

**Curriculum Vitae**  
**Deborah G. Bell, MA, CCS-P, CMC, CCP, CPC, CPC-H, PCS, FCS, CCEP**  
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## **PHYSICIAN PRACTICE COMPLIANCE RESOURCE**

- Education on coding and medical record documentation for Gastroenterology and Vascular Surgical practices

## **SEMINARS/WORKSHOPS**

- Seminar Series for Regional Healthcare Insurers: topics including E/M, Orthopedics, OB/GYN, Ophthalmology, Medicare, How to Read and Operative Note, Medical Terminology and modifier 59.
- Seminar Series for large multi-specialty healthcare provider group on E/M and specialty documentation, coding and billing issues (includes Orthopedics, Cardiology, Internal Medicine).
- Workshops conducted on: Medical Terminology, E/M, Changes in CPT/HCPCS & ICD-9 CM, Basics of Coding, Dermatology, Ophthalmology and Modifiers, Medical Record Auditing, Internet as a Resource.
- Workshop on ICD-9 CM Diagnosis coding for Disease Management Support Company.
- Physician Seminar for local hospital employed physicians on E/M documentation and coding issues.
- Presenter for AGA on Gastroenterology Coding Fundamentals.

## **HOSPITAL CONSULTING SERVICES**

- Develop methodology and report design for Charge Description Master (CDM) Reviews.
- Review departmental CDMs: Rehabilitation Services, Infusion Therapy, Chemotherapy, Partial Hospitalization, EKG, Radiology, Interventional Radiology, Radiation Oncology, Pathology, Cardiac Catheterization, Ambulatory Surgery, Medical & Surgical Supplies, Pharmacy.
- Train contractual consultants on CDM review process.
- Coordinate with contractual consultants the projects in process.
- Act as technical resource for office administrative functions.
- Develop educational material on the use of Modifiers in for Hospital Outpatient.



- Provide instruction using the American Academy of Professional Coders (AAPC) - Coding Curriculum to employed hospital personnel in order to achieve coding certification.
- Acted as out-sourced auditor for Hospital Compliance of employed OB/GYN House Staff documentation and coding.
- Acted as out-sourced auditor for Hospital Compliance of employed physicians/providers in specialties of Radiology, Psychiatry/Mental Health, Anesthesia, Colorectal Surgery, Gastroenterology, Emergency Department, Pathology, OB/GYN, Pediatrics, Neonatology, Internal Medicine, Dermatology, Urology, General Surgery, Nephrology, Hospitalists, Geriatrics, Nuclear Medicine, Critical Care, Trauma and Intensive Care.
- Acted as out-sourced auditor for Hospital Compliance of employed/contracted physicians in all specialties for a large Hospital Network that involved Residency Programs. Audited over 5,000 records.
- Conduct Hospital Medical Record Reviews on a quarterly basis for quality assurance purposes and education.
- Coding resource for Hospital Patient Accounting Departments.
- Develop Assessment Tool used to assess effectiveness of Registration Training Workshops.
- Review medical record documentation for facility services and determine whether all services are captured.
- Forensic documentation review to determine alteration of medical record documentation.

## **PROFESSIONAL CODING EDUCATION**

- Develop marketing tools for the Professional Coding Course (using AAPC's Curriculum) and CodingTrainer.com's own curriculum.
- Develop syllabuses and schedules for both courses.
- Price and obtain educational space for courses.
- Develop supplemental material to be used with the AAPC Curriculum. [ Includes additional text, exercises, examinations and educational games]
- Teach the AAPC Professional Medical Coding Curriculum to enrolled students.
- Teach CodingTrainer.com's developed curriculum with Additional Text Book Step-by-Step to enrolled students
- Educate hospital and physician coders on coding guidelines and scenarios.
- Educate physicians on coding and documentation guidelines (wide range of specialties).
- Educate physician on appropriate coding and documentation on behest of Maryland Physician Board.

