About LUGPA

Founded in 2008, LUGPA is a nonprofit urology trade association that represents independent urology group practices in the U.S. and aims to enhance communication among urology groups, promote quality clinical outcomes, and improve legislative and regulatory advocacy. Today, LUGPA represents more than 2,170 physicians who make up more than 25 percent of the nation's practicing urologists, and provide more than 30 percent of the total urologic care in the U.S.

LUGPA’s mission is to preserve and advance the independent practice of urology and to supply integrated urology practices the support and resources necessary to provide efficient, cost-effective, and clinically superior care for patients with acute and chronic illnesses of the genitourinary system. Importantly, LUGPA’s physicians are active in defining the issues that affect physicians of all specialties who chose to remain in independent practice. As more hospitals consolidate, insurers seek to narrow networks and Medicare and Medicaid work to define a value-based system, LUGPA’s voice on these issues is critical to ensuring patients have a choice of where, when and from whom they receive care.

LUGPA’s core values include:

- Ensuring the cornerstone of urology by developing high quality products and services that allow member practices to best serve their patients.
- Fostering collaboration among urologists to work together in advancing the practice of independent urology.
- Driving innovation within the field of independent urology and lead the shaping of its future.
- Advocating for and emulate high ethical conduct in all areas of practice and patient care.

For additional information on LUGPA, visit www.lugpa.org.
About The Sourcebook

Independent physicians are at the center of delivering value-based, high quality, integrated care to patients at often much lower costs than hospital systems and hospital-owned practices. As you’re covering the latest news in independent practice, urology and healthcare, we want you to have access to experts that can provide your readers and followers with an understanding of the issues affecting the transition to value-based care and how we can improve healthcare outcomes for all patients.

The following provides an overview of LUGPA leadership, including their bios and topics of expertise.

Topics of expertise include:

- Alternative Payment Models (APMs)
- Association Management
- Bladder Cancer
- Consolidation in Healthcare
- E/M Coding
- Endourology
- Healthcare Access
- Healthcare Administration
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- In-Office Ancillary Services Exception (IOASE)
- Medicare and Medicaid
- Medicare Access and CHIP Reauthorization Act (MACRA)
- Men’s Health
- Merit-Based Incentive Payment System (MIPS)
- Physician Group Practice Management
- Practice Management
- Price Transparency in Healthcare
- Prostate Cancer
- Radiation Therapy Bundles
- Reimbursement Models
- Site Neutral Payment Reform
- Stark Law Reform
- Urology
- USPSTF Reform
- Value-Based Care
- Women’s Pelvic Health

If you would like to speak with an expert or learn more about a specific healthcare topic, please contact LUGPAPR@jpa.com.
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David M. Albala, MD

Syracuse, NY
Board Member, LUGPA  |  Editor-in-Chief, Journal of Robotic Surgery  |  Chief of Urology, Crouse Hospital

David M. Albala, MD graduated with a geology degree from Lafayette College in Easton, Pennsylvania. He completed his medical school training at Michigan State University and went on to complete his surgical residency at the Dartmouth-Hitchcock Medical Center. He has more than 180 publications in peer-reviewed journals and has authored three textbooks in endourology and two in general urology. He is the Editor-in-Chief of the Journal of Robotic Surgery. He serves on the editorial board for Reviews in Urology, Urology Practice, Current Opinions in Urology, and Urology Index and Reviews. He serves as a reviewer for eight surgical journals. Currently, he is Chief of Urology at Crouse Hospital in Syracuse, New York. He is considered a national and international authority in laparoscopic and robotic urological surgery and has been an active teacher in this area for more than 20 years. In addition, his other clinical interests include minimally invasive treatment of benign prostatic hypertrophy (BPH) and the use of fibrin sealants in surgery.

