

# 2020 CPEP ANNUAL REPORT

Celebrating

30  
Years



MOVING FORWARD THROUGH THE PAST



# ANNIVERSARY CELEBRATION SCENES!

2020 was the 30<sup>th</sup> Anniversary of CPEP's founding. Due to the pandemic, celebrating that milestone had to be put off. On April 28<sup>th</sup> of this year, the CPEP community came together for a virtual event that celebrated 30 years of advancing healthcare professional development and patient safety – celebrating our past and present while looking hopefully to the future.

We also took the opportunity to honor three outstanding leaders.

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**The George D. Dikeou Award** was established by CPEP to recognize an outstanding leader or organization that has made a profound impact in the area of physician education, patient safety, or healthcare quality improvement.



**Dr. Jandel Allen-Davis** was this year's Dikeou Award honoree. CPEP first got to know Dr. Allen-Davis when she served on the Colorado Medical Board in the early 2000s. She has been committed to CPEP's vision and has been a champion for CPEP, providing insights and guidance to the organization's senior leadership.

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**The Martha Illige Award** was established by CPEP to recognize individuals who have dedicated their time and expertise to CPEP's mission and whose efforts have helped improve healthcare professionals' skills. This year's honorees are:

**Christie Ward** is a leading expert in communication, leadership, and teambuilding. Over the past 20 years, Christie has applied her prowess as an inter-professional communication trainer to CPEP's Communication Seminars, changing the lives of hundreds of medical professionals.



**Anthony LaPorta, M.D.**, joined CPEP as a clinical consultant in 2002 and was recruited to help establish CPEP's vision for the use of simulation in the evaluation of open surgical skills. Through his efforts and collaboration, CPEP was able to design a simulation for general and trauma surgery using the "Cut Suit."

# LETTER FROM THE CEO



As some of you may know, I have been with CPEP almost from the beginning, joining the team in 1993. In my first year on the job, we worked with 19 participants. All of them were physicians, all of them came for clinical competence assessments, and all of them were from nine U.S. states.

## When Suddenly...

Fast forward to 2020. In spite of the pandemic, we worked with over 700 participants across multiple program tracks last year. These participants came to us for everything from re-entry to clinical practice and ABMS board re-eligibility programs as well as intensive seminars covering inter-professional and clinician-patient communication, medical record keeping, prescribing of controlled drugs and professional ethics and boundaries.

## Growth Happens

Our participants last year were referred by 250 organizations from 48 U.S. states and seven Canadian provinces. Thirty-five percent were non-physician healthcare professionals and twenty-one percent were from Canada. And, for the first time in our history, the vast majority of these participants joined remotely using **CPEP LIVE™ – Live Interactive Video Education**.

In 2020, we embraced new technologies and brought our services into the homes and offices of our participants – safety, convenience and effectiveness all wrapped up in one package. Looking back at this track record, it would be easy for us to sit on our laurels. BUT...we know we are just getting started.

In fact, we are in the early stages of a strategic plan that fully embraces one of our core values: innovation. While we've already made a very successful leap into distance learning and remote assessments, we are just scratching the surface.

CPEP will continue to innovate in the delivery of its services, investing in the healthcare profession and those dedicated to it while retaining our "best in class" position.

## Strategic Plan

Our plan commits us to some very specific goals:

**We will continue to adopt new technologies to enhance our program offerings.** Technology and the opportunities it affords won't sit still – and neither will we. We will continue to learn and adopt best practices to make our programs ever more accessible and effective.

We will serve a greater number of healthcare professionals. Demand for our services continues to rise and we will optimize our processes to meet this demand effectively and efficiently.

**We will continue to adapt our programs to serve a more varied range of healthcare professionals.** The composition of the healthcare workforce is changing and CPEP will adapt its programs to their specific needs.

**We will create a stronger, more sustainable CPEP.** To survive and thrive over the long term, CPEP needs to maintain competitive salaries to attract and retain talented staff and build internal structures that will last for years to come.

It's been a great 30 years. To those who have been with us for many years, we thank you for that legacy of support. To those who are just getting to know CPEP, we invite you to join us as we move forward, with confidence and hope, into the next 30 years.

