

BOARD OF REGISTRATION IN MEDICINE
178 Albion Street, Suite 330
Wakefield, Massachusetts 01880
(Teleconference)
November 20, 2025
10:33 a.m.
Public Session I

Members Participating Remotely:

Booker T. Bush, M.D., Physician Member, Chair
Frank O'Donnell, Esq., Public Member, Vice Chair
Sandeep Singh Jubbal, M.D., Physician Member, Secretary
Yvonne Y. Cheung, MD, MPH, MBA, Physician Member
Aviva Lee-Parritz, M.D., Physician Member
Jason Qu, M.D., Physician Member

Staff Present and Participating Remotely:

George Zachos, Executive Director
Vita P. Berg, General Counsel
Steven Hoffman, Manager, Division of Law and Policy
Michael Sinacola, Director of Licensing
Daniela Brown, Director of the Quality and Patient Safety Division
Eileen A. Prebensen, Senior Policy Counsel

Minutes taken by: Donald LaPointe, Paralegal, Division of Law and Policy.

Marsha Johnson, Stenographer, was present to record the Board meeting.

Dr. Bush called the Roll to confirm that there was a quorum of the Board.

Mr. O'Donnell - Aye
Dr. Jubbal – Aye
Dr. Cheung - Aye
Dr. Lee-Parritz – Aye
Dr. Qu – Aye

The Chair voted Aye.
Motion carried 6-0 (unanimous).

Dr. Bush informed those individuals in attendance that the Board meeting is being conducted via teleconference. Additionally, the Board meeting is being recorded by a stenographer.

Overview of the Center for Personalized Education for Professionals (CPEP) program

Bill O'Neill, CPEP Director of Outreach and Communication, and Amanda Besmanoff, Recruitment and Outreach Specialist, were present via teleconference.

Mr. O'Neill provided the Board with a PowerPoint presentation explaining that CPEP was an Internal Revenue Code Section 501(c)(3) charitable organization, founded in 1990 by the Colorado Medical Society and Colorado College. In his PowerPoint presentation, Mr. O'Neill provided the Board with an overview of CPEP's funding, explaining that CPEP did not hold any fiduciary responsibilities to any state boards. He also highlighted that CPEP's Board of Directors are made up of physicians who hold leadership roles in their respective healthcare facilities.

CPEP focuses on addressing clinical skills and competency and professionalism issues. Mr. O'Neill said that CPEP sees itself as a patient safety organization. In addition to its clinical assessments and reentry programs, CPEP also provides free consulting to state boards.

Additionally, Mr. O'Neill provided the Board with an overview of CPEP's services that it provides to help support regulatory authorities such as the Board of Registration in Medicine (BORIM). Mr. O'Neill highlighted the services that they have offered to physicians referred to them by BORIM from 1993 to the present.

Ms. Besmanoff addressed the Board, highlighting how evaluators are chosen by CPEP to provide assessment services to physicians. Additionally, she explained that assessments are usually done via teleconference. However, depending on the individual physician's assessment needs, there may be occasions when an in-person assessment is necessary.

Mr. O'Neill provided an overview of CPEP's Professional/Problem-Based Ethics (ProBE, hereinafter PROBE) program. Mr. O'Neill stated that PROBE was the busiest of CPEP's programs with approximately 400 physicians referred to this program each year. He informed the Board that the PROBE program is often an emotionally-charged program though it is structured to be non-adversarial. He explained that physicians are often referred to the program for boundary violations (sexual and non-sexual), financial issues and misrepresentation issues.

Mr. O'Neill concluded by informing the Board that the PROBE program meetings are held over Zoom and commence on a Thursday and conclude on Saturday. Also, the program is a Pass/Fail program that tries to provide a new ethical perspective by which the physician can address their individual issues.

Mr. O'Neill and Ms. Besmanoff addressed the Board members' inquiries and thanked the Board members for their work supporting physicians' health and well-being.

2025 Quality and Patient Safety Conference Update:

Daniela Brown, Director of the Quality and Patient Safety Division, and Dr. Yvonne Cheung, Chair of the Quality and Patient Safety Committee, presented to the Board a summary of the 2025 Quality and Patient Safety Conference, held October 17, 2025.

Ms. Brown informed the Board that the Conference was held at UMASS Memorial Medical Center in Worcester, MA. Drs. Bush and Cheung and Mr. Zachos were participants in this conference. She explained that this year's conference was structured as an interactive roleplaying curriculum in which individuals were assigned participatory roles in a hypothetical scenario involving a healthcare facility. For example, Dr. Bush played the trustee of the

healthcare facility and Dr. Cheung played the Chief Medical Officer at this same facility while the audience took the role of the Quality and Patient Safety Committee.

