



# INSIDER

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## Message from Board Member Charles J. Alexander, Ph.D.

It doesn't seem like it's been that long since I was appointed to the Physician Assistant Board, but it has been nearly eight years. This is my second term on the Board, and I am grateful to be able to serve as a public member and former vice president. It gives me great pleasure to work with a group of outstanding people

to serve the profession and the public. The Board and incredible staff have continued to stay on top of monitoring important legislation and enacting regulations that impact the profession and citizens of California.

Also, during my tenure on the Board, we have witnessed incredible growth in the profession and a significant increase in the number of physician assistant programs in the state. There are currently 19 active programs with a total enrollment of 833 students. There are also four programs in the making with the potential of serving approximately 200 more students. These programs will address an important need as we face challenges with the health professions workforce. More importantly, they can diversify the profession so that it mirrors the citizens of California as well.

These are challenging times as we work to train a health care workforce to address our state's needs. The physician assistant profession will continue to play an important role as the demand for health care increases. Finally, as a university administrator and former health professions advisor, the profession continues to be popular among students who are interested in being a part of the health profession team. I am highly encouraged and inspired by the Board's support to seeing that the profession grows and addresses the health care needs of Californians. We are also committed to ensuring the profession continues to produce highly capable, compassionate, caring, and culturally sensitive health care providers. Thank you for your support and keep up the excellent work!

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### — MISSION —

Protect and serve consumers through licensing, education, and objective enforcement of the physician assistant laws and regulations.

### — VISION —

Assure that health care needs for all people are met in a compassionate, competent, and culturally sensitive manner.

### — JURISDICTION —

The Physician Assistant Board's jurisdiction includes physician assistants.

The Board's jurisdiction does not include physicians (M.D.s), licensed midwives, polysomnographic trainees, technicians and technologists, and research psychoanalysts and student research psychoanalysts, chiropractors, dentists, health maintenance organizations, hospitals, insurance companies, malpractice actions/civil lawsuits, Medi-Cal, Medicare, nurses (R.N., N.P., FNP), optometrists, or osteopathic physicians (DOs).

The Board also has no authority over a medical provider's attitude, bedside manner, demeanor, office staff, prices charged, or refund disputes with a medical provider unless there is a double payment by the insurance company. The Board cannot assist consumers in obtaining medical care or financial compensation for medical malpractice.



## Notice to Licensees Regarding CURES Version Update

Beginning August 1, 2024, all California dispensers of controlled substances will be required to report dispensations to the Controlled Substance Utilization Review and Evaluation System (CURES) using version 4.2B of the American Society of Automation in Pharmacy (ASAP) format. On and after this date, data submitted using the current CURES ASAP version 4.1 format will no longer be accepted.

Prompt action by licensees who dispense controlled substances is recommended. Technical implementation of this update to data submission software may take considerable time. Contact your data submission software provider and confirm they are preparing for this upcoming ASAP version change.

For more information about the ASAP format change and suggested action steps for data submitters, please see the Department of Justice informational bulletin entitled "[New File Format for Reporting to CURES](#)" on the [Office of the Attorney General's CURES Website](#).

For information about CURES, visit DCA's [CURES information page](#).



## Do We Have Your Email Address?

Licensees are encouraged to provide the Physician Assistant Board (PAB) with an email address if the licensee has one. Email is an efficient channel for sharing information between PAB and its applicants and licensees. PAB will be able to communicate the status of applications, renewals, and requests for various PAB services; provide law and regulation updates; and disseminate important PAB news directly to each applicant and licensee. It doesn't get much easier! PAB hopes this accelerated delivery and exchange of information will decrease processing times in all aspects of the PAB's programs and facilitate licensees keeping apprised of laws and regulations and PAB activities. You can submit/update your email address using your BREEZE account or submit it in writing by emailing the PAB at [paboard@dca.ca.gov](mailto:paboard@dca.ca.gov)—please include your name and license number.

## Stay Connected

PAB is on Facebook, Twitter, and Instagram, and utilizes them for all the latest PAB information including upcoming meeting reminders, information about the profession, alerts of disciplinary action taken against licensees, proposed regulatory updates, and job announcements.

