



# Helping Professionals... Protecting Patients

All Programs Conducted Remotely via *CPEP LIVE™ (Live, Interactive Video Education)*

Problem/Issue:							
<p><b><u>Professionalism/Ethics</u></b></p> <ul style="list-style-type: none"> <li>• Misrepresentation</li> <li>• Failure to disclose</li> <li>• Practicing outside of scope or without a license</li> <li>• Boundary issues, including sexual misconduct</li> <li>• Communication issues</li> <li>• Financial impropriety</li> <li>• Privacy and respect violations</li> <li>• Failure in supervisory responsibilities</li> <li>• Drug diversion</li> <li>• Other ethical breaches</li> </ul>	<p><b><u>Prescribing Controlled Substances (CS) and Chronic Pain Management</u></b></p> <ul style="list-style-type: none"> <li>• Prescribing of CS:               <ul style="list-style-type: none"> <li>-In large quantities</li> <li>-With early refills</li> <li>-Without response to aberrancies</li> <li>-To suspected drug abusers</li> </ul> </li> <li>• Inappropriate treatment of patients with chronic pain</li> </ul>	<p><b><u>Peer Communication</u></b></p> <ul style="list-style-type: none"> <li>• Communication with peers or subordinates that strains colleague or staff functions</li> </ul>	<p><b><u>Patient Communication</u></b></p> <ul style="list-style-type: none"> <li>• Patient complaints about clinician communication</li> <li>• Ineffective patient communication</li> <li>• Delivering difficult or disappointing news to patients</li> </ul>	<p><b><u>Documentation</u></b></p> <ul style="list-style-type: none"> <li>• Late or missing documentation</li> <li>• Diagnosis and treatment are not supported by documentation</li> <li>• Failure to explain clinical thinking</li> <li>• Discrepancies between sections of the notes</li> <li>• Poor documentation of prescribing practices</li> </ul>	<p><b><u>Clinical Competence (concerns or screening)</u></b></p> <ul style="list-style-type: none"> <li>• Substandard care</li> <li>• Improper prescribing of controlled drugs</li> <li>• Complication rates</li> <li>• Poor outcomes</li> <li>• Patient complaints</li> <li>• Non-standard medical care</li> <li>• Practice drift/change in scope of practice</li> <li>• Following significant health issue</li> <li>• Aging clinician</li> </ul>	<p><b><u>Absence from Practice</u></b></p> <ul style="list-style-type: none"> <li>• Resuming patient care after an extended <i>voluntary</i> absence:               <ul style="list-style-type: none"> <li>- Caring for family members</li> <li>- Pursuing other careers</li> <li>- Recovering from medical event</li> <li>- Returning to practice after retirement</li> </ul> </li> <li>• While in active practice, seeking to resume privileges that the clinician has not practiced recently</li> </ul>	<p><b><u>Ongoing Monitoring</u></b></p> <ul style="list-style-type: none"> <li>• Verification of ongoing adherence to generally accepted standards of medical practice</li> <li>• Verification of proper prescribing of controlled drugs and use of PDMP</li> </ul>

CPEP Program(s) To Address Problem/Issue:							
<ul style="list-style-type: none"> <li>• PROBE Program</li> <li>• PROBE Plus (follow-up program)</li> <li>• Clinical Competence Assessment <i>and</i> Educational Intervention Program</li> <li>• Improving Inter-Professional Communication Seminar</li> </ul>	<ul style="list-style-type: none"> <li>• Prescribing Controlled Drugs Course</li> <li>• Clinical Competence Assessment and Educational Intervention</li> <li>• Practice Monitoring Program</li> </ul>	<ul style="list-style-type: none"> <li>• Improving Inter-Professional Communication Seminar</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced Patient Communication Seminar</li> </ul>	<ul style="list-style-type: none"> <li>• Medical Record Keeping Seminar</li> <li>• Medical Record Keeping Follow-up Program</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical Competence Assessment/Educational Intervention Program</li> <li>• Practice Monitoring</li> <li>• Prescribing Controlled Drugs Course</li> <li>• Management Seminar</li> <li>• Fitness for Duty Evaluation or Late Career Screen</li> <li>• Privileging/Credentialing Screen</li> </ul>	<ul style="list-style-type: none"> <li>• Reentry to Clinical Practice Program</li> <li>• Prescribing Controlled Drugs Course</li> <li>• Management Seminar</li> <li>• Medical Record Keeping Seminar</li> <li>• Communication Seminars</li> </ul>	<ul style="list-style-type: none"> <li>• Practice Monitoring Program</li> </ul>

For more information: visit our website [www.cpepdoc.org](http://www.cpepdoc.org) or contact us at 303-577-3232