Ms. Brown thanked Drs. Bush and Cheung, Mr. Zachos and the QPSD team for their participating in this Conference. Ms. Brown stated that the interactive curriculum was very well received by the approximately 230 patient safety professionals in attendance.

Dr. Cheung spoke enthusiastically about participating in this Conference. She told the Board that the interactive/roleplaying structure by which this Conference was conducted was unconventional but ultimately a very rewarding educational experience. She thanked Ms. Brown, Mr. Zachos and the entire QPSD team for the support provided in preparing for this Conference.

Mr. O'Donnell took over as Acting Chair after the Conference presentation because Dr. Bush was having temporary connectivity issues.

Minutes

The Board considered the Public Session Minutes of the November 6, 2025 Board meeting.

Dr. Qu moved to approve the Public Session Minutes of the November 6, 2025 Board meeting. Dr. Jubbal seconded the motion. Mr. O'Donnell called the Roll:

Dr. Jubbal – Aye

Dr. Cheung - Abstain

Dr. Lee-Parritz – Aye

Dr. Qu - Aye

The Acting Chair voted Aye.

Motion carried 4-0-1. (Dr. Cheung abstained due to absence. Dr. Bush was not present for the vote.)

Licensing

The Board members stated their recusal information. Dr. Jubbal is recused from applications involving UMass Memorial Medical Center, Dr. Cheung is recused from Baystate Medical Center, Springfield, Baystate Noble Hospital, Baystate Franklin Medical Center and Baystate Wing Hospital, Dr. Lee-Parritz is recused from Boston Medical Center, and Dr. Qu is recused from Massachusetts General Hospital.

Michael Sinacola, Director of the Licensing Division, provided the Board members with an overview of the licensing data as of November 20, 2025.

Dr. Bush returned to the meeting.

Licensing Applications

Dr. Bush asked for a motion to approve the applications for licensure.

Dr. Jubbal moved to approve the applications presented for licensure.
Dr. Qu seconded the motion.

Dr. Bush called the Roll:

Dr. Jubbal – Aye
Dr. Cheung - Aye
Dr. Lee-Parritz – Aye

Mr. O'Donnell - Aye
Dr. Qu - Aye

The Chair voted Aye.
Motion carried 6-0 (unanimous).

Dr. Bush stated that the Board will meet in in Executive Session to review Executive Session Minutes.

Following the Executive Session, the Board will meet in closed Adjudicatory Session, and then in closed session under Mass. General Laws, chapter 112, section 65C. The Board will reconvene in Public Session II following the conclusion of the 65C Session.

Dr. Bush asked for a motion to go into Executive Session.

Mr. O'Donnell moved to go into Executive Session.
Dr. Cheung seconded the motion.

Dr. Bush called the Roll:

Mr. O'Donnell – Aye
Dr. Jubbal – Aye
Dr. Cheung - Aye
Dr. Lee-Parritz – Aye
Dr. Qu - Aye

The Chair vote Aye.
Motion carried 6-0 (unanimous).

Dr. Bush stated that the Board would go into Executive Session.

BOARD OF REGISTRATION IN MEDICINE

**178 Albion Street, Suite 330
Wakefield, Massachusetts 01880**

(Teleconference)

November 20, 2025

11:40 a.m.

Public Session II

Members Participating Remotely:

Booker T. Bush, M.D., Physician Member, Chair
Frank O'Donnell, Esq., Public Member, Vice Chair
Sandeep Singh Jubbal, M.D., Physician Member, Secretary
Yvonne Y. Cheung, MD, MPH, MBA, Physician Member
Aviva Lee-Parritz, M.D., Physician Member
Jason Qu, M.D., Physician Member

Staff Present and Participating:

George Zachos, Executive Director
Vita P. Berg, General Counsel
Steven Hoffman, Manager, Division of Law and Policy
Eileen A. Prebensen, Senior Policy Counsel

Minutes taken by: Donald LaPointe, Division of Law and Policy.

Marsha Johnson, Stenographer, was present to record the Board meeting.

Motions and Votes:

In the Curtis matter, Mr. O'Donnell moved to issue the Final Decision and Order revoking Dr. Curtis' license to practice medicine.

Dr. Qu seconded the motion.

Dr. Bush called the Roll:

Mr. O'Donnell – Aye
Dr. Jubbal – Aye
Dr. Cheung - Aye
Dr. Lee-Parritz – Aye
Dr. Qu - Aye

The Chair vote Aye.

Motion carried 6-0 (unanimous).

In the **Taha** matter, Mr. O'Donnell moved to issue the Statement of Allegations and Order of Reference to the Division of Administrative Law Appeals.
Dr. Cheung seconded the motion.

