

# ERIC WEAVER, DHA, MHA

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Value-Based Care Executive | Primary Care Transformer | ACO and Population Health Expert

## PROFESSIONAL SUMMARY

A leader with deep expertise in accountable care and population health management. Proven track record of guiding primary care practices through sustainable transformation, optimizing complex payment models, and managing downside risk. Passionate about advancing health equity, improving clinical outcomes, and driving financial success in value-based care environments.

## AREAS OF EXPERTISE

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|-------------------------|--------------------------------|--------------------------|-----------------------------|
| ✓ Medicare APMs and MA  | ✓ Community Partnerships       | ✓ Advanced Primary Care  | ✓ ACO Provider Engagement   |
| ✓ Patient-Centered Care | ✓ Payer-Provider Collaboration | ✓ Risk-Based Contracting | ✓ Financial Performance     |
| ✓ Care Model Design     | ✓ Technology Integration       | ✓ Quality Assurance      | ✓ Workforce Development     |
| ✓ SDOH Interventions    | ✓ Population Health Analytics  | ✓ Health IT Innovation   | ✓ Health Access Improvement |

## CAREER HIGHLIGHTS

**Value-Based Care Transformation:** Executive leadership of multiple Accountable Care Organizations and other physician-led risk-bearing entities, achieving top-tier clinical and financial outcomes and positioning ACOs in the top 10% nationally.

**Health Equity Leadership:** Negotiated one of the largest Medicaid risk agreements in the state and guided successful interventions to improve patient outcomes, reduce health disparities, and reduce overall medical spend by \$20PMPM.

**Strategic Growth & Expansion:** Secured \$50M in healthcare asset acquisitions and developed a portfolio management program that drove network performance and profitability across multiple U.S. markets.

**Technology & Innovation Leadership:** Deployed AI-powered care management platforms and advanced analytics tools, achieving a 28% reduction in acute care hospitalizations while driving measurable improvements in quality performance outcomes.

## PROFESSIONAL EXPERIENCE

**Vice President – Strategic Marketing, Lumeris, St. Louis, MO (Remote)** | January 2023 – December 2023

*Drove strategic marketing initiatives and thought leadership to elevate the positioning of a healthcare AI and value-based care enablement company, with a focus on population health, care model innovation, and client growth.*

### Accomplishments:

- Spearheaded the launch of a KPI-driven content marketing strategy that elevated brand positioning, increased thought leadership visibility, and drove a 30% increase in Marketing Captured Leads (MCLs) through targeted campaigns.
- Developed and executed webinar and whitepaper content that strengthened industry engagement, resulting in an increase in Marketing Qualified Leads (MQLs) and directly contributed to the securing of a new health system partnership.
- Launched the *Enabling Health Value* podcast, providing authoritative content with several high-profile podcast guests, which expanded brand visibility and established the company as a key voice in value-based care discussions.
- Co-authored book with CEO to drive go-to-market strategy and position a groundbreaking agentic AI solution designed to reshape primary care delivery through continuous patient support and precision-based care delivery.
- Crafted content for an exclusive AI Workgroup of CEOs from leading healthcare delivery organizations with over \$140B in combined annual revenue, shaping best practices in AI governance and execution.

**Executive Director, Institute for Advancing Health Value (at WGU), Salt Lake City, UT (Remote)** | April 2020 – December 2023

*Led a peer learning collaborative and workforce development institute supporting healthcare organizations in their transition to value-based care. Advanced research and competency-based education to improve cost, clinical, and equity outcomes. Aligned with the vision of Gov. Michael Leavitt and Dr. Mark McClellan, focused on accelerating adoption of risk-based payment models.*

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**Accomplishments:**

- Executed successful turnaround of the Accountable Care Learning Collaborative, driving a 2600% membership increase through strategic initiatives and process optimization, industry engagement, research outputs, and financial performance.
- Rebranded the organization by launching the Institute for Advancing Health Value, a platform focused on re-skilling and up-skilling the healthcare workforce to drive readiness in value-based care, population health management, and health equity.
- Convened and collaborated with transformational healthcare leaders and SMEs across the country to develop industry-leading research, peer learning events, and competency-based curriculum in the form of certificate programs (micro-credentials).
- Developed and hosted “Race to Value,” a weekly, hour-long podcast on value-based care transformation, featuring top industry executives, clinicians, policymakers, and entrepreneurs, attracting 500-1,000+ weekly listeners (Episodes 1-201).
- Forged a strategic workforce partnership to advance health equity in the Rio Grande Valley by uniting employers, educational institutions, and community organizations, expanding educational and employment opportunities for underserved populations.

