



# UCI Health

## Chief Financial Officer and Senior Vice President

**LEADERSHIP PROFILE**

**JULY 2026**

*Prepared by Michael Raddatz and Trey Wilson*

***WittKieffer***



An abstract graphic consisting of numerous thin, blue, wavy lines that flow from the left side of the page towards the right. These lines are arranged in a way that they create a sense of depth and movement, resembling a stylized wave or a series of overlapping loops. The lines are more densely packed in some areas, creating a mesh-like effect, while in other areas, they are more spread out.

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# THE OPPORTUNITY

UCI Health, the clinical enterprise of the University of California, Irvine and one of California's leading academic health systems, seeks a visionary, results-oriented leader to serve as its next Chief Financial Officer. This individual will serve as a critical partner to the health system CEO and university leadership, playing a central role in shaping and executing UCI Health's long-term growth strategy across Orange County and the broader Southern California market. The CFO & SVP will be deeply embedded in enterprise strategy and decision-making, optimizing financial performance, strengthening operational efficiency, and supporting the system's continued integration and expansion in an increasingly competitive Southern California health care landscape.

UCI Health is the only academic health system in Orange County, successfully integrating cutting-edge clinical care, research, and education to advance its mission to discover, teach, and heal. The organization has evolved rapidly into a high-growth, regionally integrated system, now encompassing a network of six hospitals, outpatient facilities, and affiliated physician practices serving a population of more than five million people. UCI Health consistently ranks among the United States' top health systems and is recognized for its excellence in patient care, quality, and safety. As the academic health system powered by a top research university, UCI Health physicians and scientists produce leading-edge treatments and technologies, set national and international standards of care, deliver world-class, highly specialized care, and engage patients and families as partners in improving their health and strengthening their communities. The health system currently generates over \$4 billion net revenue and has 1,461 licensed beds. UCI Health – Orange, the system's 459-bed flagship hospital, is the county's only academic medical center and its only Level I adult and Level II pediatric trauma center, consistently recognized for high-quality care.

UCI Health is on a journey of expansion and integration. Its new \$1.3 billion medical campus, UCI Health – Irvine, opened in December 2025. The campus includes state-of-the-art outpatient facilities and a 144-bed all-electric acute care hospital, the nation's first. In March 2024, UCI Health completed its acquisition of four community hospitals and their associated outpatient locations, adding UCI Health – Fountain Valley, UCI Health – Lakewood, UCI Health – Los Alamitos and UCI Health – Placentia Linda to the system. This evolution builds upon the commitment UCI Health has made to improve health in the region by expanding unrestricted healthcare access for more communities in Southern California. The UC Irvine School of Medicine, the academic partner of UCI Health, is one of the top medical schools for research where groundbreaking investigation and treatment advances are imparted to the rising physician/scientists of tomorrow.

Reporting directly to the President and CEO of UCI Health with indirect reporting relationship to the Dean of UCI School of Medicine, and the CFO and Vice Chancellor for Finance and Administration for UC Irvine, the Chief Financial Officer and Senior Vice President is directly accountable for all financial operations of UCI Health and will ensure the organization's ability to achieve both its short- and long-term financial and strategic objectives. This leader will be responsible for strengthening the system's financial performance, including its income statement and balance sheet, and aligning capital allocation and financial strategy with the overall health care system to ensure the system's

recent growth and integration agenda. The CFO & SVP will lead finance and serve as a key member of the executive leadership team who will partner across UCI Health and the University of California, Irvine to support enterprise-wide priorities and decision-making. In this role, the CFO & SVP will play a pivotal part in evaluating and advancing critical systems, processes, organizational structures, and financial technologies necessary to support continued scale and transformation as UCI Health expands its hospital footprint, integrates newly acquired assets, and competes for market share within the dynamic Southern California healthcare environment.