**EXPERTISE**

**Specialty:** Endourology

**Practice Setting:** Independent Practice

- Endourology
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- Men's Health
- Prostate Cancer
- Urology
- Value-Based Care

E. Scot Davis

Little Rock, Arkansas
Board Member, LUGPA  |  CEO, Arkansas Urology

E. Scot Davis was elected to LUGPA's board of directors at its 11th Annual Meeting in 2019. Davis has over 25 years of physician practice management experience with expertise in operational efficiency, physician recruitment, joint venture arrangements, and compensation modeling. Since 2013, Davis has served as Chief Executive Officer for Arkansas Urology. Davis was previously the Chief Financial Officer for Baptist Medical Group and Northeast Arkansas Clinic. He is also a member of the Arkansas Medical Group Management Association and the American Medical Group Association. He received a Bachelor of Arts in Political Science and a Master of Public Administration from Memphis State University, and a Master of Business Administration from Christian Brothers University.

**EXPERTISE**

- Health Administration
- Healthcare Outcomes Measurement
- Healthcare Quality
- Physician Group Practice Management
- Practice Management
- Value-Based Care
David J. Ellis, MD, FACS

Philadelphia, PA
Board Member, LUGPA  |  President, Academic Urology

David J. Ellis, MD, FACS, graduated from Jefferson Medical College and the Thomas Jefferson University Hospital Urology residency program under the late Dr. S. Grant Mulholland. He has multiple related educational certificates including ultrasound, laparoscopy, lasers, and minimally invasive therapies. As the President of Academic Urology (AU), Dr. Ellis has been principally involved in the group’s establishment and ongoing operations, resulting in steady growth and success. His direct oversight of this ‘hub and spoke’ modeled organization has led AU to be a strong multifaceted LUGPA member practice. This experience has led to the successful creation of Midlantic Urology (MLU), the single largest practice of independent Urologists in Pennsylvania.

Michael D. Fabrizio, MD, FACS

Virginia Beach, VA
Board Member, LUGPA  |  CEO, Urology of Virginia  |  Co-Founder, The Atlantic Clinic

Michael D. Fabrizio, MD, FACS, serves on the board of LUGPA and is board certified by the American Board of Urology and a Fellow in the American College of Surgeons. He completed a residency at Thomas Jefferson University and a fellowship in Endourology/Laparoscopy/Robotics at Johns Hopkins University. He also started a training fellowship in endourology and laparoscopy in 2003 at Urology of Virginia and Eastern Virginia Medical School that has received national recognition in Quality of Life Outcomes research for prostate cancer treatments. Dr. Fabrizio was involved in the FDA trials for robotics 20 years ago, early telemedicine projects, and created a laparoscopic donor nephrectomy program in 1999 as an early adopter. Urology of Virginia has been the lead research site for novel therapeutics for numerous disease states. He is a Professor of Urology at Eastern Virginia Medical School and has published many peer-reviewed articles and book chapters as well as lectured and performed minimally invasive procedures around the world. Dr. Fabrizio has created or been involved in several startup companies improving healthcare delivery. In addition to being the President of Urology of Virginia and the endourology fellowship director, he is the Past President of the Mid-Atlantic Section of the American Urological Association.
Evan R. Goldfischer, MD, MBA, CPI

Poughkeepsie, NY
President-Elect, LUGPA | Founder & Director of Research, Premier Medical Group of the Hudson Valley | Consulting Senior Medical Director, Drais Pharmaceuticals, Inc. | Editor-in-Chief, Practice Management for Urology Groups

Evan R. Goldfischer, MD, MBA, CPI, has served as President-Elect for LUGPA since 2020. He received his BA from Tufts University and his MD from Cornell University Medical College. He completed his internship in general surgery and his residency in urology at the University of Chicago. He completed a fellowship in endourology under the direction of Arthur Smith at Long Island Jewish Medical Center. Dr. Goldfischer is an expert in many areas including endourology, advanced prostate cancer, erectile dysfunction, hypogonadism, and more. Dr. Goldfischer received his MBA from the University of Massachusetts and is a Certified Physician Executive. He has authored more than 100 peer-reviewed abstracts and publications and has lectured on six continents. He was elected to the LUGPA Board of Directors in 2014. He is the Editor-in-Chief of “Practice Management for Urology Groups – LUGPA’s Guidebook” that was published in 2017 and is the author of “Even Urologists Get Kidney Stones – A Guide to Prevention and Treatment”, published in 2018.