## CPEP Programs

<p><b><u>PROBE (Professional/ Problem-based Ethics)</u></b> This 2.5-day non-adversarial ethics and boundaries educational intervention for healthcare professionals referred by regulatory bodies or other oversight entities. Intensive discussions and case analyses facilitate participant "probing" into his/her ethical missteps. Written report provided; grading is pass/fail.</p> <p><b><u>PROBE Plus</u></b> <i>Optional</i> six-month follow-up program.</p>	<p><b><u>Prescribing Controlled Drugs</u></b> This 3-day course, offered in collaboration with the Vanderbilt Center for Professional Health, teaches appropriate prescribing practices, facilitates an understanding of personal motivations and responsibilities in the patient encounter, and cultivates skills in substance abuse identification.</p>	<p><b><u>Improving Inter-Professional Communication</u></b> This 2.5-day course is designed to give healthcare professionals the skills they need to employ professional and effective communication in the workplace. Participants learn how to recognize personal communication styles, improve medical team dynamics and patient care outcomes, and support behavior change.</p>	<p><b><u>Enhanced Patient Communication</u></b> This 10-hour seminar is designed to help clinicians refine and enhance their patient communication skills. The seminar is personalized to address each learner's specific "hot button" issues and educational needs. Participants practice new skills with simulated patients and receive individualized coaching.</p>	<p><b><u>Medical Record Keeping Seminar</u></b> A 1-day seminar designed to teach more efficient, effective methods of documenting patient care.</p> <p><b><u>Follow-up Program</u></b> <i>Optional</i> six-month program includes chart reviews every two months and detailed feedback to help participants integrate new skills into daily practice. Written reports provided; pass/fail determination.</p>	<p><b><u>Competence Assessment and Education Program</u></b> In-depth evaluation and education program tailored to the professional's specialty and practice. Provides detailed information about clinical competence and offers personalized educational solutions to address concerns of oversight agencies and referring organizations.</p> <p><b><u>Late Career Screen or Fitness for Duty Evaluation</u></b> Objective screening or in-depth evaluation for clinicians when there are questions about competence related to age or significant health events.</p>	<p><b><u>Reentry to Clinical Practice Program</u></b> Designed for clinicians returning to practice after a voluntary absence, the program provides a 1-2 day focused skills evaluation and a personalized reentry plan that helps professionals meet their goal of safely returning to clinical practice.</p>	<p><b><u>Practice Monitoring Program</u></b> Provides on-going monitoring for clinicians under sanction by state licensing boards or hospitals. The program is designed to meet the specific requirements of the individual's Board action and can include regular chart reviews and site visits by qualified consultants. Duration varies based on stipulation.</p>
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## Target Audience

Any healthcare professional (multidisciplinary)	Healthcare professionals who prescribe controlled substances and/or treat patients with chronic pain	<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Physician assistants</li> <li>• Adv. Practice Nurses</li> <li>• Other advanced practice clinicians</li> </ul>	<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Physician Assistants</li> <li>• Adv. Practice Nurses</li> <li>• Dentists</li> <li>• Other clinicians</li> </ul>	<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Physician Assistants</li> <li>• Adv. Practice Nurses</li> <li>• Podiatrists</li> <li>• Dentists</li> <li>• Other clinicians</li> </ul>	<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Physician Assistants</li> <li>• Adv. Practice Nurses</li> <li>• Podiatrists</li> </ul>	<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Physician Assistants</li> <li>• Adv. Practice Nurses</li> <li>• Podiatrists</li> </ul>	<ul style="list-style-type: none"> <li>• Physicians</li> <li>• Physician Assistants</li> <li>• Adv. Practice Nurses</li> <li>• Podiatrists</li> </ul>
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## Fees\* and CME\*\*

<p><b><u>PROBE</u></b> Fees: Tier I: \$1,850 Tier II: \$2,295  CME: 25.25 Credits</p> <p><b><u>PROBE Plus</u></b> Fee: \$2,500</p>	<p><b><u>Prescribing Controlled Drugs</u></b> Fee: \$2,700 CME: 24.5 Credits</p>	<p><b><u>Improving Inter-Professional Communication</u></b> Fee: \$2,500 CME: 19 Credits</p>	<p><b><u>Enhanced Patient Communication</u></b> Fee: \$1,750 CME: 11 Credits</p>	<p><b><u>Medical Record Keeping Seminar</u></b> Fee*: \$1,095 CME: 10 Credits</p> <p>*COPIC-insured: \$300 discount</p> <p><b><u>Follow-up Program</u></b> Fee: \$1,650</p>	<p><b><u>Assessment/Education</u></b></p> <ul style="list-style-type: none"> <li>• Assessment: \$10,500 - \$14,500</li> <li>• Education Plan: \$2,000 - \$2,750</li> <li>• Monthly monitoring: \$750 - \$950</li> </ul> <p><b><u>Late Career Screen and Fitness for Duty</u></b> Call for pricing</p>	<p><b><u>Reentry Program</u></b></p> <ul style="list-style-type: none"> <li>• Evaluation and Reentry Plan: \$10,500 - \$14,500</li> <li>• Monthly monitoring: \$750 - \$950</li> <li>• Primary Care Reentry: \$6,500</li> </ul>	<p><b><u>Practice Monitoring Program</u></b></p> <ul style="list-style-type: none"> <li>• Enrollment fee: \$1,500</li> <li>• Fee per Chart Review: Varies from \$2,000 to \$2,750 based on specialty, stipulation and other factors</li> </ul>
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\* 2022 enrollment fees; subject to change

