

2019 CPEP ANNUAL REPORT



LEARNING TO SWIM...

CRISIS AND CREATIVITY



CPEP “PARTIAL FAMILY PORTRAIT”

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Past-President

**Randall Meacham,
MD**
Board Member

**Jon Braverman,
MD**
Associate Medical
Director

CPEP would like to acknowledge the countless contributions of other staff and faculty members, clinical consultants, associate medical directors and simulated patients who were not able to participate in our Zoom Family Portrait!



LETTER FROM THE CEO



In a normal year, an annual report is a retrospective document, highlighting the accomplishments and challenges of the previous year. This is anything but a normal year however, so this time we are going to talk about the present and the future while at the same time celebrating 2019 – our organization’s best year by any measure.

Thanks to our Stakeholders

We are extremely mindful that all of our stakeholders – participants, referring organizations, clinical consultants and others – are in the throes of a battle unlike anything we have seen in our lifetimes. Physicians and other healthcare professionals are literally putting their lives on the line; for their patients, their communities, and for all of us. The healthcare systems that sustain us through referrals and donations are stretched to the limits of their capacity – and sometimes beyond those limits. Individuals and organizations are hearing the call of their communities and are responding in truly heroic ways. To all of these heroes, we want to express our respect, admiration, and profound gratitude.

Learning to Swim

As one of our staff members says, “If you fall out of a boat in the middle of a lake, the only way to get to shore is to start swimming.” For 30 years, our “boat,” our methods of assessment and education, were highly dependent upon the ability of participants to travel freely and gather together in close quarters. Starting in March, that approach became dangerous, illegal, or both. In essence, we fell out of the boat.

Once in the water, we learned to swim quickly. CPEP staff, clinical consultants, and faculty members became instant Zoom experts. Within two weeks, we went from asking “Can we do this?” to launching *CPEP LIVE™*: Live, Interactive Video Education.

From late March through April, CPEP staff secured approvals from regulators and healthcare systems, trained faculty and participants in the use of Zoom, and successfully held our first three seminars: PROBE, Improving Inter-Professional Communication, and Prescribing Controlled Drugs. Since April, we have held several more seminars and have transitioned all seminars through the end of the year to *CPEP LIVE™*. The clinical competence, reentry and other assessments were also moved to the remote environment and...we kept on swimming. With each stroke, we are getting closer the other side.

Looking Ahead

At this point, it is difficult to see what the world will look like a few months from now, let alone next year. It's safe to say, however, that attitudes, expectations, and ways of interacting taken for granted in the past will be viewed through a new lens in a different light. Our task now is to learn as much as we can from our current trials and view those lessons with a clear eye. What worked well? What would we do differently? What worked better than we could have possibly expected? And...what will we carry forward into the future?

While it is too soon to provide definitive answers to these questions, the CPEP team is excited and hopeful for the future and remains extremely grateful for our stakeholder's support.

2019 – It was a Very Good Year

It's hard to remember now, but there actually was a "last year." Once again, our results were gratifying. The number of organizations referring participants to CPEP grew by 25%, our total number of participants increased by 29%, and our donors were once again extremely generous. While this will all be detailed in the following pages, it prompts me once again to say thank you. Thank you for your sacrifices on the front lines of healthcare, thank you for your faith in our mission, and thank you for your support.

Wishing you all the best for a safe and healthy future!

Elizabeth J. Korinek, M.P.H.
Chief Executive Officer



RE-INVENTING THE WHEEL

In the past, the CPEP Board of Directors and staff had often discussed exploring “virtual” programming – remote competence assessments and distance learning. In 2019, our Board completed an ambitious five-year strategic plan that included virtual programming and set a multiyear goal to launch one or two seminars or service lines.

By mid-March, CPEP staff realized we only had weeks to make remote programming a reality.

CPEP staff, clinical consultants, and faculty members rapidly became Zoom experts. Within two weeks, we went from asking “Can we do this?” to launching *CPEP LIVE™* – Live, Interactive Video Education. From late March through April, CPEP staff secured approvals from regulators and healthcare systems, trained faculty and participants in the use of Zoom, and successfully held three seminars – *PROBE*, Improving Inter-Professional Communication, and Prescribing Controlled Drugs.

Where Do We Stand Today?

Our initial success in April has been followed by a string of additional sessions across several programs that have all been carried out successfully and have been well-received by participants. As of June 30, we have completed nine *CPEP LIVE™* sessions with 114 participants, and many more are on the way.

