

**NORTH BREVARD COUNTY HOSPITAL DISTRICT
OPERATING
PARRISH MEDICAL CENTER
BOARD OF DIRECTORS – SPECIAL MEETING
DRAFT**

A special meeting of the Board of Directors of the North Brevard County Hospital District operating Parrish Medical Center, Medical Staff and Administration was held on November 1, 2010 in Conference Room 2/3/4/5, First Floor. The following members, representing a quorum, were present:

J. J. Parrish III, Chairman
Herman A. Cole, Jr.
Billie Fitzgerald
Robert L. Jordan, Jr., C.M.
Patricia C. Manning, Ed.D.
Lee Moore
Jerry L. Noffel
Maureen Rupe

Member(s) Absent:

Peggy Crooks (excused)

A copy of the attendance roster of others present during the meeting is appended to the file copy of these minutes.

CALL TO ORDER

Mr. Parrish called the meeting to order at 6:04 p.m.

DISRUPTIVE BEHAVIOR AMONG PHYSICIANS AT PMC: DIAGNOSTIC FINDINGS AND CONCLUSIONS

Dr. Wong gave a power point presentation summarizing the diagnostic findings and conclusions of the study of disruptive behavior among physicians at Parrish Medical Center. He reported the study had two components – (1) individual physician interviews, and (2) data review. Dr. Wong summarized the interview process and reported that a total of 33 PMC physicians were interviewed, to include employed/contracted and independent physicians. He identified the concerns that were recently presented to the Board of Directors which leads the Board to believe there is a problem with disruptive behavior. Dr. Wong defined disruptive behavior and the types of behaviors likely to be considered disruptive. He discussed the interview process and reported that the study identified eight physicians most frequently mentioned by colleagues as disruptive, and reported that these physicians account for a majority of PMC medical staff leaders over

BOARD OF DIRECTORS – DRAFT MINUTES

NOVEMBER 1, 2010

PAGE 2

the past 15 years. He discussed what the Medical Executive Committee (MEC) can control, and the impact of disruptive behavior on individual physicians and the medical community. Dr. Wong concluded his presentation stating that the real problem is “institutional intimidation with a permanent 2nd class.”

Mr. Parrish opened up the meeting for physician and board member comments. Some physicians disagreed with the results of the study and some physicians felt there is a separation/conflict between the independent and hospital-based physicians. An invitation was extended to members of Administration to join physicians in the physician lounge in the mornings or at lunch times to open up the lines of communication. Board members stated this process with Dr. Wong was started because the Board members received complaints. The Board members were unanimous in opposing disruptive behavior, and expressed the need for physicians to get along. They stated that we need to look at this objectively, determine a plan to work together, and move forward jointly. Mr. Mikitarian discussed Health Care Reform, and the need to work more collaboratively/cooperatively for the needs of Parrish Medical Center to make this hospital a better place. Mr. Mikitarian discussed giving a presentation to the medical staff on Health Care Reform to look at the significant changes. Discussion ensued and it was determined that Mr. Mikitarian give the presentation to the medical staff at the December 7, 2010 General Medical Staff meeting, with Board members in attendance.

Discussion ensued and the following motion was made by Mr. Cole, seconded by Mr. Jordan and approved (8 ayes, 0 nays, 0 abstentions).

ACTION TAKEN: MOTION TO APPROVE THE RELEASE OF DR. WONG’S POWER POINT PRESENTATION TO ALL PHYSICIANS AND BOARD OF DIRECTORS.

ADJOURNMENT

There being no further business to discuss, the meeting adjourned at 7:42 p.m.

Billie Fitzgerald
Secretary