

Timothy W. Attebery, DSc, MBA, FACHE

Career Summary



With 35 years of healthcare experience, Timothy is a seasoned expert in executive leadership, practice management, and healthcare consulting in addition to specialized expertise in cardiovascular services. Prior to his current role at Corazon, Timothy led a large, tertiary referral center and teaching hospital under a model focused on patient safety, quality, service, collaboration with the medical staff, employee engagement, efficiency, and equity as well as serving as cardiovascular service line leader. Timothy is an influential leader with exemplary hospital and practice leadership knowledge and routinely participates in advisory boards for community outreach programs.

Healthcare Experience

Corazon, Inc.

2020 – Present

Provides consultation to hospitals and health systems across the country for the full continuum of care delivery development and strategy. Provides expertise on system-wide leadership, mentorship, and operational and financial management turnaround for hospitals, along with strategic cardiovascular service line development and management tactics. Interacts with leadership and staff at client sites on a peer-to-peer basis. Participates in site visits to present to Boards, hospital leadership, and/or internal and external stakeholders on the clinical, operational, and financial aspects of best practice services.

Tim Attebery & Associates, Kingsport, TN

2020 – Present

President/CEO

Responsible for the overall operations and delivery of consulting services to company's clients. Firm specializes in providing strategic development and assessment services to cardiovascular group practices, health systems, and life sciences companies in the cardiovascular space.

American College of Cardiology, Washington, DC

2018 – 2020

MedAxiom, Neptune Beach, Florida

Chief Executive Officer

Responsible for the overall executive leadership and financial/operational/strategic management of all ACC employees and business units including membership, science & quality, education, publishing, advocacy, international, innovations and the newly acquired MedAxiom operation based in Neptune Beach, Florida.

- Negotiated the acquisition of MedAxiom
- Developed and launched a revised and accelerated international strategy
- Reorganized the senior leadership team
- Initiated the Digital Transformation initiative
- Hired the ACC's first Diversity and Inclusion Officer; launched the D&I program
- Established new financial metrics for the Finance Committee
- Proposed and implemented a novel approach for increasing non-physician membership
- Increased membership engagement and satisfaction to record high levels
- Overhauled employee incentive plan to be funded by financial performance and distributed based upon strategic performance
- Cut \$2M in annual management payroll (position eliminations and consolidation)
- Initiated the "health system" strategy
- Led the effort to modify the core advocacy message and themes
- Strengthened relationships with cardiovascular subspecialty societies
- Initiated a "payer strategy" aimed at positioning the ACC as a critical partner to health plans and payers

Ballad Health, Kingsport, TN (formerly Wellmont Health System)

2010 – 2018

President & Chief Executive Officer, Holston Valley Medical Center

2013 – 2018

Responsible for planning, organizing and directing the operation of a 505-bed licensed hospital in Kingsport, ten hospital-based outpatient locations, 174-bed skilled care facility, 30-bed assisted living facility, and two rural, acute care hospitals (Rogersville and Sneedville). HVMC is a tertiary, regional referral center with a Level I trauma program and Level III neonatal intensive care unit. HVMC was the flagship hospital for Wellmont Health System.

- Spearheaded a comprehensive cost-reduction initiative (\$10M reduction in annual operating costs)
- Increased CMI by 20%
- Decreased CMI adjusted length-of-stay by 0.5 days
- Significantly improved medical staff relations
- Increased HCAHPS performance and ratings (80% of the quarters were at or above target)
- Increased employee satisfaction scores by 10%
- Developed a dedicated observation unit for cardiology and general medical
- Improved ED capacity by 20% with Lean management and new workflows
- Established a multi-disciplinary Neuroscience Service Line
- Experienced a 200% increase in endovascular and vascular surgery volumes
- Pursued and obtained 340b status
- Established a dedicated cardiac hospitalists service

System Vice President, Cardiovascular Services

May 2010 – December 2013

Responsible for the overall strategic development and day-to-day operations of the health system's cardiovascular service line including all inpatient, outpatient and ambulatory operations.

Cardiovascular Associates, P.C., Kingsport, TN

2007 – 2020

Chief Executive Officer

- Reported to the Physician-Shareholder Board.
- Responsible for the strategic development, financial management and day-to-day operations of the practice operations and Wellmont's CVSL-specific hospital-based operations. CVA had a comprehensive co-management agreement with Wellmont.

