

## Emily K. Weber

### Partner

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Denver

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Emily Weber is a nationally recognized health care attorney whose strategic insight and business-forward legal counsel have made her a trusted advisor to health systems, academic medical centers, and health care innovators across the country. With over a decade of in-house experience at leading academic institutions and a distinguished career in private practice, Emily brings a rare blend of operational fluency and legal sophistication to every engagement.

Clients consistently turn to Emily for her ability to deliver clear, actionable guidance in high-stakes regulatory and transactional matters. Her no-nonsense approach, combined with a deep understanding of the health care ecosystem, enables her to craft solutions that are not only legally sound but also aligned with her clients' business goals.

As Office Managing Partner of the firm's Denver office, Emily is a driving force behind the firm's growth in Colorado and a respected leader within the Health Care Practice Group. She is known for her ability to build strong client relationships, lead complex negotiations, and navigate regulatory landscapes with precision and creativity.

Emily's clients benefit from her ability to think on her feet, provide succinct advice, navigate risks with ease, and genuinely understand their legal considerations. Clients laude Emily: "Emily's time as associate in-house legal counsel at the largest academic health system in Colorado combined with her experience as a partner at two well-respected private firms have provided her with a broad, business savvy, and sophisticated knowledge base. Equally as important, she spends time building effective relationships with her clients so that she can better serve them."

– Health system CEO and former CEO of two separate top 10 teaching hospitals

Emily's hands-on experience with operations and regulatory compliance allows her to translate business requirements into exceptional legal solutions for her clients. She regularly provides counsel on:

- Academic affiliations between universities and health systems
- Strategic joint ventures and affiliations
- Designing, drafting, and negotiating funds flow, mission support, and programmatic agreements
- Structuring innovative financial relationships between hospitals and physicians
- Designing novel physician compensation models, especially in the academic setting
- Fraud and abuse issues, including federal and state anti-kickback and self-referral compliance and provider-based rules
- Health care innovation programs and investment structures, focusing on academic medical centers and for profit drug/device manufacturers
- Medical staff governance and dispute resolution
- Regulatory compliance for ambulatory surgery centers and related investors
- GME/IME program development

### **Representative Experience\***

- Spearheaded the creation of a new school of medicine faculty practice plan, including governance, compensation philosophy, and key institutional agreements.
- Negotiated many affiliation agreements between academic medical center components.
- As lead counsel negotiated a master funds flow agreement including over 20 departments between a new hospital and its affiliated school of medicine.
- Counseled a health system in all matters related to relationships and joint ventures, as well as compliance, with its orthopedic business partner.
- Established a multi-institutional enterprise data warehouse and complementary biobank for a precision medicine program.
- Guided the launch of a state's first approved behavioral health program in 30 years, including reimbursement strategy and facility development.
- Acted as outside general counsel to multiple health systems, ambulatory surgical centers, and outpatient facilities.
- As outside general counsel, led legal operations for the nation's largest blood and plasma testing company.
- Advised the clinical site for a new school of medicine for GME and IME issues including cap issues, reimbursement, governance and LCME and ACGME compliance.
- Represented a school of medicine innovation department in securing multiple corporate investments and related joint ventures with its health system affiliate.

*\*Certain matters were handled before joining Foley.*

### **Awards and Recognition**

- Selected by *Law Week Colorado*, *Barrister's Best*, Best Health Care Lawyer, Barrister's Choice (2024)
- *The Best Lawyers in America®*, Health Care Law (2025, 2026)
- Top 25 Attorneys of Colorado, Attorney Intel (2024)
- *5280 Magazine* Top Lawyers, Health Care (2018, 2019, 2022-2024)
- Colorado Super Lawyers Rising Stars (2017)

## Affiliations

- Colorado Lawyers Committee, Health Justice Task Force
- Colorado Bar Association, Health Law Section, Executive Council
  - Chair of the board (2018-2019)
  - Vice-chair of the board (2016-2017)
  - Secretary to the board (2015-2016)
  - At-Large member (2014-2015)

## Community Involvement

- CASA Denver – Ambassador
- American Health Lawyers Association
  - Academic Medical Centers and Teaching Hospitals Practice Group
  - Leadership Development Program (2014-2015)

## Presentations and Publications

- Speaker, "Perils, Pitfalls and Perspectives on PE Investment in Health Care," American Bar Association Emerging Issues in Healthcare Law (March 9, 2023)
- Co-author, "Chapter 9: The Alphabet Soup of Medicare and Medicaid Contractors," American Bar Association's *Physician Law: Evolving Trends & Hot Topics 2021* (July 26, 2021)
- Speaker, "Your Data, My Data: Key Legal Issues Involving Health Care Data for Research & Academic Collaborations," AHLA Webinar (June 10, 2021)
- Speaker, "Contracting in the Data-Driven World: Strategies for Handling IP and Personal Data," ACC Colorado Webinar (April 14, 2021)
- Co-author, "COVID-19: Colorado Issues Emergency Order to Expand Use of Telehealth Services," *Foley's Coronavirus Resource Center* (April 13, 2020)
- Co-author, "Coronavirus Related Legal Considerations for the Senior Housing and Skilled Nursing Industries," *Foley's Coronavirus Resource Center* (April 9, 2020)
- Co-author, "COVID-19: 'Hospitals Without Walls' and 'Patients Over Paperwork'" – Key Takeaways For Hospitals From CMS' Additional Blanket Waivers," *Foley's Coronavirus Resource Center* (April 6, 2020)
- Quoted, "The Top Questions Health Attys Are Hearing," *Law360* (March 17, 2020)
- Panelist, "Business Model Panel Discussion – Health Care Providers," The Business of Personalized Medicine Summit 2020 (February 27, 2020)

- Co-author, “Medicine Summit: Break Through to Solutions in the Birthplace of Biotechnology,” *Personalized Medicine Bulletin & Health Care Law Today* (February 18, 2020)
- Co-host, “Episode 5 – Leaks, ‘Lakes,’ and Loot: What’s the Big Deal About Data?,” *Health Care Law Today Podcast* (January 7, 2020)
- Co-author, “New Study Concludes Limits on Resident Work Hours Had No Negative Impact on Quality Metrics for Internal Medicine,” *Health Care Law Today* (August 9, 2019)
- Co-author, “Medicare Address Match: Hospital Outpatient Denials Looming,” *Health Care Law Today* (June 5, 2019)
- Co-author, “Precision Medicine Will Be Worth Big Investment,” *Vegas Inc.* (August 1, 2016)
- Presenter, “Enterprise Data Warehouses: Collaboration and Compliance,” American Health Lawyers Association, Denver, CO (June 28, 2016)
- Co-author, “Precision Medicine: Can It Save You?” *Las Vegas Business Press* (March 28, 2016)
- Speaker, “Tech Transfer Roundtable,” Silicon Flatirons Health Care Innovation Conference, Aurora, CO (March 30, 2016)

## Sectors

- [Health Care & Life Sciences](#)
- [Providers of Health Care Services](#)

## Practice Areas

- [Corporate](#)
- [Health Care](#)
- [Health Care Regulatory](#)

## Education

- Villanova University School of Law (J.D.)
- Washington University in St. Louis (B.A.)

## Admissions

- Colorado