



TMGMA ENEWS

JANUARY/FEBRUARY 2024



Another year full of surprises is drawing to a close, giving way to a new one full of possibilities and hope. Everyone has personal resolutions that include increasing physical activity, eating healthier, and quitting bad habits (we all have them). With no shortage of hurdles in store for 2024, I would like to offer some mindsets to have going into the new year.

Lead by reflection and manage ourselves. If we are not reflective, we cannot think or learn from our experiences – we bring no intelligence to our jobs. Going into this new year, think about how you led in 2023 and make changes based on those experiences. Think about the positive outcomes and how to duplicate those efforts and then think about the negative outcomes and how you are going to mitigate those from happening again.

Lead by taking action and managing change. As leaders we all have had to experience an organizational change – a new EMR, a new process, a shift in the business model – all of which get a less-than positive response from our team. So, how can you, as a leader, better support your team to make a mindset shift that will allow them to embrace change? By increasing their understanding – give them “the why” and not the superficial version. By reducing their fear – give them “control” and not leave them feeling like they are at the mercy of forces over which they have no say.

With 2023 behind us - we can now reflect on those decisions we made and build on them. With 2024 ahead of us – take action in your practices and include your team in your future plans.

TMGMA is excited to bring on 2024 and provide all of our members with the tools they need to be successful. The Spring Conference will be here before you know it so make plans to attend!

Thank you for all you do!

Steven R. Cruze

President, TMGMA

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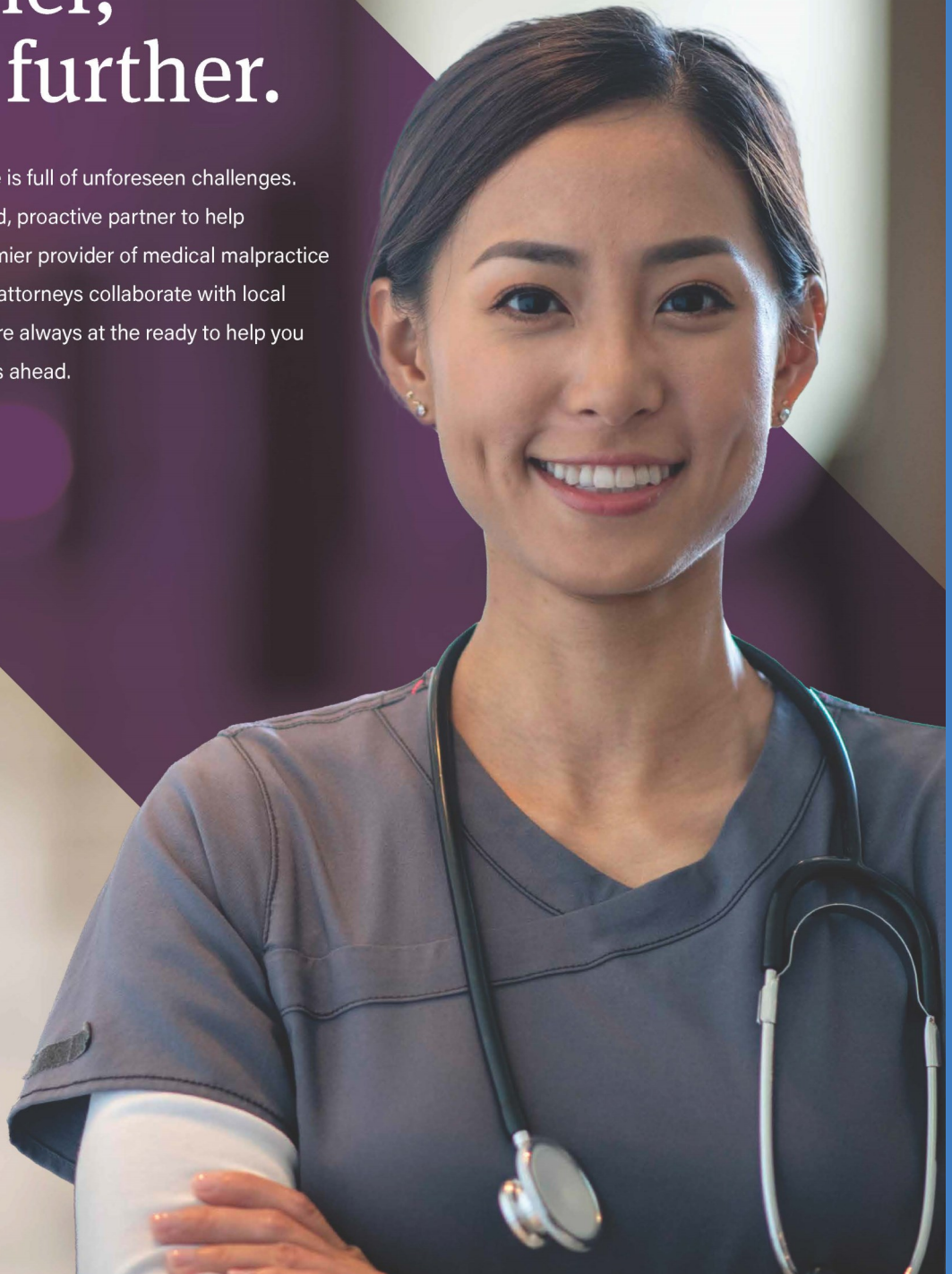
TMGMA's Preferred Malpractice Provider



