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Postdoctoral Education:

Certified Chiropractic Sports Physician Course-1994
Northwestern Chiropractic College
Bloomington, Minnesota

Erhardt X-ray Program (100-hour pre-diplomate course)-1990
Palmer Chiropractic College
Davenport, Iowa

American Academy of Professional Coders
Certified Professional Coder-2006

American Board of Quality Assurance and Utilization Review Physicians
Diplomate Designation-2008
Healthcare Quality Manager Certification-2008

Education:

Doctor of Chiropractic-1989
Life Chiropractic College
Marietta, Georgia

Professional Experience:

1991-Present Private Practice
Athens, Tennessee

8/89-6/91 Chiropractic Health Center
Crossville, Tennessee
Contract Physician

4/89-8/89 Akers Chiropractic
Cleveland, Tennessee
Associate Physician

Consulting Positions

2002-2019 **Breakthrough Coaching**
Boca Raton, FL

Coding and billing; Coach trainer

2016-Present **Tennessee Chiropractic Association**
Nashville, TN

Coding and Payer Relations Consultant

2013-2016 **Empowering Chiropractic**
Oceanside, CA

Specialty Expert Instructor/Consultant

2017-2018 **International Surgical, SEZC**
Georgetown, Grand Cayman

Chiropractic Network Director/Marketing Consultant

2018-2019 **AIM Specialty Health**
Chicago, IL

Professional Guidelines Panelist

2018-Present **AIM Specialty Health**
Chicago, IL

Subject Matter Expert

2020- **AMI Group, LP**
Highland Park, IL

Expert Panelist

2021-**West Coast Chiropractic Experts**
Las Vegas, NV

Lead Expert

Professional Affiliations:

American Chiropractic Association

Council on Sports Injuries and Physical Fitness

Alternate State Delegate 2002-2004

State Delegate 2004-2011

Long Range Planning Committee 2005-06

Public Relations Committee 2005-2010

Coding and Reimbursement Committee 2005-2011

Executive Committee 2006-2010

Coding Manual Subcommittee 2006-2012

Chairman 2008-2011

Information Systems Advisory Committee 2005-2006

Insurance and Managed Care Committee 2008-2011

Hospital/Integrated Care Committee 2009-2011

Task force on Milliman Guidelines 2008

Payment Policy Advisory Board 2021-

Coding Advisory Board 2021-

Tennessee Chiropractic Association

Member-Board of Directors 1992-2006

Board Secretary 1998-2000

Vice President 2000-2002

President 2002-2004

Tennessee Board of Chiropractic Examiners

Member (secretary) 2004-2005

Vice President 2006-2009

President 2009-2014

National Board of Chiropractic Examiners

State Delegate 2006-2014

Federation of Chiropractic Licensing Boards

State Delegate 2006-2014

American Academy of Professional Coders

Chiropractic Specialty Coding Examination Task force 2009

Other Experience:

Provident Life and Accident Insurance Company

Chiropractic Claims Consultant 1993-1995

State Farm Mutual Insurance Company

Claims Review Consultant 1994-2010

Blue Cross/Blue Shield of Tennessee

Provider Review Panel 1993-

Regional Consultant Panel 2002-

American Chiropractic Association Blue Cross Chiropractic Health Plan Integration Program (now ACA "Local Liaison Program")

State Liaison 2001-2006

Program speaker-Washington, D.C. 2002

American Chiropractic Association Local Liaison Program

State Liaison 2006-

Nationwide Automobile Insurance Company

Chiropractic Claims Consultant 1995-2012

Crawford and Company

Chiropractic Claims Consultant 1997-2005

Broadspire, Inc.

Independent claims reviewer

Peer Review Panel member 2009-2018

Intracorp

Chiropractic Review Panel 1998-2010

Merastar Insurance Company

Chiropractic Claims Consultant 1998-2011

Continuing Professional Education:

Risk assessment and documentation
Documentation, report writing, and record keeping
Low back pain syndromes
Expert testimony and impairment rating
Sports injury management and evaluation
Validating Chiropractic/Scientific Basis of Chiropractic methods
Practice Management and Development
Current treatment methodologies
Neurology and Nutrition
Mercy Conference Guidelines
Red Cross "Protect Your Back" instructor certification
Myofascial Release Techniques
Nutritional Considerations/Alternatives to Antibiotics
Radiographic Manifestations of Skeletal Stress
Sexual Boundaries Training
Whiplash and Spinal Trauma
Diagnostic Imaging of Spinal Stress
Carpal Tunnel Syndrome
Nutritional Management of Pain Syndromes
Equine Chiropractic
Clinical Radiography
Extremity manipulation
Advanced Imaging of the Skeletal System
Industrial Consulting
Nutrition and Blood Analysis
Orthopedic Analysis
Patient Management
Compliance and Audit Rationale
Community Education and Communication
Contemporary Issues in Medicolegal Interaction
Clinical Application of Care Guidelines and Outcomes Assessment Tools
Global Spine Care Initiative

Community Activities:

Athens Kiwanis Club (1991-2005)
Athens/McMinn Chamber of Commerce (Diplomat 2001-2003)
Athens Little League Baseball-Coach (1995-1997)
Cleveland Dixie Youth Baseball-Assistant Coach (2005-2006)
Tennessee Wesleyan College-Team Doctor, Athletics Advisory Committee
H.O.P.E. Center-Board of Directors 1996- (Board Chairman 1999-2001)
United Way of McMinn and Meigs County (Board Member 2001-2005)
Athens Area Diabetes Association (Professional Advisory Panel 2006-)

