



JULIE HARDY, MSA, RHIA, CCS, CCS-P
Lead Physician Services Consultant, Data Integrity and Compliance

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Julie offers the clients of The Rybar Group a range of expertise in the area of Professional Service Documentation, Coding and Reimbursement in both the ambulatory and inpatient settings. As the Lead Physician Services Consultant in our Data Integrity and Compliance Department, Julie brings over ten years of results-driven leadership experience and a high level of technical knowledge to the clients ranging from primary care to a variety of surgical specialties and nearly everything in between.

Julie has worked as a Professional Coding and Documentation Auditor and Educator for a variety of provider types, including private practices, teaching facilities, and hospital based practices, in several states and with a variety of payers. Julie's experience includes coding inpatient, outpatient and surgical procedures. By partnering with physicians and their staff, Julie assists with documentation needs, including providing training on how to apply coding and reimbursement guidelines to documentation, how to simplify documentation to meet both clinical and coding needs, appropriate coding practices and ways to achieve optimal reimbursement and compliance. She is well-versed in teaching physician guidelines, billing for Advanced Practice Providers (APPs), and incident to requirements, as well as performing audits to assess for compliance with all applicable guidelines and regulations and for reimbursement opportunities.

With experience in a range of settings and organizations, Julie applies that knowledge for process improvement, compliant reimbursement enhancement and provider education. Having worked extensively in the daily functions of professional revenue cycle, Julie has a strong understanding of the needs and challenges related to professional reimbursement and strives to help providers and their staff streamline processes to ensure that the workflow is efficient and that payments are being optimized. She has helped develop policies and procedures related to coding, documentation and auditing, as well as designed and created documentation templates for efficient coding and billing processes.

Julie's past experiences include:

- Overseeing the front- and back-end revenue cycle functions for a multi-hospital health system.
- Decreased coding backlog for a large integrated care delivery system by 70% utilizing Lean methodologies for production.
- Served as the process owner for a multi-departmental improvement opportunity that reduced billing turnaround from 150 days to 40 days.
- Identified revenue opportunities for a facility-based urgent care center leading to an additional \$1 million in annual charges.
- Partner with physician executives to lead documentation improvement efforts for multiple hospitals and clinics.
- Performed analyses for provider-based billing for on- and off-campus sites.
- Served as the ICD-10 implementation lead for a professional coding department.
- Established and monitored KPIs for professional revenue cycle during an Epic implementation to ensure timely filing and collections for a multi-hospital health system..
- Served as a Superuser for Epic implementations in the revenue cycle setting for three hospitals.

Julie holds a Masters of Healthcare Administration from Central Michigan University and earned her bachelor's degree in Healthcare Management and Medical Records Administration from Ferris State University. She is a member of the American Health Information Management Association, the American College of Healthcare Executives, the Medical Group Management Association and the Healthcare Financial Management Association.