AGENDA ITEM 20





Medical Board of California

Strategic Plan2008

Barb Johnston Annual Report October 2009

MEDICAL BOARD OF CALIFORNIA

STRATEGIC PLAN

Developed and Approved 1/2008 By Board Members listed below	Update Presented 10/2009 To Board Members listed below
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Protecting the Public Promoting Wellness

INTRODUCTION

The Medical Board of California (Board) is mandated to make public protection its first priority. This mandate is articulated in Business and Professions Code Section 2001.1, which states:

Protection of the public shall be the highest priority for the Medical Board of California in exercising its licensing, regulatory, and disciplinary functions.

While the mandated functions of the Board generally fall into two categories, licensing and discipline, there are other, more broadly defined issues relating to healthcare that impact the protection of the public. Acknowledging that California's healthcare landscape is ever changing, that the current environment of healthcare delivery is under great strain, and that the business of medicine may contribute to preventing access to healthcare or promote substandard care, this plan addresses issues beyond the simple issuing of licenses and rendering of disciplinary actions.

MISSION

The Mission of the Medical Board of California is to protect healthcare consumers through proper licensing and regulation of physicians and surgeons and certain allied healthcare professions and through the vigorous, objective enforcement of the Medical Practices Act, and, to promote access to quality medical care through the Board's licensing and regulatory functions.

Item	Progress	Status
Strategic Plan 2008	Strategic plan <i>drafted</i> by Board was further developed to assure the Board's goals and objectives were clearly defined. Developed the strategic plan's work plan and identified specific and measureable goals and objectives. The new strategic plan and work plan were approved by the Board January 2008.	Completed
Goal 1: Professional Qualifications		
	medical practitioners by setting requirements account the state's need for more physicians, hysician wellness.	
Objective 1.1 Assure greater compliance of CME requirements. Measure: Improve compliance with CME requirements Plan: Change regulations to define the requirements and timeframes February 1, 2008 Hearing adoption October 2008 2. Enhance auditing process Begin Fiscal Year 2008/2009 Review and enhance Cite & Fine process Begin Fiscal Year 2008/2009 Measure: 20% reduction in citations issued by the Medical Board by Fiscal Year 2010-2011 	 Completed spring 2009. Pending regulatory process approval. Anticipated completion by end of 2009. Pending completion of the next audit. 	Completed Pending Pending
Staff: Licensing Staff		
 Objective 1.2 Develop a plan for addressing access to care and the shortage of doctors that is appropriate to the Board's Mission and resources. <i>Measure:</i> Determine impact of the Board's plan to address access to healthcare. Plan: 		

Item		Progre		Status
quarte	 Establish an Access to Care Committee to make recommendations to enhance/impact on workforce shortages. July 2007 to meet up to erly 	1.	Access to care committee has been established.	Completed
	2. Implementation of AB 329 to plan a telemedicine/health information technology pilot project to impact access to healthcare January 2008 to 2010	2.	Hired and have been training Telemedicine Program Manager. Telemedicine Pilot Program in partnership with UCD Medical Center implemented July 2009. Study for Malpractice Insurance completed.	Completed
	 Review scope of practice issues that may impact workforce shortages January 2008 to 2010 	3.	To be discussed in committee as issues arise.	Ongoing
	4. Provide funding to the Health Professions Education Foundation for the Stephen M. Thompson Loan Repayment Program to increase the number of physicians working in underserved areas. Fiscal Year 2008-2009	4.	In 2008 Board approved \$500,000 for HPEF but the Governor vetoed the bill. Board supported legislation that became effective January 2009 requiring a surcharge for licensees to provide permanent funding for HPEF for the physician loan repayment.	Completed
Measu	Submit report to Legislature on outcome of Telemedicine Pilot Program at the end of two-year pilot.			
	Increased number of physicians in underserved areas as a result of repayment funding.			
Staff:	Access to Care Committee			