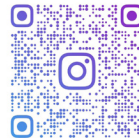
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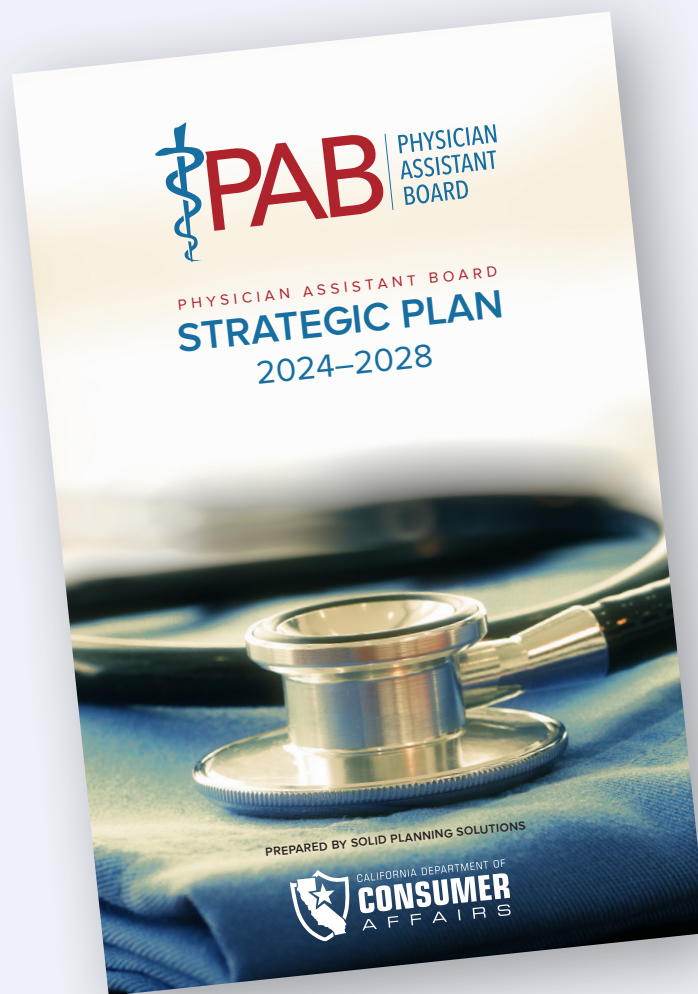


or visit our website at  
[www.pab.ca.gov](https://www.pab.ca.gov)

## Board Completes its Strategic Plan

The Physician Assistant Board has completed its Strategic Plan 2024–2028, which is intended to guide the Board in its mission to protect and serve consumers through licensing, education, and objective enforcement of the Physician Assistant laws and regulations. The Strategic Plan is a living document. It is updated on a regular basis to reflect changes in the Board's priorities as changes occur in public health, the marketplace, legislation, and other areas. The Board reviews the status of each goal in the plan annually and typically revises the plan every five years to incorporate necessary changes. The Board reviewed and adopted the plan at its August 4, 2023, meeting.

The Strategic Plan 2024–2028 was completed after a comprehensive review by the Board. The process included a survey of stakeholders and Board staff, interviews with Board members, and a planning session facilitated by the Department of Consumer Affairs' Office of Strategic Organization, Leadership, and Individual Development (SOLID). The Board encourages stakeholders and the public to review its Strategic Plan and to monitor and support progress toward the goals and objectives established in the plan by participating in Board meetings, rulemakings, and other activities. Information about the Board's activities is posted on its website, [pab.ca.gov](http://pab.ca.gov). In addition, stakeholders can sign up to receive emails with news and updates from the Board.



## Probation Monitor Q&A

### 1. How is a PA placed on probation?

If a complaint is received by the Board and it was determined the licensee committed violations of the PA Practice Act, the Board would ask the Office of the Attorney General to file an Accusation against that licensee on the Board's behalf. A possible outcome of that legal action for the licensee is probation. You can find a document providing the Disciplinary Guidelines given to the parties involved in the adjudication process here: [https://www.pab.ca.gov/forms\\_pubs/model\\_disp\\_guide.pdf](https://www.pab.ca.gov/forms_pubs/model_disp_guide.pdf). These guidelines describe the types of violations committed by Board licensees and the recommended recourse for each.

