Approved by the Board of Trustees

May 22, 2025

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Board Meeting

May 22, 2025

DELEGATE AUTHORITY TO REVIEW UNIVERSITY OF ILLINOIS HOSPITAL AND CLINICS MEDICAL STAFF CORRECTIVE ACTION RECOMMENDATIONS, CHICAGO

**Action:**  Delegate Authority to Review University of Illinois Hospital and Clinics Medical Staff Corrective Action Recommendations

**Funding:**  No new funding required

This item relates to the provisions of the University of Illinois Hospital and Clinics (Hospital) Medical Staff Bylaws (Bylaws) that require review by the Board, as the Hospital’s governing body under the Bylaws, of a recommendation of corrective action by the Medical Staff Executive Committee (MSEC).

The Medical Staff Bylaws provide the legal and professional structure for medical staff operations, delineate the relationship with the Board of Trustees as the governing body, and set forth the terms and conditions for applicants to and members of the medical Staff. This last category includes the conditions and process pursuant to which a medical staff member may be subject to corrective action, including termination, suspension, or other restriction of membership and clinical privileges. Corrective action involving a practitioner may be considered for causes including:

* + - the activities or professional conduct jeopardizes or may jeopardize the safety of a patient, visitor, or employee, or the continued proper functioning of the Hospital, or the reputation of the Hospital;
    - unethical or unprofessional conduct or conduct detrimental to the Hospital or medical staff, including failure to observe the Hospital’s Code of Conduct;
    - professional incompetence, or incapacity, including that caused by an impairing physical, psychiatric, or emotional illness;
    - failure to observe the medical staff, University, college(s), or Hospital requirements, guidelines, and policies;
    - failure to carry out medical staff or other clinical assignments, including committee or departmental assignments;
    - unsuccessful collegial intervention; or
    - other reasonable causes.

Under the Bylaws, an officer of the medical staff, the Hospital chief executive officer, or a member of the governing body or authorized designee may recommend corrective action involving a medical staff practitioner. Such recommendation for corrective action shall be presented to the president of the medical staff or the chief medical officer. The recommendation for corrective action shall, additionally, be shared with the chief of clinical service and the member in addition to any supporting information and other materials collected as part of its review in advance of this interview. Within 30 days of receipt of the recommendation, the president or the CMO, or designee, will bring forth the recommendation for corrective action to the MSEC. The MSEC may recommend formation of an ad hoc committee to further review the recommendation for corrective action. The ad hoc committee shall present its recommendations to the MSEC within 30 days.

Corrective Action may include, but is not limited to, the following:

* + - Issuance of a letter of warning.
    - Imposition of a period of probation. The MSEC shall establish terms of probation up to and including forfeiture of Medical Staff appointment for violation of the terms of probation.
    - Imposition of temporary or permanent reduction or restriction of clinical privileges.
    - Imposition of temporary or permanent suspension of the Medical Staff Membership.

If the MSEC determines that corrective action is warranted, it shall immediately inform the member by providing him/her with a copy of the original charges, the findings, and the MSEC recommendations for corrective action. The member shall have 30 days upon receipt of charges to request a hearing and other rights, if applicable, as provided in Article IX of the Bylaws. If within 30 days said member does not request a hearing, the recommendations of the MSEC shall be final and shall be implemented subject to final governing body or authorized designee review and approval.

The purpose of this item is to provide for an effective and expeditious review of the MSEC’s corrective action recommendation by delegating the final review and approval referenced above as follows:

* if the corrective action is issuance of a letter of warning, to the MSEC.
* if the corrective action is an action other than issuance of a letter of warning, but is not reportable to the National Practitioner Data Bank (NPDB), to the chair of the Board’s University Healthcare System Committee (UHS Committee).
* if the Corrective Action is an action other than issuance of a letter of warning, but is reportable to the NPDB, to any two voting members of the UHS Committee.

This delegation will allow an informed and efficient process involving individuals and members of the Board having particular familiarity with healthcare and medical staff issues. The members of the UHS Committee are familiar with hospital and medical staff operations and will be more readily available to review and act in timely fashion on final review and approval of any corrective action recommendation. In addition, this delegation mirrors similar delegations by the Board in 2010 concerning general credentialing and privileging decisions and in 2022 concerning review of medical staff hearing panel decisions.

The chancellor, University of Illinois Chicago, and vice president, University of Illinois System, with the concurrence of the vice chancellor for health affairs, Chicago, recommends that the Board delegate and authorize:

* the MSEC, if the corrective action is issuance of a letter of warning;
* the chair of the UHS Committee, if the Corrective Action is an action other than issuance of a letter of warning, but is not reportable to the NPDB; or
* any two voting members of the UHS Committee, if the corrective action is an action other than issuance of a letter of warning, but is reportable to the NPDB;

to conduct the final review of the MSEC’s recommendation for corrective action, and to issue the approval on behalf of the governing body or take such other action as may be permitted or contemplated by Article VIII, Section 3.B of the Bylaws.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, *University of Illinois* *Statutes*, *The General Rules Concerning University Organization and Procedures*, and Board of Trustees policies and directives.

The president of the University of Illinois System concurs.