Consolidated Ratings for All CPEP LIVE Seminars

Please rate the effectiveness of CPEP LIVE as an educational platform.	4.7/5
Would you recommend CPEP LIVE as an educational platform to a colleague?	4.8/5

Results of an anonymous survey of CPEP LIVE™ participants



“I think what you have accomplished here is amazing!”

*CPEP LIVE™ participant,
Improving Inter-Professional
Communication Seminar*

ADAPTING ASSESSMENTS TO THE NEW REALITY

“Obviously a Clinical Skills Assessment is an anxiety provoking thing to have to do, but...the process was as comfortable, transparent, and appropriate as I could possibly expect.”

Assessment Participant

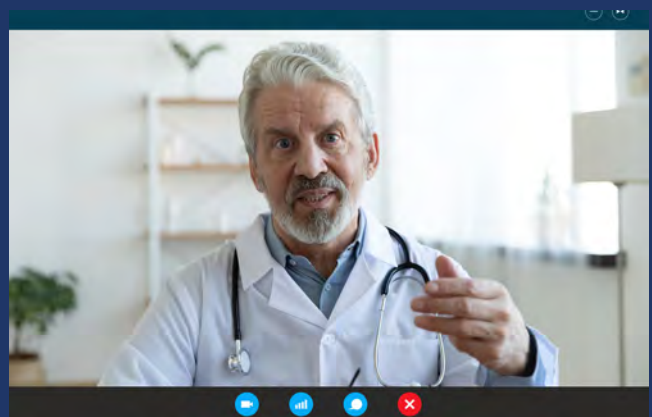
While the Seminars Team was charging ahead, our Assessment Team was busy developing our new Remote Assessment capability. Most components of skills assessments were rapidly reinvented for the “technology enabled” world and deployed quickly.

New Tools, New Approaches

Clinical interviews and simulated patient encounters previously done face to face in an office or conference room are now routinely handled through video conferencing, and tools for evaluating skills such as interpreting ECG tracings were converted to proctored on-line activities.

Fulfilling Commitments

This allowed participants who were already enrolled to complete their assessments without traveling to a CPEP office, and new enrollees were pleased to have the remote assessment option at a time when other assessment centers had placed their services on hold.





LOOKING AHEAD

While the pandemic conditions are improving in some areas, other states and provinces are moving in the opposite direction. The timing of a return to something resembling normal seems impossible to predict.

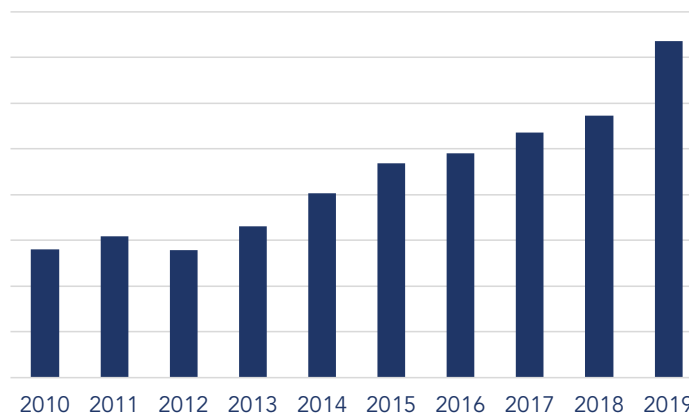
With that in mind, CPEP has transitioned all seminars through the end of 2020 to the *CPEP LIVE™* platform and anticipate the majority of assessments will be conducted by remote means until further notice.

2021 seems very, very far away. While we cannot say what the world will look like in six months, we can say with confidence that CPEP will be there with new skills, new capabilities, and an unflinching dedication to our mission.



YES, 2019 EXISTED - A BANNER YEAR FOR CPEP

While our organization has experienced exponential growth over the past several years, 2019 surpassed all expectations. Long-standing “legacy” programs grew, newer additions expanded, and exciting new collaborations were forged.



