

OVERVIEW

This year's seminar will cover topics relevant to both health care and law. The intersection of health care and law is incredibly important since these two fields deeply influence each other and have a profound impact on individuals, communities, and society. Policies and law play a vital role in shaping health care systems. The relationship between both fields is dynamic and evolving and requires collaboration across disciplines to ensure the best outcomes for everyone. In this seminar, we will first look at ways for physicians and other health professionals to identify and manage stress to help reduce burnout in the industry. Second, participants will hear about strategies to recognize bullying and incivility in the workplace. They will discover how to assess for violence risks and to identify best practices to recognize and prevent potential threat or harm. Finally, we will hear most recent legal perspectives with case law updates on decisions that impact both health care professionals and attorneys. Medical malpractice lawsuits and medical-related legal decisions will be reviewed. Ultimately, the relationship between health care and law helps balance individual rights with societal needs, and it is vital for addressing the ethical, social, and regulatory challenges of modern medicine.

AUDIENCE

This activity is intended for physicians, psychologists, residents, PAs, NPs, nurses, students, advanced practice providers, and other health care professionals.

Will be offered virtually via Zoom.

MODERATORS

Patrick B. Cavanaugh, Esq.
Attorney
Eastman & Smith Ltd.
Toledo, Ohio

Valerie Bruce Hovland, Esq.
V.P. of Compliance
Salus Group
Sterling Heights, Michigan

SPEAKERS

Don Adamski, MPA, CEAP
Certified Physician Development Coach
Sr. Human Resources Organizational
Excellence Consultant
ProMedica
Toledo, Ohio

Kayla Henderson, Esq.
Litigation Practice Group Attorney
RCO Law
Toledo, Ohio

Lisa Pescara-Kovach, PhD
Professor of Educational Psychology
The University of Toledo
Toledo, Ohio

Kelly L. Austin, PsyD
Vice President - Hospital Workplace
Violence
KLA Risk Consulting
Dublin, Ohio

Jean Ann S. Sieler, Esq.
Attorney at Law
RCO Law
Toledo, Ohio

PLANNING COMMITTEE

Bradley Asbury, BSN, RN
Patrick B. Cavanaugh, Esq.
Rob Fredrick, MD
Valerie Bruce Hovland, Esq.
Diane Monaghan
Richard Munk, MD

Lisa Small, CLE
Peter Stanos, MD
Sonia Syed, BSRT(T), MEd
Shanna Taylor, LISW
Coleen Wening, JD
Sol Zyndorf, JD



Continuing Medical Education Department
Conrad Jobst Tower, Suite 730
2109 Hughes Drive
Toledo, Ohio 43606

2025

MEDICAL-LEGAL SEMINAR:

Recognizing and Addressing Workplace Bullying, Burnout and Violence Risks

and

Malpractice Cases and Claims Trends Impacting Ohio Attorneys and Health Care

Thursday, May 8, 2025

Registration: 4:30 p.m.

Conference: 4:50 p.m. – 8:00 p.m.

Will be offered virtually via Zoom.

THE TOLEDO BAR ASSOCIATION

AND

PROMEDICA'S CONTINUING MEDICAL EDUCATION DEPARTMENT

PRESENT

2025

MEDICAL-LEGAL SEMINAR:

Recognizing and Addressing Workplace Bullying, Burnout and Violence Risks

and

Malpractice Cases and Claims Trends Impacting Ohio Attorneys and Health Care Professionals



Thursday, May 8, 2025

Registration: 4:30 p.m.

Conference: 4:50 p.m. – 8:30 p.m.

Will be offered virtually via Zoom.

PROMEDICA



TOLEDO BAR ASSOCIATION

2025

MEDICAL-LEGAL SEMINAR:

Recognizing and Addressing Workplace Bullying, Burnout and Violence Risks

and

Malpractice Cases and Claims Trends Impacting Ohio Attorneys and Health Care Professionals



Registration due by: Tuesday, May 6, 2025

Fee: \$40 Nurses and Allied Health Professionals
\$60 Physicians and Providers

Registration Options: *Online registration is preferred.

ONLINE promedica.cloud-cme.com or by scanning the QR code above.
(Chrome internet browser required.) Credit cards only.

FAX 419-479-6003 (Credit card number required to process registration.)

EMAIL diane.monaghan@promedica.org

PHONE Phone registrations will not be accepted.

If you wish to register by fax or email, complete the form below.

Registration Form:

Please print clearly.

Name _____ Credentials _____

Home Address _____

City _____ State _____ Zip _____

Home Phone _____ Cell Phone _____

Office Phone _____

Email Address (required) _____

Employer _____

Please check if you require assistance with hearing, vision or mobility.

Please Check Your Primary Discipline:

MD/DO Resident PA NP Nurse

Psychologist Social Worker/Counselor Other _____

Method of Payment:

Payment is required to process registration.