**Senior Vice President – Strategy and Transformation, Innovista Health (HCSC), Austin, TX | February 2018 – April 2020**

*Secured investment capital and deployed value-based care enabling services for a population health MSO managing \$1B+ in medical spend across 500,000 providers, driving financial and clinical performance outcomes in risk-based payment models.*

**Accomplishments:**

- Secured \$50M in healthcare asset acquisitions to expand the company’s footprint in key regions (Chicago, Dallas, Houston, Louisiana), improving population health outcomes and driving shared savings.
- Directed the deployment of strategies within risk-bearing investment portfolio to build and scale high-performing provider networks, expanding population health capabilities across diverse markets.
- Led contract negotiations for value-based agreements, including shared savings, capitated, and risk-bearing arrangements.

**Market President, Innovista Health (HCSC), Austin, TX | November 2015 – February 2018**

*Managed the company’s largest market portfolio, overseeing multiple physician risk-bearing entities and ACOs across Texas. Led physician clients in management of partial and full-risk contracts (Medicare ACO, MA, Medicaid, Commercial) through full-service network management and advanced analytics to optimize performance.*

**Accomplishments:**

- Led a financial turnaround of UPSA ACO, achieving \$3M in physician gainsharing bonuses from MSSP and MA plans. Improved clinical utilization to 97<sup>th</sup> percentile (151 hospital admits per K) to earn “Best in Class” recognition from Aetna.
- Reduced Medicaid medical spend by \$20 PMPM through physician engagement and care management programs targeting ED overuse and chronic disease admissions, generating shared savings for client ACOs.
- Managed operations for a de novo, physician-led rural ACO, leading a successful transition from a 105% medical loss ratio to \$6.6M in gross margin the following year, reducing hospital admissions by 32% and addressing post-acute care overutilization.
- Launched a high-performing ACO on the Texas-Mexico border in Laredo and El Paso communities, with specific focus on addressing social determinants and health disparities within a vulnerable patient population.
- Managed the transition of Genesis Physicians Group, a legacy model IPA of 500 primary care physicians and 1,000+ specialists, to a high-value, clinically integrated network assuming financial risk in all payer segments, including Medicaid.
- Conducted financial risk evaluations to optimize Stop Loss reinsurance premiums for Medicare Advantage plans, restructuring premiums in alignment with PIP guidelines, reducing expenses by \$90 PMPM, and enabling shared savings for multiple ACOs.

**President and Chief Executive Officer, Integrated ACO, Austin, TX | May 2014 – November 2015**

*Led one of the top-performing Accountable Care Organizations in the country, driving the Triple Aim by enhancing care experiences, improving population health, and reducing healthcare costs for seniors across the West Texas, Austin, and San Antonio regions.*

**Accomplishments:**

- Led one of the top-performing ACOs in the Medicare Shared Savings Program, reducing expenditures by 4.5% in the first year and over 8% in the second year, resulting in \$6 million in distributed shared savings to physicians – ranking in the top 10% of ACOs nationally for performance and savings.
- Achieved >90<sup>th</sup> percentile nationally for Risk-Standardized, All Conditions Readmissions.
- Utilized advanced, proprietary algorithms to predict hospital admissions for ambulatory care sensitive conditions and, through targeted care coordination for high-risk populations, the ACO reduced hospital utilization by 28%.
- Expanded the beneficiary population by 43% through strategic recruitment of physician participants.
- Diversified revenue portfolio by negotiating risk-based contracts aligned with commercially self-insured and MA populations.
- Led initiatives for Patient-Centered Medical Home accreditation, HL7 integration of ambulatory EMR with business analytics, implementation of a digital patient engagement platform, and adoption of a community-based Health Information Exchange.
- Took on a business development role for Loop 360 Healthcare Solutions, a start-up sister company of Integrated ACO, overseeing the sales pipeline for a HIT company that provides chronic disease predicting modeling and analytics. Led client relationships with independent practice physicians participating in ACOs, PCMHs, and IPAs.