Participation in CPEP Programs has increased 163% Over 10 Years

2019 Highlights

Total number of participants increased 28%

Total number of referring organizations increased by 25%

Total seminar participation grew 32%

Participation by non-physician healthcare professionals grew by 41%

Total assessment participation grew 16%

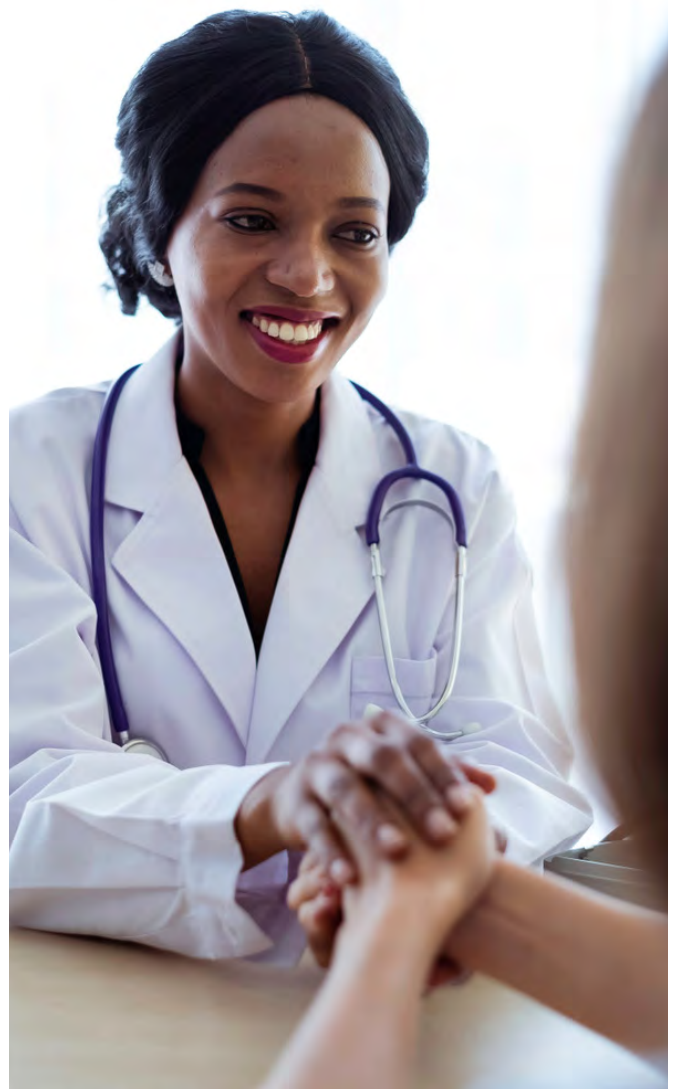
2019 ASSESSMENT UPDATE

CPEP's Assessment Program includes Clinical Competence/Skills Assessments, Reentry to Clinical Practice Evaluations, Fitness for Duty Evaluations, Late Career and Credentialing Screens and others. Each Assessment/Evaluation is customized to the exact needs of each participant, taking into account their specialty, scope of practice, and other considerations.

As a key part of an unbiased, independent non-profit organization, CPEP's Assessment team offers fairness to participants and credibility to referring organizations.

2019 Assessment Highlights

- In an anonymous survey, assessment participants rated their experience with CPEP staff as 4.82 out of 5!
- The number of clinical competence assessments conducted by CPEP was the highest number in our organization's history.
- These clinicians came from 32 states and 36 specialties.
- CPEP's North Carolina office set a new record for the number of assessments conducted since it opened in 2014.
- CPEP forged new collaborative relationships with three American Boards of Medical Specialties boards, developing new pathways to help physicians regain their board eligibility in situations where that eligibility had expired.