The ideal candidate will be a collaborative, influential executive with a demonstrated track record of success, leading finance within complex, growth-oriented healthcare systems in competitive markets. The CFO & SVP will bring deep operational and financial leadership experience building high-performing teams while driving disciplined financial management and organizational performance. They will excel at leading through influence, fostering alignment across a highly matrixed organization, and advancing strategic initiatives that support sustainable growth. This leader will think beyond traditional finance, serving as a strategic partner who contributes broadly to system priorities while maintaining a steadfast focus on financial performance and accountability. Equally comfortable engaging with academic leaders, physicians, trustees, and operational teams, the CFO & SVP will be a trusted advisor and a results-oriented leader. Candidates should demonstrate strong analytical capabilities, success improving forecasting and financial analytics, and the ability to navigate the unique complexities of an academic health system.

This CFO & SVP role is an exceptional opportunity for a progressive finance executive who is energized by system transformation, collaboration, and growth. The successful candidate will play a critical role in strengthening UCI Health's financial foundation, advancing its strategic priorities, and helping shape the future of one of California's most dynamic and rapidly expanding academic health systems.





# ORGANIZATION OVERVIEW

## University of California, Irvine

Since 1965, the University of California, Irvine (UC Irvine) has combined the strengths of a major research university with the bounty of an incomparable Southern California location. UC Irvine's unyielding commitment to rigorous academics, leading-edge research, leadership, and character development make the campus a driving force for innovation and discovery serving local, national, and global communities in many ways.

With over 36,600 students, 1,545 Senate faculty members, 1,501 other teaching faculty members, and a total workforce of more than 34,000, UC Irvine is among the most dynamic campuses in the University of California system. Increasingly a first-choice campus for students, UC Irvine ranks among the top U.S. universities in the number of undergraduate applications and continues to admit freshmen with highly competitive academic profiles. As Orange County's second-largest employer, UC Irvine generates an annual economic impact on the county of \$8 billion.

Located in the heart of Orange County, UC Irvine enjoys the best of what Southern California has to offer: beaches, mountains, deserts, and a broad variety of cultural, intellectual and entertainment activities.

## UCI Health

UCI Health is one of the largest academic health systems in California, and it is consistently recognized for excellence in patient care, quality, and safety. Powered by a top research university, physicians and scientists at UCI Health produce leading edge treatments and technologies, setting national and international standards of care, and fulfilling its mission to Discover. Teach. Heal. As such, UCI Health relentlessly works to advance health and healing, pushing the envelope in its ability to deliver world-class, highly specialized care and continue to innovate with a new paradigm that engages patients and families as partners in improving their health as well as that of their community. Today, UCI Health is a robust \$5 billion net revenue operation with seven hospitals.

UCI Health is dedicated to expanding access to its world-class care through partnerships and acquisitions. In March 2024, UCI Health established the UCI Health Community Network, which includes four hospitals in Orange and Los Angeles counties:

- [UCI Health — Fountain Valley](#)
- [UCI Health — Lakewood](#)
- [UCI Health — Los Alamitos](#)
- [UCI Health — Placentia Linda](#)



The expansion strengthened the ability of UCI Health to serve the communities of Orange and Los Angeles counties. It also enabled UCI Health to meet the continually increasing demand for inpatient beds for a range of intensive and critical care needs. The expansion is creating new nursing opportunities across various specialties, potentially including critical care, emergency room, and outpatient settings.

In December 2025, UCI Health opened its sixth hospital, UCI Health — Irvine. The 144-bed acute care hospital completes the medical complex in Irvine, which also includes the [Joe C. Wen & Family Center for Advanced Care](#) and [The Chao Family Comprehensive Cancer Center and Ambulatory Care](#) building

UCI Health — Orange, the flagship campus in Orange, California, features the only National Cancer Institute-designated comprehensive cancer center based in Orange County, as well as its only high-risk perinatal/neonatal program, Level I trauma center, and Level II pediatric trauma center. It is also home to an American Burn Association-certified regional burn center. The trauma center sees 5,200 patients per year, which accounts for more than half of all traumas in the county. With 459 acute care beds, the hospital provides tertiary and quaternary care, ambulatory and specialty medical care, behavioral health, and physical rehabilitation. It is the primary teaching location for UC Irvine School of Medicine. As a system, UCI Health employs approximately 14,000 co-workers and admits more than 61,000 patients and has over one million outpatient visits annually.

In August of 2026, the UCI Health — Irvine Rehabilitation Hospital will begin serving the community and add additional licensed bed capacity. The 52-bed specialty facility is structurally designed in all units for the needs of patients receiving acute inpatient rehabilitation care for stroke, traumatic brain and spinal cord injuries, amputation and other injuries and disorders. This project was completed via a long-term partnership with Lifepoint.

