

**MEDICAL STAFF
ORGANIZATION MANUAL**

**CUMBERLAND MEDICAL
CENTER**

ORGANIZATION MANUAL

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ARTICLE 1

GENERAL

1.A DEFINITIONS

The definitions and other general provisions that apply to all the Medical Staff documents are set forth in the Medical Staff Bylaws.

ARTICLE 2

CLINICAL DEPARTMENTS

2.A LIST OF DEPARTMENTS

Clinical departments of the Medical Staff shall be:

Medicine
Surgery
Hospital Based Medicine

2.B DEPARTMENT OF MEDICINE

The Department of Medicine will include: Cardiology, Family Medicine, Internal Medicine, Nephrology, Neurology, Oncology, Pediatrics, Pulmonology, Rheumatology, and Critical Care.

2.C DEPARTMENT OF SURGERY

The Department of Surgery will include: General Surgery, Obstetrics & Gynecology, Ophthalmology, Orthopedics, Otorhinolaryngology, and Urology.

2.D DEPARTMENT OF HOSPITAL BASED MEDICINE

The Department of Hospital Based Medicine will include: Anesthesiology, Emergency Medicine, Hospitalist Medicine, Pathology, Radiology, and Radiation Oncology.

2.E DEPARTMENT SECTIONS

Each Department shall have Sections of each represented discipline. Each Section shall have a Section Chief. The Sections will be:

2.E.1 Department of Medicine

1. Cardiology Medicine Section
2. Family Medicine Section
3. Internal Medicine Section
4. Nephrology Section
5. Neurology Section
6. Oncology Section
7. Pediatrics Section

8. Pulmonology Section
9. Rheumatology Section
10. Critical Care

2.E.2 Department of Surgery

1. General Surgery Section
2. Obstetrics & Gynecology Section
3. Ophthalmology Section
4. Orthopedics Section
5. Otorhinolaryngology Section
6. Urology Section

2.E.3 Department of Hospital Based Medicine

1. Anesthesiology Section
2. Emergency Medicine Section
3. Hospitalist Medicine Section
4. Pathology Section
5. Radiology Section
6. Radiation Oncology Section

ARTICLE 3

MEDICAL STAFF COMMITTEES

3.A. MEDICAL STAFF COMMITTEES AND FUNCTIONS

- (1) This Article outlines the Medical Staff Committees that carry out performance improvement and peer review functions.
- (2) Procedures for the appointment of Committee chairs and members of the Committees are set forth in the Medical Staff Bylaws.

3.B. MEETINGS, REPORTS, AND RECOMMENDATIONS

Unless otherwise indicated, each Committee described in this Manual shall meet as necessary to accomplish its functions and shall maintain a record of its findings, proceedings, and actions in accordance with Covenant Health System's retention policy. Each Committee shall make a timely written report after each meeting to the Executive Committee and to other Committees and individuals as may be indicated in this Manual.

3.C. BYLAWS COMMITTEE

3.C.1. Composition:

The Bylaws Committee shall consist of Active Staff members broadly representative of the specialty mix of the Staff.

3.C.2. Duties:

The Bylaws Committee shall:

- (a) consider and propose Bylaws and related Policies, Manuals and Rules and Regulations, and amendments thereto;
- (b) review suggestions for changes presented by individuals and committees;
- (c) review the Bylaws, Policies, Manuals, and Rules and Regulations and amendments thereto on an ongoing basis and as necessary; and
- (d) designate one or more representatives to serve on any similar systemwide committee or working group.

3.D. CREDENTIALS COMMITTEE

3.D.1. Composition:

The Credentials Committee shall consist of at least three (3) members of the Active Medical Staff appointed by the Chief of Staff, one of which is a Past Chief of Staff (if available) in such a manner so as to be broadly representative of the major clinical specialties, the Hospital-based specialties and the Medical Staff at large who have previously served as Chief of Staff, Department Chair or other leadership positions.

3.D.2. Duties:

The Credentials Committee shall:

- (a) evaluate and verify the credentials and qualifications of all applicants for appointment and reappointment and delineation of clinical privileges;
- (b) review and evaluate data and information from OPPE and FPPE processes in making privileging recommendations to the MEC;
- (d) report and make recommendations to the MEC on each applicant for Medical Staff appointment and clinical privileges, including APPs, including specific consideration of the recommendations from the Chair(s) of the Department(s) in which such applicant requests privileges; and
- (e) review and evaluate criteria for clinical privileges developed by the Departments.

3.E. PROFESSIONAL QUALITY AND PEER REVIEW COMMITTEE (PQPR)

3.E.1. Composition:

This Committee will be chaired by the Chief of Staff Elect. Other members will include the Vice Chairs of the Medical Staff Departments, and appropriate administrative and quality representatives.

3.E.2. Duties:

The PQPR Committee will:

- (a) oversee the Ongoing and Focused Professional Practice Evaluation (OPPE and FPPE) policies and processes;
- (b) approve OPPE data elements that are identified by individual departments, and adopt Medical Staff-wide OPPE data elements;

- (c) approve the specialty-specific quality indicators identified by the departments that will trigger the FPPE process;
- (d) identify variances from rules, regulations, policies, or protocols for which an informational letter may be sent to involved practitioners;
- (e) review, assist in the development of, and approve patient care protocols that are recommended by Departments, specialties, or others;
- (f) review cases referred to it;
- (g) develop, when appropriate, performance improvement plans for practitioners;
- (h) monitor and determine that system issues that are identified as part of professional practice evaluation (PPE) activities are successfully resolved;
- (i) work with department chairs to disseminate educational lessons learned from the review of cases pursuant to the PPE Policy, either through education sessions in the department or through some other mechanism;
- (j) perform any additional functions as may be set forth in applicable policy or as requested by the Leadership Council, MEC, System Quality Committee, System Credentials and Clinical Standards Committee, or the Board; and
- (k) meet bi-monthly to review the reports and recommendations of the various Departments and develop its own reports and recommendations with regard to individual practitioners whose care of individual patients has been reviewed.
- (l) report and make recommendations to the Credentials Committee based on Chart Reviews, FPPE and OPPE results.

