

Cumberland Heights Privileges and Credentialing Process

Cumberland Heights has determined that non-employee licensed independent practitioners, as well as those employee licensed independent practitioners who are providing specialty services should undergo a clinical privileging process. This includes contract physicians, psychologists, licensed clinical social workers, licensed marriage and family therapists, licensed professional counselors, mental health status provider, and nurse practitioners. The individual practice of each clinician who wishes to practice at Cumberland Heights is reviewed by this group. Privileges are granted based on competence and current practice rather than by training, licensing, or discipline alone.

The initial privileging review consists of primary source verification of preparatory and continuing professional education, licensure and/or certification, career experience, and professional references. In addition, clinicians may be granted temporary privileges for period time of 90 days or less in order to practice under the observation of a privileged Cumberland Heights' clinician. During this time, the clinician is required to demonstrate current competence in the skills sets required for the specific privileges requested. Once privileges have been approved by the Clinical Quality Management Committee, these recommendations are forwarded to the Executive Director or his executive level designee for approval. They are then reviewed with the Chairperson of the Personnel Committee of the Board of Directors for approval. Privileges are granted for a two year period.

During the two year period of privileges, ongoing peer review occurs through several processes. Individual review may be conducted by the program manager or designee. Weekly peer review of cases is conducted with the full clinical team in each program. Quarterly documentation reviews of medical records are conducted. Quality management and improvement staff conduct random case reviews, as well as skills observation. Data is also collected in regard to patient satisfaction, event discharges, and unforeseen outcomes.

At the two year mark, each clinician is reviewed by the Clinical Quality Management Committee. This review includes verification of current licensure and continuing education, quality improvement and utilization review data, any ethical concerns, and current skills competency. Privileges are continued or revoked based upon the findings in these areas.

Current clinical privileges include the following:

Physicians- Admitting, Consulting
Psychologists-consulting
LCSW, LMFT, LPC, MHSP (non-contract employees only)-individual, group, and/or family therapy
Specialty Counseling: EMDR, Equine-Assisted Psychotherapy, Adventure Based Counseling
Dieticians-Consulting
Pharmacist-Dispensing, Consulting
Therapeutic Recreation-Consulting