UCI Health is a research innovator and powerhouse shaping the next generation of healthcare, a highly desired strategic partner and has a robust pipeline of healthcare workforce. A key differentiator in the market is UCI Health's affiliation with the Susan Samueli Integrative Health Institute within the Susan and Henry Samueli College of Health Sciences. The institute offers health and well-being therapies such as acupuncture, nutritional supplements, a lifestyle program as well as education. By integrating the institute's work into clinical care provided at UCI Health, the organization emphasizes healing of the whole person and transforming healthcare through integrative medicine by clinical, research and educational excellence.

The School of Medicine educates more than 500 medical students and trains more than 850 residents and fellows throughout the UCI Health system and affiliated institutions each year. The school's 1500 full-time and 800 volunteer faculty members are involved in teaching, providing medical care and conducting research into the health challenges facing the 21st century. The school has 24 departments, ranging from basic science research to clinical medical and surgical specialties. It has research, clinical and teaching relationships with the Long Beach Veterans Administration Medical Center and RADY/CHOC. The school offers an MD degree, a combined MD/PhD medical scientist training program, a master's degree in genetic counseling, a combined MD/MBA program with The Paul Merage School of Business and a unique combined MD/master's program called the Program in Medical Education for the Latino Community (PRIME-LC and PRIME-ABC). Annual operating budget is over \$1B.

## Quality and Awards

- Top performer in the Vizient Inc. 2025 Ambulatory Quality and Accountability Ranking. UCI Health is one of only five health systems across the country to be recognized for demonstrating excellence in delivering high-quality outpatient care. UCI Health — Orange is one of a handful of hospitals in the U.S. to have achieved Magnet Recognition® for nursing excellence five times.
- UCI Health — Orange is home to four Gold Beacon Nursing Units, designated by the American Association of Critical-Care Nurses: burn, medical ICU, neurosciences, and the neonatal intensive care unit.
- UCI Health — Orange has received an 'A' in both the spring and fall 2025 Leapfrog Hospital Safety Grades.
- UCI Health — Orange is consistently ranked one of the best U.S. hospitals for maternity care by *Newsweek*.
- The California Department of Public Health recognized UCI Health — Orange with its [Gold Antimicrobial Stewardship Honor Roll](#), the highest possible recognition from the department's Healthcare-Associated Infections Program.
- The [Chao Family Comprehensive Cancer Center](#) is the only National Cancer Institute-designated comprehensive cancer center based in Orange County.
- UCI Health — Orange is Orange County's only Level I adult and Level II pediatric trauma center, which means the trauma and critical care physicians are fully equipped to treat life-threatening injuries 24 hours a day, seven days a week.



The [Comprehensive Stroke & Cerebrovascular Center](#) is the first in Orange County to be certified as a Comprehensive Stroke Center by The Joint Commission, the nation's preeminent healthcare standard-setting organization. This union of discovery, teaching and healing has enabled UCI Health to pioneer new therapies and techniques adopted by institutions across the nation. It has given them the expertise to diagnose and treat exceedingly rare conditions and diseases, always with the least invasive methods possible. Most importantly, it means families have access to the highest quality, research-driven care.

## Mission

Discover. Teach. Heal. As the only academic healthcare system in Orange County, UCI Health is fiercely dedicated to:

- Discovering new medical frontiers through clinical trials and research
- Teaching future healthcare professionals and leaders
- Delivering the highest-quality, comprehensive care to patients and their loved ones

## Vision

To bring the most personalized, leading-edge care to patients and communities.



### **Embrace human moments**

We cultivate authentic connections by recognizing the humanity in every interaction. Through genuine empathy and optimistic engagement, we create a space where both patients and colleagues feel truly seen, heard and valued.

#### **See the whole person**

Look to understand each person's unique circumstances, needs and strengths beyond their role or medical condition.

#### **Build genuine relationships**

Practice active listening and respond with vulnerability and genuine curiosity about others' experiences.

#### **Share an optimistic outlook**

Assume a positive approach to our work, finding opportunities even in challenging situations.



