

COMMONWEALTH OF MASSACHUSETTS

Middlesex, SS.

Board of Registration in Medicine

Adjudicatory Case No. 2024-023

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In the Matter of)
)
)
Theresa A. Hadlock, M.D.)
_____)

CONSENT ORDER

Pursuant to G.L. c. 30A, § 10, Theresa A. Hadlock, M.D. (“Respondent”) and the Board of Registration in Medicine (“Board”) (hereinafter referred to jointly as the "Parties") agree that the Board may issue this Consent Order to resolve the above-captioned adjudicatory proceeding. The Parties further agree that this Consent Order will have all the force and effect of a Final Decision within the meaning of 801 C.M.R 1.01(11)(d). The Respondent admits to the findings of fact specified below and agrees that the Board may make the conclusions of law and impose the sanction set forth below in resolution of investigative Docket number 21-545.

Findings of Fact

1. The Respondent graduated from Harvard Medical School in 1994. She is certified by the American Board of Medical Specialties in Otolaryngology. The Respondent has been licensed to practice medicine in Massachusetts under license number 213813 since 2002.
2. The polymerase chain reaction (“PCR”) test is a type of nucleic acid test that detects the presence of the genetic material of the SARS-CoV-2 virus that causes COVID-19.
3. In or around June of 2021, the Respondent and two members of her family were going to travel outside the United States.

4. As a result, the Respondent instructed her administrative assistant to create three negative COVID-19 PCR test results in her and her family members' names using existing negative PCR test results in Mass Eye & Ear Infirmary's ("MEEI") records.

5. In the Summer of 2021, the Respondent sponsored *G.L. c. 4, § 7(26)(c)* ("G.L. c. 4, § 7(26)(c)"), who were family friends and never Dr. Hadlock's patients, to attend *G.L. c. 4, § 7(26)(c)*.

6. In August of 2021, the *G.L. c. 4, § 7(26)(c)* were scheduled to fly home to their native *G.L. c. 4, § 7(26)(c)*.

7. Their return airline travel included a stop at *G.L. c. 4, § 7(26)(c)* Airport, which required proof of a negative COVID-19 test.

8. As a result, prior to the flight, Respondent instructed her administrative assistant to create negative COVID-19 PCR test results in the names of the *G.L. c. 4, § 7(26)(c)*, using existing negative test results in MEEI's records.

9. At the conclusion of its investigation into Respondent having directed a subordinate employee to create the negative COVID-19 PCR tests referenced in paragraphs 4 through 8, MEEI issued a written warning to Respondent on July 11, 2022.

10. On October 3, 2022, Respondent submitted her Massachusetts medical license renewal application to the Board and failed to disclose that she had been investigated by any health care facility, group practice, employer or professional association.

11. Sometime in or around 2017 or 2018, MEEI conducted an investigation into Respondent's leadership in her position as Division Chief of Facial Plastics.

12. As required, Respondent failed to disclose on her subsequent license renewal application that she had been investigated by any health care facility, group practice, employer or professional association.

13. On May 5, 2023, Respondent was interviewed by members of the Board's Enforcement Division.

14. During the interview, Respondent was not always candid and forthcoming.

Conclusions of Law

A. Respondent engaged in conduct that undermines the public confidence in the moral integrity of the medical profession. *See Raymond v. Board of Registration in Medicine*, 387 Mass. 708 (1982) and *Levy v. Board of Registration in Medicine*, 378 Mass. 519 (1979).

B. Respondent violated 243 C.M.R. 1.03(5)(a)(16) by failing to furnish the Board, its investigators or representatives documents, information, or testimony to which the Board is legally entitled.

Order

The Respondent's medical license is hereby reprimanded, and Respondent must also complete one hundred (100) hours of public service at a location and in a manner approved by the Board, which involves the administration of COVID vaccines or the collection of specimens for COVID testing, which serves the needs of a Department of Public Health ("DPH") hospital or non-profit DPH licensed clinic. This sanction is imposed for each violation of law listed in the Conclusion section and not a combination of any or all of them. Furthermore, Respondent is assessed fines of \$10,000.00 for engaging in conduct that undermines the public confidence in the moral integrity of the medical profession and \$10,000.00 for violating 243 C.M.R.

1.03(5)(a)(16). The fines must be paid within sixty (60) days of the acceptance of this Consent Order by the Board. The Board will not renew the license of any physician who fails to pay a fine in a timely manner; this step will be taken automatically and no further notice or process will apply.

Execution of this Consent Order

Complaint Counsel and the Respondent agree that the approval of this Consent Order is left to the discretion of the Board. The signature of Complaint Counsel and the Respondent are expressly conditioned on the Board accepting this Consent Order. If the Board rejects this Consent Order, in whole or in part, then the entire document shall be null and void; thereafter, neither of the parties nor anyone else may rely on these stipulations in this proceeding.

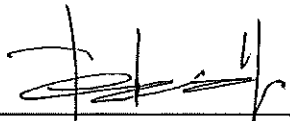
As to any matter in this Consent Order left to the discretion of the Board, neither the Respondent, nor anyone acting on her behalf, has received any promises or representations regarding the same.

The Respondent waives any right of appeal that she may have resulting from the Board's acceptance of this Consent Order.

The Respondent shall provide a complete copy of this Consent Order within ten (10) days by certified mail, return receipt requested, or by hand delivery to the following designated entities: any in- or out-of-state hospital, nursing home, clinic, other licensed facility, or municipal, state, or federal facility at which the Respondent practices medicine; any in- or out-of-state health maintenance organization with whom the Respondent has privileges or any other kind of association; any state agency, in- or out-of-state, with which the Respondent has a provider contract; any in- or out-of-state medical employer, whether or not the Respondent practices medicine there; the state licensing boards of all states in which the Respondent has any kind of license to practice medicine; the Drug Enforcement Administration Boston Diversion Group; and the Massachusetts Department of Public Health Drug Control Program. The Respondent shall also provide this notification to any such designated entities with which the Respondent becomes associated in the year following the date of imposition of this reprimand.

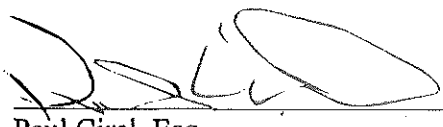
The Respondent is further directed to certify to the Board within ten (10) days that the Respondent has complied with this directive.

The Board expressly reserves the authority to independently notify, at any time, any of the entities designated above, or any other affected entity, of any action it has taken.



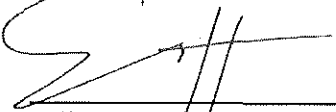
Theresa A. Hadlock, M.D.
Licensee

4/10/2024
Date



Paul Cirel, Esq.
Attorney for the Licensee

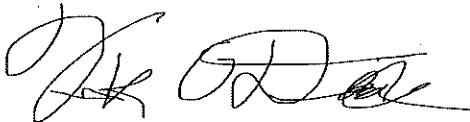
4/10/24
Date



Erik R. Bennett, Esq.
Complaint Counsel

4/16/2024
Date

So ORDERED by the Board of Registration in Medicine this 25th day of April, 2024.



Frank O'Donnell, JD MPA
Acting Board Chair