

KINGMAN HO, MD MBA*

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PHYSICIAN EXECUTIVE

Board certified Internal Medicine physician with 22 years of clinical, 12 years of administrative experience and success as a senior healthcare executive managing operations and delivery of integrated clinical services for both outpatient multispecialty practice and inpatient care teams. Demonstrated clinic and hospital experience in vertical and horizontal healthcare integration, value based and patient population health management, recruitment and development of collaborative physician relationships, development and engagement in quality, efficiency and patient experience. Able to successfully engage at all levels from frontline staff to the Executive Board.

CAREER SKILLS

Operations optimization	Quality improvement
Patient safety culture development	Continuous performance improvement
Strategic planning	Board relations
New business development	Physician engagement
Communication and relationship development	Population health management
Clinical documentation and coding improvement	Clinician communication training
Financial forecasting and capital budgeting	Patient engagement and experience
Revenue cycle management	Accountable Care Organization development

PROFESSIONAL EXPERIENCE

UW Medicine-Valley Medical Center Renton, WA **2010 to Present**

321-bed Acute Care Hospital - Level III Trauma Center, Designated Stroke Center, American College of Surgeons, Commission on Cancer Accredited - 17,000 acute admissions and 85,000 ED visits annually

Chief Medical Director of Adult Hospitalist Medicine 2010 to Present

- Founded 16 Physician and 2 Midlevel Provider Internal Medicine Hospitalist Group
- Managed dissolution of predecessor Hospitalist group and transition to new Hospitalist Group
- Continuous oversight and management of all Adult Medicine Hospitalist Operations. Responsible for all contract negotiations, staffing, finance oversight, and regulatory compliance
- Successful collaboration with Hospital to reduce administrative fees while improving efficiencies and quality of care by expanding coverage. Increased from 5 to 8 daytime teams and added double nighttime coverage and a weekday admission coordinator
- Partnered with Nursing, Case Management, and Pharmacy to initiate collaborative multidisciplinary unit-based rounding to improve team and patient communication
- Developed co-management agreements with Orthopedics, Otolaryngology, Neurosurgery, and Vascular surgery to optimize management of medical co-morbidities for patients on these surgical services
- Development of standardized productivity and quality incentive-based compensation structure for providers to align with regulatory requirements and Hospital goals

- Physician recruitment, orientation, and ongoing professional performance evaluation with low voluntary turnover rate of 5%
- Expanded service lines and revenue sources with subsequent growth of Hospitalist group to 25 Physician and 5 Midlevel Providers
- Integration of University of Washington Valley Family Medicine Family Practice Residency inpatient teaching curriculum into a dedicated team on hospitalist service
- Developed and implemented Internal Medicine Perioperative Assessment and Consultation Treatment Program (IMPACT), a collaborative multidisciplinary program with Orthopedics, Internal Medicine, Family Practice, and Hospitalist Providers to deliver coordinated pre and post-operative care resulting in 69% reduction in 30 day Readmissions from 2012 to 2014
- Developed and implemented VMC-Southlake Clinic Congestive Heart Failure Program, a collaborative multidisciplinary program coordinating hospital ancillary service lines, Cardiology, Hospitalist, and Community Providers to actively intervene, engage, and educate congestive heart failure patients in the community reducing Heart Failure 30 day Readmission rates from 22.5% in 2011 to 16.3% in 2014
- Developed VMC-Southlake Clinic Chronic Obstructive Pulmonary Disease Program and Pneumonia, a collaborative multidisciplinary program coordinating hospital ancillary service lines, Pulmonary, Hospitalist, and Community Providers to actively intervene, engage, and educate COPD patients in the community reducing Pneumonia 30 day Readmission rates from 15.9% in 2011 to 10.8% in 2014
- Developed VMC-Southlake Clinic Transitionist program to optimize post-discharge care and placement of unassigned patients with primary care
- Developed Clinical Informatics data collection and analytics system to facilitate Outcomes Management initiatives to improve patient safety and quality of care.
- Utilization Management and Review with reduced inpatient All Cause 30 day Readmission Rate from 7.55% in 2011 to 6.37% in FY 2014
- Implemented Risk Management clinician communication training with decrease in patient complaints by 80% in first year of program
- Implementation of Coding and Documentation Optimization program including ICD-10 compliance
- Increased presence of Internal Medicine MD for all Resuscitation Codes in Hospital
- Supported development of inpatient Palliative Care Program
- Engaged and interfaced with University of Washington Valley Medical Center Medical Executive Board
- Engaged and interfaced in University of Washington Joint Commission Committee with Board of Trustees
- Recognized by The Joint Commission Best Practice for Patient Communication and Engagement

Southlake Clinic, PS Renton, WA

1995 to Present

Multispecialty medical group practice with 80 plus healthcare providers in south Seattle providing primary care, specialty care clinic, and ancillary outpatient services and inpatient adult medical hospitalist and specialty consultative services at University of Washington Valley Medical Center contributing to an annual gross revenue exceeding \$50 million.