Object	ive 1.3			
• Plan:	Create a plan to assist in addressing medical errors as appropriate to the Board's Mission and resources. <i>Measure:</i> Development of an educational program to inform medical students and physicians of medical errors and consequences with a recommendation of this as curriculum or CME.			
	1. Establish a Medical Errors Committee to study how to reduce medical errors by physicians. Summer 2007	1.	Medical errors committee completed its work by developing materials on medical errors which are available on the Board's website.	Completed
	2. Develop or link to educational programs regarding medical errors and their consequences and make available on Medical Board's Web Site. 2008-2010	2.	Completed.	Completed
Medica course.	3. Evaluate the feasibility of the al Board developing this as a CME 2008-2010	3.	Committee has learned that other organizations are focused on Medical Errors and decided not to replicate.	Completed
Measu	re: Educational program/link on medical errors is available on Medical Board Web Site.		·	
Staff:	Medical Error Committee			
Object •	ive 1.4 Develop an on-line educational program on cultural and linguistic competency. <i>Measure:</i> Determine the number of physicians using this program to enhance their skills and satisfaction with the course.			
Plan:	1. Establish a Cultural and Linguistic Committee to inform physicians of the various requirements related to this issue.	1.	Committee was developed and has had presentations on Cultural and Linguistic issues.	Completed

Summe	er 2006			
2. Develop and educational 2008-20	programs.	2.	Educational programs to be defined.	In progress
broader issu	related to the le of cultural and sues as relates to ctice.	3.	The Committee will determine what information needs to be posted on the web page.	In progress
Measure: Cultural and L Educational pr available on M Web Site.	ogram/link is			
Track the num participants accessing program.				
Staff: Cultural and Lir Committee	nguistic			
are allowed to o exemption unde Professions Cod 2113, and 2168 of the Special P Committee. <i>Measure:</i> Site a these physicians with regulation complaints on th Plan: 1. Review and procedures to assure the is providing education at support on a to organizat participants utilizing the	rained physicians btain license r Business and le sections 2111, through the work rograms Review audits indicate s are compliant and a decrease of his group. establish for licensing staff e Medical Board a dequate nd technical an ongoing basis	1.	Chief of Licensing developed the first policy and procedure manual for licensing in 2008/2009. Staff held a training session on special programs for the medical schools to educate/ answer questions on the program. Staff working on regulations revision to all special programs sections.	In Progress

Measu	 Conduct site visits to assure compliance with requirements of these special programs. July 2008 and ongoing There will be 100% compliance with requirements for all special program participants. Participants in these programs report high levels of satisfaction with these programs. 	 Site visits to be scheduled as required. Site visit protocols are being developed. 	In Progress
Staff:	Licensing		2
Object Plan:	 tive 1.6 Ensure international medical schools meet the Board's requirements for recognition. <i>Measure:</i> Site inspections indicate compliance. 1. Review established procedures within licensing to assure the Medical Board is providing adequate technical support and evaluation.	1. Amended regulations regarding the international medical schools are pending regulatory process approval to be completed by the end of 2009.	Pending
	July 2007 and ongoing		
Measu	 Conduct site visits as appropriate to assure compliance. July 2007 and ongoing re: There will be 100% compliance for these programs. 	2. Once regulations are completed, staff will be conducting re-evaluation of schools and site visits as required. New school site visits will be conducted as needed.	In progress
Staff:	Licensing		

Object			
• Plan: Measu Staff:	 Promote physician wellness by providing an on-line educational programs and links to other resources. <i>Measure:</i> Determine the number of physicians using these resources. 1. Develop resources related to physician wellness and make available in various forms that may include Web site, newsletter articles and/or in person meetings. July 2007 and ongoing 	1. Articles on Wellness have been published in the newsletter. The board's Wellness bill was vetoed by the Governor. Staff has developed a webpage on Wellness with related articles and appropriate links. Staff is coordinating Wellness presentations for all medical school students and other interested parties. Wellness committee discussing development of the online education tool.	Ongoing
Goal 2	: Regulation and Enforcement		
	0		
		laws and standards to deter violations.	
Protect Object	the public by effectively enforcing	laws and standards to deter violations.	
Protect Object	the public by effectively enforcing ive 2.1 Submit vertical enforcement report to the Legislature by December 2007 and implement the vertical enforcement model long term. <i>Measure:</i> Report submitted and vertical enforcement model fully integrated including implementation of fully interoperable information technology software used by the	laws and standards to deter violations.	Completed

term. 2008 and ongoing	extended until 2013 by legislation.	
 Submit a feasibility study report and budget change proposal to authorize purchase and implementation of fully interoperable information technology software used by Department of Justice. 2008 and ongoing Measure: Vertical Enforcement Report submitted. Vertical Enforcement model implemented. Purchase of new computer system authorized. 	3. The feasibility study report was approved winter 2008. The budget change proposal requesting funding and staff to implement this IT enhancement was deemed premature in 2008 and has been resubmitted in 2009 for approval in budget year 10/11.	Pending
Staff: Enforcement/Information Technology		