\*\* All CME is AMA PRA Category 1 Credit; AAFP credit available for some seminars

# Enhanced Patient Communication:

*Building Compassion, Communication and Trust*

Offered Remotely via *CPEP LIVE™*



The *Enhanced Patient Communication* seminar is designed to help clinicians refine and enhance their patient communication skills. The intensive 10-hour program allows participants to personalize the learning experience to address specific interests and "hot button" issues. Participants have multiple opportunities to practice new skills and receive individualized feedback.

Enrollment is limited to eight participants, allowing each clinician the opportunity to identify and work on individual goals. The seminar includes a behavior style profile, interactive discussions, a session on provider well-being and resilience, simulated patient exercises, and development of a personal Plan of Action identifying steps each participant can take to improve patient communication.

Each participant receives a post-seminar report with recommendations from the faculty. The report and the participant's Plan of Action can be released to a third party if requested by the participant.

Through this seminar, participants will:

- Understand how behavior style and personal history impact communication with patients
- Improve understanding and mastery of principles of effective clinician-patient communication
- Strengthen communication skills through practice with and feedback from simulated patients
- Enhance skills in managing challenging communication situations through identification of their own "hot button" issues, such as difficult patient encounters, communicating unanticipated adverse outcomes, saying no, navigating "the list," or motivating patients to change

**Schedule:** This seminar is offered remotely via *CPEP LIVE (Live, Interactive Video Education)*.

**Day 1:** 6:00 PM – 8:30 PM Mountain Time

**Day 2:** 8:00 AM – 5:00 Mountain Time

**Follow-up Program:** An *optional* program provides follow-up and accountability to support improved communication and behavior change. The program offers six one-hour coaching sessions with a faculty member.

**Who should attend?** The seminar is targeted at clinicians who wish to improve their skills in this critical area. It is also designed to fulfill licensing board or credentialing recommendations for education. Physicians, physician assistants, advanced practice nurses, podiatrists, dentists and other healthcare professionals are also invited to attend.

**Fees and CME:** The Seminar fee is \$1,750. The Follow-up Program has a separate enrollment and fee. This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of UHealth Southern Region and CPEP.

UHealth Southern Region is accredited by the Colorado Medical Society to provide continuing medical education for physicians.

UHealth Southern Region designates this live course for a maximum of 11.0 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

For more information,  
visit the CPEP website at <http://www.cpepdoc.org>  
or call 303-577-3232

# Improving Inter-Professional Communication

## *Working Effectively in Medical Teams*

Offered Remotely via **CPEP LIVE™**



When communication problems strain colleague or staff functions, they can have a significant impact on patient care, and on team effectiveness. Healthcare professionals often do not realize how their communication may compromise patient care and impact their work satisfaction. This seminar is designed to give participants the skills they need to employ professional and effective communication in the workplace.

Participants will gain insight and develop strategies and skills to:

- Recognize individual behavior/communication styles and how those styles impact work teams
- Improve medical team member dynamics and patient care outcomes
- Support and maintain behavior change which positively impacts team member dynamics over time
- Develop strategies to increase resiliency, manage stress, and improve frustration tolerance

### ***Seminar Details***

Sessions are personalized to meet the participants' needs. Enrollment per session is limited to 13 participants and includes a behavior style profile, interactive discussions, simulated work encounters, and development of a personal Plan of Action identifying steps each to improve team communication. **This seminar is offered via CPEP LIVE (Live, Interactive Video Education).**

Three faculty members with expertise in peer communication and team interactions lead each session. Each participant receives a post-seminar report with recommendations from the faculty. The report and the participant's Plan of Action can be released to a third party if requested by the participant.

### ***Optional Follow-up Program***

An *optional* follow-up program is available to provide coaching with a qualified expert.

### ***Who should attend?***

This seminar is tailored to assist physicians and advanced practice professionals who could benefit from an improved understanding of how they communicate with their colleagues. It is also designed to fulfill licensing board or credentialing requirements or requirements for education.