EXPERTISE

Specialty: Endourology
Practice Setting: Independent Practice

• Association Management
• Endourology
• Healthcare Access
• Healthcare Outcomes Measurement
• Healthcare Policy
• Healthcare Pricing
• Healthcare Quality
• Healthcare Reform
• Independent Practice
• Men’s Health
• Physician Group Practice Management
• Practice Management
• Prostate Cancer
• Urology
• Value-Based Care

Jason Hafron, MD

Troy, MI
Board Member, LUGPA | Partner and Director of Research at Michigan Institute of Urology | Chair of LUGPA Forward | LUGPA Program Committee Member

Jason M. Hafron, M.D. is a partner at the Michigan Institute of Urology. Dr. Hafron is experienced in all areas of adult urology, specializing in the minimally invasive treatment of cancers involving the prostate, kidney and bladder utilizing laparoscopic and robotic surgery. He is also the Director of Research at MIU and has published numerous peer reviewed journal articles on topics related to his expertise and presented his work at many national and international scientific meetings. Dr. Hafron received his Bachelor of Science degree from the University of Michigan and his Doctor of Medicine degree from Loyola University Chicago-Stritch School of Medicine. Dr. Hafron completed his General Surgery and Urology Residency at Albert Einstein College of Medicine, Montefiore Medical Center in New York City. He continued his training as a Fellow in Advanced Laparoscopic and Robotic Surgery at the Cleveland Clinic Foundation, Glickman Urological and Kidney Institute, Cleveland, Ohio.

EXPERTISE

Specialty: Urologic Oncology
Practice Setting: Independent Practice

• Bladder Cancer
• Healthcare Outcomes Measurement
• Healthcare Quality
• Independent Practice
• Men’s Health
• Physician Group Practice Management
• Practice Management
• Prostate Cancer
• Urology
• Value Based Care
Richard G. Harris, MD

Melrose Park, IL
Immediate Past President, LUGPA | CEO, UroPartners | Assistant Clinical Professor of Urology, Loyola University Medical Center

Richard G. Harris, MD, is the immediate past president and served as president of LUGPA's 2019 Board of Directors at the 10th Annual Meeting in 2018. Prior to being elected LUGPA president, he served as president-elect and secretary and has been a member of the LUGPA Board of Directors since 2010. Dr. Harris is a founding member and CEO of UroPartners, an integrated urology practice with more than 60 physicians. Dr. Harris has been a practicing urologist in Chicago for more than thirty years. Dr. Harris attended Washington University in St. Louis and the Chicago Medical School. He then completed his residency in general surgery and urology at Loyola University Medical Center in Chicago, where he currently serves as an assistant clinical professor of urology.

EXPERTISE

**Specialty:** Urologic Oncology

**Practice Setting:** Independent Practice

- Alternative Payment Models
- Association Management
- E/M Coding
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- In-Office Ancillary Services Exception (IOASE)
- Medicare and Medicaid
- Men's Health
- Prostate Cancer
- Radiation Therapy Bundles
- Reimbursement Models
- Urology
- Value-Based Care
- Federal and legislative issues affecting independent practices including:
  - Consolidation in Healthcare
  - MACRA and MIPS
  - Site Neutrality
  - Stark Law Reform
  - And more

Jonathan Henderson, MD

Shreveport, LA
President, LUGPA | Urologic Oncologist, Regional Urology | CEO, Regional Urology | Assistant Director of Clinical Research, Regional Urology

Jonathan Henderson, MD, was elected as president of LUGPA's 2021 Board of Directors at the 12th Annual Meeting in 2020. He is certified by the American Board of Urology and is a member of the American Urologic Association, the Shreveport Medical Society, the Louisiana State Medical Society and the Alpha Omega Alpha Medical Honor Society. He has been on the LUGPA Board of Directors since 2011. Dr. Henderson obtained a Bachelor of Science degree at LSU in Baton Rouge in microbiology. After receiving his MD at LSU Medical Center in Shreveport, he completed his internship and residency in urology at LSUMC Hospital. During this time, he authored a number of papers and presentations. Dr. Henderson spent the next six years in practice in Alabama where he pioneered urologic laparoscopy. During this time, he served as a representative of Alabama to the Southeastern Section of the American Urology Association. He was also an assistant Clinical Professor of Urology at the University of Alabama.