Objective 2.2			
 Objective 2.2 Evaluation of peer and address the iss <i>Measure:</i> Study is and recommendation provided to the Bo and possible action Plan: 	ues identified. completed ons are ard for review h.		
1. Report by cont pursuant to Bu Professions Cc 805.2 submitte Legislature. July 2008	siness and ode section od to the	Report was completed and submitted to the Legislature July 2008.	Completed
-	opriate to	Senate B&P held a hearing in 2009 on the report and its recommendations. Legislation has been introduced in 2009 session.	Pending
Measure: Peer review study and recommenda presented to the b possible action.	tions		
Staff: Executive			
Objective 2.3			
 Re-establish the Bo Operation Safe Me target unlicensed a corporate practice and lack of supervi- violations. <i>Measure</i>: Track the complaints and out unit. 	edicine Unit to ectivity, of medicine, ision e number of		
 Develop budge proposal to aut appropriate fun staffing to re-e program. Spring 20 	thorize nding and stablish	The BCP for staffing was approved for fiscal year 09/10 with staff extension and funding to be requested for fiscal year 11/12.	Completed/ In progress
 Re-establish op medicine. July 2008 and ongoing 	peration safe 2. through 2009	OSM reestablished July 2009.	Completed
Measure:			
Identify, track, ar unlicensed activity.	nd reduce		
Staff: Enforcement			

Object	tive 2.4			
Plan:	Restructure the Board's Probation Unit to transfer the monitoring of probations from investigators to inspectors. The investigators will be reassigned to the District Offices to decrease the length of time for investigations. <i>Measure</i> : A decrease in the length of time to conduct investigations.			
1 1411.	 Re-classify investigator assistant positions to inspector positions Fall 2007 	1.	Re-classification done Spring 2008.	Completed
	 Hire new manager and supervisors. Fall 2007 through January 2008 	2.	New manager and supervisors employed, trained and in place in 08/09.	Completed
	 Transition probation investigators to district office positions. Fall 2007 through Spring 2008 	3.	Probation investigators transitioned to district office positions in 08/09.	Completed
	 Draft budget change proposal for additional inspector positions. Spring 2008 	4.	The BCP for staffing was approved for fiscal year 09/10 and ongoing with the funding to be absorbed.	Completed
Measu	re: Decrease in the investigators workload and length of time to conduct investigations.	ę		
Staff:	Enforcement			

Goal 3	: Consumer Education			
Increas	se public awareness of the Board's Mi	ssion,	activities and services.	
	 tive 3.1 Complete a study of the public disclosure laws and take actions necessary to address issues identified. <i>Measure:</i> Study completed and any actions necessary have been identified. 1. Receive the public information study from the California Research Bureau as mandated by the legislature. July 2008 	1.	Final report on Public Disclosure presented to the board at the January 2009 Board meeting.	Completed
recom	2. Review the report and seek action as appropriate to implement recommendations. July 2008 through 2009 are: completed and mendations presented to the for possible action.	2.	Updated 805 summaries on the website.	Completed
Staff:	Public Information Officer			
Object Plan:	tive 3.2 Recognition of excellence in medicine by California physicians <i>Measure:</i> Ensure annual award of recognition given to recipient. 1. Solicit and review nominations for the board's physician humanitarian award. August to December Annually	1.	Nomination sought and reviewed annually.	Ongoing
	2. The Physician Recognition Committee will select awardee. December Annually	2.	Selection is done by committee.	Ongoing

