

Bibhas Singla, MD, MBA, FAPA

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Board Certifications (American Board of Medical Specialties)

Healthcare Administration, Leadership, and Management
American Board of Preventive Medicine

Addiction Medicine
American Board of Preventive Medicine

Psychiatry
American Board of Psychiatry and Neurology

Physician Leadership Certifications

Certified Physician Executive
American Association of Physician Leaders

Fellow of American College of Healthcare Executives
American College of Healthcare Executives

Leadership Experience

Vice President Medical Director

Hospital & Residential Services

Jan 2021 to current

Oversight of 250 psychiatry inpatient hospital beds (adult & children), 140 residential beds, a psychiatric urgent clinic, partial hospitalization programs (general and specialized), and crisis residential programs.

Organizational Growth

- Represented the organization in media engagements, cultivated referral networks, and developed strategic community partnerships to advance organizational visibility and outreach.
- Leading the development of a \$100M regional Pediatric Behavioral Health Center, expanding inpatient and outpatient services including specialized services for eating disorders, neurodevelopmental conditions, early childhood programs, and substance use disorders; projected opening March 2026.

- Spearheaded development of a 24/7 Crisis Stabilization Unit in collaboration with regional CMH, including regulatory rule-writing and program development; opening July 1, 2025.
- Expanded Partial Hospitalization Program, serving an additional 1000+ patients annually.
- Collaborated with the State of Michigan on program development and started new residential programs addressing a region-wide need, serving 600 patients annually.
- Led establishing the region's first and only COVID-19-positive inpatient psychiatry unit through first-mover advantage, bold leadership, and partnership with MDHHS.
- Led organizational transition to value-based reimbursement and population health, securing contracts with two major regional payers.

Quality & Operational Improvement:

- Drove a 16% improvement in AHRQ Culture of Safety Survey scores from 2022 to 2025, with statistically significant gains in 68% of measured categories across the division.
- Decreased inpatient fall rate by collaborating with occupational therapy and nursing teams by 12%.
- Led a multidisciplinary initiative to reduce workplace injuries in acute behavioral health services, achieving a 30% decrease in staff injuries from 2023 to 2024.

Medical Staff Engagement:

- Led a project that improved coding accuracy of providers from 52% to 82% over a period of 6 months, saving administrative costs and number of coding professionals.
- Optimized psychiatric urgent care delivery model with a care team concept, resulting in a 38% decrease in adverse events and 70% decrease in provider turnover
- Designed and implemented a physician compensation plan from the ground up, aligning stakeholder interests to enhance recruitment and retention while maintaining fiscal responsibility.
- Advanced quality metrics as 8% of the provider compensation plan to drive behavior towards superior patient outcomes.

- Introduced flexible medical staffing models that reduced clinician burnout, improved provider retention, and lowered off-hours coverage needs—achieved with cost neutral impact to the organization.
- Expanded the role of Advanced Practice Providers, aligning discipline responsibilities with licensure abilities, reducing the overall cost of healthcare delivery in acute care services.
- As Co-Chair of DEI Subcommittee to Graduate Medical Education Committee, create a special interest group that focusses on cultural competence of the medical staff.

Regulatory Compliance & Accreditation

- Actively participated in facility evaluations by the Joint Commission, ORR, OSHA, and CMS, ensuring adherence to healthcare regulations and standards.
- Navigated a range of survey outcomes, from highly successful to those with findings, demonstrating resilience and a commitment to quality improvement.
- Spearheaded the development and implementation of corrective actions in response to survey findings, successfully meeting conditions of participation and enhancing facility compliance.

Financial & Budget Oversight:

- Responsible for yearly budget development, monitoring, corrective actions, and financial oversight.
- Development of new programs and oversight of current programs with focus on sustainability, growth and superior patient experience and outcomes.