## **PHYSICIAN AND GROUP PRACTICE MANAGEMENT FOR PRIVATE PRACTICES, HOSPITAL BASED GROUPS AND SNFS**

- Practice Enhancement - Assisted physicians in receivable management, office procedures, and staff training.
- Collection and Fee Structure Evaluation – Reviewed outstanding accounts receivable, billing and collection procedures, established objectives for personnel, evaluated fee profiles.
- Medicare, PPO, HMO Participation - Evaluated impact to physicians entering into contractual payment arrangements.
- Practice Provider Applications - Collected pertinent data for application to provider numbers.
- Practice Evaluation - Reviewed practices revenues and assisted physicians in relating to future growth.
- Liaison for Physicians - with Medicare, Blue Shield, and other third party insurers.
- Audited medical records in both the office and hospital setting to review documentation for CPT, HCPCS and ICD9-CM.
- Analyzed physician codes (CPT and HCPCS) and fees and made recommendations of appropriate changes.
- Coordinated physician and staff seminars.
- Developed office policies and procedures for billing.
- Developed office policies and procedures for Independent Radiology Practice as part of their Compliance Program.
- Review of Medical Record documentation for Hospital Based Pulmonary/Critical Care Group in preparation of Medicare Focused Review.
- Assess SNF medical record documentation and billing for compliance with PPS requirements and educate staff on ICD-9 code requirements.
- Managed Care Contract Review.
- Developed testing document to assess coding and billing knowledge.
- Co-authored a variety of training manuals on medical billing procedures and office professionalism.
- Coordinated Part A and Part B Billing Issues.
- Developed billing protocols for maxillio-facial rehabilitation center.
- External Auditor for Primary Care and Gastroenterology Group Practices.

## **FRAUD AND ABUSE LITIGATION SUPPORT**

- Expert medical record reviewer on behalf of Qui Tam litigation.
- Federally approved witness with participation in a Federal Fraud Case.
- Provided Litigation support in the preparation of defense testimony: researched intricate and esoteric Medicare Regulations and Rulings. [Maryland Medicare, Xact Medicare and Champus]
- Audited physician medical record documentation: anesthesia, internal medicine, pediatrics, psychiatry, podiatry, chiropractor, surgical specialties
- Expert medical record review on behalf of Legal Firm's client(s) involved in Tri-Centurion audits.

## **HOSPITAL COMPLIANCE**

- Developed training materials and trained staff for five (5) hospitals on Laboratory Compliance.
- Trained and supervised seven (7) individuals providing educational support to hospital personnel and physicians regarding laboratory compliance.
- Instructed the American Academy of Professional Coders (AAPC) - Coding Curriculum to employed hospital personnel in order to achieve coding certification.
- Audited Community Mental Health Center billing with recommendations to improve coding and billing.
- Audited Partial Hospitalization Program billing with recommendations to improve coding and billing.
- Developed medical record auditing tools.
- Provided educational sessions to hospital employed physicians on coding and billing criteria.
- Developed physician educational material.
- Provided technical expertise on coding and regulations to hospital personnel and management.
- Critiqued Charge Master Review and Recommendations provided by engaged consultants, commented on implementation pitfalls and recommended educational needs.

## **BILLING AND REIMBURSEMENT ISSUES**

- Analyzed billing methods to recommend appropriate coding and billing techniques.
- Reviewed reimbursement and billing procedures to assist with operational changes.
- Analyzed current charging and coding methodology to determine possible audit liability.

## **PHYSICIAN AND FACULTY PRACTICE BILLING MANAGEMENT SERVICES**

- Office Set-up - Established office with site selection, lease negotiation, budgeting, purchasing of equipment, staffing, hiring and training and the establishment of patient accounting procedures.
- Software development and testing - Analyzed billing criteria to assist programming staff.
- Assisted in marketing of professional billing services.
- Account administration for multiple physician practices inclusive of invoicing, monthly revenue and account receivable reports and public relations.
- Developed employee evaluation system.
- Tested Blue Cross and Blue Shield of the National Capital Area's voice response system to aid in its evaluation and final implementation.
- Liaison for Physicians with Medicare, Blue Shield and other third party insurers.
- Developed physician provider application process.
- Developed and conducted educational program for coders.
- Developed and maintained physician participation matrix.
- Designed and edited educational newsletter for client and billing personnel.
- Co-liaison for billing operation with client.
- Trained coding staff for Part A and Part B medical record abstraction.
- Established a QA process for coding personnel.
- Developed and implemented a productivity monitoring system for coders.
- Trained physicians on medical record documentation.
- Developed training module for physicians on E/M documentation and selection criteria.
- Authored training materials on coding CPT, HCPCS and ICD-9 CM - including the development of a pocket card to assist physicians in E/M Documentation Guidelines.
- Developed, reviewed and updated medical practices encounter forms.
- Audited EOBs to identify billing issues.
- Audited medical records for completeness, documentation and audit liability.
- Supervised 9 FTEs involved in coding, credentialing and reimbursement issues for Faculty Practice Plan.
- Conducted coding seminars for multi-specialty physicians.
- Evaluated and recommended multi-specialty physician fees.
- Assessed and initiated update of billing system data files.
- Analyzed staffing needs for coding and credentialing department.
- Coordinated Part A and Part B Billing issues.
- Assisted a Maryland Hospital in the conversion of a hospital based Ambulatory Surgery Center to a freestanding Ambulatory Surgery Center.
- Co-developed and coordinated a Medicare Compliance Program for a Maryland Teaching Hospital to include but not limited to planning how to set-up a Medicare Compliance Program; preparing educational materials; selecting an outside consulting firm to perform a medical record review for training purposes; assisting in the initial and specific training sessions of all 180 faculty physicians; recruiting a full-time

