

# Eric Speer, MBAHA Finance, FACMPE

[linkedin.com/in/ericspeerhealthcare](https://www.linkedin.com/in/ericspeerhealthcare)

## Summary

Over 18 years of experience in the healthcare industry, serving numerous startup ventures focused on value-based medicine including primary care, pain management, and musculoskeletal (MSK) specialties. Expertise includes HR management, operations, financial management, international provider networks, research and development, FDA regulations, insurance contracting, corporate practice of medicine, mergers and acquisitions, and valuing innovative healthcare solutions. Have comprehensive experience in opening outpatient clinics, including Ambulatory Surgery Centers (ASC).

## Experience

### **Chief Financial and Human Resources Officer**

Neuragenex

Apr 2022 - Present (2 years)

Part of the executive team reimaging the delivery of pain management. Our mission is to relieve pain, restore health, and magnify quality of life without drugs, surgery, or invasive procedures.

- Grew and scaled de novo company from 0 to 15 clinics in 5 states, valued close to \$160,000,000, within 1 year through simultaneous leadership of teams in operations, HR, IT, EHR, practice management, billing, employment, managed services, financial reporting, marketing, call center and business office functions
- Extensive experience in evaluating and developing operational and financial models to grasp the capital needs for value-based medicine initiatives
- Operations liaison to the clinical advisory board for innovative patient-centered care models in pain management
- Legal liaison for outpatient care operations: corporate practice of medicine, billing and credentialing, management services organization, employment agreements, medical director setups, medical malpractice
- Served as part of the on-site launch team for opening clinics, to ensure clear messaging, successful training of employees, and establish a culture of excellent customer experience

### **Legislative Liaison**

Colorado Medical Group Management Association

Sep 2018 - Sep 2022 (4 years 1 month)

Legislative liaison between CMGMA and state legislators, medical societies, department of insurance, hospitals, information exchanges, insurance companies, consumer advocacy groups, and many more stakeholders to Colorado's healthcare system:

- Testified in Colorado's house and senate to numerous bills impacting Colorado's patients and healthcare delivery
- Presented legislative matters to CMGMA members
- Sat on Colorado Health Neighborhoods Value and Vision Committee to provide guidance on aligning providers to novel value-based medicine initiatives
- Sat on Colorado Medical Society's Council of Legislation to provide administrator consultation to its physician members



### **Chief Administrative Officer (CAO)**

Centeno-Schultz Clinic

May 2016 - Apr 2022 (6 years)

Partner at the Centeno-Schultz Clinic- the original orthopedic stem cell clinic in America and home to the Regenexx Research Laboratory.

- Grew clinics by 225% from 4 providers to 9 in 2 years
- Topline increase by 325%
- Due to urgent business needs, learned online marketing in 3 months and deployed strategy that lead to 20,000 unique online views per week of the company website
- Expanded services by opening 2 clinics in Colorado and Nevada
- Investigated and developed legislative strategy with founder to legitimize regenerative medicine procedures
- Managed recruitment and selection of exclusive regenerative medicine fellowship program
- Utilized Gino Wickman's Entrepreneurial Operating System to accomplish 47 of 56 (84% completion rate) initiatives on a quarterly basis



### **President**

Colorado Medical Group Management Association

Sep 2016 - Sep 2017 (1 year 1 month)

CMGMA is a professional association healthcare executives. Providing professional development, networking, data analytics and other educational offerings, CMGMA keeps its members engaged in a rapidly changing environment:

- Brought a more inclusive approach to solving healthcare's problems and doubled its membership to 600+ members
- Reshaped the governance and bylaws to include more stakeholders to addressing healthcare's issues
- Partnered with Colorado Springs PAHCOM to bridge administrators across the state of Colorado
- Led initiative to elevate the marquee Payer Day Event, including presentations from every insurance carrier in one event



### **Chief Operating Officer**

Regenexx Corporate Program

May 2016 - Sep 2017 (1 year 5 months)

Regenexx® Procedures are the world's most advanced stem cell and blood platelet procedures for treating orthopedic injuries, arthritis and other degenerative conditions. These procedures are the only of their kind to be covered by self-funded insurance because of their proven track record of outcomes.

The company's patented procedures use precise injections of patients' own stem cells or blood platelets to help the body's ability to heal damaged muscles, tendons, ligaments, cartilage, spinal disc & bone.