Measu	re: Board presents award to			
recipie	ent at a board meeting.			
Staff:	Public Information Officer			
Object	tive 3.3			
	Improve education about the Board and its services to consumers including obtaining information on physicians. <i>Measure:</i> High levels of satisfaction reported by consumers who access educational material and other information on the Board's Web site.			
Plan:	 Increase educational material on the web site. Ongoing 	1.	Educational materials have been added to the website and staff will continue under direction of the Board.	Ongoing
	 Represent the Board at professional and public events statewide. Ongoing 	2.	Staff represents the Board at multiple meetings throughout the year including at all CA medical schools, the legislature, professions associations and other state agencies.	Ongoing
	 Develop a public service announcement educating the public about the board. 2008 to 2009 	3.	High cost with low benefit/impact was determined.	Canceled
	 Issue news releases and the board's Newsletter. Ongoing 	4.	News releases and the newsletter are widely distributed.	Ongoing
	 Contact reporters to develop stories about issues related to the board. Ongoing 	5.	Public Information Officer is in contact with reporters across the state on a regular basis.	Ongoing
Measu	re: Consumers who contact the board report high levels of satisfaction with the information provided.			
Staff:	Public Information Officer			

Goal 4: Organizational Relationships

Improve effectiveness of relationships with related organizations to further the Board's Mission and goals.

 Objective 4.1 Establish a plan to include board members in meetings with legislators and other key stakeholders on various legislative proposals. Measure: Increase support of the Board's legislative proposals. 			
Plan:1. Set up meetings with legislative policy and fiscal committee members to discuss annual legislative agenda and issues of mutual concern.Fall 2007 to Spring 2008	1.	Board members remian actively involved with meetings with staff and the legislature. Board members and staff have testified several times to the legislature on Board bills and issues related to the Board. Executive staff works closely with Board Members to prepare for all meetings.	Ongoing
 Set up meetings with key stakeholders on issues of mutual concern. Fall 2007 to Summer 2008 	2.	MBC has met with CMA, CAPG, CHA, OSPHD, CDPH, GME Offices, Latino Coalition for a Healthy California, and other relevant stakeholders such as the University of California Office of The President and the Malpractice Insurers.	Ongoing
 Schedule members to attend legislative policy hearings on legislation sponsored by or pertaining to the board. 2008 	3.	Members have been scheduled to attend these meetings and will continue to do this.	Ongoing
Measure: Passage of board-supported legislation.			
Staff: Chief of Legislation			
		14 P	2

Objective 4.2

 Develop a plan for Supervising Investigators to meet with legislative staff in district offices. *Measure:* Increased awareness of the Board by legislative district offices.

Plan:

- 1. Develop board informational packets for the investigative staff to deliver to legislative district staff. Fall 2007
 - 2. Set up meetings with legislative district offices and investigative staff. Fall 2007 to Summer 2008-Ongoing

Measure:

Increased personal contact with legislative district staff.

Staff: Chief of Legislation and Supervising Investigators

- 1. The informational packets were developed.
- 2. Meetings with legislative district offices and investigative staff to 120 district offices.

Completed/ Ongoing

Completed/ Ongoing

Goal 5: Organizational Effectiveness

Enhance organizational effectiveness and systems to improve service to constituents. **Objective 5.1** Develop better ways of assessing Board "customer satisfaction" and implement changes that would better serve applicants, licensees and the public. Measure: High levels of satisfaction reported by customers who receive services or who access information on the Board's Web site. **Plan:** 1. Develop an online system to 1. Online system under development In progress allow potential licensees to to be completed January 2010. access the status of their application. 2008 to 2009 2. Establish a centralized 800-2. The centralized call number was Completed line for all consumer. developed and a consumer focused Call center was applicant, and licensee inquiries to the board with implemented December 2008. customer support staff. Spring 2008 3. Medical Board's new 3. Moved to new headquarters in Completed headquarters will have one March 2008 and central reception central public reception area provided. to better serve physicians, applicants, the public, and other visitors. Spring 2008 Measure: **Decrease number of** complaints regarding the board's processes and accessibility. Staff: All Staff

