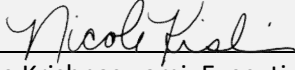




## Oregon Medical Board PROCEDURE

<b>TITLE/SUBJECT:</b>	Analyzing Board Disciplinary Decisions for Equity and Consistency
<b>NUMBER:</b>	847-107-001
<b>REFERENCE:</b>	Oregon Secretary of State Audit: <a href="#">“To Protect Patients and Maintain Public Trust, the OMB Should Further its Efforts to Address the Risk of Inequitable Disciplinary Decisions”</a> (January 2024) <a href="#">OMB Disciplinary Guidelines</a> (April 2025)
<b>APPLICATION:</b>	Corrective Action Agreements, Stipulated Orders, and Final Orders
<b>INTERPRETATION RESPONSIBILITY:</b>	Executive Director, Investigations Manager, Legislative & Policy Analyst
<b>EFFECTIVE DATE:</b>	January 1, 2026
<b>REVISION DATE:</b>	December 31, 2026

**APPROVED BY:**

  
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Nicole Krishnaswami, Executive Director

### PURPOSE:

This framework provides a systematic approach to reviewing Oregon Medical Board case resolutions for consistency. Inconsistent outcomes undermine trust among licensees and the public and may restrict access to medical care while contributing to disparities in health treatment and outcomes for Oregonians.

### POLICY:

The Board is committed to consistency, fairness, and equity in case outcomes. Case outcomes will be proportionate to the severity and impact of the violation, considering both aggravating and mitigating factors. The Board aims to ensure that similar violations under similar circumstances will result in similar outcomes. Any departures from established patterns will be justifiable. To ensure transparency, accountability, and integrity in the process, the Board has adopted a decision-making framework which is documented and publicly accessible, see [OMB Disciplinary Guidelines](#).

Board staff will collect and analyze data from cases that have closed with Corrective Action Agreements (CAAs), Stipulated Orders (SOs), and Final Orders. The analysis will be published annually and available on the Board’s website.

**PROCESS:**

**Step 1: Data Collection**

Board staff will ensure relevant data is collected and stored in the Board’s internal database. Data collected may include the following and any other relevant data for the analysis.

<b>Case Data</b>	<b>Licensee Data</b>
Case open and close dates	License status
Complaint source	Original license issue date
Case disposition	Geographic location
Aggravating factors	Malpractice history
Mitigating factors	Prior complaints
Primary and Secondary statutory violations	Prior disciplinary history
Order terms and requirements	

**Step 2: Consistency Analysis**

<p><b>Board staff will:</b></p> <ul style="list-style-type: none"><li>• Group cases by primary and secondary statutory violations</li><li>• Compare order type and terms</li><li>• Document aggravating and mitigating factors</li><li>• Identify cases with outcomes that depart from the OMB Disciplinary Guidelines or established patterns in similar cases</li><li>• Examine rationale for deviations</li></ul>
<p><b>Key Questions:</b></p> <ul style="list-style-type: none"><li>• Are case outcomes consistent?</li><li>• Are deviations clearly justified in the records?</li><li>• Are aggravating and mitigating factors applied consistently?</li><li>• Are process or policy changes needed to improve equity and consistency?</li></ul>

**Step 3: Draft Report**

Board staff will draft a report that includes key findings on case outcome consistency and identifies any areas of concern. If applicable, the report may include recommendations for process or policy modifications. The Administrative Affairs Committee and full Board will review the draft report in their public meetings, and partner organizations and members of the public may provide feedback via public comment.

**Step 4: Final Report**

The Board will approve the final report, which will be published annually and made available to the public on the Board’s website.