### 2. What happens if you are put on probation?

Probation allows a licensee to keep their license while allowing the Board to impose conditions on the license in an attempt at remediation and monitoring during a specified time. Some typical conditions include ones requiring additional continuing medical education (CME) courses be completed in specific areas, undergoing clinical proficiency assessments or psychological/addiction assessments, complying with any recommendations made

by the assessors, completing community service, or having more involved supervision or monitoring. It can also include drug testing or requiring a third-party chaperone be present when treating certain patients. Probation can cause the licensee to incur fees.

### 3. What do you have to do when you are put on probation?

Licensees should comply with the Decision and Order the Board adopted in your case. If the licensee does not comply, the Board may pursue revocation of the license.

### 4. Can you petition the Board to change its decision when put on probation?

You can petition the Board for "Penalty Relief" pursuant to Business and Professions Code section 3530. The Board will issue a new Decision which could modify or terminate the Decision that placed you on probation. It does not replace the original Decision but will be in addition to it. A licensee on probation usually has to wait one year from the effective date of the Decision for modification of a condition or two years from the effective date of the Decision for early termination of probation of three or more years.



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### 5. What is Maximus?

Maximus is the Board's current drug and alcohol recovery monitoring program.

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### 6. Does Maximus cost anything?

Maximus' administrative costs are roughly \$461.21 a month (if ordered by the Board). Costs are about \$348 a month if you are a self-referral. If it is recommended that you need to participate in Health Support Group meetings, that can cost about \$200–\$400 a month in addition to the administrative fees. Also, drug testing costs range from \$57 to \$238 (based on whether urine, blood or hair is being tested) for each test (and you can expect multiple tests each month). Additionally, there may be psychological assessments which cost between \$225 (initial assessment) to \$150 (subsequent assessment). The costs increase if it is recommended that you be admitted for inpatient recovery.

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### 7. Are there extra costs for being on probation?

Probation monitoring fees are currently \$1,005 per year. Many of the Board approved courses which licensees on probation may be ordered to attend cost close to \$2,000 each. The Board will likely include in its Order that a licensee pay back to the Board the amount the Board spent investigating and prosecuting the licensee. Attorney and investigation fees can range from \$2,000 to \$40,000. In addition, if a licensee is required to participate in drug testing, therapy, assessments, or complete additional CME courses, they all have their own costs, and the licensee is responsible for paying them.

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### 8. Can a licensee still practice while on probation?

This is determined on a case-by-case basis and certain conditions may be required for a licensee to practice while on probation.

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### 9. How is a licensee's probation monitored?

Currently, we have an analyst assigned to monitor probation compliance. Monitoring is done by gathering evidence obtained from the licensee, their supervising physician(s), their therapist, their course providers, and other assessors. This can be obtained by face-to-face interviews, phone interviews, the receipt of reports, correspondence, lab results, etc.

### 10. How many times does the probation monitor meet with a licensee?

Most decisions require at least one face-to-face interview within 90 days of the effective date of the decision. The decision typically also requires the licensee to be available to meet at the Board's discretion, and that the Board's designee (the probation monitor) may make unannounced site visits to a PA's practice location. The number of visits will likely depend on the type of conditions that were ordered and any compliance issues.

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### 11. Does the licensee need to let the consumer know they are on probation?

This is not a feature of our disciplinary guidelines at present. But the Board could impose this condition if it believes it is necessary for public protection.

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### 12. How can a consumer find out if and why their PA is on probation?

Consumers can find disciplinary action information by visiting <https://search.dca.ca.gov/> and searching the PA's name.

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### 13. If a licensee was put on probation, is the complainant made aware that the licensee was placed on probation?

The complainant will be made aware if they have provided the Board with their contact information, with a letter and a copy of the Decision.

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### 14. What are some common concerns you hear from licensees placed on probation?

Licensees on probation ask if their probation decision will continue to appear on the Board's website after the probation is completed. The Decision will remain on the website indefinitely but will indicate successful completion of probation.

## Medical Consultant Program

Physicians or physician assistants as consultants, review complaints to determine if there is a need for formal investigation by Board investigative staff or if the complaint is resolved by a preliminary review of the medical records and the accompanying physician assistant narrative statement. The consultant is asked to write an opinion to support their recommendation.

### Requirements for participating in this program:

1. A current license in good standing with the Medical Board of California, Physician Assistant Board, or Osteopathic Medical Board of California.
2. An unrestricted medical license issued by the Medical Board of California, Physician Assistant Board, or Osteopathic Medical Board of California that has no complaints within the last three years, no pending accusations, and no prior enforcement or disciplinary action.
3. The ability to maintain a high level of confidentiality, provide objective, unbiased evaluations, and the ability to articulate and to legibly document findings.

