



Beth Israel Deaconess
Medical Center



HARVARD MEDICAL SCHOOL
TEACHING HOSPITAL

Kevin Tabb, MD
President and
Chief Executive Officer

Confidential Peer Review

March 30, 2015

By Certified Mail/RRR and U.S. Mail

Paul A. Church, M.D.

Re: Medical Executive Committee Action

Dear Dr. Church:

I am writing to notify you that on March 18, 2015, the Medical Executive Committee ("MEC"), in accordance with the provisions of Article VI of the Medical Staff Bylaws, voted to revoke your appointment as a member of the Medical Staff of Beth Israel Deaconess Medical Center ("BIDMC"). The basis for this recommendation includes your violation of the terms of a Letter of Reprimand dated November 7, 2011, including subsequent statements by you using BIDMC's electronic information systems to communicate your unsolicited views about homosexuality that were offensive to BIDMC staff, including statements on June 13, 2013, and June 13, 2014 and June 19, 2014. BIDMC and the MEC regard this behavior as not only violative of the Letter of Reprimand, but also inconsistent with its established standards of professional conduct, in deliberate disregard of the directives of the Medical Staff, and contrary to the Medical Staff Bylaws, policies, procedures and guidelines of the institution, including Policy ADM-04, the Information Systems Department Data Security Policy, and Policy PM-24, the Discrimination and Harassment Policy.

In finding that this conduct represents an unacceptable departure from professional standards and violates the Medical Staff Bylaws and policies of BIDMC, the MEC has recommended imposition of disciplinary action, in the form of revocation of your appointment to the Medical Staff. Please be advised that this recommendation of the MEC for revocation will be reported to the Massachusetts Board of Registration in Medicine, as required by law.

As provided by the Medical Staff Bylaws, you have the right to request a hearing

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for purposes of review of the decision of the MEC. I have enclosed a copy of Article VI which sets forth the fair hearing procedure available under the Medical Staff Bylaws.

Any request for a hearing must be directed to me, in writing, within thirty (30) days of receipt of this notice. If a written request for a hearing is not received within this timeframe, the right to a hearing will be deemed waived and the recommendation of the MEC will be forwarded to the Board of Directors of Beth Israel Deaconess Medical Center for final action.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Tabb", with a long, sweeping horizontal line extending to the right.

Kevin Tabb, M.D.
President and Chief Executive Officer

With enclosure