- Increased patient volume by more 362% by leading marketing and call center efforts
- Managed R&D that maintained an Institutional Review Board approved registry and produced 3-4 peer reviewed publications per year
- Liaison between Regenexx sales team and self-funded employers
- Oversaw the business development team to increase the provider network by 11 locations or 58%
- Developed multimillion dollar international networks, including China, Dubai, and Cayman Islands

## **Healthcare Administrator**

### **Dublin Primary Care**

Jan 2014 - Dec 2015 (2 years)

#### **Achieving Operational Excellence**

- Achieved Bridges to Excellence Recognition in Diabetes for a 13-provider group practice
- Statewide recognition as a Medical Home and Enhanced Primary Care Provider
- Applied NCQA and HEDIS standards to optimize clinic workflow and improved quality outcomes

#### **Leading Strategy for Community Development**

- Supported multi-stakeholder development of bidirectional continuity of care document (CCD) exchange
- Collaborated with employers in redefining plan design to promote wellness
- Led facilitation of data aggregation to achieve patient, provider, and market transparency

#### **Exceeding Triple Aim of Healthcare**

- Aggressively reduced the total cost of care by 11-22% below market average
- Drastically improved customer service by promoting same-day access to care
- Enhanced quality of care by measuring patient progress and employing robust care coordination

#### **Operationalizing the "10 Building Blocks of High-Performing Primary Care"**

- Integrated lactation consulting. Prepared practice for integrating behavioral health and telemedicine
- Streamlined EHR to report population management metrics and data-driven improvement
- Boosted patient-team partnership by establishing care plan assessments conducted by the care coordinator

#### **Integrating Technology into all Facets of Ambulatory Care**

- Interfaced with Colorado Regional Health Information Organization (CORHIO) to seamlessly report patient data
- Enabled patient engagement through the utilization of a patient portal
- Utilized online bill-pay to enhance revenue cycle

#### **Maximizing Financial Success of the Organization**

- Distinguished by MGMA as a better performer in A/R and collections
- Only 19.5 days in A/R with 86% of charges collected in the first 30 days

- Developed sophisticated financial analysis of payment mix and business plans to increase profitability



## **HR Manager / Accountant / IT Manager**

### **Rocky Mountain Gastroenterology - RMG**

Apr 2011 - Jan 2014 (2 years 10 months)

Human Resources: managed a 275-employee group practice, including operation and/or maintenance of payroll, 401k, and health benefits. Supported the merger of two large group practices in the Denver area. Facilitated the implementation of the board's strategic plan in aligning organizational goals with human capital. Developed departmental goals consistent with overall practice strategic plans, goals, and objectives. Developed, maintained, and updated HR policies and procedures with top management support. Assisted managers and supervisors in policy and procedure implementation. Administered compensation policies, including wage increases, bonuses, and benefits.

Information Technology: Managed Citrix cloud computing environment, Allscripts EHR, and other healthcare-related applications. Utilize IT to improve operational processes.

Accountant: Oversaw all financial activities for five entities, including clinics, ambulatory surgery centers, and a real estate venture, identify and improved internal accounting processes, performed general review of contracts to minimize cost, assisted in tax accounting, implemented cost-containment strategies for the group practice, etc. Supported revenue cycle management.



## **Survey Analyst**

### **MGMA**

Oct 2007 - Apr 2011 (3 years 7 months)

Lead analyst for the Academic Practice Compensation and Production Survey, Cost Survey for Cardiology Practices, Cost Survey for Orthopedic Practices. Worked on Multispecialty and Single-Specialty Cost Surveys.

Lead and assisted in the development, collection, and production of nationally recognized survey reports, ranging from P&L data to physician compensation and production, such as charges, collections, relative value units (RVUs), ASA units, ambulatory encounters, etc. Developed dashboards utilizing similar data.

## **Education**



### **University of Colorado Denver**

MBA, Healthcare Administration/Finance

2009 - 2012



### **Colorado College**

BA, Economics

2001 - 2005

## **Licenses & Certifications**



**American College of Medical Practice Executives (CMPE) - MGMA**



**Fellow in the American College of Medical Practice Executives - MGMA**

## **Skills**

Educational Institutions • Medicine • Executive Development • Executive Coaching • Leadership • Healthcare • Human Resources • Healthcare Management • Healthcare Information Technology • Management

## **Honors & Awards**

**Eugenie Sontag Scholarship Award Nominee - Health Administration Faculty at UC Denver**

May 2013

The intent of this scholarship is to choose a student who is one of the most outstanding students to be graduating from the HA Program in the year of the award. The awardee is chosen based on 4 criteria: scholarship; community service; leadership (professional promise); and achievement in the health administration program or healthcare field.

The Eugenie Sontag Scholarship Award is an award that has been given to a Campus HA student every year since 1975. The award is in honor of Eugenie Sontag, a 1971 HA graduate who believed in setting an example of excellence, and in providing others with love and respect through service. After graduating from the HA program, she learned she had inoperable lung cancer. Eugenie Sontag passed away in 1972, after which the Eugenie Sontag Scholarship Award was established in her memory and honor.

**Richardson-Sargent Memorial Fund Grant - MGMA-ACMPE**

May 2013

Individuals seeking Fellowship in ACMPE and who wish to pursue professional development and continuing education through attendance at conferences, workshops and seminars sponsored by nationally recognized professional associations or accredited colleges or universities, or by pursuing a course of relevant study at an accredited college or university while also actively engaged as an executive in a group practice of medicine.

**Lifetime Achievement Award - Colorado Medical Group Management Association**

Sep 2021

For dedication and service to CMGMA. Served Medical Group Management Association and its Colorado chapter for over 11 years in the areas of data solutions and legislative matters, with 4 of those 11 years serving as an executive board member.