### Desirable qualifications include:

- Minimum of five years in practice
- Board-certified
- Peer review experience

Medical consultants are hired on a contract basis. The consultants are not considered to be civil service or “employees” of the Board but instead are considered “independent contractors.” As such, the relationship between the medical consultant/independent contractor and the Board may be terminated by either party at any time.

Participating physicians and physician assistants are reimbursed \$75 per hour for record review/report preparation. If you are interested in providing medical consultant services to the Physician Assistant Board, please email Complaint Analyst Armando Melendez at [Armando.Melendez@dca.ca.gov](mailto:Armando.Melendez@dca.ca.gov) or call 916-576-2676.



From left: Board President Juan Armenta and Board Member Vasco Deon Kidd.

## August Board Meeting

The Board met for its quarterly Board meeting on August 4, 2023, in San Diego. During this meeting, Board President Juan Armenta administered the ceremonial oath of office to Board member Vasco Deon Kidd who was reappointed to the Board by Governor Gavin Newsom.

## CapaCON 2023

Our Board had the pleasure of attending the annual conference hosted by California Academy of PA's (CAPA) during Physician Assistant Week in Anaheim, CA. CAPACon is a conference for general medicine and specialty PAs that encompasses clinical lectures and hands-on workshops for continuing medical education (CME) credits. Our staff was available to answer any questions licensees and students had and to hand out updated laws and regulations booklets. We greatly appreciate the opportunity provided to us by CAPA to attend this exceptional event.



From left: Enforcement Analyst Christina Haydon, Complaint Analyst Armando Melendez, Legislative and Regulatory Specialist Jasmine Dhillon and Executive Officer Rozana Khan.



From left: Board Member Sonya Earley, Executive Officer Rozana Khan, Legislative and Regulatory Specialist Jasmine Dhillon and Licensing Analyst Julie Caldwell.



From left: Complaint Analyst Armando Melendez, Enforcement Analyst Christina Haydon, Executive Officer Rozana Khan, Licensing Analyst Julie Caldwell, and Board Member Vasco Deon Kidd.

## Name and Address Changes

It is crucial that the Board has current and accurate name and address information on file should the Board need to contact its licensees or applicants. Instructions for submitting name and address changes are available on the Board website. Click one of the icons below:

### ADDRESS CHANGE



### NAME CHANGE



Licensees are required by law to notify the Board within 30 days if they change their name or address of record. It is very important that we have current and complete records so licensees receive timely renewal notices and other important information, and applicants receive messages regarding application status.



## Join the Board Subscriber List

Please join the Board's **email subscriber list**, an online subscription service, to receive notices of changes in laws and regulations, enforcement actions taken against licensees, and information related to the physician assistant practice.

## Become a Board Member

Board members collectively provide oversight and direction. Board members make important decisions on agency policies and on disciplinary actions against professionals who violate state consumer protection laws. Board members approve regulations and help guide licensing, enforcement, public education, and consumer protection activities. Some board members are licensed professionals themselves, while many others are public members. The Governor appoints many board members, but the Legislature makes appointments as well. For more information and how to apply, view our informational bulletin at [https://pab.ca.gov/forms\\_pubs/board\\_member.pdf](https://pab.ca.gov/forms_pubs/board_member.pdf).





## Meet Our Staff

Christina Haydon, *Enforcement Analyst*



### 1. What is your favorite part about working at the Physician Assistant Board (PAB)?

We have an awesome team and we all work well together. With the great leadership we have, PAB is growing and I am excited to be a part of it.

### 2. What is your favorite food/cuisine?

Sweets are my favorite. I'm vegan so I love to try a variety of vegan baked goods.

### 3. When you were a kid, what did you want to be when you grew up?

I wanted to be a violinist and play in an orchestra. As a kid I used to play the violin and I found it soothing.

### 4. What are your hobbies or what do you like to do in your spare time?

I enjoy spending time with my family. My favorite is spending the holidays with my family. I also enjoy working out and have recently added yoga to my workouts.

### 5. Do you have any hidden talents or skills? What are they?

I recently started gardening and have gained an appreciation for horticulture.

### 6. What's your one guilty pleasure?

Eating sweets that are not vegan.