Cardiovascular Innovations, LLC, Beaufort, SC**2004 – 2007*****Founder & President***

Started CVI while working at South Carolina Heart Center. CVI's focus was to help cardiology groups, cardiologists and health systems assess and integrate emerging technologies within cardiovascular services. Built a national network of 10 training sites for advanced tomographic imaging. CVI grew to over \$2 million in annual revenue. Sold the company in September, 2007.

South Carolina Heart Center, P.A., Columbia, SC**1998 – 2005*****Chief Executive Officer***

SCHC is a large, regional CV specialty group based in Columbia. I was responsible for the overall strategic development, financial management and day-to-day operations. Increased the group's size and annual revenues substantially. Added two outpatient cath labs one of which was dedicated to endovascular PV. Added cardiac PET and many other services. Establish numerous new satellite clinics and several new full-time offices.

The Heart Group, P.C., Evansville, IN**1992 – 1998*****Chief Executive Officer***

THG is a large, regional CV specialty group based in Evansville. I was responsible for the overall strategic development, financial management and day-to-day operations. Practice operations grew rapidly with additional physicians, offices, service offerings, etc. Built the first outpatient, free-standing cath lab in Indiana. Recruited the first electrophysiologists to Evansville. Pursued and merged the CV/CT surgeons into THG. Filed the first gain-sharing waiver application with the Office of Inspector General. Became the dominant CV specialty player for the entire Evansville region.

Deaconess Hospital, Evansville, IN**1990 – 1992*****Director, Physician Services and Cardiology Development***

Served as the first cardiovascular service line administrator for Deaconess. Worked closely with the affiliated CV specialty groups. Led the effort to merge three groups into one, forming The Heart Group. Deaconess' CV market-share grew by 25% during this rapid expansion and development time period.

Farris & Associates (now Navvis), St. Louis, MO**1986 – 1990*****Senior Consultant***

Responsible for overseeing the implementation of client projects, which primarily focused on developing primary care networks for health systems (acquisition, recruitment and start-up).

Education

Doctor of Science in Healthcare Leadership and Health Services Administration

University of Alabama at Birmingham

Birmingham, AL

Master's Degree in Business Administration

University of Tennessee – Knoxville Haslam College of Business

Knoxville, TN

Bachelor's Degree in Business Administration

Western Governors University

Salt Lake City, UT

Executive Business Program (Certificate Program)
Stanford University Graduate School of Business
Palo Alto, CA

Professional Memberships

Cardiology Advocacy Alliance 2011 – 2013
Served as President & on the Governing Board

Cardiology Leadership Alliance 2001 – 2006
Served as President & on the Governing Board

MedAxiom 2001 – 2006
Assisted with the founding of MedAxiom and served on the Advisory Council

Community Involvement

American Heart Association – Tri-Cities 2008 – 2009
Chair of the HeartWalk event

American College of Healthcare Executives

Boys & Girls Club of Kingsport 2013 – 2018
Chair of the 2015 OneCampaign and Member of the Board

United Way of Greater Kingsport 2013 – 2018
Board member

Friends in Need Health Care, Kingsport, TN 2014 – 2018
Board member

Kingsport Higher Education Commission 2015 – 2018
Appointed as Commissioner by the Mayor

Healthy Kingsport 2015 – 2018
Board member and Vice-Chair

Western Governors University – Tennessee December 2016 – 2018
Member of the Statewide Advisory Council

Society of Cardiovascular Computed Tomography 2006
Initial organizer of this not-for-profit academic organization; worked collaboratively with the ACC, Dr. Michael Poon, and Dr. Daniel Berman to facilitate the consolidation of SCCT and the Society of Atherosclerotic Imaging

Miriam's Kitchen – Washington, DC
Member of the Community Advisory Board

December 2018 - Present

Faculty Appointments

University of Tennessee Knoxville, Haslam College of Business
Guest Faculty

2017 – Present

East Tennessee State University College of Public Health
Adjunct Faculty

2016 – Present

Presentations & Publications

Numerous articles, lectures and presentations on a variety of topics including strategic leadership, hospital mergers and consolidation, employee engagement, patient experience, emerging technologies, IT integration, cardiovascular imaging, healthcare leadership, the Affordable Care Act, physician compensation plans, physician-hospital integration, clinical co-management agreements, gain-sharing arrangements, and more.