*The seminar is not designed to address significant disruptive behavior or anger management issues, physically aggressive behavior in the workplace, or untreated mental health conditions such as substance abuse or psychiatric conditions.*

**Fee:** The fee for the seminar is \$2,500. The follow-up program has a separate enrollment and fee.

**CME:** This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of UCHHealth Southern Region and CPEP.

UCHHealth Southern Region is accredited by the Colorado Medical Society to provide continuing medical education for physicians. UCHHealth Southern Region designates this live course for a maximum of 19.0 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

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## IIPC FOLLOW-UP PROGRAM

Research suggests that individual efforts to sustain change over time are best supported by engaging the assistance of other resources rather than relying on one's own good intentions. For that reason, CPEP offers a six session individualized Follow-up Program to the Improving Inter-Professional Communication Seminar (Seminar).

The goal of the Follow-up Program is to *support the Participant in actualizing his/her Action Plan for Sustained Change, which is developed during the Seminar*. A Seminar faculty member will work with the Participant as an Accountability Partner to provide on-going feedback, coaching and support to help achieve meaningful improvement in communication and team interactions.

### **The Accountability Partner will help the Participant:**

- Create specific goals related to what he/she wants to accomplish
- Select the first steps to take after the Seminar
- Select an approach to sustaining new behaviors that cement the desired changes of the Participant
- Identify barriers to success as well as opportunities for success in every interaction
- Develop the habit of intentional behavior
- Continue exploration of his/her particular environmental or personal triggers and how to manage them
- Engage in a supportive and safe accountability process with positive and affirming reinforcement

### **Enrollment, Logistics and Fees**

Participation in the Follow-up Program is *optional*. The Follow-up Program may be requested by a Seminar participant or by an employer or referring organization (if applicable), or it may be recommended by the Seminar faculty as part of the post-class, participant feedback process.

Upon enrollment, CPEP will assign an Accountability Partner to work with the Participant. The Participant may indicate a preference for the Accountability Partner; however, CPEP has the final decision regarding which faculty member is assigned.

The Follow-up Program provides six individual coaching sessions to be completed in six months or less. Time frames can vary, as guided by the Accountability Partner and agreed to by the Participant. The Accountability Partner and the Participant will meet on a regular basis, typically once or twice monthly. Sessions can be held face-to-face (as location allows) or via video conferencing or telephone.

The Follow-up Program includes a separate enrollment process and fee of \$1,950. For more information, or to enroll, call CPEP at 303-577-3232 and ask to speak with the Seminars Department.



# Medical Record Keeping Seminar & Personalized Implementation Program

Offered Remotely via *CPEP LIVE™*



## *Improving Patient Safety Through Effective Record Keeping*

This practical Seminar teaches efficient methods of documenting patient care, including effective use of Electronic Medical Records (EMR). Participants gain an understanding of the medico-legal implications of documentation, learn new strategies for overcoming barriers to effective record keeping, and leave with a concrete action plan for immediate improvement. The seminar is individualized to address the practice specialty of each participant and includes an optional pre-seminar review of patient charts submitted by the participant.

Upon completion of the one-day seminar, participants have the option of enrolling in the six-month Personalized Implementation Program (PIP). PIP is a follow-up program that provides in-depth chart reviews and detailed feedback to participants to help them integrate their newly acquired documentation skills into daily practice. *See back of flyer for details.*

### **What do participants say about the Medical Record Keeping Seminar?**

*"This seminar was great — wish I could have been here many years back."*

*"Because of this course, I will chart my thought process better and more accurately. The information on EMR was very insightful and valuable."*

### **Where is the seminar offered?**

This seminar is offered remotely via *CPEP LIVE* (Live, Interactive Video Education).

### **Who should attend?**

The seminar is most applicable to the documentation needs of physicians, physician assistants, advanced practice nurses and podiatrists. Other healthcare professionals, such as dentists, may also benefit from the principles and content presented in the seminar and may participate in the follow-up program.

**Fee:** The cost of the Seminar is \$1,095.

**CME:** This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of UHealth Southern Region and CPEP.

UHealth Southern Region is accredited by the Colorado Medical Society to provide continuing medical education for physicians.

UHealth Southern Region designates this live course for a maximum of 10.0 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

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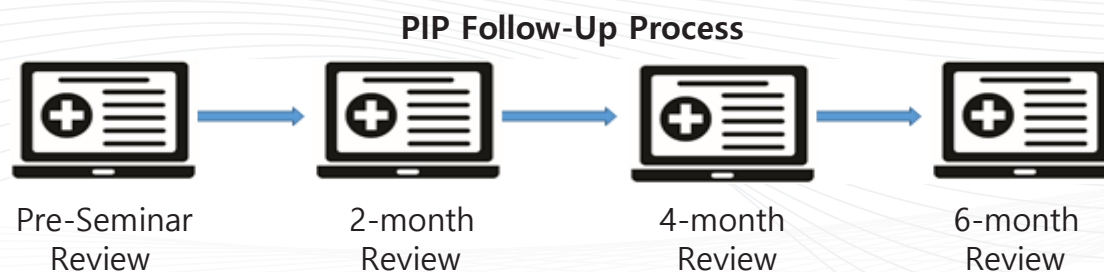
## Change is a Process, not an Event

As participants return to their demanding clinical practices, they benefit from ongoing feedback to implement what they learned in the seminar. The *Personalized Implementation Program* (PIP) provides six months of follow-up, allowing participants time to incorporate feedback and demonstrate improvement in patient care documentation. PIP fosters long-term improvement as participants actively apply the techniques they've learned to their own practice.