### 7. What's the best piece of advice you've ever received?

Age is simply the number of years the world has been enjoying you.

### 8. What's your favorite time of year? Why?

Fall is my favorite time of year. I love it because the leaves turn beautiful colors, and the weather is sunny and a little cool. It is also the start of the holiday season.

### 9. What does the Enforcement Analyst do for PAB?

I ensure that procedural due process is afforded to physician assistants. I review and process disciplinary documents; issue citations and fines; post disciplinary documents on licensees' web profiles; and compile the Board's monthly disciplinary actions list. I also access the Department of Justice, Bureau of Criminal Information and Analysis database for subsequent arrest notifications, and timely report of adverse actions taken against a licensee to ensure the Board is in compliance with federal law.

## Attend a Board Meeting

Attend a Board meeting to learn about the Board's administrative and disciplinary processes. The Board encourages everyone to attend a Board meeting to enhance the learning of the Board's processes and the work the Board conducts. Meetings are held four times a year in various locations throughout California.

Please see the Board's website for updates and more information at [www.pab.ca.gov/about\\_us/meetings/index.shtml](http://www.pab.ca.gov/about_us/meetings/index.shtml).





## Farewell to Board Member Grant

On January 1, 2024, Dr. Jed Grant will have completed 10 years of service with the Physician Assistant Board; his years with the Board consisted of two four-year terms and two one-year grace periods. The Board would like to thank Dr. Grant for his distinguished service as a conscientious and resourceful member.

Dr. Jed Grant began his medical career as a U.S. Army medic and graduated from the Inter-service (U.S. military) P.A. program in 1999. Dr. Grant earned his bachelor's and master's degrees from the University of Nebraska and completed his doctorate at the University of Lynchburg. His research areas have included infectious disease, hypertension, and P.A. education. Dr. Grant has practiced in primary care, general surgery, military, occupational, and emergency medicine. He currently works clinically in urgent care and serves in the California Army National Guard as an aeromedical P.A. Dr. Grant has served in several leadership roles, including responsibility for clinical PA operations at the local, state, and regional level and serving as the president and vice-president of the Board. Despite varying obstacles as a member and leader, Dr. Grant never wavered in his commitment to the Board's mandate to protect consumers. Dr. Grant is highly respected by his peers, stakeholders, and Board staff for his high degree of professionalism and his reasonable approach to important issues.

Among board members, his opinions and leadership were highly valued. He was a voice of reason during discussion and deliberation and his tenure as a board member brought forward perspective and experience that facilitated practical dialogue and debate. He will be remembered for his cheerful and rational disposition and unwavering protection of the consumers of California.

This farewell interview highlights Dr. Grant's outstanding accomplishments and contributions to the Board.

### **How has your professional expertise applied to your role on the Board?**

My background as a P.A., educator, and prior law enforcement officer gave me a good understanding of the need for regulations to ensure public protection and confidence in the care provided by P.A.s in California. Those experiences have been very helpful in understanding administrative and regulatory processes and anticipating the effects of Board activities on the profession and the public. I have been clinically and professionally mentored by many excellent P.A. and physician colleagues throughout my career and taught how to lead people through my military service. The lessons I learned from those experiences served me well as vice president and president of the Board.

### **The Board's mission is to protect and serve consumers through licensing, education, and objective enforcement of the physician assistant laws and regulations. What makes its mission powerful for you?**

As an educator, I have trained hundreds of P.A.s and emphasized that trust is a significant underpinning principle of successful practice—both for the public/patients and our colleagues. As a relatively young profession (56 years as of this writing), the professional and public trust must be protected so that the P.A. profession can continue growing and providing needed health care to patients in California. Accordingly, a violation of that trust should be addressed swiftly to prevent erosion of confidence in P.A.s and the services they provide. Likewise, it is essential to consider that California has more than 16,000 P.A.s practicing, which is just over 10% of the P.A.s in the United States, so what we do here has some impact nationally regarding regulating the profession.