professional senior medical record auditor to implement a prospective audit of physician medical record documentation; initiating and tracking physician attendance to all compliance training; developed professional compliance program policies and procedures; developed audit tools to be used in the professional compliance program.

## **COMPUTERIZATION**

- Trained physician staff on computer billing system.
- Evaluated hospital patient billing data requirements for computerization of hospital based physician groups.
- Develop scenarios to test computer system on its ability to mirror Medicare Part B processing of a professional claim.

## **MEDICAL BILLING SYSTEM**

- Evaluated computer hardware and software needs for physician practices.
- Worked directly with computer programmers to enhance a computerized paperless collection system.
- Conducted extensive analyses of existing manual and computerized system to determine need for further automation and/or changes in operations to provide more timely, accurate and effective data.
- Made formal recommendations for system completion: policies and procedures for system implementation, and user-friendly operation instructions.
- Assessed and initiated update of medical billing system data files.

## **MEDICAL INSURANCE CARRIER**

- Conducted educational training on Medicare policies and proper billing procedures.
- Liaison with physician, federal and state regulatory agencies and federal, state and local legislators.
- Development of written training materials – Assisted with educational visits and training seminars.
- Reviewed claims processing determination to ascertain appropriate claim adjudication.
- Evaluated and recommended employee evaluation criteria and procedures.
- Developed Employee suggestion program - Assisted in establishing of criteria and procedures.
- Developed Coding Policies and Procedures Manual for Regional Staff-Model HMO.

## **DEGREE**

Towson University - B.A. Sociology (1973)

## **CERTIFICATIONS**

Medix School - Certified Medical Assistant (CMA) (1981)

American Academy of Professional Coders (AAPC) - Certified Professional Coder (CPC) (1995), CPC-H (2000) to present.

American Health Information Management Association (AHIMA) – Certified Coding Specialist, Professional (CCS-P) (1997 to present)

Practice Management Institute (PMI) – Certified Medical Coder (CMC) (2003 to present)

Professional Healthcare Institute of America – Certified Coding Professional (CCP) (2003 to present)

Professional Coding Specialist – American College of Medical Coding Specialists (PCS) (2007 to present)

Facility Coding Specialist – American College of Medical Coding Specialists (FCS) (2007 to present)

Society of Corporate Compliance and Ethic Professionals (SCCE) – Certified Compliance and Ethics Professional (CCEP) (September 2008 to present)

## **SPECIAL DESIGNATION**

American Academy of Professional Coders (AAPC) – ***Approved Professional Medical Coding Curriculum Instructor (2000- 2004)***

## **EXPERIENCE**

**Ruben S. Sebastian MD, PA** – Administrative Assistant (September 1980 – March 1984)  
**Blue Cross and Blue Shield of Maryland (Medicare)** – Post Payment Reviewer and Provider Relations Rep (April 1984 – October 1986)  
**Management Systems, Inc.** now known as Professional Physician Billing Service - Regional Director (January 1987 – December 1989)

**Kohler Healthcare Consultants** – Senior Consultant (January 1990 – March 1992)  
**GBMC Agency, Inc. - MBOSS** (Medical Business Office Support Services) and GBMC Agency MSO – Billing Manager and Senior Consultant (March 1992 – November 1994)  
**Health Care Consulting Services** – On-call Consultant (September 1994 – Present)  
**Medical Reimbursement Resources** (Division of Keep InforM.D.) – Compliance/Reimbursement Consultant (1996 to Present)  
**Qualis Physician Billing Services, Inc.** now known as Practice Dynamics, Inc. – Director of Client Reimbursement (November 1994 – February 1998)  
**Helix Health Inc.** now known as MedStar Health – Corporate Compliance Training Manager - Baltimore Division (February 1998 – April 1999)  
**Kohler HealthCare Consulting** – Managing Consultant (January 2000 to May 2001)  
**Registered Lobbyist** in the State of Maryland (1997 – Present)(Not active)  
**CodingTrainer.com** (Division of Keep InforM.D.)– President (June 2001 to Present)  
**ExternalCompliance.Com** (Division of Keep InforM.D.) – President (June 2007 to Present)