PIP is an optional program for participants who have completed the Medical Record Keeping Seminar.

## What does PIP involve?

Participants submit three charts to CPEP at two, four and six months. Expert reviewers provide detailed written feedback; verbal feedback is available upon request. Participants receive concrete suggestions for improvement at each point in the process.



*Feedback at Each Point Supports Behavior Change*

## Final Report and Grade

At the end of the six-month program, participants receive a final report and grade of either Pass or Fail. The report can be released to a third party if requested the participant.

Successful participants will consistently provide charts that:

- Are clear, concise and complete
- Accurately reflect the care provided
- Convey the rationale for the diagnosis or treatment plan

## Enrollment and Fee

Attendance at the Medical Record Keeping Seminar is a prerequisite. It is recommended that participants enroll within one month following the seminar. PIP has a separate enrollment process. The fee for PIP is \$1,650.

# Prescribing Controlled Drugs: *Critical Issues and Common Pitfalls*©

Offered Remotely via CPEP LIVE™



CPEP, in collaboration with the Vanderbilt Center for Professional Health, offers the highly regarded **Prescribing Controlled Drugs: Critical Issues and Common Pitfalls**© course. This course is designed to give participants the knowledge and skills to prescribe controlled substances with confidence, and to improve their systems for managing these patients.

Through the course, participants will learn appropriate prescribing practices, gain an understanding of personal motivations in the patient encounter as understood within the framework of family systems theory, discuss personal responsibilities with patients, and cultivate new skills in substance abuse identification. Participants have the opportunity to practice their new skills with simulated patients and receive individualized coaching from the faculty.

The course is taught by a multi-disciplinary team with expertise in prescribing controlled substances and identifying substance use disorders. The faculty include a physician, a psychologist, and a substance abuse counselor/family educator.

## What will participants learn?

Participants will:

- Receive current information on proper prescribing practices for controlled substances
- Understand how to implement SBIRT to identify potential chemical dependency
- Recognize risky prescribing practices and identify strategies to avoid them
- Gain an understanding of state prescription drug monitoring programs and how to use them
- Identify personal motivations in patient encounters

## Who should attend?

The course is appropriate for any healthcare professional who prescribes controlled substances. The course may be particularly helpful to professionals who wish to improve their comfort level and skills managing patients on chronic controlled substances (e.g. opioids, benzodiazepines, stimulants) and to professionals who have been cited for inappropriate prescribing, such as prescribing large quantities, prescribing for non-patients (e.g. family members or friends), or prescribing to patients with known histories of substance abuse.

**Fee:** The course fee is \$2,700.

**Schedule:** This seminar is offered remotely via **CPEP LIVE (Live, Interactive Video Education)**.

**CME:** This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of UHealth Southern Region and CPEP.

UHealth Southern Region is accredited by the Colorado Medical Society to provide continuing medical education for physicians. UHealth Southern Region designates this live course for a maximum of 24.5 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

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# The *PROBE* Program: Professional/Problem-Based Ethics

Offered Remotely via *CPEP LIVE™*



The *PROBE Program* is a non-adversarial ethics and boundaries educational intervention. This personalized Program targets participants' professional misconduct. Intensive discussions and case analysis facilitate the participant "probing" into their ethical misstep and recommitting to professional ideals.

The Program is designed to fulfill regulatory body or credentialing requirements for ethics remediation. To date, more than 2,400 participants have attended from all 50 states and seven Canadian provinces.

The multi-disciplinary faculty have expertise in healthcare ethics and come from a variety of public, private, and academic centers in the U.S. and Canada. Enrollment per session is limited to 14 participants.

## **What types of violations or infractions are addressed by *PROBE*?**

Participants are referred for a variety of ethics violations or unprofessional conduct. Examples include, but are not limited to:

- Boundary violations in the practice of health care including, but not limited to, sexual misconduct, drug diversion, dual relationships, and prescription of controlled substances to non-patients
- Privacy and respect violations
- Misrepresentation, falsification of credentials, or failure to disclose
- Financial or billing irregularities
- Disruptive behavior and communication issues
- Failure to adequately inform patients in obtaining consent
- Misuse of social media or electronic medical records
- Failure in supervisory roles

## **Where is *PROBE* offered?**

All *PROBE* sessions for both U.S. and Canadian participants are currently conducted remotely via *CPEP LIVE* (*Live, Interactive Video Education*) using the Zoom platform. Check for a session in your preferred time zone.