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

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



# 2020: THE POWER OF A COMMON GOAL

At CPEP, 2020 was like being shot out of a cannon, with a similar range of emotions: terror, anxiety, excitement, satisfaction, and pride. The arrival of the pandemic eliminated face to face meetings and made travel difficult to impossible. Those two factors alone could have crushed us – but they did not.

As a mission-driven non-profit, we are called to serve the needs of healthcare professionals and the organizations who refer them – perhaps even more so during a pandemic. We could not and *would* not give up.



The initial transition to remote programs took a matter of just a few weeks. In hindsight, that pivot might seem easy, or inevitable, but it was neither. Success required creativity, hard work, and dedication to a common goal: the promotion of quality patient care by helping clinicians practice to the best of their abilities.

A wide array of stakeholders all pulled towards that common goal: our staff, our Board of Directors, our faculty and consultants **and** our referring organizations. These included licensing authorities and hospital systems across the U.S. and Canada, plus attorneys and, of course, our participants.

To everyone who helped get us across the finish line, we offer our heartfelt thanks and appreciation.



# 2020 ASSESSMENT UPDATE

## Remote Competence/Skills Assessments

In most situations, CPEP offers Remote Competence/Skills Assessments, Reentry Evaluations, Screens and other evaluations.

Given the continuing uncertainty with COVID-19, CPEP strongly encourages participants to enroll in the Remote Assessment option.

## More Safety, More Convenience, Less Expense

With the exception of technical skills simulations, advances in technology enable CPEP staff to conduct in-depth, customized assessments, screens, and evaluations without the need for expensive travel.

Technical simulation of procedural skills still requires an in-person visit.

## Assessment Components That Can Be Done Remotely

Structured Clinical Interviews

Simulated Patient Encounters

Cognitive Screens

EKG Interpretations

Fetal Monitoring Strip  
Interpretations

Radiologic Image Interpretations



- In 2020, CPEP assessed clinicians from 42 specialties ranging from addiction medicine to vascular surgery.
- In an anonymous survey, assessment participants rated their experience with CPEP staff as 4.9 out of 5!

# 2020 SEMINARS UPDATE

By far the most significant development in CPEP's Seminars program last year was the launch of **CPEP LIVE™ - Live, Interactive Video Education**. The transition to remote education assured the delivery of high-impact, intensive education in a safe, timely, and effective manner.

Starting in March 2020, all CPEP seminars were conducted via **CPEP LIVE™**, including our inter-professional and patient communication seminars, prescribing course, and professional ethics and boundaries (*PROBE*) and medical record keeping seminars. This fundamental change raised several questions regarding **CPEP LIVE™** sessions vs. in-person sessions.

## Questions

## Answers

Is the content the same?

**Same** faculty, **same** content, **same** expectations

Is the time commitment the same?

**Yes** - also same number of CME credits

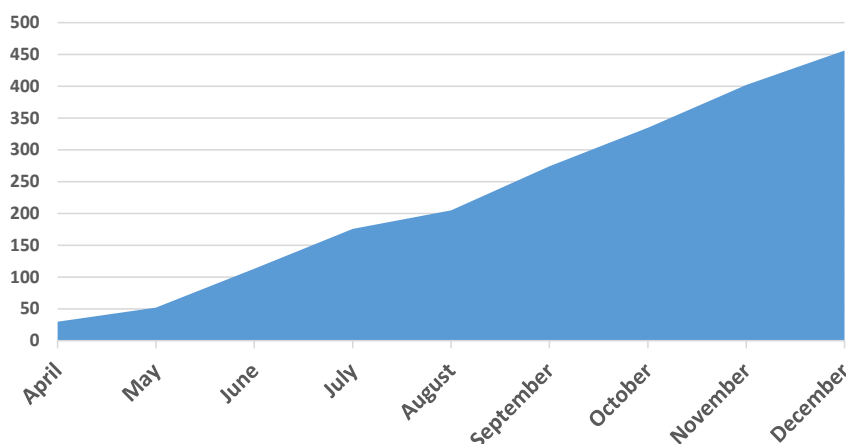
Are participants still required to participate in discussions and activities?