## **AFFILIATIONS**

Medical Group Management Association (MGMA) - Local Chapter (1985 to 2008)

American Academy of Professional Coders (AAPC) – National and Local Chapter (1994 – 2006)

American Guild of Patient Account Managers (AGPAM) (AHHAM) - Local Chapter (1994 – 2004, 2008 to Present)

Healthcare Compliance Association – National Chapter (1997 to 1999, 2004 to 2008)

American Health Information Management Association (AHIMA) – National and Local Chapters (1997 to Present)

Healthcare Financial Management Association (HFMA) – National and Local Chapters (1996 – 1999)

American College of Medical Coding Specialists (ACMCS) – 2007 to present

American Medical Political Action Committee (AMPAC) – (1995 to Present)

Maryland Medical Political Action Committee (MMPAC) – (1995 to Present)

Maryland Government Relations Association (MGRA) – (1998 to Present)

Practice Management Institute (PMI) – (2003 to Present)



Professional HealthCare Institute of America (PHIA) – (2003 to Present)

Health Care Compliance Association (HCCA) – (2006 to Present)

Society of Corporate Compliance and Ethics Professionals (SCCE) – (2008 to Present)

## **PUBLICATIONS AND MEDICAL COMMUNITY CONTRIBUTIONS**

Founder and President of the “*Central Maryland*” Local Chapter of AAPC(1999 to 2001, 2003, 2005) - Secretary for the Local Chapter (2006).

Proctor AAPC Certified Professional Coder Examinations for *the Central Maryland* - Local Chapter

Author - Maryland Medical Journal monthly coding column - "CodeDoc" (1996-1997)

Member – Domestic Violence Medical Response Advocacy Project Technical Task Force (1996 -1998)

Testified – Maryland Insurance Administration "Hearing on Maryland Blue Cross and Blue Shield Proposed New Fee Schedule " (January, 1995)

Testified – Senate Finance Committee and House Environmental Matters on Health Care Issues (1994)

Technical Advisor - Medical and Chirurgical Faculty of Maryland – Computers in Medicine Committee

Advisor - Medical and Chirurgical Faculty of Maryland – Legislative Committee

Advisor - Medical and Chirurgical Faculty of Maryland – Managed Care Committee [Includes Medicare, Blue Cross and Blue Shield, Medical Assistance]

Member – Medical and Chirurgical Faculty of Maryland – Special Task Force, BCBSMD RBRVS Based Fee Schedule

Member - Maryland Pharmacy Board – Future of the Practice of Pharmacy Task Force – (1997)

Member - Medicare Transition Team, TrailBlazers Health Enterprises, Inc. – Representing Physician Practice Issues (1994-1995)



Chairperson – Maryland MGMA (750 members) – Third Party Committee, Monthly Forum for Medicare, Blue Cross and Blue Shield and Medical Assistance to address members concerns (1994-1995) (2002)

Member – Maryland MGMA – Reimbursement Committee, Quarterly Meetings with Medicare, Blue Cross and Blue Shield and Medical Assistance to resolve major billing issues (1992-1993) (1997-1998) (2002)

Editor-in-Chief – Maryland MGMA – Newsletter Committee, Quarterly/Bi-monthly newsletter for 750 members (1992-1994)

Attendee – TrailBlazer Medicare CAC quarterly meetings

**MEDICAL/HOSPITAL BILLING SYSTEMS/COMPLIANCE AND PC SOFTWARE PROFICIENCY/FAMILIARITY**

Medical/Hospital Billing Systems

IDX  
Medical Manager  
CBSI  
Medic  
Versyss  
Sentient  
SMS  
HBOC  
Meditech  
MDAudit  
Intelicode

PC Software

Microsoft: Word, Excel, Powerpoint

Health Information Electronic Medical Record Systems

Centricity [Formerly known as Logician]  
McKesson  
Meditech