Advocacy and Collaboration with the State of Michigan

- Provided expert testimony to the Michigan Senate Health Policy Committee, contributing to the passage of legislation enhancing transparency and access to community-based substance use disorder services.— December 2024.
- Member of Certificate of Need (CON) workgroup commissioned by MDHHS regarding methodology for assigning inpatient psychiatry beds.
- Member of CON working commissioned by MDHHS regarding rules associated with Psychiatry Medical inpatient beds.
- Member of Mental Health Code Review workgroup.
- Member of MDHHS workgroup developing rules for Crisis Stabilization Units across Michigan.

Associate Medical Director

Hospital & Residential Services

Jan 2018 to Jan 2021

- Implemented a standardized medical clearance tool through partnerships with community Emergency Rooms, reducing ER boarding times for mental health patients.
- Led operational improvements in admission processes and patient placement, resulting in increased inpatient census, higher revenue, and better budget performance.
- Led Medical Staff to align policy with applicable laws to bring nursing practice to the top of the license, reducing the burden on medical staff and improving compliance regarding medication consent and patient education.

President-Elect

Medical Staff

Jun 2019 to Jul 2021

- Led changes to align Medical Staff Bylaws with applicable laws and organizational needs to allow Advanced Practice Professionals to practice safely and at the top of their license.
- Voluntary resignation from the President of Medical Staff position due to a conflict of interest with the medical director position.

Credentials Committee

Medical Staff

Chairperson – Aug 2019 to July 2021 | Member – Aug 2019 to current

- Development of criteria for temporary privileges through a partnership with the credentials committee.
- Managed physician FPPE compliance through collaborative one-to-one coaching and fostering a psychologically safe environment.
- Review credentialing requirements and applications to the medical staff.

Peer Review Committee

Medical Staff

Oct 2015 to current

- Change the culture and criteria of the Peer Review Committee from punitive to collaborative and educational.
- Established grading criteria for evaluating clinical care quality provided by medical staff that meet regulatory criteria.
- Review of care provided by physicians, advanced practice professionals, and social workers against evidence-based best practice models.

Pharmacy and Therapeutics Committee

Medical Staff

Jan 2021 to current

- Successfully reduced incidents of violence in inpatient settings by decreasing underdosing of psychotropic medications, achieved through direct collaboration with medical staff and strategic use of utilization data and published practice standards.
- Optimized the hospital formulary and medication administration policies, significantly minimizing medical errors.

Clinical Experience

Psychiatrist

Mental Health Services

Jul 2013 to current

- Diagnosis and treatment of acute mental illness, having adapted to various specialized inpatient units, each catering to distinct patient populations.
- Consistently exceeding quality and productivity metrics.
- Clinical leadership of multidisciplinary teams.

Teaching Experience

Member, Admissions Committee

College of Human Medicine, Michigan State University

Recruitment for Academic year 2025

- Review and voting of applications to the medical school.

Adjunct Professor

College of Human Medicine, Michigan State University

July 2013 to current

- Teaching third- and fourth-year medical students
- Medical student clinical rotation and evaluation

Faculty

Psychiatry Residency Program

July 2013 to current

- Psychiatry resident recruitment, clinical rotation, and evaluation
- Lectures for psychiatry residents – Healthcare Administration

Education

Master of Business Administration, MBA (Healthcare)

Florida International University, USA

December 2023

Psychiatry Residency

Hennepin-Regions Psychiatry Residency Program, Minnesota, USA

June 2013

Bachelor of Medicine & Bachelor of Surgery, M.B..B.S.

Baba Farid University of Health Science, India

March 2006

Professional Committees (currently serving)

Health Equity Taskforce – Member

Michigan Health & Hospital Association

Safety & Quality Committee – Member

Michigan Health & Hospital Association

Behavioral Health Integration Committee – Member

Michigan Health & Hospital Association

Ethics Committee – Member

Michigan Psychiatric Society

Professional Memberships

American Association of Physician Leaders

American College of Healthcare Executives

Great Lakes Chapter of American College of Healthcare Executives

American Psychiatric Association

Vice President of Michigan Psychiatric Society