Dr. Bush called the Roll:

Mr. O'Donnell – Aye
Dr. Jubbal – Aye
Dr. Cheung - Aye
Dr. Lee-Parritz – Aye
Dr. Qu - Aye

The Chair vote Aye.
Motion carried 6-0 (unanimous).

Proposed Policy 2025-03: Criteria for Participating Healthcare Facility Programs to Assess and Evaluate Internationally Trained Physicians:

Vita P. Berg, General Counsel, presented to the Board the Proposed Policy 2025-03.

Ms. Berg discussed the implementation of a statute¹ that is intended to address significant physician shortages in Massachusetts. This law amends M.G.L. c. 112, § 9 to add an additional pathway to full physician licensure for physicians already licensed and practicing in another country. To be eligible, physicians must hold a Doctor of Medicine degree or its equivalent, have passed components of the United States Medical Licensing Exam and have been licensed and practicing in another country for at least 1 year in primary care or psychiatry. Eligible physicians will be limited to practicing primary care or psychiatry at a BORIM approved healthcare facility located in a physician shortage area. The healthcare facility will “develop, assess and evaluate the applicant's familiarity with nonclinical skills and standards appropriate for medical practice in Massachusetts. Once the health care facility determines the physicians possess these skills, and after successfully passing remaining components of the United States Medical Licensing Exam, the physicians are eligible to practice for up to 2 years in primary care or behavioral health in other settings, although those settings must still be in a physician shortage area. After 2 years of practice in a physician shortage area, the physician will be eligible for a full, unrestricted physician license.

The proposed policy sets out, as a pilot, the criteria that participating facility programs must meet in order to obtain BORIM approval, and the process by which facilities request BORIM approval. The health care facility must provide medical care in a geographical region of Massachusetts that has been identified as a Health Professions Shortage Area (HPSA) or a Medically Underserved Area/Population (MUA/Ps). The health care facility must also have established a program for assessing, developing and evaluating an internationally trained physician's non-clinical skills that incorporates and implements one of three frameworks identified in the policy inclusive of frameworks developed by the Accreditation Council for

¹ St. 2024, c. 238, § 226, “*An Act Relative to Strengthen Massachusetts' Economic Development*”, which was signed by Governor Maura Healey on November 20, 2024, amending Mass. Gen. Laws c. 112, § 9.

Continuing Medical Education (ACCME), the Federation of State Medical Board Advisory Commission on Additional Licensing Models (ACALM) and a third adapted from ACGME Core Competencies set forth in the addendum to the policy. In addition, the health care facility must establish a standardized Agreement that memorializes the internationally trained physician's participation in the program, submit an application to BORIM and receive BORIM approval prior to the starting date of internationally trained physician's appointments. Dr. Bush asked for a motion to approve Proposed Policy 2025-03 as presented by Ms. Berg.

Dr. Qu moved to adopt Proposed Policy 2025-03: *Criteria for Participating Healthcare Facility Programs to Assess and Evaluate Internationally Trained Physicians*, inclusive of the proposed supporting application forms.

Dr. Jubbal seconded the motion.

Dr. Bush called the Roll:

Mr. O'Donnell – Aye

Dr. Jubbal – Aye

Dr. Cheung - Aye

Dr. Lee-Parritz – Aye

Dr. Qu - Aye

The Chair vote Aye.

Motion carried 6-0 (unanimous).

Dr. Bush noted that Massachusetts is the first state in New England to adopt the Physician Pathways program.

Board Member Availability:

The Board considered their anticipated availability to attend the December 4, 2025, December 18, 2025 and January 8, 2026 Board meetings. Dr. Qu has a conflict and will not be able to attend on December 4, 2025. Dr. Jubbal has a conflict and will not be able to attend on January 8, 2026.

Dr. Bush asked for a motion to adjourn the Board meeting.

Dr. Qu moved to adjourn the meeting.

Dr. Jubbal seconded the motion.

Dr. Bush called the Roll:

Mr. O'Donnell – Aye

Dr. Jubbal – Aye

Dr. Cheung - Aye

Dr. Lee-Parritz – Aye

Dr. Qu - Aye

The Chair vote Aye.
Motion carried 6-0 (unanimous).

Public Session II ended at 11:52 a.m.

Documents Considered in Public Sessions I and II:

- PowerPoint Presentation regarding Overview of the CPEP program and services to the Board (attached at TAB A)
- Public Session Minutes of the November 6, 2025 Board Meeting
- Licensing Applications List (attached at TAB B)
- Motions and Votes
- Memorandum regarding Proposed Policy 2025-03: Criteria for Participating Healthcare Facility Programs to Assess and Evaluate Internationally Trained Physicians