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Together, we go further.

The practice of medicine is full of unforeseen challenges. You need an experienced, proactive partner to help navigate them. As a premier provider of medical malpractice insurance, our in-house attorneys collaborate with local defense attorneys and are always at the ready to help you be prepared for what lies ahead.





Karen Bowman, FACMPE CPC CPMA
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2024 – Let's grow ACMPE in Tennessee

Earn a Certificate, Get Certified, Become a
Fellow

ACMPE CORNER:

Welcome to 2024. I am excited about ACMPE and cannot wait to see what the future holds for those of you pursuing advancement in the College this year.

Certificates, Board Certification and Fellowship through ACMPE is a fantastic way to confirm your expertise in the medical practice management industry. Not only do these recognitions affirm your professional competency, but they are recognized by

physicians, healthcare executives, industry professionals, and your peers.

Tennessee has a rich history of industry professionals who are committed to achieving their goals of being a Fellow, a Certified Medical Practice Executive or Certificate holder. In 2023, we had 6 individuals who earned Certificates, 58 who are pursuing Certification, 3 who achieved Certification, 9 individuals pursuing Fellowship, and 14 who achieved Fellowship, with the total Fellows in Tennessee at 67.

In addition, Tennessee has more than 200 individuals involved in ACMPE. These are impressive numbers and Tennessee rocks ACMPE.

We will be hosting our first Study Group of the year from January 23rd until March 5th for those individuals who are pursuing certification. This is a free study group, and we will meet on Tuesdays via Zoom at noon Eastern. If you have attended a study group with us in the past, you will find the information covering the domains is new. I promise you will not be bored.

I will partner with Tracy Bird, Debbie Hudson, Deb Bartel, and Beth Castens to present the study group. These individuals are leaders in the industry, and they are very passionate about ACMPE.

If you have you been thinking about certification, this is a great time to begin your journey.

CERTIFICATES

For those who may not be ready to pursue the Certified Medical Practice Executive board certification, you may be interested in the Principles of Practice Management Certificate (PPMC); this is a credential bearing certificate.

ACMPE offers many types of certificates including domain specific or topical certificates. Even if you are a Fellow or a CMPE, this could give you a deeper dive into the body of knowledge subject matter.

CERTIFIED MEDICAL PRACTICE EXECUTIVE (CMPE) APPLICANTS

Congratulations to Emily Nichols, our newest CMPE applicant. Emily is on her way to becoming a CMPE and TMGMA and I am here to help her.

CERTIFIED MEDICAL PRACTICE EXECUTIVE (CMPE)

Tennessee has had 3 new CMPE's since our last newsletter. Congratulations to Darryn Keeney, Jason Walden and Melanie Hart on your wonderful achievement.

FELLOW (FACMPE) APPLICANTS

Congratulations to Parry Qualls who is our newest Fellow applicant.

PAST PRESIDENT'S SCHOLARSHIP

The Past President's Scholarship is awarded to individuals who achieve certification or fellowship. This scholarship provides registration to a TMGMA Spring or Fall Conference. I am very appreciative of the support from the Past Presidents and TMGMA in recognition of those achieving certification and fellowship.

The certificates that are available are:



ACMPE CERTIFICATE

You will receive verified documents through MGMA's certifying body proving completion and understanding of topic or skill-specific seminars or online courses.

Upon completion of the resource and evaluation, certificate recipients showcase the completion of learning specific knowledge areas or skills that can supplement resumes or be shared with employers. No membership, education, or experience required to complete an ACMPE Certificate.

DOMAIN CERTIFICATE PROGRAMS:

PRINCIPLES OF PRACTICE MANAGEMENT CERTIFICATE (PPMC)
Learning experience that provides an overview of the core principles of medical practice management.

