



## Glenda M. Zarbock

Partner

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### Firm Leadership

Medical Staff Practice Leader

### Areas of Focus

- Health Care
- Health Care Litigation
- Litigation and Dispute Resolution
- Medical Staff



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Glenda specializes in advising medical staffs, surgery centers, medical groups, and hospitals on a full range of credentialing, peer review, and quality assurance topics. She regularly advises medical staffs on investigations and developing corrective action plans and recommendations. She represents medical staff clients in formal hearings involving credentialing and peer review actions, and related appeals to hospital boards. And she advises clients about reporting obligations, compliance with accreditation and regulatory requirements, policy development, and bylaws revisions.

As a litigator, Glenda has represented medical staffs, medical staff leaders, and hospitals in a numerous lawsuits arising from peer review activities, involving claims of whistleblower retaliation, denial of fair procedure, intentional interference, defamation, etc. She keeps up to date on new precedents impacting these types of claims and has a wealth of experience with pre-trial dispositive motions, trials, and writ proceedings.

Glenda frequently serves as a neutral hearing officer in peer review hearings across the state, and as a legal advisor to hospital boards in connection with appeals of judicial review committee decisions. She also serves an arbitrator in peer review matters.

Glenda makes presentations on legal issues to gatherings of the California Association Medical Staff Services and at Hearing Officer training programs offered by the California Society for Healthcare Attorneys.

## Representative Work

**Medical staffs.** Represents medical staffs in peer review and fair hearing proceedings involving medical staff members challenging disciplinary actions.

**Hospitals.** Advises hospital governing bodies on their role in credentialing and privileging issues.

**Hearing Officer/Neutral.** Serves as neutral hearing officer and arbitrator in fair hearings.

## Publications

“Peer Review by Licentiates Only: Beware Health Care Service Plans!,” co-author Health Care Legal Alert (April 2025)

“Under New California Law, Health Care Entities Must Promptly Report Allegations of Sexual Abuse or Sexual Misconduct to Licensing Boards,” co-author, *Health Care Alert* (December 2019)

## Presentations

“Ask the Attorneys,” co-presenter, CAMSS Annual Educational Forum (May 2026)

“Legal Perspectives: Your Questions, Our Answers,” co-presenter, CAMSS 54th Annual Educational Forum (May 2025)

“Addressing Privacy Breaches by Medical Staff Members,” co-presenter, CAMSS 54th Annual Educational Forum (May 2025)

“How to Guide a Defensible Formal Investigation: Do’s and Don’ts and Best Practices,” CAMSS 53rd Annual Education Forum (May 2024)

“Lessons Learned During the Corrective Action Process: Do’s and Don’ts, and Pitfalls that Medical Staff Professionals Can Avoid,” co-presenter, California Association Medical Staff Services/52nd Annual Educational Forum (June 2023)

“Maintaining Peer Review Confidentiality: Strategies for Responding to Requests for Access from the Governing Body and Administration,” California Association Medical Staff Services/51th Annual Educational Forum (May 2022)

“Developing a Late Career Physician Policy,” California Association Medical Staff Services/50th Annual Educational Forum (July 2021)

“Changes to Physician Assistant Practice Agreement Requirements: What You Need to Know to Ensure Yours is Up to Date,” California Association Medical Staff Services/50th Annual Educational Forum (June 2021)

“Responding to Concerns of Medical Staff Member Substance Abuse and Diversion,” California Association Medical Staff Services/50th Annual Educational Forum (June, September 2021)

“Virtual Peer Review Hearings During COVID,” co-speaker, California Society for Healthcare Attorneys Webinar (December 2020)

“Virtual Medical Staff Hearings in the Time of Covid,” co-presenter, American Health Law Association Webinar (November 2020)

“Harassment Protecting Hospital Employees and Medical Staff,” CAMSS Seminar (May 2019)

“Social Media and the Medical Staff,” CAMSS Seminar (May 2019)

## **Honors & Awards**

Chambers and Partners USA, Health Care

## **Professional Affiliations**

California Society for Healthcare Attorneys, Co-Chair of Hearing Officer Committee

American Health Lawyers Association, Medical Staff, Credentialing, and Peer Review Practice Groups

California Association Medical Staff Services

California Society for Healthcare Attorneys

## **Education**

J.D., University of California, Berkeley School of Law (1995)

B.A., *summa cum laude* Rice University (1986)

## **Admissions and Courts**

California

U.S. District Court for the Northern District of California

U.S. District Court for the Central District of California

U.S. District Court for the Eastern District of California

U.S. Court of Appeals for the Ninth Circuit