CLINICAL SPECIALTIES ASSESSED BY CPEP IN 2019

Advanced Practice Nursing

Addiction Medicine

Allergy and Immunology

ANESTHESIOLOGY

Bariatric Medicine

Cardiothoracic Surgery

Cosmetic/Aesthetic Medicine

Diagnostic Radiology

Emergency
Medicine

FAMILY MEDICINE

Geriatric
Medicine

Gastroenterology

General Practice

General Surgery

INTERNAL MEDICINE

Medical Oncology

Neurosurgery

Obesity Medicine

Ophthalmology

Otolaryngology

OBSTETRICS & GYNECOLOGY

ORTHOPEDIC SURGERY

Pain Management - Interventional

Pediatric Medicine

Pediatric Nephrology

Pediatric Neurodevelopmental Disabilities

Perinatal - Neonatal Medicine

PHYSICIAN ASSISTANT

PSYCHIATRY

Physical Medicine and Rehabilitation

Rheumatology

Urgent Care

Urology

Urogynecology

Vascular Surgery

2019 SEMINARS UPDATE

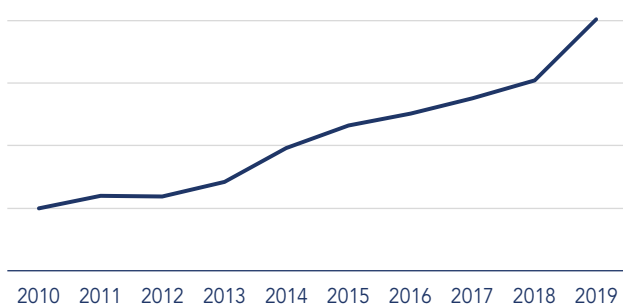
CPEP has been offering intensive seminars for 20 years, starting with the Medical Record Keeping Seminar in 2000. In 2007, CPEP acquired the *PROBE* professional ethics and boundaries seminar, which was originally founded in 1993. CPEP then added additional seminars to meet specific needs in the healthcare community. Since then, CPEP has worked with thousands of healthcare professionals from all across the United States and Canada. Current seminar and course offerings include:

- Basics of Chronic Pain Management
- Enhanced Patient Communication
- Improving Inter-Professional Communication
- Medical Record Keeping
- Prescribing Controlled Drugs
- *PROBE* – Professional Ethics & Boundaries

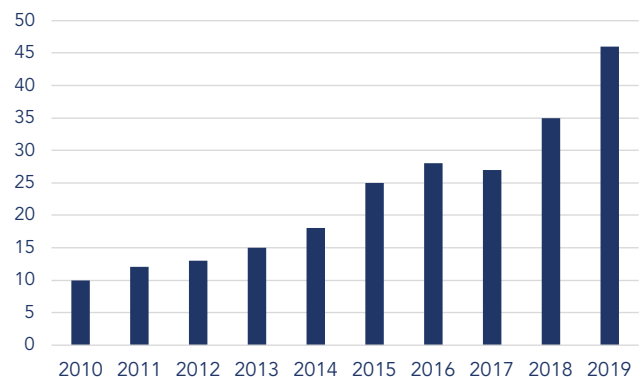
2019 Highlights from Seminars and Courses

- Number of seminar participants grew by 32% over 2018
- Several new faculty members joined the seminars team
- Medical Record Keeping Seminar expanded to Newark, New Jersey

300% Growth in Seminar Participation Over 10 Years



Adding Classes to Meet Growing Demand



“The seminar has allowed me to reflect and understand why my behavior has led me here. But most importantly it has given me the tools to help if I am in a difficult situation again. Life is full them. Thanks!”

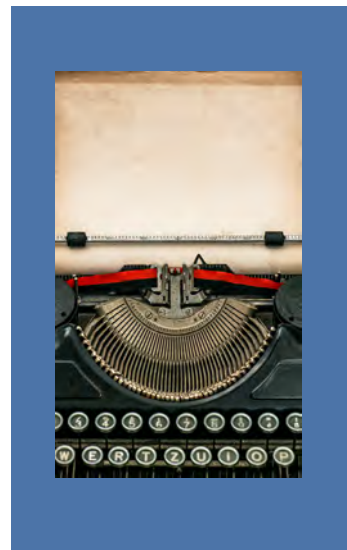
Comments from a PROBE Participant

ARTICLES AND PRESENTATIONS

Articles

"Clinical Performance Concerns: Recognize Warning Signs and Respond Effectively Before It Is Too Late"
Synergy – Elizabeth Korinek, M.P.H. and William O’Neill, M.B.A.

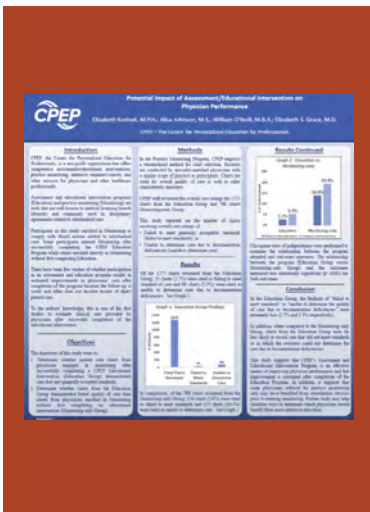
"Tips from the Trenches: MSPs and the Management of Disruptive Communication"
Synergy – William O’Neill, M.B.A.



Research Poster Presentations

"Longitudinal Structured Remedial Education for Physicians in Practice: Does it work?"
American Board of Medical Specialties – Elizabeth Korinek, M.P.H.