EXPERTISE

**Specialty:** Urologic Oncology

**Practice Setting:** Independent Practice

- Bladder Cancer
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- Men's Health
- Prostate Cancer
- Urology
- Value-Based Care
Mara R. Holton, MD

Annapolis, MD
Health Policy Committee Vice Chair, LUGPA | Board Member, LUGPA | Founder and Director, Women’s Wellness Center at Anne Arundel Urology

Mara R. Holton, MD, is a longstanding member of LUGPA and has been active on the Health Policy and Government Affairs Committee, where she currently serves as the vice chair. She also has been active in LUGPA Forward—LUGPA’s group of young urologists. Dr. Holton is certified by the American Board of Urology and is licensed in the state of Maryland. She is clinically focused on the care of women’s urological and pelvic floor health and has served as the president of her group, Anne Arundel Urology, for the past four years. She is also the founder and director of the Women’s Wellness Center at Anne Arundel Urology. Locally, she is an ongoing participant in lobbying and advocacy work with the Maryland Patient Care and Access Coalition (MPCAC) and is also a member of the American Urological Association. Dr. Holton graduated from Temple University School of Medicine in 2001. She received her surgical and urology training at the University of Maryland Medical Center.

**EXPERTISE**

**Specialty:** General Urology

**Practice Setting:** Independent Practice

- Alternative Payment Models
- E/M Coding
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- In-Office Ancillary Services Exception (IOASE)
- Medicare and Medicaid
- Men’s Health
- Prostate Cancer
- Radiation Therapy Bundles
- Reimbursement Models
- Urology
- Value-Based Care
- Federal and legislative issues affecting independent practices including:
  - Consolidation in Healthcare
  - MACRA and MIPS
  - Site Neutrality
  - Stark Law Reform
  - And more
Deepak Kapoor, MD

New York, New York
Chairman of Health Policy, LUGPA | Chairman and CEO, Integrated Medical Professionals, PLLC
President of Farmingdale, NY based Advanced Urology Centers of New York
Clinical Professor of Urology, Icahn School of Medicine at Mount Sinai

Deepak A. Kapoor, MD, one of the youngest physicians to have been certified by the American Board of Urology, serves as LUGPA's chairman of health policy and is a past president of LUGPA. He is Chairman and CEO of Integrated Medical Professionals, PLLC and President of Farmingdale, NY based Advanced Urology Centers of New York, as well as Clinical Professor of Urology at the Icahn School of Medicine at Mount Sinai in New York. Dr. Kapoor's expertise lies in molecular biology and oncologic and reconstructive surgery. Dr. Kapoor received his bachelor's degree from Pennsylvania State University and then completed his doctoral degree at Thomas Jefferson University. He received his surgical and urology training at the Geisinger Medical Center.

EXPERTISE

Specialty: General Urology
Practice Setting: Independent Practice

- Alternative Payment Models
- E/M Coding
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- In-Office Ancillary Services Exception (IOASE)
- Medicare and Medicaid
- Men's Health

- Prostate Cancer
- Radiation Therapy Bundles
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- Value-Based Care
- Federal and legislative issues affecting independent practices including:
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  - MACRA and MIPS
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  - Stark Law Reform
  - And more

Celeste Kirschner, CAE, MHSA

Chicago, IL
CEO, LUGPA

Celeste Kirschner, CAE, MHSA, joined LUGPA in 2015 as its first CEO. Under her leadership the organization has launched a new subsidiary, LUGPA Healthcare Consulting Services, has increased membership, and has added several new member benefits. Prior to joining LUGPA, Ms. Kirschner served a variety of senior leadership roles at the American Society of Anesthesiologists, including Perioperative Surgical Home Executive and Director of Membership and Subspecialty Society Services. Ms. Kirschner also served as executive director of the Illinois Physical Therapy Association and led the American Medical Association’s Division that is responsible for Current Procedural Terminology (CPT). A leader in association management, Ms. Kirschner is a certified association executive (CAE) and attained a master’s degree in Health Services Administration from the University of St. Francis.