	 Reverse loss of investigators by addressing imbalances that are contributing to investigator retention problem. Perform a study to determine the difference in work performed and pay between Board investigators and investigators from other State boards/agencies. <i>Measure:</i> Improve retention of investigators. 1. Hire a vendor to perform an analysis of investigator 	1.	CPS awarded contract and provided initial report of analysis	Pending
	classifications statewide to determine correct classification and pay for board investigators. Summer 2008 to 2009		of investigator classifications in summer 2009. Additional work required on report due winter 2009.	
	 Take appropriate action based upon study results. 2009 	2.	Awaiting results of study.	Pending
Measu improv	Investigative staff retention			
Staff:	Chief of Enforcement			
Object Plan:	tive 5.3 Implement the restructuring of the Board to ensure greater communication and synergy between enforcement and licensing divisions of the Board. <i>Measure:</i> Implementation is completed and all board members are educated regarding all Board issues.			
	1. Develop implementation plan of the board restructuring. December 2007	1.	Board was restructured to operate as one unified Board January 2008.	Completed
	2. Implement plan and provide training to all board members on both licensing	2.	Training sessions have begun and will continue to be developed. Staff continues to work with the	Ongoing

	and enforcement programs. 2008	100	Attorney General's office to provide training identified by	
Measure: Training provided to all board		Members as the highest priority.		
membe				
Staff:	All Staff			
Object •	ive 5.4 Perform a complete evaluation of the Licensing Program to identify areas for improvement. <i>Measure:</i> Evaluation completed and any recommendations for efficiency are implemented.			
Plan:	 Initiate the evaluation process. August 2008 	1.	The Board contracted with an independent entity to perform this evaluation. The contractor began August 2009. Report to be provided to Board in Jan 2010.	In Progress
	 Conduct review and analysis. August 2008 to September 2009 	2.	Initial staff analysis led to development of the first licensing policy and procedure manual in 08/09. This manual will require updating after independent review and report completed.	In Progress
	 3. Complete report and review recommendations for possible action. re: Project completed and unities for efficiency identified. Licensing Staff 	3.	Determine appropriate implementation after report received.	N/A

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Ohisst				
Objecti •	ve 5.5 Coordinate relocation of the Board's headquarters facilities and staff to improve operational efficiencies and to improve customer service. <i>Measure:</i> Consumers, staff and other interested parties have improved access to the Board's services.			
Plan:	 Develop a space plan to optimize workflow. August 2007 	1.	Space plan developed, approved and implemented at new facility.	Completed
	 Reorganize record storage and retention systems by moving to online environments and eliminating wasted space. August 2007 and on going 	2.	Record storage has been reorganized to eliminate wasted space.	Completed
	3. Establish one central public counter and call center with a toll-free number. March 2008	3.	Established public counter in March 2008 and call center in December 2008.	Completed
Measur				
2.12.1	Increased accessibility to board			
services	s and records.			
regardi	Staff reports fewer complaints ng accessibility from public.			
Staff:	All Staff			
Objecti	ve 5.6	5.8 32		and the second second
	Develop consumer and licensee focused educational programs made available online from the Board's Web site to provide easy access statewide. <i>Measure:</i> Determine the number of individuals using these services and satisfaction with the courses.			

Plan:			
 Develop online educational programs for multiple topics including but not limited to filing applications and complaints, training, and/or mandatory reporting. Spring 2008 and on going Measure: Determine the number of individuals using these services and satisfaction with the courses. 		1. Project could not begin until move into headquarters completed due to telecommunication requirements. Draft of Licensing program content has been developed by staff. Submitted extensive plan for the purchase and implementation of a Videoconferencing system to run online content submitted February 2009. Due to Executive Order, the purchase order was denied by DCA. Will resubmit when funding is available – fiscal year 10/11.	In Progress
Staff:	All Staff		
Object	tive 5.7		
• Plan:	Improve organizational business processes through replacement of current information technology systems with state of the art user- friendly fully interoperable information technology software. <i>Measure:</i> When fully implemented staff reports significant improvement in business processes.		
rian:	 Evaluate existing business processes to determine those systems that could be improved by upgrading information technology (IT) environment. Spring 2008 and on going 	1. Evaluation was completed in partnership with AGs office in Spring 2008 to assure technology could become interoperable with AGs system due to Enforcement program's VE model.	Completed
Measu Staff: Techn	 Purchase and implement expanded and upgraded IT system to support a more efficient business environment. re: Increased productivity, morale, and efficiency. Staff reports improved access to medical board information. Executive and Information ology Staff 	2. The feasibility study report was approved winter 2008. The budget change proposal requesting funding and staff to implement this IT enhancement was deemed premature in 2008 and has been resubmitted in 2009 for approval in budget year 10/11. Staff has continued to meet with the State CIO, Agency and DCA leadership to discuss this project.	In Progress
Conclu			

This plan seeks improve the efficiency and effectiveness of the Board to assure protection of the public and provide better service to licensees and consumers. This Board is also committed to making wellness of physicians a priority for the Medical Board of California.

