



**JULIE HARDY, MSA, RHIA, CCS, CCS-P**  
*Director, Revenue Integrity and Payment*

---

810.750.6822 Ext. 171  
810.750.6733 Fax  
jhardy@TheRybarGroup.com

As the Director of Revenue Integrity and Payment, Julie draws upon her extensive experience acquired while working in executive-level positions at academic medical centers, integrated health systems, children's hospitals and with hospital-owned medical groups. She brings over ten years of results-driven leadership experience and a high level of technical knowledge to our clients.

With a focus in revenue cycle management including coding, billing, compliance, and vendor management, Julie has helped to enhance provider financial performance, resulting in improved reimbursement and increased physician compensation while maintaining compliant practices. She has a special interest in process improvement, project management and operational optimization, regularly providing guidance as to best practices and methods that support processes leading to optimal revenue.

Julie's past experiences includes:

- Overseeing the front- and back-end revenue cycle functions for a multi-hospital health system.
- Served as the process owner for a multi-departmental improvement opportunity that reduced billing turnaround from 150 days to 40 days.
- Practice assessments of large specialty practices to evaluate and optimize operational efficiency as well as revenue optimization.
- Evaluation of physician contracts for optimal reimbursement.
- Assistance throughout third-party audits to ensure providers have the resources needed to support documentation, coding and billing.
- Identified revenue opportunities for a facility-based urgent care center leading to an additional \$1 million in annual charges.
- Decreased coding backlog for a large integrated care delivery system by 70% utilizing Lean methodologies for production.
- 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.

Julie is a highly-requested speaker among professional associations for audiences of both providers and their staff. She has presented at numerous state and regional-level meetings.

Julie graduated from Ferris State University with a bachelor's degree in healthcare management and earned a master's degree from Central Michigan University in healthcare administration. She maintains the Registered Health Information Administrator (RHIA), Certified Coding Specialist-Physician Based (CCS-P) and Certified Coding Specialist (CCS) credentials from the American Health Information Management Association. She's also a member of the Medical Group Management Association (MGMA).

---