"Potential Impact of Assessment/Educational Intervention on Physician Performance"
Federation of State Medical Boards Annual Meeting – Elizabeth Korinek, M.P.H.; Alisa Johnson, M.S.; William O’Neill, M.B.A.; Elizabeth S. Grace, M.D.



Professional Society Presentations

"Resolving Credentialing Concerns for Clinicians Reentering Practice"
National Association of Medical Staff Services Annual Meeting – Elizabeth Korinek, M.P.H.; Sally Pelletier, C.P.S.M, C.P.C.S

"Resolving Credentialing Concerns for Reentry Practitioners"
Colorado Association of Medical Staff Services Annual Meeting – Elizabeth Korinek, M.P.H.



GRATITUDE

Everything we do at CPEP – all of our accomplishments – are based on teamwork and collaboration with key stakeholders. We would have no seminars without our faculty members. We would have no assessments without community-based clinical interviewers and associate medical directors. And CPEP would not exist as we know it but for the support of our donors and grantors.

Like most non-profits, the current economic situation is anticipated to have an on-going negative impact on CPEP in the months ahead and into 2021. However, due to our ability to adjust our services to be relevant in this crisis and with the help of ongoing support of our donors we hope to survive and thrive through this challenging season.

Once again, please accept our heartfelt thanks.



2019 Grant Awards



The **Kettering Family Foundation** awarded a generous grant to CPEP in June. This was the third grant we have received from the Foundation and we are extremely grateful for their on-going support.

Their grants have been instrumental in our efforts to educate stakeholders about the benefits of CPEP programs through live presentations as well as an enhanced digital presence.

CPEP also received a grant from the **Colorado Consortium for Prescription Drug Abuse Prevention**. Proceeds of this grant allow CPEP to bring the *Basics of Chronic Pain Management Seminar* to hospitals in three communities in rural Colorado.

RESULTS OF THE 2019 PHYSICIAN EXCELLENCE CAMPAIGN

Premier Donors: \$10,000 and Above

Centura System and Hospitals, <i>Administration and Medical Staff</i>	St. Joseph Hospital, <i>Administration & Medical Staff</i>
COPIC Insurance Company	St. Mary's Medical Center, <i>Administration & Medical Staff</i>
HealthOne	UCHealth, <i>Administration & Medical Staff</i>
Medical Center of Aurora, <i>Administration & Medical Staff</i>	

\$5,000 - \$9,999

Children's Hospital, <i>Medical Staff</i>	SCL Health
Colorado Medical Society	Sky Ridge Medical Center, <i>Administration & Medical Staff</i>
Good Samaritan Medical Center, <i>Administration & Medical Staff</i>	Swedish Medical Center, <i>Administration & Medical Staff</i>
Lutheran Medical Center, <i>Medical Staff</i>	The Colorado Trust
New West Physicians, <i>Administration</i>	

\$2,500 - \$4,999

CU Medicine	Rose Medical Center, <i>Administration & Medical Staff</i>
North Suburban Medical Center, <i>Medical Staff</i>	San Luis Valley Medical Center, <i>Administration & Medical Staff</i>
Presbyterian/St. Luke's, <i>Administration & Medical Staff</i>	Wake Forest Baptist Health, <i>Administration</i>

\$1,000 - \$2,499

Arkansas Valley Regional Medical Center, <i>Administration & Medical Staff</i>	Montrose Memorial Hospital, <i>Administration & Medical Staff</i>
Boulder Community Hospital, <i>Medical Staff</i>	Rocky Mountain Health Plans
Community Hospital, <i>Medical Staff</i>	St. Anthony Hospital North, <i>Medical Staff</i>
Denver Health, <i>Medical Staff</i>	St. Mary-Corwin, <i>Medical Staff</i>

<\$1,000

Estes Park Hospital, <i>Medical Staff</i>	Spanish Peaks Regional Health Center, <i>Administration & Medical Staff</i>
Platte Valley Medical Center, <i>Medical Staff</i>	Sterling Regional Medical Center, <i>Medical Staff</i>
San Luis Valley Health - Conejos County Hospital, <i>Administration & Medical Staff</i>	Valley View Hospital, <i>Medical Staff</i>
	Yuma District Hospital and Clinics