FINANCIAL MANAGEMENT CERTIFICATE (FMC)
In-depth learning experience that provides healthcare leaders with a mastery of financial management concepts including Payer Contracting, Revenue Cycle Management, Accounts Payable, Payroll and Cash Flow Management, and Financial Reporting and Budgeting.

HUMAN RESOURCES MANAGEMENT CERTIFICATE (HRMC)
In-depth learning experience that provides healthcare leaders with a mastery of human resources management concepts, including: staffing plans, recruitment, and compensation/benefits; employee engagement and talent management; and labor relations and employment law.

OPERATIONS MANAGEMENT CERTIFICATE (OMC)
In-depth online learning experience that provides healthcare leaders with a mastery of operations management concepts including General Practice Operations; Project Management and Strategic Planning; Healthcare Data Analytics; Supply Chain; Asset and Facility Management; and Communications, Marketing and Community Relations.

TOPICAL CERTIFICATES:

Best Practices for Optimizing a Successful Telehealth Program
.....

Payer Contracting
.....

Accounts Payable, Payroll and Cash Flow Management
.....

Financial Reporting and Budgeting
.....

Revenue Cycle Management
.....

Project Management and Strategic Planning
.....

Healthcare Data Analytics

PATHWAYS TO CERTIFICATION

PATHWAY

1

- Active MGMA member
- Purchase and complete application
- TWO years of healthcare experience
- Bachelor's Degree or 120 hours of college credit

PATHWAY

Currently completing experience or education

2

- Active MGMA member
- Purchase and complete application
- BEGIN PROGRAM
- May complete requirements once experience and education are met
 - TWO years of healthcare experience
 - Bachelor's Degree or 120 hours of college credit

PATHWAY

NEW

3

- Active MGMA member
- Purchase and complete application
- SIX years of healthcare experience
 - FOUR of SIX years, in healthcare management or leadership role

**ACMPE BOARD
CERTIFICATION**

Inspiring
healthcare
excellence.™

MGMA

HOW DO I BECOME CERTIFIED?

Be a member of National MGMA

Submit for Board Certification and pay application fee

Pass Multiple Choice Exam

Pass Scenario-Based Exam

Earn 50 hours of continuing education credits – these continuing education credits can be counted up to three years before the date of your application

ACMPE 's free online tools will help you in your journey for certification

PATHWAYS TO FELLOWSHIP

	PATHWAY 1	PATHWAY 2
MEMBERSHIP	Be a current MGMA Member	Be a current MGMA Member
EXPERIENCE	Bachelor's Degree and 5 years healthcare experience OR Master's Degree or higher and 3 years healthcare experience	Bachelor's Degree and 5 years healthcare experience OR Master's Degree or higher and 3 years healthcare experience
CERTIFICATIONS	Hold the Certified Medical Practice Executive (CMPE) in good standing	Hold the Certified Medical Practice Executive (CMPE) in good standing
TIMELINE	Application and requirements must be completed within 2 years from purchase before needing to reapply Requirements can be completed up to 6 years prior to application purchase date	Application and requirements must be completed within 2 years from purchase before needing to reapply Requirements can be completed up to 6 years prior to application purchase date
REQUIREMENTS	Complete one or more of the following pertaining to healthcare leadership and medical group management (total of at least 15 hours): <ul style="list-style-type: none"> • Business Plan • Facilitate or teach University or advanced coursework • Completion of industry related advanced education programs including Capstones, Master's Thesis, and Doctoral Dissertation • Formal presentations and speaking engagements at a recognized education event of at least 45 minutes in length • Author or co-author of an industry related book • Author articles for industry-respected organizations including, but not limited to MGMA publications of at least 1,000 words in length 	<ul style="list-style-type: none"> • Hold the CMPE designation for at least 6 years AND • Completion of 25 continuing education hours pertaining to leadership. These 25 leadership hours may be included in CE hours used to maintain their CMPE
VOLUNTEER REQUIREMENTS	Completion of 6 volunteer hours. 3 hours must be healthcare related, including but not limited to volunteering for industry-related organizations such as MGMA-ACMPE	Completion of 12 volunteer hours. 6 hours must be healthcare related, including but not limited to volunteering for industry-related organizations such as MGMA-ACMPE
MAINTENANCE	Uphold CMPE in good standing and completion of 6 volunteer hours; 3 hours must be healthcare related, including but not limited to, volunteering for industry-related organizations such as MGMA-ACMPE	Uphold CMPE in good standing and completion of 6 volunteer hours; three hours must be healthcare related, including but not limited to, volunteering for industry-related organizations such as MGMA-ACMPE

CONTINUING EDUCATION AND VOLUNTEER HOURS

The new cycle CE cycle will end on December 31, 2024. You will automatically be enrolled into the new three-year cycle after the current cycle has closed. Please make sure you complete these to maintain your credentials. For Fellows, you are required to earn six volunteer hours, of which three hours must be related to healthcare.