EXPERTISE

- Association Management
- Health Administration
Gary Kirsh, MD

Cincinnati, Ohio
Chairman, LUGPA Political Affairs Committee | President, The Urology Group | Immediate Past President, American Urological Association, North Central | Councilmember, American Urological Association Health Policy Council

Gary Kirsh, MD is the President of The Urology Group, a 35-urologist integrated group practice headquartered in Cincinnati, Ohio. Dr. Kirsh has served as the group’s President since 2009. The Urology Group is an independent urology company serving all regions of Cincinnati’s metropolitan area. The group owns and operates its own surgical, imaging, laboratory, radiation, and clinical research services and is the largest provider of the urologic care to the Cincinnati/Northern Kentucky/Eastern Indiana metropolitan service region of over two million lives. Dr. Kirsh has a long history of involvement in organized urology, urologic health policy, and advocacy. He is a past Chairman of UROPAC (2009-2013), urology’s federal political action committee. Dr. Kirsh is also a Past-President of the American Association of Clinical Urologists (2007-2008), the North Central Section of the American Urological Association (2015-2016), and the Ohio Urologic Society (1998-1999). He has served on the AUA Legislative committee and Health Policy Council. In 2008, Dr. Kirsh was instrumental in founding LUGPA, an association dedicated to protecting the interests of independent urologists and the patients they serve. Over the past decade, it is estimated that LUGPA has grown to represent at least 30% of practicing urologists and at about 35% of the urology care in America. Dr. Kirsh has served as Secretary, President-Elect, and President (2014-2016) of LUGPA. Currently, Dr. Kirsh is the Chair the LUGPA Political Affairs Committee. Dr. Kirsh has frequently spoken to urologists across the country on the socioeconomic and political issues facing urology and organized medicine. He has maintained longstanding relationships with various legislators and their staffs and has provided legislative testimony in support of physicians’ issues at both the state and Congressional levels. Clinically, Dr. Kirsh has special interest in prostate cancer, and, more recently, in advanced prostate cancer. He is the director of the Advanced Prostate Cancer Clinic at The Urology Group and has lectured widely on this topic. Dr. Kirsh earned his medical degree from the University of Chicago, Pritzker School of Medicine in 1984. He completed his urology residency at Case Western Reserve University in Cleveland, Ohio, in 1989. Dr. Kirsh resides in Cincinnati, Ohio with his wife Nora. Their two adult children reside in Boston and Washington, DC.

EXPERTISE

Specialty: General Urology
Practice Setting: Independent Practice

- Alternative Payment Models
- E/M Coding
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform
- Independent Practice
- In-Office Ancillary Services Exception (IOASE)
- Medicare and Medicaid
- Men’s Health
- Prostate Cancer
- Radiation Therapy Bundles
- Reimbursement Models
- Urology
- Value-Based Care
- Federal and legislative issues affecting independent practices including:
  - Consolidation in Healthcare
  - MACRA and MIPS
  - Site Neutrality
  - Stark Law Reform
  - And more
Scott B. Sellinger, MD

Tallahassee, FL
Secretary, LUGPA | Partner, Southeastern Urological Center | President, Southeastern Urological Center
Chairman, Advanced Prostate Cancer Committee

Scott B. Sellinger, MD, has been a partner at Southeastern Urological Center, now a division of Advanced Urology Institute, since 1991. He received his B.S. degree in Chemistry from Syracuse University and attended Medical School at the University of Florida in Gainesville. He completed his urology residency at the University of Florida and has lived in Tallahassee for the past 29 years. He was President of the Capital Medical Society in 2003 and served as President of the Florida Urological Society in 2005. In March 2018, he became President of the Southeastern Section of the AUA, where he served a one-year term. He is currently serving as President of the American Association of Clinical Urologists (AACU). Dr. Sellinger has developed a special interest in risk management and prevention of medical errors and has lectured extensively on this subject matter over the past several years. He is also interested in large group practice development and management. As President of Advanced Urology Institute (AUI) Tallahassee Division, he serves on the Board of AUI, representing his care center in one of the largest independent urology practices in the US. He is Chairman of the Advanced Prostate Cancer (APC) Committee and oversees six APC clinics. Since 2015, Dr. Sellinger has served on the LUGPA Board of Directors, where he helped represent over 2,400 Urologists by working to preserve and advance the independent practice of urology.