3.F. PHARMACY AND THERAPEUTICS COMMITTEE

3.F.1. Composition:

The Pharmacy and Therapeutics Committee shall be composed of physicians, APPs and Pharmacy representatives and may appoint one or more representatives to serve on a separate System Pharmacy and Therapeutics Committee.

3.F.2. Duties:

The Pharmacy and Therapeutics Committee shall:

- (a) be responsible for the development and surveillance of all drug utilization policies and practices in order to facilitate optimum clinical results and a minimum potential for hazard;
- (b) assist in the formulation of broad professional policies regarding the evaluation, appraisal, selection, procurement, storage, distribution, use, safety procedures and all other matters relating to drugs in the Hospital;
- (c) serve as an advisory group to the Medical Staff and pharmacists on matters pertaining to the choice of available drugs;
- (d) make recommendations concerning drugs to be stocked on the nursing unit floors and by other services;
- (e) develop and review periodically a formulary or drug list;
- (f) prevent unnecessary duplication in stocking drugs and drugs in combination having identical amounts of the same therapeutic ingredients;
- (g) evaluate clinical data concerning new drugs or preparations requested for use;
- (h) seek to resolve differences which may arise involving drugs or pharmaceuticals between the Pharmacy, Nursing and members of the Medical Staff;
- (i) review significant untoward drug reactions by patients;
- (j) review the appropriateness, safety and effectiveness of the use of antibiotics; and
- (k) evaluate the use of medications.

3.G. PRACTITIONER HEALTH AND WELLNESS COMMITTEE

The Practitioner Health and Wellness Committee shall be composed of members of the Medical Staff of each hospital, and such other executive and professional personnel as the Chief of Staff and the CMO and CAO deem to be of value to the Committee. The Committee shall have the following functions: assisting Medical Staff members who may be in need of support in dealing with health, physical impairment or addiction matters and assisting the Medical Staff and the Hospital in education and training with regard to physician health and impairment. Individual members of the Medical Staff may directly seek the assistance of the Committee, or they may be referred to the Committee by Department leadership, the Leadership Council, the MEC, the Chief of Staff, the CMO or CAO. The Committee shall adopt and implement, subject to the approval of the

MEC and System Credentials and Clinical Standards Committee, policies and procedures to allow it to effectively assist practitioners working with the Committee while recognizing the need for quality care being provided to patients of the Hospital. The Committee shall hold meetings at the call of the Chair, and special meetings at the call of the Chief of Staff or the CAO to address particular situations. It shall report to the Chief of Staff and the MEC in a manner that safeguards confidentiality. In lieu of a hospital-specific Practitioner Health and Wellness Committee, a system-wide committee may be requested by the MEC to perform some or all of these functions.

3.H. OTHER COMMITTEES

- Emergency Department PI Committee
- Obstetrics and Gynecology/ Pediatric PI Committee
- Patient Care PI Committee
- Surgery PI Committee
- Utilization Review PI Committee

ARTICLE 4

SYSTEM COMMITTEES

4.A. SYSTEM PHARMACY AND THERAPEUTICS COMMITTEE

4.A.1. Composition:

The System Pharmacy and Therapeutics Committee shall consist of the chairmen of each facility's Pharmacy and Therapeutics Committee, Clinical and Operational Pharmacy Representatives appointed by the system CMO, informatics pharmacists, Ancillary department representatives ad hoc, and the system CMO.

4.A.2. Duties:

The System Pharmacy and Therapeutics Committee shall be responsible for:

- (a) Defining and reviewing high risk / high cost drug utilization for appropriate use
- (b) Reviewing high risk / high cost new drug entities for formulary
- (c) Creating restrictions and utilization guidelines for high risk / high cost drugs
- (d) Creating and managing drug alerts
- (e) Value analysis and cost containment
- (f) Setting, implementing and tracking goals
- (g) Managing therapeutic substitution list
- (h) Consolidating formulary
- (i) Developing and deploying pharmacy clinical programs and initiatives
- (j) Medication related policy review with system impact
- (k) Monitoring clinical outcomes and regulatory compliance

4.B. SYSTEM INFECTION PREVENTION COMMITTEE

4.B.1. Composition:

The Infection Prevention Committee shall be a system-wide committee with representatives appointed by the Chief of Staff and CAO.

4.B.2. Duties:

The System Infection Prevention Committee shall:

- (a) be responsible for the prevention, investigation and control of infections. The Committee shall establish a system for reporting, evaluating and keeping records of infections among patients and Hospital personnel. The control measures established by the Committee shall include isolation policies, adequate aseptic

techniques, recommendations for a personnel health program, inservice training programs, environmental surveillance and written policies for infection control-related procedures;

- (b) be responsible for the surveillance of Hospital infection potentials, the review and analysis of actual infections, the promotion of a preventive and corrective program designed to minimize infection hazards and the supervision of infection control in all phases of the Hospital's activities; and
- (c) maintain surveillance, implement policies, establish necessary control measures and review antibiotic usage.