## **Who should attend *PROBE*?**

*PROBE* is open to all healthcare professionals and trainees. This includes physicians, physician assistants, nurses, pharmacists, dentists and dental assistants, occupational and physical therapists, chiropractors, medical students, residents, and others. Every session is multi-disciplinary and is never restricted to one specialty or degree.

*Continued*

## What do past participants have to say about *PROBE*?

"The faculty allowed us to express ourselves, helped us to find words, never were condescending or judgmental, always were clear and concise and easy to understand and follow."

"The course offers an excellent framework in objectively assessing transgressions."

"It gave me a chance to appreciate my regulatory body's/society's perspective."

"The faculty were excellent. They . . . were very educated about the material they presented. I didn't feel judged or embarrassed about why I was here."

## What does *PROBE* include?

The 16-hour Program includes didactic sessions and group discussions as well as pre- and post-program assignments. After the Program, participants prepare and submit a final essay demonstrating their understanding of the Program content and the ability to apply the content to the reasons for referral. Participants receive a certificate of completion and final grade.

## What are the possible outcomes?

There are three possible outcomes for participants in the *PROBE* Program.

*Unconditional Pass:* Participant has demonstrated the ability to think ethically about their reason for referral.

*Conditional Pass:* Participant has largely demonstrated the ability to think ethically about their reasons for referral, but the faculty believe there are still certain areas that could benefit from additional work.

*Fail:* Participant has not demonstrated the ability to think ethically about their reasons for referral.

*Note: Many licensing and credentialing bodies require a grade of Unconditional Pass in order to fulfill their requirements.*

## What is the Program fee?

Enrollment fees are tiered by profession and training level. *See website for details.*

## CME

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of UHealth Southern Region and CPEP.

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# Clinical Competence Assessment and Education Program



CPEP's **Clinical Competence Assessment Program** offers a variety of benefits to participating clinicians and to the organizations that refer them:

**Objectivity:** CPEP is an independent non-profit organization. Our assessments are free of bias, offering fairness to participants and credibility to those who refer them

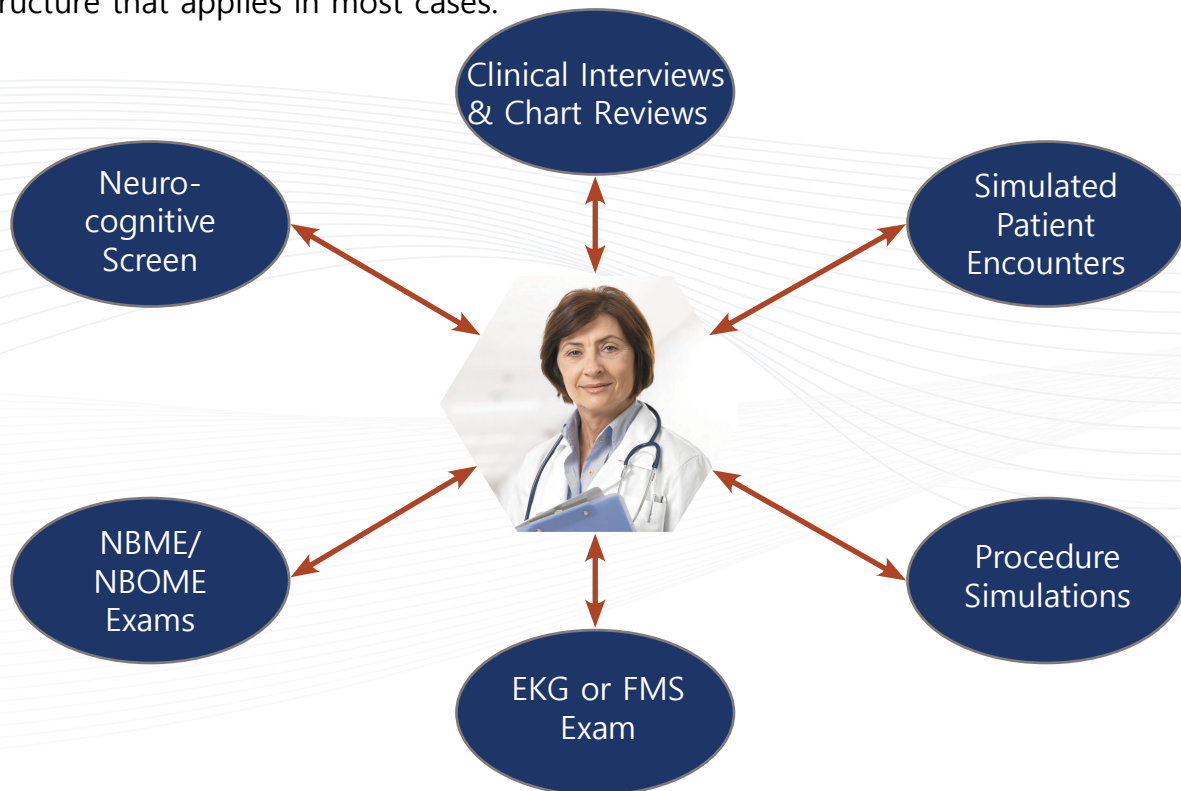
**Comprehensiveness:** CPEP assessments provide a "deep dive" into participants' overall clinical knowledge, clinical judgment and skills, documentation and communication