**Yes** - **CPEP LIVE™** participation requirements are the same as those in in-person sessions

Are participants required to participate visually?

**Yes** - Participants are required to be visible to and communicate with faculty; must be able to interact with faculty and other participants

## Growth of CPEP LIVE through 2020



**"We were all physically remote, but I felt we were all connected just the same – think of how much stress is removed if the travel element is gone"**

*Comments from an Improving Inter-Professional Communication Participant*

## PROFESSIONAL SOCIETY PRESENTATIONS

**"Effective Remediation to Address Physician Performance Concerns"**

National Association of Medical Staff Services Annual Meeting – Elizabeth J. Korinek, M.P.H., and Sally Pelletier, C.P.S.M., C.P.C.S.

**"Physicians Reentering Practice: Know When to Hold Em' – Know When to Fold Em' – Know When to Walk Away – Know When to Run!"**

National Association of Medical Staff Services Annual Meeting: Lightning Round – Elizabeth J. Korinek, M.P.H.

**"Managing Behaviors that Undermine a Culture of Safety"**

National Association of Medical Staff Services Annual Meeting – Bill O'Neill, M.B.A., and Matt Steinkamp, L.C.S.W.

**"A Prescription for Success: Effective "Treatment Plans" to Address Clinician Performance Problems"**

Orange County Chapter of California Association of Medical Staff Services – Elizabeth J. Korinek, M.P.H.

**"Quality and Professionalism in the Digital Era: Impact on Physician Assessment and Remediation"**

Coalition for Physician Enhancement – Elizabeth Grace, M.D. – Moderator

**"Late Career Physicians: Balancing Respect and Safety"**

Washington State Association of Medical Staff Services Annual Meeting – Elizabeth J. Korinek, M.P.H.

**"Clinical Performance Concerns: Recognizing Warning Signs and Responding Effectively"**

Washington State Association of Medical Staff Services Annual Meeting – Elizabeth J. Korinek, M.P.H.







## GRATITUDE

Our donors have once again amazed us with their incredibly generous support. In spite of the challenges that they and their organizations faced during the height of the pandemic, they came through for us... again.

It is hard for us to imagine where we would be without our donor community, and we are forever grateful.



### 2020 Grant Awards



The **Kettering Family Foundation** continued their legacy of generous support of CPEP with a grant award in December. This was the fourth grant we have received from the Foundation and we are extremely grateful for their ongoing 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 completed a grant from the **Colorado Consortium for Prescription Drug Abuse Prevention**. Proceeds of this grant allowed CPEP to bring the Basics of Chronic Pain Management seminar to hospitals in a number of communities in rural Colorado.

## RESULTS OF THE 2020 PHYSICIAN EXCELLENCE CAMPAIGN

### Premier Donors: \$10,000 and Above

The Colorado Trust Directed Contribution COPIC Insurance Company	St. Joseph Hospital, <i>Medical Staff</i> UCHealth, <i>Medical Staff</i>
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### \$5,000 - \$9,999

Banner Health, <i>Medical Staff</i> Children's Hospital, <i>Medical Staff</i> Colorado Medical Society Good Samaritan Medical Center, <i>Medical Staff</i> Longmont United Hospital, <i>Medical Staff</i> Lutheran Medical Center, <i>Medical Staff</i> Medical Center of Aurora, <i>Medical Staff</i>	North Suburban Medical Center, <i>Medical Staff</i> Rose Medical Center, <i>Medical Staff</i> St. Anthony Hospital North, <i>Medical Staff</i> St. Mary's Medical Center, <i>Medical Staff</i> Sky Ridge Medical Center, <i>Medical Staff</i> Wake Forest Baptist Health, <i>Administration</i>
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### \$2,500 - \$4,999

CU Medicine St. Anthony Hospital, <i>Medical Staff</i>	Swedish Medical Center, <i>Medical Staff</i>
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## \$1,000 - \$2,499