Individual Donors

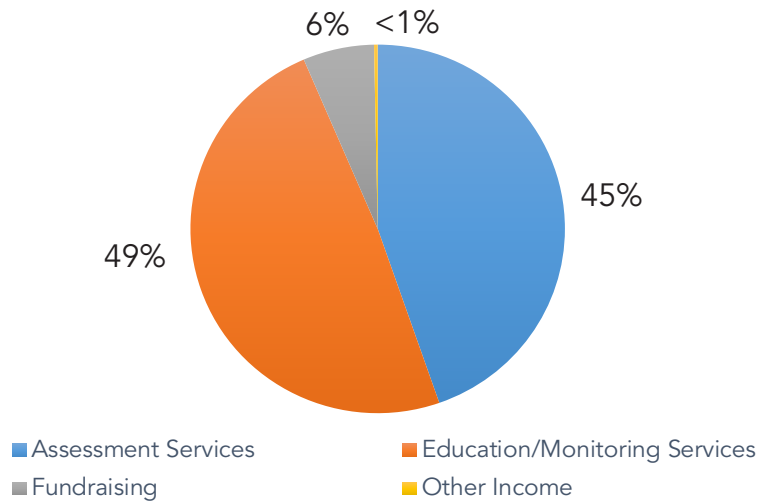
Diana Breyer, M.D.	Lisa Kettering, M.D.
Greg D'Argonne	Katie Lozano, M.D.
Shawn Dufford, M.D., M.B.A.	Randall Meacham, M.D.
Sean Gelsey, M.B.A.	Katie Richardson, M.D.
Shauna Gulley, M.D.	Rick Roman, M.D., M.B.A.
Bruce Johnson, J.D.	

FINANCIAL OVERVIEW

Strong operational and fundraising performance in 2019 has provided a measure of cushion as we deal with the headwinds posed by the COVID-19 pandemic.

Our auditor, using tools developed by Charity Navigator, awarded CPEP a 4/4-Star rating for overall financial health, accountability and transparency.

2019 Revenue Sources



Balance Sheet Summary

Assets	\$1,656,665
Liabilities	\$798,005
Equity	\$858,660



TEAMWORK...



CPEP's 2019 BOARD OF
DIRECTORS AND CURRENT STAFF

2019 BOARD OF DIRECTORS

2019 Board Officers

Bruce A. Johnson, J.D.
Shareholder
Polsinelli
President

Katie Richardson, M.D.
Pediatrician and Healthcare
Consultant
President-Elect

Richard M. Roman, M.D., M.B.A.
Gastroenterologist
South Denver Gastroenterology
Immediate Past-President

Greg D'Argonne
Chief Financial Officer
HealthONE/HCA Continental Division
Treasurer

Elizabeth J. Korinek, M.P.H.
Chief Executive Officer / Secretary

2019 Board Members

Diana Breyer, M.D.
Chief Quality Officer Northern
Region
UCHealth

Shawn Dufford, M.D., M.B.A.
Senior Vice President/Chief
Medical Officer
SCL Health

Sean Gelsey, M.B.A.
Vice President of Claims
COPIC Insurance Company

Shauna Gulley, M.D.
Chief Medical Officer
Centura Health

Lisa Kettering, M.D.
Executive Director & Hospitalist
LINC MD, PLLC

Katie Lozano, M.D.
Radiologist
Virtual Radiologic (vRad)

Randall Meacham, M.D.
Professor and Chief, Division of Urology
University of Colorado School of Medicine

2019 Emeritus Board Members

Colleen M. Conry, M.D.
President
University of Colorado Medical Staff

Thomas Henthorn, M.D.
Professor
Department of Anesthesiology
University of Colorado School of Medicine

CURRENT STAFF

Executive Leadership

Elizabeth J. Korinek, M.P.H.
Chief Executive Officer

Elizabeth S. Grace, M.D.
Medical Director

Program Services

Alisa Johnson, M.S.H.S.A.
Director of Program Services

Assessment Services

Christopher Leo
Manager

Amanda Bessmanoff
Recruitment/Outreach Specialist

Barclay Taylor
Coordinator

Trevor Dawson, M.F.A.
Program Coordinator

Toni Leonard
Practice Monitoring Program Coordinator

Education Plan Services

Mary Minobe
Education Manager

Kendra Dawson
Education Coordinator

Abigail Anderson, M.D.
Associate Medical Director

Dan Shamburek, M.D.
Associate Medical Director

Seminars

Bonnie-Lynn Cahoon
Seminars Manager

Kelley Blaine
Administrative Assistant

Operations

Frank Xavier
Director

Nancy Melear
Operations Coordinator

Outreach and Communications/East Coast Operations

Bill O'Neill, M.B.A.
Director

Lorraine Snyder
Administrative Assistant

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