

Avian Tisdale MD, MBA, Paralegal

Expert Witness with clinic to c-suite experience. Accomplished, senior-level medical professional with solid history of success overseeing operations for multi-site community healthcare systems. Proven track record in academic and system leadership. 10+ years of experience teaching medical students, interns/residents and faculty in academic health systems. Proven track record in effective staff management, skilled in planning and delivering quality patient care, optimal resource utilization, and programmatic development. Expert business solutions consultant. Excellent communicator with extensive medical and business management knowledge.

Education and Credentials

Paralegal

University of Texas at Austin

Master of Business Administration-Finance, 2016

Drexel University—LeBow College of Business

General Pediatric Residency, 2009

University of Rochester Golisano Children's Hospital

Doctor of Medicine, 2006

Ross University School of Medicine

Bachelor of Science in Biology /Minor in Chemistry

Bennett College

Qualifications & Awards

Proclamation of Service and Commitment-Highly coveted Inspira Medical Staff Award for service and dedication, demonstrated by cultivating meaningful relationships among physicians and interdisciplinary professional staff

American Board of Pediatrics—Certified

United States Patent and Trademark Office-Trademark Owner

Active unrestricted medical license- Texas, previously licensed in NJ, PA, MD, and CO with no disciplinary/malpractice history

Federal Emergency Management Agency (FEMA)- Certified

Professional Experience

Dr. Tisdale & Company, PLLC-Richmond, TX

Founder & CEO (6/2021 TO PRESENT)

- Physician Consultant
- House-call based pediatric micropractice
- Public Speaking Professional

Night Light Urgent Care Pediatrics-Houston, TX

Pediatrician (5/2018 to present)

- Provide high quality problem-based care to children at 8 sites throughout the Houston region.
- Supervision of Nurse Practitioners, Physician Assistants, and students.
- Lead Physician for Telemedicine Program

Texas Medical Center Innovation Institute-Houston TX

BUSINESS ADVISOR (4/2018 TO PRESENT)

- Provide insight and strategic guidance to start up organizations matriculating with TMCx.
- Attend highly regarded expos and presentations displaying state of the art technology.

Avenue 360 Health and Wellness-Houston Texas

CHIEF MEDICAL OFFICER (8/2017 to 10/2017)

Senior management executive; chief clinical strategist for multi-site community health system. In charge of daily services for health providers with 200 employees, including 80 advanced practice clinicians in areas including: Internal Medicine, Family Medicine, OB/GYN, Pediatrics, Psychiatry, Dentistry, Behavioral Health, Pharmacy, and a 24-hour medical respite/hospice facility. Oversee quality and regulatory compliance of the medical department; cultivate relationships with external stakeholders and community members.

Designed a comprehensive strategy including value based-initiatives, unified incentives, and reachable growth metrics.

- Successfully recruited and designed an effective clinical management team
- Appeared on NPR's "Houston Matters" to discuss access to mental health post-Hurricane Harvey
- Completed an interview with "City Book Magazine" promoting access to wrap-around services at Avenue 360.
- Directly responsible for compliance with NCQA and HEDIS measures

Chase Brexton Health Care—Baltimore, MD

Chief Medical Officer (4/2016 to 8/2017)

Senior management executive; chief clinical strategist for multi-site community health system. In charge of daily services for health providers with 500 employees, including 80 advanced practice clinicians in areas including: Internal Medicine, Family Medicine, OB/GYN, Pediatrics, Psychiatry, Dentistry, and Behavioral Health, and Pharmacy. Oversee quality and regulatory compliance of the medical department; ensure that health programs are properly implemented and managed.

- Ensure safe, effective patient care facilities through constant review and supervision of medical practitioners; increased by 50% pediatric service-line volume, in just 4 months.
- Increased provider staff visits; turned around FY16 visit deficit of 40% to finish with 25% above number targeted for budgeted visits.
- Directly responsible for HEDIS, PCMH, and NCQA compliance

- Established the first provider-compensation plan, and, utilizing the state's value-based purchasing goals, developed a quality management plan.
- Quality Committee Chair; spearheaded “remarkable” FTCA review; recipient of Quality Award grant for IT development and integration of Care Services.
- Achieved 92% of system’s goals for HEDIS metrics; championed successful HRSA audit.
- Credentialing Committee Chair; created an effective credentialing process for physicians, pharmacists, behavioral health providers, residents, and medical students.
- Was honored to serve as host for a visit by the International Chinese Delegation; visitors toured the system's Infectious Disease Center of Excellence; visit arranged by the U. S. Department of State.

Nemours/ Alfred I. DuPont Hospital for Children at Inspira, Vineland, NJ

Division Director and Clinical Assistant Professor / Inpatient Pediatrics (10/2012 to 3/2016)

Implemented short- and long-term vision as leader of Inpatient Pediatrics for 5-campus multi-site system; guided clinical strategy, service-line development and integration. Executed sound financial and resource management; provided administrative, clinical, and educational leadership of staff physicians and expert patient care for a 14-bed inpatient unit with 24-hour pediatric emergency room. Accomplished, in 1 year, implementation of a state-of-the-art central monitoring system; increased, by 100%, the division’s ability to provide optimal acute care for patients. Maintained full-time clinical schedule.