**A path forward:** CPEP assessments provide the basis for an educational plan that addresses opportunities for improvement in core competencies

**Professionalism:** We treat our participants with dignity and respect

## Components of an Assessment

Each assessment is individually tailored to the participant's specific needs. However, there is a common structure that applies in most cases:



- Structured clinical interviews are key components of the assessment process.
  - Each assessment includes 2 – 4 clinical interviews conducted by matched-specialty consultants.
  - Participants submit 24 – 40 patient charts (if available) to be reviewed in the assessment.
  - Each consultant conducts a 90-minute interview and reviews approximately 8–10 patient charts from the participants' practice.
  - CPEP has a pool of more than 300 community-based (80%) and academic (20%) clinicians. Consultants are chosen to have similar specialty and scope of practice as the participant.
- Most assessments also include:
  - A computerized neurocognitive screen examining basic cognitive functions, such as memory and reaction time.
  - Simulated patient encounters that assess communication and documentation skills.
- Participants who perform procedures may take part in procedure simulations to assess technical skills.
- Participants interpret EKG tracings or fetal monitoring strips, if relevant to their practice.
- Written multiple choice exams from the NBME, NBOME, or NCCCPA may be used, if appropriate.

### Who should participate, where are Assessments held and how long does it take?

The Assessment Program is designed for Physicians, Physician Assistants, Advanced Practice Nurses, and Podiatrists. **Pre-COVID, CPEP assessments were scheduled at either our Denver, CO headquarters or at our east coast location in Raleigh, NC. At present, all assessments are being done remotely via video conference.** In general, we need about 4 to 6 weeks lead time to prepare for an assessment. Time on-site for the assessment itself is usually limited to two days, and a detailed, formal report is sent out in approximately 10 to 12 weeks.

### What happens if educational needs are identified?

If the assessment reveals educational needs, those areas will be outlined in a detailed report along with the rationale for those conclusions and educational recommendations. *See Education Program below for next steps.*

### How much does an Assessment cost?

The cost of an assessment varies depending upon the profession and specialty of the individual as well as the scope of the assessment. Contact CPEP for details. Discounts available for Colorado clinicians.

*CPEP Assessment fees do not include food, lodging, or transportation. Please note that some assessment activities may take place in locations around the Denver or Raleigh/Durham metro areas. Uber, cab or car rental are options for transportation.*

### What is the Education Program?

If requested by the participant or referring agency, the participant may enroll in the **Education Program**. In this Program, CPEP develops a detailed, step by step plan to address educational needs identified in the Assessment and works with the participant to implement the plan. Educational activities are generally completed in the participant's home community as he/she continues in clinical practice. A CPEP Associate Medical Director guides the process and regular reports are provided to the participant and referring agency.

Each Plan is unique, but generally consists of the following:

- Self-directed study of evidence-based literature
- Accredited CME activities focused on educational goals
- Meetings with preceptor, including chart reviews, topic discussions, and, in some cases, observation of patient care

*The Education Program has separate enrollment and fees. Contact CPEP for details.*

### Ready to get started?

Call us in Denver at 303-577-3232 (select option 1) or in Raleigh at 919-238-6436

You may also e-mail us at [info@cpepdoc.org](mailto:info@cpepdoc.org)

