

R. Grant Scott, MA

(Masters in Psychology)

(407) 461-9899 - rgrantscott7@gmail.com - www.linkedin.com/in/rgrantscott - Greater Atlanta Area

Medical Practice Administrator and Consultant

Change Agent – Servant Leader- Impact Player

As a top performing anesthesia Medical Practice Administrator and Consultant, with nearly 25 years of experience in anesthesia, pain and critical care medicine, I've developed a remarkable and valuable skill-set that serves me well in the medical community; possessing the learned and innate ability to influence and lead others to produce dynamic and lasting results. While possessing the requisite medical managerial skills for practice management, as a Masters-prepared psychologist, I bring a unique approach to practice management and problem assessment/resolution.

CORE COMPETENCIES

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|---------------------------|----------------------------|------------------------|
| ✓ Organizational Analysis | ✓ Project Oversight | ✓ RCM Success |
| ✓ OR Staffing Efficiency | ✓ Team-Player/Builder | ✓ Managed Care Success |
| ✓ Superb Communication | ✓ Strong Critical Thinking | ✓ Conflict Resolution |
| ✓ Servant Leader | ✓ MACRA-QPP Literate | ✓ Presentation Skills |
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PROFESSIONAL EXPERIENCE

Accord Healthcare Consulting, LLC (President): September 2019 – Current

Services: Provide an integration of traditional anesthesia-related practice metrics and analysis with the added dimension of a Behavioral Sciences spawned evaluation of the client's practice. I provide the Anesthesia Department an index that reflects the degree to which their perceived alignment of goals/values agrees with the goals/values the hospital stakeholders hold (i.e., how well the anesthesia practice fulfills its role with the hospital)

Abeo Anesthesia Billing and Practice Management: May 2015 – August 2019

Title: Practice Manager and Client Relations Manager (positions were held concurrently)

Core Role: As Practice Manager, oversaw the administrative and operational aspects of a large anesthesia practice with exclusive contracts with 3 large hospitals and 3 ASCs. As Client Relations Manager, oversaw 5 billing-only client's Revenue Cycle Management (RCM). **Combined book of business in excess of \$25,000,000.**

Responsibilities Included:

- Regular meetings with physician leadership; providing operational and directional stability
- Preparing/presenting monthly billing and operational reports for/to the physician board
- Assuring compliant documentation and billing practices while maximizing reimbursement
- Engaging hospital and facility administration for operational efficiency and compliance matters
- Maximizing practice revenue through custom MedSuite RCM metrics/analysis (see accomplishments)

Accomplishments:

- After an unvarnished assessment of group dynamics, implemented a divisional governance model as means of resolving longstanding conflict between 2 merged practices
- Implemented a divisional billing/finance model
- Negotiated global-fees with the hospitals and ASCs (35% above average commercial rates)
- Defended the practice from a misguided hospital audit of Medical Direction
- Established Medical Direction policies within Cerner EMR consistent with CMS requirements
- Developed custom reporting suite to identify and remove A/R bottlenecks (slow-improper payments)
- Slashed 120+ Day A/R to low single digits and Days in A/R to an average of 35-37 days

MEDNAX American Anesthesiology of GA (AAGA Piedmont Hospital): August 2009 – May 2015

Title: Practice Manager

Core Role: As Practice Manager, was the MEDNAX liaison between Piedmont Hospital and AAGA, as well as the liaison between MEDNAX and AAGA. Oversaw all administrative and operational aspects of the Piedmont Buckhead and Fayette anesthesia practices.

Responsibilities Included:

- Meeting with AAGA physician leadership on a nearly daily basis regarding operational matters
- Meeting with MEDNAX leadership in preparation for monthly AAGA Board meetings
- Conducting AAGA Board meetings (prepared operational, billing and financial reports)
- Assured integration of AAGA quality metrics with the Piedmont Clinic (hospital's PHO)
- Developing proformas demonstrating need for clinical staff and assessing growth opportunities
- Managing on-site Business Office staff and the Credentialing and Accounting Departments, including HR
- Monitoring and advised clinical staff regarding billing/compliance practices
- Preparing responses to hospital and ASC RFPs

Accomplishments:

- Assured successful transition of AAGA from private practice to corporate ownership
- Exceeded American Anesthesiology (MEDNAX) budget goals for AAGA
- Responded to hospital RFP for Critical Care program involving the Anesthesia Department
- Developed metrics for tracking OR staffing needs and submitted subsequent staff requisitions as needed
- Developed custom KPI reports from billing system (MedSuite) for deep practice productivity analysis

JLR Medical Group and Center for Pain Management: November 1995 - August 2009

Title: Pain and Critical Care Practice Manager

Core Role: As Practice Manager, oversaw all administrative and operational aspects of JLR's Pain Medicine and Critical Care services (7 pain clinics with 7 Pain Physicians and 4 Critical Care physicians).

Responsibilities Included:

- Developing and overseeing a dedicated Pre-authorization Department for the Pain Medicine program
- Working collaboratively with existing JLR Billing Department for the Pain and Critical Care program's RCM
- Co-leading weekly Coding Meetings with JLR's Billing Manager (assuring compliance & efficiency)
- Direct interface with AdventHealth's (formerly Florida Hospital) administration and nursing staff to achieve new/improved levels of pain clinic efficiency
- Developing and overseeing a successful Marketing Department for the Pain Medicine program

Accomplishments:

- Created a unique operational/compensation model for the Pain Medicine Department
- Developed a CMS compliant E&M documentation/audit tool for physicians and coding personnel
- Developed a marketing plan responsible for a 20% increase in new referring physicians
- Evaluated pain clinic/physician patient throughput and developed new clinic practices and goals to accommodate the 20% increase in patients from successful marketing activity

EDUCATION

Master of Arts, Psychology, Rollins College (Winter Park, Florida)

Bachelor of Arts, Education, Bryan College (Dayton, Tennessee)

Mike Rubeis, MD, Center for Pain Management:

"I've known Grant on a professional basis for over 20 years. He is a dynamic 'impact player' who will bring immediate and lasting positive change to any imaginable medical venue."