

INTEGRIS HEALTH

APPLICANT RED FLAG CREDENTIALING GUIDANCE

- (1) *Individuals seeking initial appointment or reappointment at INTEGRIS Health must first satisfy all of the threshold eligibility criteria set forth in the Medical Staff Credentials Policy (or obtain a waiver following a careful review by the Medical Staff leadership and the Board).*
- (2) *This document applies to any individual who meets the eligibility criteria and submits an application for initial appointment or reappointment that has been deemed complete and processed.*
- (3) *When any of the following “red flag” events or circumstances are identified during the processing of such an application, they will be (i) fully reviewed and evaluated in accordance with INTEGRIS Health policies prior to any recommendation being made regarding the application, and (ii) will be identified for the Board as part of the Credentialing/Privileging Report.*

TRAINING

- The applicant was subject to probationary terms, discipline, or restrictions during his or her participation in a training program.
- The applicant took longer than the standard number of years to successfully complete a training program.
- The applicant failed to successfully complete a training program and transferred to a second training program.
- The confidential assessment of the applicant’s performance received from the training program raised questions or concerns.

LICENSURE

- The applicant’s license to practice in any state or jurisdiction is subject to a pending investigation by a professional licensing agency.
- The applicant obtained a license to practice in a state where the applicant never practiced.

WORK HISTORY

- There are questionable or unexplained gaps in the applicant’s work history.
- The applicant has relocated several times within a relatively short period of time.
- The applicant has been subject to a focused review (other than for the initial grant of clinical privileges) or an investigation by a hospital or other health care facility.

- Within the last five years, the applicant has had conditions imposed on his or her appointment and clinical privileges pertaining to clinical practice, professional conduct, or health, or has voluntarily agreed to such conditions. This includes, but is not limited to, performance improvement or voluntary enhancement plans, consultation requirements, proctoring, or additional training requirements.
- The applicant agreed to voluntarily refrain from exercising clinical privileges pending a focused review or investigation regarding the applicant.
- The applicant was the subject of a formal investigation or adverse professional review recommendation at any health care facility.
- The applicant was the subject of an automatic relinquishment of appointment and/or clinical privileges.
- The applicant took a leave of absence from a hospital Medical Staff or group practice.
- The applicant has withdrawn an application for appointment, reappointment, or clinical privileges at a hospital or health care facility before a final decision was made by the governing board.
- The applicant's employment status with a practice group has been involuntarily terminated, regardless of whether that termination is described as "without cause."

REFERENCES

- Any health care organization or individual from whom a reference or hospital affiliation verification was sought has (i) declined to recommend the individual or (ii) otherwise raised questions or concerns about the individual's clinical performance, professional conduct, or health.

MALPRACTICE HISTORY

- The applicant has had individual cases involving unexpected death or serious injury or a pattern or trend of malpractice judgments or settlements that is unusual for the clinical specialty at issue (or any other issues related to malpractice history that raise questions or concerns). (*Reference INTEGRIS Health Guidelines for Evaluating Malpractice Judgments and Settlements for Credentialing and Privileging.*) **[Include last parenthetical if INTEGRIS Health ever develops such guidelines, delete if not.]**

HEALTH

- The applicant is currently participating in a treatment/monitoring program (including any follow-up contracts that mandate random drug testing or other conditions) or has completed his or her participation in such a program within the past five years.
- A health issue is identified that raises concerns about the applicant's ability to safely and competently exercise the clinical privileges requested and perform the duties and responsibilities of appointment.