Visa MasterCard Discover American Express

Employer Check (payable to ProMedica CME)

Card Number _____

Expiration Date _____ Amount \$ _____

Signature of Credit Card Holder _____

Billing Address _____

CME NO LONGER ACCEPTS CASH OR PERSONAL CHECKS.

AGENDA AND OBJECTIVES

4:30 p.m. Registration

4:50 p.m. Welcome

4:55 p.m. Introductions

5 p.m. **Get a Grip: Stress Management for Physicians and Other Healthcare Professionals**
Don Adamski, MPA, CEAP

- Identify warning signs of stress overload.
- Recognize the importance of work/life integration.
- Describe the value of teamwork and how it impacts stress levels.
- Access the "real self" through tools such as Active Listening and Powerful Questioning.
- Review how to access a professional coaching journey.

5:30 p.m. **Strategies to End Bullying and Incivility**
Kelly L. Austin, PsyD

- Identify behaviors that define bullying and incivility.
- Explain the consequences of bullying to assist in elevating the priority of prevention and response measures.
- Implement best practices to help prevent bullying and incivility.

6 p.m. **Behavioral Threat Assessment**
Lisa Pescara-Kovach, PhD

- Identify interpersonal violence risks and threats in medical and legal settings.
- Describe affective v. targeted violence, transient v. actual threats, and how to identify each.
- Recognize practical guidance and tools created for proper threat assessment.

6:30 p.m. **Q&A | Moderator: Valerie Bruce Hovland, Esq.**

- Discuss Workplace Bullying, Burnout, and Violence Risks.

6:45 p.m. **BREAK**

7 p.m. **Ohio Medical Malpractice Case Law Update: Decisions that Impact Healthcare Professionals and Attorneys**
Kayla L. Henderson, Esq.

- Identify recent case law affecting medical malpractice claims, outcomes, and defenses.
- Review how medical related statutes (including ORC Section 4732 regarding nursing care) and defenses are being addressed in Ohio.
- Analyze recent medical related legal decisions as they affect all levels of healthcare professionals, from staff nurses to advance practice providers and physicians.

7:30 p.m. **Liability/Malpractice Claims: Trends and General Updates**
Jean Ann S. Sieler, Esq.

- Explore the nature of recent claims and outcomes in medical malpractice lawsuits in Lucas County and surrounding areas.
- Distinguish trends relative to claims as they relate to various practice areas and care issues, including nursing, mid-level, and physician providers.
- Assess the risks of outlier verdicts and claims, as related to trends.

8:00 p.m. **Q&A | Moderator: Patrick B. Cavanaugh, Esq.**
• Compare malpractice case law, liability/malpractice claims, trends and updates.

8:15 p.m. **Evaluation & Adjournment**

EDUCATIONAL CREDITS

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Ohio State Medical Association (OSMA) through joint providership of ProMedica and the Toledo Bar Association.

ProMedica is accredited by the Ohio State Medical Association to provide continuing medical education for physicians.

ProMedica designates this live educational activity for a maximum of 3 AMA PRA Category 1 Credit™. Physicians should only claim credit commensurate with the extent of their participation in the activity.

Participants claiming CME credit from this activity may submit the credit hours to the American Osteopathic Association for Category 2 credit.

AAPA accepts certificates of participation for educational activities certified for AMA PRA Category 1 Credit™ from organizations accredited by ACCME or a recognized state medical society. Physician assistants may receive a maximum of 3 hours of AMA PRA Category 1 Credit™ for completing this program.

ProMedica is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

3 contact hours, including 1.0 Category A of Nursing Law and Rule.

ProMedica Continuing Medical Education is approved by the Ohio Psychological Association - MCE Program to offer continuing education for psychologists. ProMedica Continuing Medical Education (Provider # 341887062) maintains responsibility for the program. Psychologists earn 3 CE for this activity.

ProMedica Toledo Hospital Social Work Services has authorized 3 clock hours of Continuing Professional Education credit to Social Workers (provider # RSX 058902) & Counselors (provider # RCX 119015) completing this program according to the standards of the State of Ohio Counselor, Social Worker, Marriage and Family Therapist Board. **(Participant must attend entire program to receive Counselor/Social Worker credit. No partial credit available.)**

REFUND/CANCELLATION POLICY

The registration fee, minus a \$25 administrative fee, will be refunded if a cancellation is received (in writing or by phone) no later than **Tuesday, May 6, 2025**. Refunds will not be given for failure to attend. Substitutions may be made at any time (in writing or by phone) without an additional charge. **If this meeting is cancelled for any reason, including labor strikes or acts of nature, liability is limited to a full refund of registration fees.**

For more information, please call the ProMedica Continuing Medical Education Department at 419-291-4170.