Arkansas Valley Regional Medical Center, <i>Administration &amp; Medical Staff</i>	Penrose St. Francis Health Services, <i>Medical Staff</i>
Avista Adventist Hospital, <i>Medical Staff</i>	Presbyterian/St. Luke's Medical Center, <i>Medical Staff</i>
Boulder Community Health, <i>Medical Staff</i>	Rocky Mountain Health Plans
Denver Health Medical Center, <i>Medical Staff</i>	St. Mary-Corwin Medical Center, <i>Medical Staff</i>
Montrose Memorial Hospital, <i>Administration &amp; Medical Staff</i>	SingerLewak

## <\$1,000

Estes Park Hospital, <i>Medical Staff</i>	Sterling Regional Medical Center, <i>Medical Staff</i>
Littleton Hospital, <i>Medical Staff</i>	Yuma District Hospital and Clinics, <i>Administration</i>
Platte Valley Medical Center, <i>Medical Staff</i>	

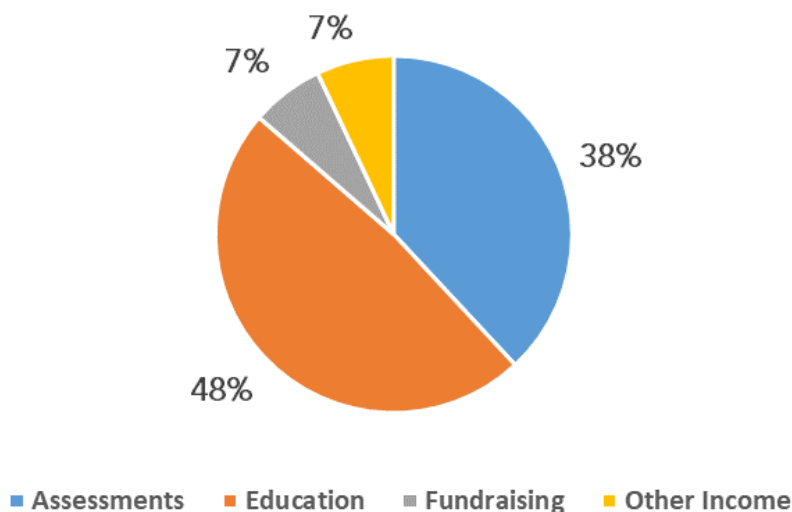
## Individual Donors

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

## FINANCIAL OVERVIEW

CPEP's efficient transition to remote assessment and education through *CPEP LIVE* allowed us to serve the needs of our stakeholders with minimal disruption. Our operational performance remained strong and the majority of our donors maintained or even increased their generous support.

### 2020 Revenue Sources



### Balance Sheet Summary

Assets	\$2,171,564
Liabilities	\$775,997
Equity	\$1,395,567



TEAMWORK...



CPEP'S 2020 BOARD OF  
DIRECTORS AND CURRENT STAFF



# 2020 BOARD OF DIRECTORS

## 2020 Board Officers

Katie Richardson, M.D.  
Pediatrician and Healthcare Consultant  
*President*

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

Bruce A. Johnson, J.D.  
General Counsel  
Dispatch Health  
*Immediate Past-President*

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

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

## 2020 Board Members

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

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

Richard M. Roman, M.D., M.B.A.  
Gastroenterologist  
South Denver Gastroenterology

## 2020 Emeritus Board Member

Colleen M. Conry, M.D.  
President of University of Colorado Medical Staff  
Professor and Vice Chair of Clinical Affairs  
Department of Family Medicine  
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

Amanda Bessmanoff  
Recruitment/Outreach Specialist

Linda Kottman, D.N.P.  
Associate Nursing Director

Barclay Taylor  
Assessment Coordinator

Kacie Torrens  
Administrative Assistant

## Education Plan Services

Kendra Dawson  
Education Coordinator

Toni Leonard  
Manager, Education Plan Services

Mary Minobe  
Program Services Liaison

Abigail Anderson, M.D.  
Associate Medical Director

Dan Shamburek, M.D.  
Associate Medical Director

## Seminars

Britt Johnson-Schenk, Ph.D., J.D.  
*PROBE* Program Manager

Kelley Blaine  
Seminars Coordinator

## Operations & Finance

Frank Xavier  
Director

Nancy Melear  
Operations Coordinator

## Outreach and Communications/East Coast Operations

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

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Professionals