As a reminder, the 12 MGMA LIVE hours, includes live webinars, live seminars, digital conferences, and face to face events, from MGMA National, State, and Local. For MGMA National events that will count towards the LIVE hours, please visit the [MGMA events page](#).

Offering ACMPE Credit for state educational programs?

For an activity to meet the criteria for ACMPE Continuing Education Credit Hours, it must:

- Be relevant to the Body of Knowledge for Medical Practice Management
- Be delivered in a structured learning environment
- Have an element of interactivity
- No certificate needed for you to log it within your ACMPE tracking

Karen - kbowman@giassociatesofcleveland.com



DeAnna Brown, FACMPE, CPC
Chair of Past Presidents



SADDLE UP!

It has been an honor to represent our past presidents over this past year and I'm looking forward to serving again this year. If I can do anything for you, please let me know, I'm here to help.

Thank you so much to the past presidents for their contribution to the Past President's Fund and if it's still on your to do list, it's not too late. There are several ways for you to contribute:

Click this link, <https://tmgma.com/donate>

Navigate to TMGMA.net, click Members tab, Scholarships, Donations.

Mail a check to TMGMA Scholarship Fund

PO Box 380963

Birmingham, AL 35238

The Past President's Scholarship fund continues to encourage and reward practice executives who are leaders among leaders. It is our way of extending our hand to lift the leaders who are following behind us. A typical donation is \$100 to \$250, although we are thankful for any contribution you make.

Our spring conference, **Saddle Up for the TMGMA Healthcare Rodeo** is scheduled for April 10-12 in Franklin, TN. If ever there was a time for us to tighten the reins and take the bull by the horns, it's 2024! The Executive Council is busy making plans and you don't want to miss this! It is certainly going to be a great conference and I can't wait to see you!

It was an honor this past year to be able to speak at the MGMA State Leaders Meeting about Tennessee and our Volunteer spirit. You truly are amazing! Tennessee has for decades been recognized as a leader among the MGMA state chapters and it was more evident to me as I began to create my presentation and reflect on our past presidents. It was a bar that was set years ago with TMGMA past presidents like Tom Stearns FACMPE, Martha Johnson FAMCPE, and Ron German FACMPE who were champions for TMGMA. Steve Dickens JD FACMPE, and Yvette Doran MBA, FACMPE represented Tennessee at the highest level, serving MGMA as MGMA Board Chairs. Debbie Hudson, FACMPE and Karen Bowman, FACMPE have both continued to serve MGMA as mentors, encouraging and assisting members to attain certification and fellowship in American College of Medical Practice Executives. While each one of us probably has a story of how one of these people has impacted our lives, I could list any of the TMGMA past presidents, they have certainly all served our organization well and excelled in the role. It was no wonder, MGMA reached out to TMGMA and requested that we present on this subject!

Join us! As a past president, it is an amazing club to belong to and if you have a desire to serve your community, your colleagues, and your profession, please let your executive council know so that we can get you plugged in!

Wishing all of you a year full of great health, great growth, great peace, and great success. May it be our best year yet!

DeAnna Brown, FACMPE, CPC
Chair of Past Presidents
dbrown@tnvalleyurology.net

MONTHLY MEMBER WEBINARS

FEBRUARY WEBINAR

CYBERSECURITY: “DOVERYAI, NO PROVERYAI” TRUST BUT VERIFY

PRESENTED BY:

BRIAN LARGENT

LEAD ENGINEER AND CEO, THE ARCLIGHT GROUP

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FEBRUARY
2024



1:00 PM EASTERN
12:00 PM CENTRAL
11:00 AM MOUNTAIN
10:00 AM PACIFIC

Eligible for 1.0 CE credit



The 2023 Healthcare Salary Survey

- **Published November 2023**
- **Benchmarking data modeling**
- **Commentary from healthcare experts**
- **Available for purchase - \$250**
- **Contact becky.cruise@warrenaverett.com for details**



2024 Tennessee MGMA Spring Conference

SADDLE UP FOR THE TMGMA HEALTHCARE RODEO

Franklin
Marriott
Cool Springs



APRIL
10-12,
2024



MGMA[®]
TENNESSEE