Major events and accomplishments during 2007 to 2008 include:

- 1. All Quarterly Board meetings and all related materials were organized and held on schedule.
- 2. Move of headquarters including 165 staff, equipment, telecommunications systems, confidential and sensitive documents to the new location required enormous planning, efforts and collaboration across all program areas and was achieved despite multiple challenges.
- 3. Diversion Summit January 2008; transition plan developed and implemented November 2007 to June 2008. Board President, Executive Director, and Deputy Director have presented at multiple professional organizations to explain the transition plan and end of diversion leading to need to promote a Wellness concept.
- 4. The Newsletters have been published and provided to all licensees and other interested parties with an unprecedented positive response to the articles this past year.
- 5. The Board's legislative staff organized materials for enforcement staff to get information out to the legislature in <u>120 regional offices</u> across the state this past year. The goal was to inform the legislature about the Medical Board per request of the Board Members.
- 6. The website was completely redesigned to be in compliance with new requirements from the Governor. The website averages over 600,000 hits per month. We have continued to add more educational content on the website per recommendation of the Education committee.
- 7. Cooperated with the evaluation of the Enforcement Program by the Governor's office, which led to conclusion that MBC's VE program is sufficiently meeting public protection.
- 8. Improved relationships with AG office by establishing new and more mutually supportive relationship through regular meetings. Collaborated with the AG's senior staff to develop the first joint vertical enforcement (VE) operations manual to promote improved efficiencies and effectiveness of the program.
- 9. Wellness concept developed by the Board is becoming accepted as a strategy to promote healthy lifestyles and support careers of California physicians but even more importantly to promote public protection.

- 10. Cooperated with the evaluation of the licensing process by Agency. Staff organized several case files and presented to agency staff who were interested in the timelines and process to obtain licensure for applicants.
- 11. Vacancy rate estimated to be over 30% in Enforcement alone minimized to fewer than 7% through proactive recruitment and training efforts.
- 12. Executive Director invited to and continues to serve on Department of Public Health's Crisis Care Task Force. The main goal of this task force is to establish standards and guidelines for physicians and health facilities to transition to population based health in the event of a catastrophic event.
- 13. Implemented and followed all requirements of the Governor's Executive Order, which affected all aspects and functions of the Board.
- 14. FY 07/08 Annual Report attached.

Major events and accomplishments during 2008 to 2009 include:

- 1. All Quarterly Board meetings and all related materials were organized and held on schedule.
- 2. Telemedicine Pilot Program implemented.
- 3. The Newsletters have been published and provided to all licensees and other interested parties with an unprecedented positive response to the articles this past year.
- 4. Board determined to educate consumers on the existence and mission of the Board through requiring physicians to provide information to consumers that they are licensed and regulated by the Board.
- 5. Attorney General's Office has provided training sessions at several Board meetings on a variety of topics.
- 6. Board participated in a Senate Business and Professions Committee hearing on its enforcement model August 2009.
- 7. Board staff has participated in DCA's Health Roundtable summer 2009.
- 8. Board staff has been and continues to participate in DCA's SB1441 committee on substance abusing licensees.
- 9. Board staff has met with all HQES offices throughout the State to provide an update on legislation and other issues related to the enforcement program.

- 10. Board staff has been involved with meetings regarding ePrescribing coordinated by the California HealthCare Foundation and in partnership with the Department of Health and Human Services Deputy Director of Health Information Technology for the State of California.
- 11. Developed and expanded the physician profiles on the Board's website to include information self reported by the physicians on their license renewal survey.
- 12. Executive Director appointed by FSMB to its Executive Advisory Council and has been working with the FSMB on issues including Telemedicine, license portability, and their universal application.
- 13. Board members are representing California on the FSMB with one member serving as a Board member of FSMB, one member on the Nominating Committee, and one member on the Education Committee.
- 14. The Director of Consumer Affairs and Agency have been providing leadership for the development of a new Enforcement model for all healing art Boards. MBC staff have been actively involved with this process. MBC procedures have been provided to assist in this process.