DiSC Behavioral Instrument Testing.

Physician Excellence Campaign Contributors 2007

Premier Donors

COPIC Insurance Company

\$5,000+

Colorado Medical Society

The Medical Center of Aurora Medical Staff

\$2,500-\$4,999

Centura Health

Exempla Good Samaritan Medical Center Medical Staff

Exempla Lutheran Medical Center

Exempla St. Joseph Hospital Medical Staff

Northern Colorado Medical Center Medical Staff

North Suburban Medical Center Medical Staff

Sky Ridge Medical Center Medical Staff

Southwest Memorial Hospital, Administration, Medical Staff and PHO

Swedish Medical Center

\$1,000-\$2,499

Boulder Community Hospital Medical Staff

Craig Hospital and Medical Staff

Heart of the Rockies Regional Medical Center

Longmont United Hospital

Poudre Valley Hospital Medical Staff

Rose Medical Center Medical Staff

St. Anthony Central Hospital Medical Staff

St. Mary-Corwin Medical Center Medical Staff

St. Mary's Hospital & Medical Center

St. Mary's Hospital & Medical Center Medical Staff

Swedish Medical Center Medical Staff

Valley View Hospital and Medical Staff

\$100-\$999

Arkansas Valley Regional Medical Center

Arkansas Valley Regional Medical Center Medical Staff

Avista Adventist Medical Staff

The Children's Hospital

Community Hospital

Delta County Memorial Hospital

Denver Health Medical Staff

Estes Park Medical Center

Estes Park Medical Center Medical Staff

Family Health West

Grand River Hospital District

Gunnison Valley Hospital

Gunnison Valley Hospital Medical Staff

Kindred Hospital Denver

Kindred Hospital Medical Staff

McKee Medical Center Medical Staff

Memorial Health Systems

Montrose Memorial Hospital and Medical Staff

National Jewish Medical and Research Center

Parker Adventist Hospital

Parkview Medical Center

Penrose-St. Francis Medical Staff

Platte Valley Medical Center

Platte Valley Medical Center Medical Staff

Porter Adventist Hospital Medical Staff

Spalding Rehabilitation Hospital

Sterling Regional MedCenter and Medical Staff

Vail Valley Medical Center Medical Staff

Wellpoint, Inc.

Yampa Valley Medical Center

Yuma District Hospital

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Lisa Latts, M.D., M.B.A.

John Sbarbaro, M.D., M.P.H.

John D. Smith, M.D.

Dennis K. Wentz, M.D.

CPEP would like to thank the organizations and individual donors who contributed to the *Physician Excellence Campaign* in 2007. Your donations allow CPEP to support the Colorado Fee Support Program. In addition, the funds are used to sponsor educational programs and new outreach activities with the Colorado healthcare community, and to meet program needs overall. Your support for the *Physician Excellence Campaign* will help ensure CPEP services remain available, at a reduced cost, to the hospitals and physicians of Colorado.