- Created and put into service innovative quality updates; implemented the division’s first Asthma Quality Improvement Initiative; reduced asthma readmissions, by 20%, in just 1 year.
- Developed/executed the Blood Culture Contamination Quality Initiative; decreased, by 60%, pediatric blood-culture contamination rate.
- Collaborated with Nemours endocrinology specialists and Cape Regional Diabetes center; implemented first comprehensive new-onset diabetes program for Inpatient Pediatrics division.

- Retained and trained high caliber staff for 2 family-medicine residency programs; served as teaching attending for residents and for students from Rowan School of Osteopathic Medicine.
- Built a strong learning environment; developed “best practices” medical education programs for physicians’ continued education; promoted collaboration between Inspira and Nemours/Alfred I. DuPont Hospital for Children.
- Attracted media attention and implemented forward-thinking programs; implemented use of pediatric telemedicine at Nemours Inspira; inspired feature article in local magazine.
- Enhanced image of division; promoted the Nemours Inspira partnership through strategic appearances in television commercials, print ads, and press conferences.

Clinical Assistant Professor of Pediatric Medicine

Demonstrated commitment to teaching and clinical excellence; served as teaching attending for medical students; fulfilled daily pediatric teaching responsibilities. Strengthened specialized pediatric training; included lectures for emergency medicine residents, Inspira Vineland Family Medicine residents, and Inspira Woodbury family practice residents.

- Ensured students received training in clinical settings; created formalized clerkship curriculum to help bridge the gap between clinical instruction and practice.
- Reinforced learning objectives; created a code simulation curriculum with the Nemours Simulation Team; enabled students to increase knowledge, refine skills, and practice teamwork using simulated scenarios.

Kennedy University Hospital, Washington Township, NJ

Pediatric Hospitalist Full-time(7/2009 to 1/2013)

Ensured quality patient care and well-rounded medical education for students; served as teaching attending for emergency medicine residents and students of Rowan School of Osteopathic Medicine. Utilized strong communication and organizational skills to ensure expert care to patients in the 11-bed clinical pediatric unit.

- Supervised emergency room express care unit mid-level providers; ensured effective and efficient emergency intervention and treatment for patients.
- Garnered positive media attention; featured among “Top Docs” in South Jersey Magazine articles in 2011 and 2012.

Atlantic Cape Community College

Adjunct Professor, Anatomy & Physiology (6/2010 to 1/ 2011)

Provided instruction/guidance for nursing students; delivered didactic lectures on human anatomy and physiology.

- Prepared and conducted programs of study, lab exercises, and exams
- Served as a clinical mentor to students in the allied health program.

Notable Achievements

- Drexel University Lebow College of Business International Finance Residency in Prague (CR) and Krakow (Poland),
- Successfully implemented the first EMR system for Nemours Pediatrics at Inspira Vineland.
- Designed/developed the first Pediatric Family Advisory Council at Nemours Inspira
- Successfully negotiated Inpatient Pediatric program’s first formal faculty appointments with Nemours Inspira & Rowan University School of Osteopathic Medicine.
- Successfully Created/Implemented Inpatient Pediatric Division’s first Bed-Alert System

Continuing Education/ Professional Development

- “Creating flow in the Ambulatory Setting,”
Virginia Mason Institute, Seattle, WA, September, 2016

- “Leadership Strategies for Evolving Healthcare Executives,”
Harvard T.H. Chan School of Public Health,
Executive and Continuing Education Programs, Boston, MA, October, 2016

Publications & Media Appearances

1. Tisdale, AL. Author for Chapter 8: “Embryological Development” in the textbook *Sonography: Introduction to Normal Structure and Function 4th Edition*. Curry, RA and Tempkin, BB Editors. Elsevier, Philadelphia, PA. Published 11/2015.
2. Tisdale, AL. Author for Chapter 8: “Embryological Development” in the textbook *Sonography: Introduction to Normal Structure and Function 5th Edition*. Curry, RA and Tempkin, BB Editors. Elsevier, Philadelphia, PA. Published 10/2020.
2. *Inspira Regional Television Commercial: 2013-2014*: Appeared in a television commercial for Inspira aired throughout the Delaware Valley.
3. *PRN Health, Television for Doctors by Doctors: 2/2010*: Nationally-aired program on Dish Television. Topic: “How to recognize and manage non-accidental trauma in children.” Producer: Dr. Vidushi Babber, prnhealth.com.
4. *Doctors Need to Know: 2010*: Online radio show focused on physician education. Discussed how to recognize and manage substance abuse in children. Dr. Vidushi Babber, prnhealth.com.