Vice President of Operations

2015 to Present

- Manage operations of 80 plus Healthcare Provider Multispecialty Group with 10 Divisions in 8 Sites with \$45 million annual revenue
- Executive Board Management and Reporting
- Initiated and Structured Merger and Acquisition of an 8 MD Obstetrics & Gynecology and Family Practice Group

- Developed and implemented Patient Population Health Management Program
- Implemented Accountable Care Organization Network and Care Management
- Achieved full compliance of Meaningful Use Metrics
- Developed Clinical Coding and Documentation Compliance Program
- Developed Quality Assurance and Peer Review Program
- Developed new Family Practice Division
- Designed and opened Destination Site Internal Medicine, Endocrine, and Dermatology
- Designed an Integrated and Centralized Call Center
- Clinical Informatics:
 - Migrated clinic operations from NextGen to EPIC Electronic Medical Record and Patient Management System
 - Development and implementation of health analytics system to facilitate Patient Population Health Management
- Developed and Implemented new Mid-Level Provider Program within each Division
- Oversight of Extensive Physician and Mid-Level Recruitment and Contracting
- Oversight of Provider Credentialing

Director of General Internal Medicine

2004 to Present

- Executive Board Member representing Internal Medicine section
- Oversight of operations of General Internal Medicine Section, a division of a multi-specialty physician group
- Managed the business operations with rapid growth of division from 7 to 12 physician and midlevel providers with increase in revenue from \$3.5 to 8 million
- Strategic development, real estate selection, design and opening of three satellite clinical sites

Physician Shareholder

1995 to Present

- Founder of General Internal Medicine Section
- Developed and maintained a full Internal Medicine practice with annual receipts of \$750,000
- Patient Experience scores in 90th percentile

Clinical Instructor

University of Washington Valley Family Medicine

1995 – 2000

- Developed Critical Care Curriculum for Family Practice Residency
- Teaching rounds with Family Practice Resident and Medical Students

Lideum Bellevue, WA

2015 to Present

Privately held healthcare information technology startup developing applications for individuals with autism and on the spectrum and for the families and caretakers

Co-Founder

2015 to Present

- Applications facilitating development of behavioral learning
 - Applications networking autism families with community and professional resources
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EDUCATION

University of Washington Foster School	Seattle, WA	2016
Master of Business Administration		
*Anticipated Matriculation June 2016		
Mayo Graduate School of Medicine	Rochester, MN	1995
Internal Medicine Residency		
Mayo Graduate School of Medicine	Rochester, MN	1993
Internal Medicine Internship		
UMDNJ – Robert Wood Johnson	Piscataway, NJ	1992
Doctor of Medicine		
Johns Hopkins University	Baltimore, MD	1988
Bachelor of Arts in Biology		

COMMITTEES

Discharge Optimization Committee	UW VMC	2015 to Present
Joint Commission Conference	UW VMC	2012 to Present
Patient Are First Committee	UW VMC	2012 to 2014
Medical Executive Committee	UW VMC	2011 to Present
Coding and Documentation Committee	UW VMC	2011 to Present
Readmissions Committee	UW VMC	2011 to Present
Quality Improvement Committee	UW VMC	2011 to 2013
Clinical Informatics Committee	Southlake	2010 to Present
Pension and Retirement Committee	Southlake	2008 to Present
Recruitment Committee	Southlake	2004 to Present
Medical Executive Committee	Southlake	2004 to Present
Vice Chief of Internal Medicine	VMC	2001 to 2003
Clinical Informatics Committee	Southlake	2010 to Present
Pension and Retirement Committee	Southlake	2008 to Present

RESEARCH AND PUBLICATIONS

- **Ho, Kingman**
Barriers to health care access in the Southeastern Asian population in Olmsted County.
Design of a dedicated clinic for the Southeastern Asian population in Olmsted County.
Mayo Graduate School of Medicine 02/1995.
- **Ho, Kingman**
Differentiating agents in increasing chemosensitivity in hematologic malignancies.
Mayo Graduate School of Medicine 08/1993-08/1994.
- Sandford, G., **Ho, K.**, Burns, W.
Characterization of the major locus of immediate-early genes of rat cytomegalovirus.
Anti-oncogene protein interactions with cytomegalovirus
Journal of Virology 67(7): 4093-4103, 07/1993.
- **Ho, Kingman**
Characterization of drug-affinity binding sites of beta-adrenergic receptor mutants.
Merck, Sharpe & Dohme, 05/1988 – 08/1988.
- **Ho, Kingman**
Design of chemical modification and coupling procedures in the development of immunoassays.
Fisher Diagnostics 05/1986-08/1986

RECOGNITION

- Seattle Metropolitan Magazine *Top Doctor* 2015
 - Seattle Magazine *Top Doctor* 2015
 - Seattle Metropolitan Magazine *Top Doctor* 2014
 - American Heart Association “Get with the Guidelines”
 - Gold Plus Quality Achievement Award for Stroke Care 2015
 - Gold Plus Quality Achievement Award for Stroke Care 2014
 - Gold Quality Achievement Award for Heart Failure Care 2014
 - Gold Plus Quality Achievement Award for Heart Failure Care 2013
 - Seattle Metropolitan Magazine *Top Doctor* 2013
 - University of Washington Medicine *Cares Award* 2013
 - National Institutes of Health Award of Recognition 1995
 - Outstanding Medical Undergraduate Research
 - Alpha Omega Alpha 1991
 - The Johns Hopkins University *William McElroy Award* 1988
 - Outstanding Undergraduate Research in Biology
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