Professional Activities:

Chairman-Tennessee Chiropractic Peer Review Committee (1997-2005)
Chairman-Tennessee Chiropractic Association Ethics Committee (1997-2005)
Co-Chair-Tennessee Chiropractic Association Insurance Relations Committee (1995-2007)

Chairman 2007-2010

Chiropractic Liaison to Cigna-Medicare Medical Director (2000-2005)

Member-Medical Staff, 1995 Nestea Atlanta Open
AVP Professional Beach Volleyball Tournament, Atlanta GA

Tennessee Board of Chiropractic Examiners
Alternate Dispute Resolution Board Member (1998-2001)
Consultant to the Board (2000-2003)

Member-Medical Staff, 1996 Ocoee Wildwater Challenge
World Cup Whitewater Competition, Ocoee TN

Executive Committee Member-Motorsports Chiropractic Support Team 1996-
Bristol Motor Speedway NASCAR events April 13-14,
June 21, August 22-23, 1997 March 26-28, August 21-22, 1998

Member-Medical Support Staff, Ms. Fitness Tennessee/USA 1997
Bodybuilding and Fitness Competition, Knoxville TN

Network Member-ProSport Chiropractic 2000-

Awards/Recognition

Graduate-*Leadership McMinn* Class of 1999
"People's Choice" Chiropractor *The Daily Post Athenian* 1999, 2000
"VIVID" Award by Athens City Council –2000
"Young Chiropractor of the Year" TCA-1995
"Chiropractor of the Year" TCA-2003
Statesman Award-TCA 2004, 2005
Fellow-International College of Chiropractors- 2005
FCLB "Pillars of Regulation" Award-
"Top Ten Chiropractors in Tennessee" 2015

Teaching Experience

1996-Tennessee Chiropractic Association (Nashville)
Risk management, documentation, and record keeping

1997-Southeast Tennessee Chiropractic Association (Chattanooga)
Understanding and Utilizing the new CMT Codes

1997-Kats Management Service (Atlanta)
Documentation, record keeping, insurance filing, S.O.A.P. notes

1997-Tennessee Chiropractic Association (Nashville)
Risk management, informed/implied consent, and insurance overview

1998-Tennessee Chiropractic Association (Nashville)

Risk management, documentation, and insurance overview

- 1998-Tennessee Chiropractic Peer Review Committee (Nashville)
Committee Orientation Program
- 1999-Tennessee Chiropractic Association (Nashville)
Documentation and Record Keeping
- 2000-Tennessee Chiropractic Association (Chattanooga, Johnson City, Knoxville, Nashville, Memphis)
Chiropractic Therapy Assistant Review Course
Terminology and Documentation Modules
- 2001-Tennessee Chiropractic Peer Review Committee (Nashville)
Committee Orientation Program
- 2001-Tennessee Chiropractic Association (Nashville)
Insurance Relations
HIPAA Primer
- 2002-Tennessee Chiropractic Association (Johnson City, Knoxville, Chattanooga, Memphis)
HIPAA Guidelines and Implementation
- 2002-Logan College of Chiropractic (St. Louis)
Introduction to HIPAA Compliance for the Chiropractic Practice
Effective CPT Coding
- 2003-Cleveland Chiropractic College (Extravaganza-Las Vegas, NV)
HIPAA Overview for the Chiropractic Practice
- 2004-Tennessee Chiropractic Association (Nashville, Johnson City, Knoxville)
Insurance Relations and Coding Tips
- 2004-American Chiropractic Association/Illinois Chiropractic Society (Chicago)
Navigating the Maze of Procedural and Diagnostic Coding
- 2004-American Chiropractic Association/Massachusetts Chiropractic Association (Boston)
Navigating the Maze of Procedural and Diagnostic Coding
- 2005-Numerous independent seminars and regional professional association “mini-programs”
- 2006-Tennessee Chiropractic Association
Chiropractic Therapy Assistants: documentation, recordkeeping, risk management
- 2006-Knoxville, TN
Insurance, managed care, documentation, and coding
- 2007-Tennessee Chiropractic Association
Sexual Boundaries, Jurisprudence & Risk Management

2008-Knoxville, TN
Insurance, coding, documentation, outcome assessment

2009-Tennessee Chiropractic Association
Risk Management, Coding, Documentation

2010-Massey Practice Solutions-Chattanooga, TN
Audit Shield: compliant coding and documentation

2011-Massey Practice Solutions-Nashville, TN
Practice Shield: compliance, documentation, and audit preparation/prevention

2012-Massey Practice Solutions-Knoxville, TN
Practice Shield: compliance, documentation, and audit prevention

2014-Massey Practice Solutions-Knoxville, TN
Documentation, Coding, Outcome Assessments, Quality Measures

2015-Tennessee Chiropractic Association-Johnson City, Chattanooga, Nashville
ICD-10 Transition

2015-American Chiropractic Association- Harrisburg, PA
ICD-10 Coding Introduction and Workshop

2018-Forward Thinking Chiropractic Alliance-Kansas City, MO
Medicare Myths and Misunderstandings

2019-Forward Thinking Chiropractic Alliance-St. Louis, MO
Evidence-based Documentation

OTHER:

- Expert witness for plaintiff and defense
(billing, coding, fraud, malpractice, etc.)
- Founder and CEO: Massey Practice Solutions/Practice Mechanics, LLC (2008)
Chiropractic practice consultancy
- Networked via Facebook, LinkedIn, and Twitter