



## **Carrie Douglas**

Partner

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### **About Carrie**

Carrie Douglas is a passionate advocate who works tirelessly to achieve maximum reimbursements from commercial payors and third-party administrators for hospital systems, ambulatory surgery centers and large physician practices. She represents clients in a variety of reimbursement related legal disputes, involving managed care contracts and other payor-provider disputes wherein she uses her efforts to resolve matters at the pre-litigation stage.

Carrie has extensive experience on matters pertaining to unilateral payor policies involving COVID-19 reimbursement, reference-based pricing, out-of-network plans and E/M downcoding. She has also established successful strategies related to disputes involving experimental/investigational designations, medical necessity, diagnosis-related groups (DRG) downgrades and refunds, offsets and other adjustments, which have allowed for pre-litigation resolutions. In addition, she advises hospitals and health systems on compliance with the Hospital Price Transparency Rule.

Dedicated to her clients' business success, Carrie has brought in more than \$16 million over the past six years for West Texas' largest regional health system.

### **Publications and Speeches**

"What Is Health Law: Introduction to the Basic Disciplines of Health Law," American Bar Association's webinar, October 2023.

*UT Health Transition to Practice Seminar*, "Physician Employment Contracts: Pearls for Contract Negotiations," The University of Texas Health Science Center at San Antonio, October 2022.

"Taking the Surprises out of the No Surprise Act!" Providence-St. Joseph Health, October 2021.

"Recent Trends in Recruitment and Renegotiation for Cardiology Practices," Cardiology Clinic of San Antonio, June 2021.

"Physicians' Employment Contracts: Pearls of Wisdom for Contract Negotiations," Texas Pain Society, November 2020.

"Physicians' Employment Contracts: A Survival Guide for Your First Contract," October 2018; March 2019; December 2020.

“Socio Economic Conference: Anatomy of a Lawsuit,” The University of Texas Health Science Center at San Antonio, June 2017.

“Dispelling the Myths About Medical Reimbursements,” January 2016.

“Physicians' Employment Contracts: A Survival Guide for Your First Contract,” September 2014.

“Fighting for Reimbursement,” San Antonio Medical Group Management Association, February 2014.

“FLSA Wage & Hour Pitfalls: When Pinching Pennies Costs Your Dollars,” San Antonio CPA Society, February 2014.

“Medical Covenants Not to Compete: Traps for the Unwary,” Victory Healthcare Medical Staff Meeting, July 2013.

“Fighting for Reimbursement,” Houston CPA Society, May 2013.

“Breaking the Glass Ceiling: Lessons from Wal-Mart and Costco’s Class Action Woes,” American Petroleum and Labor Lawyers Association, October 2006.

“Strategies for Dealing with Bad Facts in Deposition, Trial and Other Circumstances,” Association of Women Attorneys, May 2006.

## **Education**

The University of Texas School of Law, J.D.  
2004

The University of Texas at Austin, B.A. and B.B.A.  
2001 – *with honors*

## **Noteworthy**

Lawdragon Inc., *Lawdragon 500 Leading Litigators in America*, Healthcare Litigation, 2024

The Barshop Jewish Community Center of San Antonio, William Alter Award, 2024

Thomson Reuters, *Texas Super Lawyers*, Rising Star, 2015-2019

The University of Texas School of Law, *Texas Intellectual Property Journal*, Executive Editor

## **Affiliations**

Jewish Family Service of San Antonio, Immediate Past Board President

Jewish Community Center for San Antonio, Campus Board Member

Texas Bar Association

## **Bar Admissions**

Texas