Neal D. Shore, MD, FACS

Myrtle Beach, SC
Past President, LUGPA | Medical Director, Carolina Urologic Research Center | Founder, CUSP Clinical Trials Consortium | Founder, DASHKO | National Urology Research Director, 21st Century Oncology | Editor-in-Chief, UroToday's journal, Everyday Urology-Oncology Insights

Neal D. Shore, MD, FACS, served as LUGPA's president from 2016 to 2018. He is the Medical Director for the Carolina Urologic Research Center. Dr. Shore completed a six-month clinical research fellowship in Pretoria, South Africa and then completed his general surgery/urology training at New York Hospital Cornell Medical Center and at Memorial Sloan-Kettering Cancer Center in New York City. He is a Fellow of the American College of Surgeons. He practices with Atlantic Urology Clinics in Myrtle Beach, South Carolina. Dr. Shore has conducted more than 400 clinical trials focusing mainly on GU Oncology and serves on the Executive Boards of the following: Society of Urologic Oncology, Bladder Cancer Advocacy Network, and the Society of Urologic Oncology Clinical Trials Consortium. He has served on the AUA Male Health Committee and the AUA Data Committee, the SITC Task Force for Prostate Cancer, the Bladder Cancer Advocacy Think Tank, and the editorial boards of Reviews in Urology, Urology Times, Chemotherapy Advisor, OncLive, PLOS ONE, Urology Practice, World Journal of Urology, and serves as Editor for Everyday Urology-Oncology Insights. He has written more than 175 peer-reviewed publications and numerous book chapters. He performs peer review for Lancet Oncology, New England Journal Medicine, European Urology, Journal Urology, Urology, BJUI, PCPD, and numerous other high-impact scientific journals.
Jeffrey Spier, MD

El Paso, TX
Board Member, LUGPA | Managing Partner, Rio Grande Urology

Jeffrey Spier, MD, serves on the LUGPA Board of Directors and graduated from the University of Texas Medical Branch in Galveston, Texas where he also completed his urology residency training. He has served on the LUGPA Program Committee, Membership Committee and Nominating Committee. He is a past Board member of the Texas Urologic Society and currently is on the Board of Directors of the El Paso County Medical Society. He has been the Managing Partner of Rio Grande Urology since 2013. With over 22 providers, RGU continues to expand, covering all of West Texas and Southern New Mexico. Dr. Spier has been dedicated to the growth of the independent practice of urology both regionally and nationally.

**EXPERTISE**

**Specialty:**
Urologic Oncology

**Practice Setting:**
Independent Practice

- Bladder Cancer
- Healthcare Access
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform

- Independent Practice
- Men's Health
- Physician Group Practice Management
- Prostate Cancer
- Urology
- Value-Based Care

Alan D. Winkler, MHSA, FACMPE

San Antonio, TX
Board Member, LUGPA | Executive Director, Urology San Antonio

Alan D. Winkler, MHSA, FACMPE has thirty-eight years of experience in healthcare and has served as the Executive Director of Urology San Antonio, P.A. since October 2012. Alan holds a master's degree in Health Services from the University of Arkansas for Medical Sciences and has worked in both private and corporate settings with physicians in many specialties. Alan is a Fellow in the American College of Medical Practice Executives (MGMA ACMPE) and served on its board of directors for nine years, concluding as its chair.

**EXPERTISE**

- Healthcare Access
- Health Administration
- Healthcare Outcomes Measurement
- Healthcare Policy
- Healthcare Pricing
- Healthcare Quality
- Healthcare Reform

- Independent Practice
- Physician Group Practice Management
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