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Paul Murphree, D.O., Sc.D., is a Partner in Clinical Transformation. He is a distinguished physician executive renowned for his strategic leadership, notably enhancing medical outcomes and operational excellence across various health systems and health plans.



**Raúl Zambrano, MS, MD, FFAFP, FACHE, MRO**  
Senior Consultant

Dr. Raúl Zambrano is a Senior Consultant with Greeley. He brings more than 20 years of consulting and healthcare experience to the firm, particularly in the areas of credentialing, medical staff relations, hospital operations, quality improvement, coaching, and telehealth.

Greeley has confirmed that none of the faculty/presenters or contributors has any relevant financial relationships to disclose related to the content of this educational activity.

### COURSE DESCRIPTION

Overcome Today's Most Challenging Peer Review Issues. The medical staff often views peer review as punitive when it can actually be a **positive force for practitioner improvement**. This course offers practical, in-depth training for physicians recently appointed to peer review positions, existing peer review leaders seeking new ideas on improving their case review and OPPE/FPPE methods, and staff who support peer review. Taught by experienced physician and operational leaders, Peer Review Boot Camp's format features a varied curriculum of group exercises, clinical case reviews, and case studies, with time for small group discussions and segments on different care settings.

### PROGRAM GOAL

Provide essential knowledge and skill sets to enhance the ability of peer review committee chairs, members, and support staff to effectively fulfill their peer review-related responsibilities

### LEARNING OBJECTIVES

*Upon completion of this program, participants should be able to:*

- Explain the responsibilities of an effective peer review committee
- Implement methods to improve reliability and fairness of physician case review
- Select indicators to understand the six core competencies and how they relate to the peer review process
- Develop a fair and efficient approach to OPPE and FPPE
- Create an effective action plan for FPPE

## AGENDA

Peer Review Boot Camp | 3 Day National Agenda  
Scottsdale, AZ | October 16-18, 2025

### DAY 1 - OCTOBER 16, 2025

#### 7:00 – 8:00 AM Breakfast

#### Contemporary Peer Review in a Changing Healthcare Environment

What are the goals of peer review? – Peer review as the HR functions of the medical staff

#### 8:00 - 10:00 AM

#### Creating Performance-Improvement-Focused Peer Review

Performance improvement to provide safer, more effective care – Determining organizational culture – Moving from punitive to positive: Creating a performance-improvement culture in your peer review program

#### The Greeley Pyramid

Keys to achieving great practitioner performance and accountability – Setting expectations and evaluating professional performance

#### 10:00 – 10:15 AM Break

**Creating a Sound Structure for Effective Peer Review**

Legal concerns in peer review: Corporate negligence, immunity, and discoverability

**10:15 – 12:15 PM**
**Creating a Sound Structure for Effective Peer Review**

Policies: Conflicts of interest and external peer review – Managing conflicts of interest (Case studies) – Multispecialty peer review: Why and how?

**12:15 – 1:15 PM** Lunch

**DAY 2 - OCTOBER 17, 2025**
**7:00 – 8:00 AM** Breakfast

**OPPE and FPPE**

Responsibilities of contemporary peer review committees – Practitioner performance measures:

**8:00 – 10:00 AM**

Understanding rule and rate measures for OPPE (Exercise) – Practitioner performance measures: The six core competencies and the connect to performance measures – Practitioner performance measures: Indicator building (Exercise)

**10:00 – 10:15 AM** Break

**OPPE and FPPE: Using Aggregate Data for Peer Review**

Dealing with severity-adjusted data, patient perception data, and practitioner attribution – Performance improvement-focused peer review: Evaluating OPPE data (Case studies) – Performance improvement-focused peer review: Creating effective FPPE plans and managing practitioner performance – Is case review really working? Benchmarking your case review process and results

**10:15 – 12:15 PM**
**Case Studies and Exercises – define, set targets, and manage performance**

Case for Surgical Complication - Case for Readmissions for Heart Failure

*Reflection for learning for the day*
**12:15 – 1:15 PM** Lunch

**DAY 3 - OCTOBER 18, 2025**
**6:00 – 7:00 AM** Breakfast

**Case Review: Step-by-Step to Getting It Right**

The case rating form: Reducing bias and increasing efficiency - Case review indicators: What makes a good indicator? - Bias and its effect on peer review: How to diminish it - Human and system failures - How does Just Culture fit in peer review? - Identifying improvement opportunities - Closing the loop and follow-up

**7:00 – 9:00 AM**
**9:00 – 9:15 AM** Break

**Peer Review in Action: Discussion of Sample Clinical Cases**
**9:15 – 11:00 AM**

Bringing It Back Home: Next Steps for Your Peer Review Program