## ADDITIONAL CAREER EXPERIENCE

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**Market Manager - St David's Cardiology**, HCA Physician Services, Austin TX | 2012 –2015

**Practice Manager - Cardio Texas**, HCA Physician Services, Austin TX | 2011 –2012

**Chief Executive Officer / Practice Administrator**, Austin Sports Medicine, Austin TX | 2007 –2011

## EDUCATION AND CREDENTIALS

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**Doctor of Healthcare Administration (DHA)**, Medical University of South Carolina

- *HIMSS Foundation PhD. Scholarship Award*

**Master of Healthcare Administration (MHA)**, Texas State University

- *Outstanding Graduate Student Award*, School of Health Administration
- *Upsilon Phi Delta*, National Honor Society of Healthcare Administration

**Bachelor of Science in Clinical Laboratory Science (BSCLS)** – *Magna Cum Laude*, Texas State University

- *LBJ Outstanding Senior Award* (The highest honor for a graduating senior, recognizing leadership, character, and scholarship.)
- Leadership: *Senator* - Associated Student Government, *President* - Alpha Chi Honor Society, *President* – Order of Omega, *President* – Alpha Tau Omega (Texas State Greek Man of the Year), *Presidential Appointee* - Student Foundation.

Value-Based Care Analytics Certificate, CareJourney® by Arcadia

Executive Education, Strategy for Health Care Delivery, Harvard Business School

Executive Education, Implementing High Value Health Care, Dell Medical School – The University of Texas at Austin

Advanced Studies in Health Information Management Certificate, Texas State University

## PROFESSIONAL CERTIFICATIONS

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**FACHE** Fellow in the American College of Healthcare Executives (ACHE)

**FACMPE** Fellow in the American College of Medical Practice Executives (MGMA)

**FHIMSS** Fellow in the Healthcare Information and Management Systems Society (HIMSS)

**FACHDM** Fellow in the American College of Health Data Management (ACHDM)

**PCMH CCE** Patient Centered Medical Home Certified Content Expert (NCQA)

**PMP** Project Management Professional (PMI)

## AWARDS AND HONORS

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ACHE Robert S. Hudgens Memorial Award: **Young Healthcare Executive of the Year**

Modern Healthcare: **Up and Comers Award**

Becker's Hospital Review: **Rising Stars: 25 Healthcare Leaders Under 40**

Medical University of South Carolina: **Emerging Leader Award**

Texas State University Distinguished Alumni Award: **Young Alumni Rising Star**

Medicine, Healthcare, and Life Sciences - Finalist: **Austin Under 40**

Health Data Management Analytics All-Stars: **Project of the Year, Accountable Care**

American College of Healthcare Executives: **ACHE Service Award**

## BOARD LEADERSHIP AND COMMUNITY ENGAGEMENT

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**Texas Association of ACOs - Board of Directors** (2024-present), **AltaCair Foundation – Board VP** (2023-present), **VBC Exhibit Hall - Advisory Board** (2018-present), **Texas State University Development Foundation- Board of Trustees** (2017-2023), **Dell Med Society** (2017-2022), **Half Helen Foundation** (2019-2021), **The Fifty – The Seton Fund** (2011-2021), **CareBOX Program - Board Chair** (2015-2018), **ACHE Central Texas Chapter – President** (2017-2018), **Mission Capital - Social Venture Partner** (2014-2017), **Texas MGMA - President** (2016-2017), **Leadership Austin** (2014), **Cuba Healthcare Delegation** (2014), **Austin HIMSS Chapter Board** (2011-2013), **ACMPE State Forum Representative** (2011-2012), **Capital City MGMA - President** (2009-2012)