BEFORE THE
NORTH CAROLINA MEDICAL BOARD

In re: )
) ) REENTRY AGREEMENT
John Howard Williams, M.D., )
) Applicant.

This Reentry Agreement is agreed to between the North Carolina Medical Board ("Board"), John Howard Williams, M.D., ("Dr. Williams") and James S. Parsons, M.D. ("Dr. Parsons") solely in his capacity as an agent of the Board.

STATUTORY AUTHORITY

The Board is a body duly organized under the laws of North Carolina and is the proper party to bring this proceeding under the authority granted it in Article 1 of Chapter 90 of the North Carolina General Statutes and the rules and regulations promulgated thereto.

FINDINGS OF FACT

Dr. Williams has not actively practiced clinical medicine since July 2010 and acknowledges the need to complete a program of reentry into the practice of medicine in order for the Board to issue him a license to practice medicine.

ORDER

Now, therefore, with Dr. Williams' Consent, it is ORDERED that:

Reentry Agreement - John Howard Williams, M.D.
1. The Board shall issue Dr. Williams a license to practice medicine and surgery.

2. Dr. Williams shall undertake a program of reentry into the practice of medicine pursuant to a reentry plan ("Reentry Plan") that shall consist of a period of mentoring by Dr. Parsons that shall begin within sixty (60) days from the effective date of this Reentry Agreement ("Reentry Period"). Dr. Parsons shall serve as Dr. Williams's mentor and provide the Board with a series of letters that describe his mentoring and make an assessment of Dr. Williams' competency.

3. Dr. Williams may not practice medicine and surgery outside of the scope of this Reentry Agreement until it is completed.

4. Dr. Williams shall arrange to have Dr. Parsons perform mentoring of him during the Reentry Period. The Reentry Period shall consist of the following three phases:

   a. **Phase I – Observation of Mentor:** The first phase of the Reentry Period shall last for one week ("Observation Phase"). The Observation Phase shall consist of observation-only practice during which time Dr. Williams will not be directly involved in the evaluation and management of any patients, but will observe Dr. Parsons in these activities. Dr. Williams and Dr. Parsons shall
discuss aspects of Dr. Parsons's practice that shall include:

(1) Patient care;
(2) Medical knowledge;
(3) Communication;
(4) Practice based learning;
(5) Systems based care; and
(6) Professionalism.

For the remainder of this Reentry Agreement, the above (1) - (6) shall be referred to collectively as the "Core Mentor Practice Areas."

During this phase, Dr. Williams will observe the pace of the office practice, the degree of thoroughness of the patient interview, the use of previous and ongoing medical records and establishing and communicating a treatment plan. After each patient, or a group of patients, Mentor and Mentee will discuss important points.

Within ten (10) days of the completion of the Observation Phase, Mentor will generate an Observation Phase report and provide it to the Board.

b. Phase II - Direct Mentoring of Patient Care: The second phase of the Reentry Period shall last for
four (4) weeks ("Direct Mentoring Phase"). The Direct Mentoring Phase shall consist of directly supervised practice during which time Dr. Williams will be involved in the evaluation and management of patients under the supervision of Dr. Parsons. Dr. Williams and Dr. Parsons shall discuss aspects of Dr. Williams's practice that shall include the Core Mentor Practice Areas.

During this phase, Mentee will see patients with low acuity and uncomplicated conditions by seeing only one patient per hour. Mentor will directly assess Mentee's interaction with patients, the taking of history, physical examination, ordering of ancillary tests and Mentor will observe during discussion of findings and treatment plan. Additionally, Mentor will confirm or discuss changes in Mentee's assessment and plan and Mentor will review medical records prior to the patient's discharge from the office.

Beginning in the second week of Phase II, Mentee will begin seeing two patients per hour. With Mentor's approval, Mentee will begin to evaluate the subsequent patients on his own, but will discuss each patient, along with the
additions to their medical records. This will occur either directly after seeing the patient, or if not practical, within four hours.

At the conclusion of each day, Mentor and Mentee will discuss individual patients seen during the day, as well as diseases encountered and treatment plans. Mentor will point out areas where Mentee needs improvement and will assign relevant reading material. Mentee will also review medical conditions daily which he has encountered during that day.

Within ten (10) days of the completion of the Observation Phase, Mentor will generate an Direct Mentoring of Patient Care Phase report and provide it to the Board.

c. Phase III - Independent Mentored Patient Care:
The third phase of the Reentry Period shall last for twelve (12) weeks ("Independent Mentored Phase"). The Independent Mentored Phase shall consist of Dr. Williams's independent, mentored practice during which time Dr. Williams shall be involved in the evaluation and management of patients. Dr. Williams and Dr. Parsons shall
discuss aspects of Dr. Williams's practice that shall include the Core Mentor Practice Areas.

During Phase III, Mentee will see approximately two patients per hour. Mentee will be responsible for taking a history, the physical examination, ancillary testing, treatment plan and record keeping. Mentor will review the charts of any patients new to the practice, patients with complex problems, significant changes in their baseline status, unusual diagnoses and any patients with complaints about care. In addition, Mentor will perform a chart audit. These records will be reviewed at the conclusion of each workday.