One of our assessment professionals will be happy to answer your questions

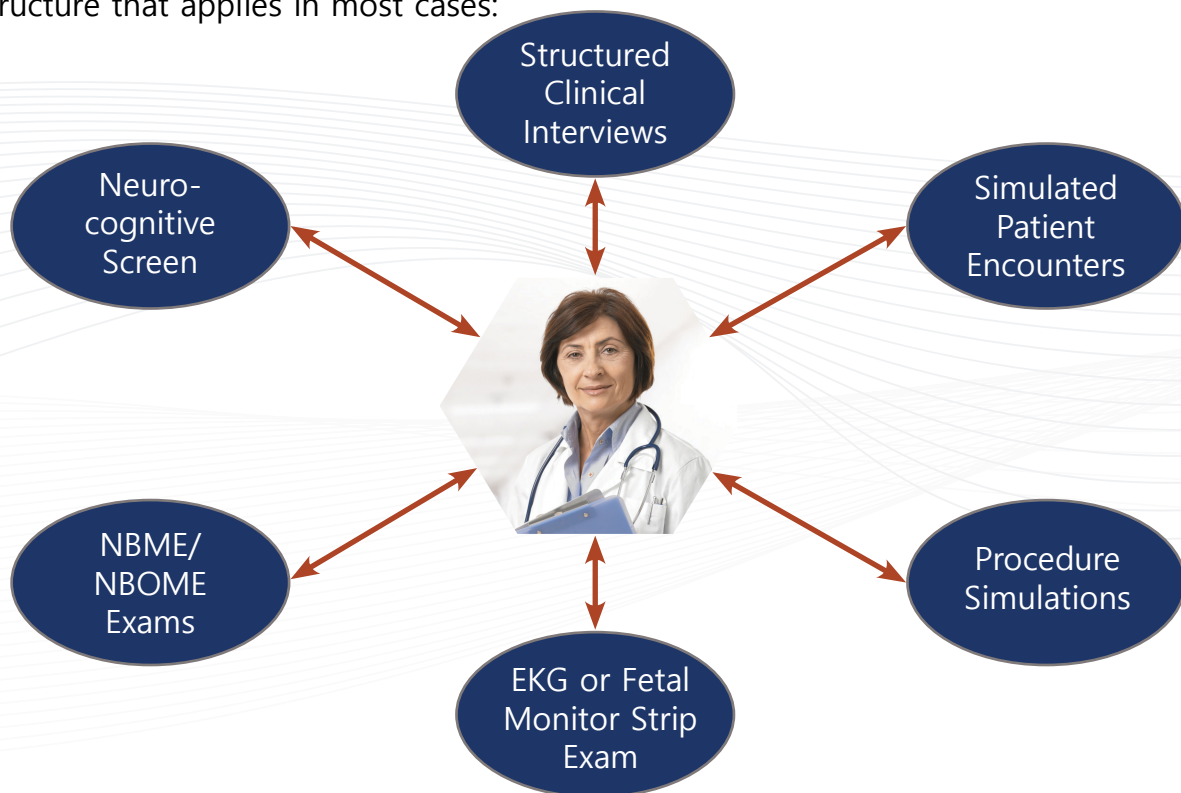
## Back in the Saddle

Many clinicians step away from patient care for a variety of reasons. The desire to raise a family, spend time in administrative medicine or research, or other lifestyle choices are common examples. Clinicians seeking to reenter practice often need to demonstrate competence to licensing boards or prospective employers. They may also need educational support and resources to be successful.

CPEP's Reentry to Clinical Practice (RCP) Program is here to help these professionals return to practice in a safe and confident manner. The RCP Program is personalized based on the clinician's specific needs, profession, specialty, and anticipated scope of practice. It begins with an evaluation of clinical skills and the development of a personalized Reentry Plan.

## Components of an Evaluation

Each evaluation is individually tailored to the participant's specific needs. However, there is a common structure that applies in most cases:



- "The evaluation process includes:
  - 7-10 structured clinical interviews with a physician or nurse practitioner who will conduct the interviews"
- A cognitive evaluation consisting of:
  - 5-10 multiple-choice questions related to clinical practice
  - A written exam on clinical practice
- A simulated patient encounter where you will be asked to perform a procedure
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### Who should participate, where are Evaluations held and how long does it take?

The RCP Program is designed for Physicians, Physician Assistants, Advanced Practice Nurses, and Podiatrists. **All CPEP Rentrys are conducted remotely through videoconference, with the exception of technical simulation testing components for a limited number of specialties.** In general, there is a 4 to 6 week lead time to prepare for an evaluation. Time on-site for the evaluation itself is usually 1 to 2 days, and final reports are completed in approximately 10 to 12 weeks.

### What happens if educational needs are identified?

If the evaluation reveals opportunities for refreshment of knowledge or skills, those areas will be noted in the Evaluation Report. The Evaluation Report includes a detailed reentry plan to address the participant's educational needs. *See Reentry Education Program below for next steps.*

### How much does an Evaluation cost?

The cost of an evaluation varies depending upon the profession and specialty of the individual, as well as the scope of the evaluation. Contact CPEP for details.

### What is the Reentry Education Program?

Participants may elect to address the reentry recommendations on their own or to enroll in CPEP's Reentry Education Program following the evaluation. In this Program, CPEP works with the participant to implement the Reentry Plan provided in the Evaluation Report. Educational activities are generally completed in the participant's home community as they transition into clinical practice. A CPEP Associate Medical Director guides the process, and regular reports are provided to the participant and referring agency or employer, if applicable.

Each Plan is unique, but generally consists of the following:

- Self-directed study of evidence-based literature
- Accredited CME activities focused on educational goals
- Meetings with a preceptor, including chart reviews, topic discussions, and, in some cases, observation of patient care

*The Reentry Education Program has separate fees. Contact CPEP for details.*

### Ready to get started?

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One of our reentry professionals will be happy to answer your questions