### **Did you experience any major changes that impacted the Board during your term? If so, how did you address them?**

Participating in the modernization of the P.A. Practice Act in collaboration with the Legislature and professional organizations has been both educationally and professionally fulfilling. The COVID-19 pandemic was an unanticipated challenge for P.A.s practicing in many states, especially California. I enjoyed working with our counsel, Board staff, DCA, and the Governor's Office to find innovative ways for P.A.s to help meet our citizens' needs in a worldwide health crisis while maintaining critical public protections. Finally, the number of P.A. training programs and P.A.s in California more than doubled during my service on the Board. The profession's maturation and growth required the Board to develop a strategic plan to anticipate and meet related regulatory needs. We designed and executed the Strategic Plan 2019–2023 that moved the Board to a fully independent Board, ensuring that the public is confident that they are in good hands when they receive care from a licensed P.A. in California.

## Farewell to Board Member Carlquist



Jennifer Carlquist, PA-C, was appointed to the Board in 2016 by Governor Gavin Newsom then reappointed in 2020. Ms. Carlquist is a physician assistant and has worked at Central Coast Cardiology since 2011 and at Salinas Valley Hospital in the emergency room since 2008. Ms. Carlquist worked at Dr. Robert Wlodarczyk Cardiology, Inc. from 2005 to 2015 and at the Community Hospital of Monterey Peninsula as an emergency room physician assistant from 2013 to 2020. We wish Ms. Carlquist all the best in her future endeavors and thank her for her commitment and service on the Board.

## Board Member Recognition



*From left, Board Member Jennifer Carlquist and Board Member Jed Grant.*



*From left, Board Member Diego Inzunza, Board Member Vasco Deon Kidd, Board President Juan Armenta, former Board President Robert Sachs, Board Member Jennifer Carlquist, Board Member Jed Grant, Board Member Charles Alexander, Board Vice President Sonya Earley, Board Member Debbie Snow, California Department of Consumer Affairs Director Kimberly Kirchmeyer, and Executive Officer Rozana Khan.*

The Board and staff express their deepest gratitude to the members for their wisdom, leadership, excellence, dedication, invaluable contribution, and exemplary service during their terms of service.



## Administrative Actions—Citations

The Physician Assistant Board (PAB) regulates the profession of physician assistants through the enforcement of the Physician Assistant Practice Act. The following summary indicates administrative actions taken by PAB against licensees for violations of the Act.

Although every effort is made to ensure the following details are correct, before you make any decision based on this information, obtain a copy of the action in its entirety, including terms and conditions. You can download the copy through the the California Department of Consumer Affairs’ License Search tool at <https://search.dca.ca.gov>.

NAME AND CITY	LICENSE NO.	ACTION	EFFECTIVE DATE
Steve Alexander Krikoriantz <i>Chico</i>	51756	35 Months’ Probation	05/25/2023
Charles K. Sangmoah <i>Chino</i>	21348	35 Months’ Probation	05/31/2023
Stephanie Michelle Brammer <i>El Centro</i>	20877	License Surrendered	06/01/2023
Raif Wadie Iskander <i>Ladera Ranch</i>	21793	License Surrendered	06/01/2023
Eric Thomas Fergen <i>Bullhead, AZ</i>	57093	Seven Years’ Probation	06/02/2023
Sung Don Lee <i>Orange</i>	55078	Three Years’ Probation	06/01/2023
Michael Patrick Reising <i>Sacramento</i>	16318	License Revoked	07/21/2023
Cody Dam <i>Oakland</i>	63151	Three Years’ Probation	08/09/223
Timothy Socheta So <i>Long Beach</i>	13276	Three Years’ Probation	08/30/2023
Heather Lenore Stone <i>Magalia</i>	18207	Remain on Probation for an Additional 30 months	09/08/2023
Lindsey Marie Hoffmann <i>Chino</i>	19697	Five Years’ Probation	09/28/2023



## Licensing—Licenses Issued

The Board processes applications in the order they are received. **Please allow the Board 30 days to complete an initial review of the application before contacting the Board for an update.** To view current processing times for applications submitted to the Board, please visit <https://pab.ca.gov/applicants/timeframes.shtml>. Here is a summary of initial license applications and renewal of license applications approved from **April 1, 2023, through September 30, 2023.**

INITIAL LICENSES APPROVED	LICENSE RENEWALS APPROVED
857	3,818

As a friendly reminder, please do not wait till the time of renewal to update your address of record (mailing address). Pursuant to Title 16, California Code of Regulations, section 1399.511, licensees are required to report in writing to the Board, any and all changes of their mailing address within 30 days from the date the change occurred. Failure to update the mailing address may result in the licensing system to mail correspondence to an inaccurate mailing address and cause a delay in renewal.