During this phase, at the end of each week, Mentor and Mentee will meet for one hour to discuss the course of the week, interesting patients and medical conditions and Mentee's record keeping. Mentor will critique Mentee's performance, answer any questions and assign material for further study and exploration.

Within ten (10) days of the completion of the Independent Mentored Patient Care Phase,
Mentor will generate an Observation Phase report and provide it to the Board.

5. Dr. Williams shall ensure that Dr. Parsons delivers letters to the Board’s Director of Compliance no later than thirty (30) days after the end of each phase which describe with detail the nature of the mentoring and state an opinion as to the level of competency with which Dr. Williams practiced during each of the three mentoring phases. The detailed description of the nature of the mentoring will include comments about Dr. Williams’s competency in each of the Core Mentor Practice Areas and clinical performance metrics.

6. If the Board requests, then Dr. Williams shall meet with members of the Board at such dates, times and places as directed by the Board to discuss his transition back into the practice of medicine, his clinical skills and any other subject the Board may deem necessary to discuss.

7. Any failure to comply completely and specifically with all terms, conditions and provisions of this Reentry Agreement shall constitute unprofessional conduct within the meaning of N.C. Gen. Stat. § 90-14(a)(6) and shall be grounds, after any required notice and hearing, for the Board to annul, suspend, revoke, condition, limit and/or otherwise take action against Dr. Williams’s license to practice medicine or to deny any
application he might make in the future or then have pending for a license to practice medicine.

8. This Reentry Agreement shall be treated as a public record within the meaning of Chapter 132 of the North Carolina General Statutes and shall be subject to public inspection and dissemination pursuant to the provisions thereof.

9. Dr. Williams shall notify the Board in writing of any change in his residence and/or practice addresses within ten (10) days of the change.

10. This Reentry Agreement shall take effect upon full execution by Dr. Williams, the Board and Dr. Parsons and shall continue in effect until Dr. Williams receives written confirmation from the Board that he has satisfactorily completed all requirements herein.

11. Dr. Parsons shall have the right, upon written notice to the Board, to withdraw as the mentor. Such written notice shall state with particularity the reasons for withdrawal. Dr. Williams' approval is not required for Dr. Parsons to withdraw as mentor.

12. It is specifically understood and agreed upon by all parties to this Reentry Agreement that Dr. Parsons is acting solely as an agent of the Board pursuant to its powers contained in N.C. Gen. Stat. § 90-5.1. As an agent of the Board, Dr.
Parsons shall be immune from civil liability pursuant to N.C. Gen. Stat. § 90-14(e) and § 90-14(f).

13. **Indemnification:** Dr. Williams agrees to and does hereby indemnify, save and hold harmless the Board and Dr. Parsons in his reentry mentoring capacity from any and all loss and damage (including court costs and reasonable attorneys' fees) arising out of a complaint, suit and/or any type of legal action against the Board and/or Dr. Parsons, the subject of which concerns care rendered during the Reentry Period to a patient by Dr. Williams. The intent of this paragraph is for Dr. Williams to indemnify and hold harmless the Board and Dr. Parsons in his reentry mentoring capacity in the event that Dr. Williams is sued along with the Board and Dr. Parsons arising out of patient care that Dr. Williams rendered during the Reentry Period.

14. Dr. Williams agrees not to seek any remedy or commence any action or legal proceeding of any nature or kind against Dr. Parsons arising out of the performance of Dr. Parsons's good faith duties as a mentor.

15. The timeframes, terms, provisions and conditions of the Reentry Period may be changed in Dr. Parsons's discretion, except that written approval from the Board's Medical Director is required if the timeframes provided in the Reentry Period are to be reduced in any way. Such Medical Director approval shall
not be unreasonably withheld and shall be confirmed in writing or by electronic mail.

By consent and agreement of all parties and by Order of the North Carolina Medical Board this the 16th day of April, 2014.

NORTH CAROLINA MEDICAL BOARD

By:  

Paul S. Camnitz, M.D.  
President
Consented to this the 16th day of April, 2014.

John Howard Williams, M.D.

State of North Carolina

County of Wake

I, Elizabeth Milks, a Notary Public for the above named County and State, do hereby certify that, John Howard Williams, M.D. personally appeared before me this day and acknowledged the due execution of the foregoing instrument.

Witness my hand and official seal,

this the 16 day of April, 2014.

Elizabeth Milks
Notary Public

My Commission Expires: 10/10/2017
Consented to this the 16th day of April, 201.

James S. Parsons, M.D.
Agent of The North Carolina Medical Board

State of North Carolina
County of Wake

I, Elizabeth Milkes, a Notary Public for the above named County and State, do hereby certify that James S. Parsons, M.D. personally appeared before me this day and acknowledged the due execution of the foregoing instrument.

Witness my hand and official seal,
this the 16th day of April, 2014.

Elizabeth Milkes
Notary Public

My Commission Expires: 10/10/2017