### **Own our excellence**

We believe personal accountability and collaborative support drive exceptional care. By trusting our colleagues to lead while standing ready to assist, we create an environment where excellence is both an individual commitment and a collective achievement.

#### **Confidently step up**

Each of us takes action from our individual role to advance our mission of excellence, achieving more together.

#### **Generously support each other**

Show up for co-workers with resources, knowledge and encouragement because their success is ours, too.

#### **Celebrate shared achievement**

Recognize and elevate wins to acknowledge how our collective efforts create meaningful impact.



### **Build tomorrow together**

We champion a forward-thinking environment where curiosity drives innovation and continuous improvement. By embracing diverse perspectives and encouraging creative exploration, we transform challenges into opportunities that energize our organization and advance patient care.

#### **Collaborate to innovate**

Reach out and be open to varied perspectives that help us better understand the whole picture.

#### **Try new things**

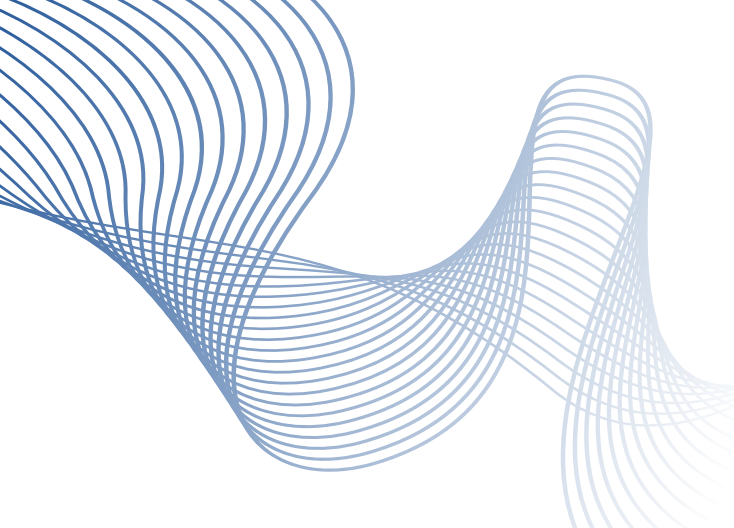
Approach problems with curiosity and explore creative solutions to improve outcomes.

#### **Discover daily**

Grow your personal impact in small and large ways through everyday curiosity and professional development.

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For more information, please visit: <https://www.ucihealth.org/>



# POSITION SUMMARY

The Chief Financial Officer and Senior Vice President (CFO & SVP) is responsible for providing financial leadership and the coordination of UCI Health's financial operations, reporting procedures, budget development, and management functions. The CFO & SVP is also responsible for ensuring financial strength to fulfill strategic objectives and maintain financial stability in alignment with the organization's clinical, research, and teaching missions. They will assess and evaluate the financial performance of the organization with regard to long-term operational goals, budgets, and forecasts, and create and establish annual financial objectives. The CFO & SVP is also responsible for developing and implementing value-based strategies. The CFO & SVP is an integral member of the Senior Leadership Team, providing proactive and creative financial guidance and advice to the Board of Directors and other senior leaders. They are a key collaborative and strategic partner of the President, Dean, and the senior leadership team of UCI Health.

## Reporting Relationships

The CFO & SVP will report directly to the President & CEO of UCI Health, Chad Lefteris, with an indirect reporting to the Dean of UCI School of Medicine, Dr. Michael Stamos, and the CFO and Vice Chancellor for Finance and Administration of UC Irvine, Mary Lou Ortiz.

Direct reports include:

- VP Finance, Hospitals
- VP Finance, Physician Enterprise & School of Medicine
- Vice President Financial Planning & Analysis
- Controller, Vice President Financial Accounting & Reporting
- Senior Director, Government Reimbursement
- Chief Procurement Officer, Vice President Supply Chain Management & Care at Home Platform
- Senior Director, Population Health Management & Value-Based Care
- Chief Executive Officer, UCI Health Plan Network
- Vice President Payor Contracting & Strategy
- Vice President Revenue Cycle Management



## Responsibilities

The successful CFO & SVP candidate will:

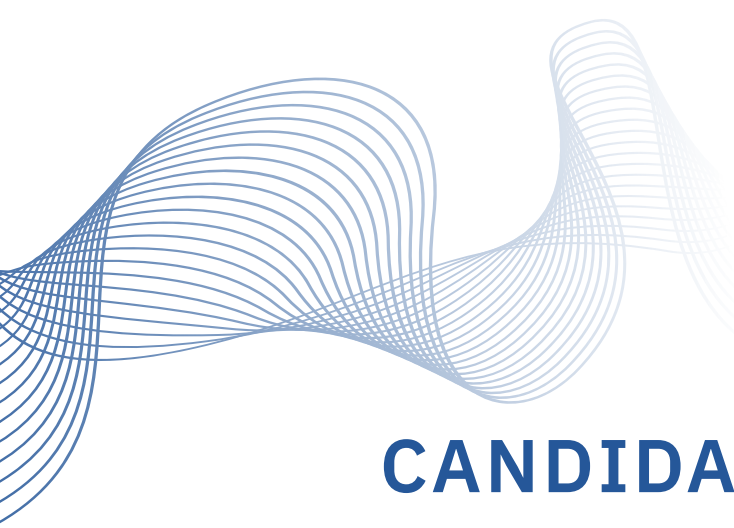
- Lead, manage, and direct all financial activities. The CFO & SVP will plan, organize, coordinate, and control financial policies for the organization to control receipt of revenue, expenditure of funds, and conservation of UCI Health assets.
- Partner with the Chief Executive Officer, Chief Operating Officer, Chief Strategy Officer, and other clinical and administrative leadership to drive integration, stability, and growth.
- Maintains current knowledge of economic and industry trends and their potential impact on the health system's financial and cash positions.
- Serve as the contact point with medical center department heads and senior leaders and other key contacts within the organization to include the deans, within the College of Health Sciences, and the main campus.
- Oversee the strategic and annual planning and budgeting processes and develop and implement action plans to ensure the organization achieves its annual objectives.
- Ensure the strength of UCI Health's management team through the recruitment and retention of talent; develop future leaders and emphasize teamwork and collaboration through passionate mentorship and a genuine commitment to others' success.
- Participate in discussions and planning with management, the UCI Health Advisory Board and executive leadership on capital planning, acquisition, and financing.
- Anticipate future trends, threats, and opportunities affecting the financial results of UCI Health.
- Provides sound financial analysis and a balanced financial perspective which supports the executive leadership in conducting strategic thinking and planning.
- Review and evaluate the effectiveness of all financial, forecasting, and accounting systems in the enterprise.
- Plan, develop, implement, and ensure the proper administration of financial controls and analysis and operating systems in accordance with generally accepted accounting principles, tax regulations, and existing federal and state laws.
- Utilize advanced analytical, business management and cost control skills to enhance the accuracy of data and performance. Maintain a firm grasp of market performance, trends and insights and direct the management of financial resources.
- Maintain effective working relationships with external parties such as auditors, consulting firms, banks, regulators, and others as appropriate.
- Coach and mentor staff and colleagues creating a work environment that fosters respect and positive morale and strong employee engagement.
- Establish budget/financial policy, acts as a primary resource on fiscal issues to the Chief Executive Officer.
- Represent UCI Health in the financial community.



# GOALS AND OBJECTIVES

The following goals and objectives have been identified as priorities for this position:

- Be viewed as an integral and respected member of the UCI Health leadership team. The CFO & SVP will develop a collaborative partnership with the UCI President and Dean of UCI School of Medicine and be seen as a trusted advisor, colleague, and thought partner.
- Quickly understand and embrace the strategic imperatives of UCI Health, as well as being responsible for implementing a metric-driven approach to financial business planning. They will thoroughly review all current financial and business processes, with the goal of maximizing performance improvement while ensuring delivery of quality care.
- Be a “go to” person throughout the health system by being visible, approachable, and viewed widely as an innovative problem solver as well as a valued resource.
- Proactively advise leadership to ensure continued fiscal success in a changing, rapidly growing market and environment. Given UCI’s growing market and expanding service area, the CFO & SVP must be effective in leveraging and ensuring an effective, accountable finance team, ensuring the fiscal controls and supports are effective, and supporting colleagues financially and operationally, around expense management, productivity, business development, workflows, and proformas.
- Continue the integration efforts of the acquired hospitals and form the structures, processes, and procedures consistent with the entire health system.
- Evaluate and strengthen the system’s budgeting, short-and long-range planning, and forecasting capabilities to ensure timely and accurate information for stronger collective decision-making.
- Implement objectives to provide sustainability, cost effectiveness, and operational efficiency as an independent health system. Support strategies to reduce length of stay (LOS) across the system.
- Ensure appropriate operating metrics, KPIs, benchmarking and user-friendly dashboards for leaders to hold managers accountable for the financial performance of their departments; ensure that leadership can monitor financial performance of the organization with real-time data that is actionable and easily communicated.
- Ensure the attraction and retention of a high-performing team. Develop, mentor, and invest in the professional growth of staff, providing alignment on goals and ensuring a culture of teamwork, accountability, and collaboration. Promote and strengthen effective communication within the finance department and across other departments.



# CANDIDATE QUALIFICATIONS

## Education/Certification

- A graduate degree in business administration, health care administration management or related field is required.

## Knowledge and Work Experience

- A minimum of 15 years of experience in executive finance leadership within a large, integrated, complex health system, healthcare industry public accounting, or financial consulting for large health systems. Academic health system financial management experience preferred.
- System healthcare experience in an advanced, competitive market.
- Strong experience producing reliable financial projections and pro-forma development.
- Demonstrated ability to achieve results in a matrixed organization required.
- Significant experience working with auditors, internal controls, and compliance-related matters.
- Experience directing high-functioning, matrixed teams with a proven record of developing effective, high-performing leaders.
- Record of accomplishment of enhancing overall financial outcomes to get an organization to the next level.

## Leadership Skills and Competencies

- A leader with a commitment to visibility within the organization and community.
- An authentic, relational person who brings a compassionate, culture-first mindset, strong mission orientation, and exceptional interpersonal, communication, and listening skills.
- Possesses outstanding oral and written communication skills and has a direct, honest, and open style.
- Balances the needs of multiple internal and external stakeholders; appreciates the complex nature of academic health systems and recognizes the interplay of individual and collective interests.
- Collaborates and builds partnerships with other clinical and operational leaders, to meet shared goals.
- A thorough understanding of system strategy, operations, technology, and ability to assess trends and implement best practices.

- Uses decision tools effectively and at appropriate times; shows a good sense of timing related to decision-making.
- Able to effectively balance the clinical, research, and academic missions of the organization and the need for bottom-line results; creative and courageous in tackling difficult financial/organizational issues.
- Possesses good follow-through and strong project management skills.
- Consistently achieves desired results, even under challenging circumstances.
- Flexible, mature individual who is capable of decision-making and problem-solving, well-informed in the principles of administration and personnel management.



# THE COMMUNITY

## Orange County, Southern California

Orange County's 3.3 million residents enjoy a nearly perfect climate in which parks and beaches provide abundant opportunities for outdoor activities. Orange County is the home of exciting professional sports, a wide range of tourist attractions and quality venues for visual and performing arts. Orange County boasts a thriving business economy and a well-educated work force. The County of Orange is a regional service provider and planning agency whose core businesses include public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation.

Orange is a city located in Orange County, California. It is approximately 3 miles (4.8 kilometers) north of the county seat, Santa Ana. Orange is unusual in this region because many of the beautiful homes in its charming Old Town District were built prior to 1920. While many other cities in the region demolished such houses in the 1960s, Orange decided to preserve them. The small city of Villa Park is surrounded by the city of Orange. Irvine is part of the Los Angeles–Long Beach–Santa Ana metropolitan area.

Irvine lies 48 miles to the southeast of Los Angeles. The center of the city is only 7 miles from the Pacific Ocean. Irvine is comprised of several villages, each of which was master planned by the Irvine Company. It enjoys the warm and sunny weather for which Southern California is so famous. August average daily temperatures are 83 degrees. January average daily temperatures are 66 degrees.

Irvine is home to several Fortune 1000 companies including Standard Pacific and Broadcom. Arts, entertainment, and leisure attractions in Irvine include The Irvine Museum; The Irvine Barclay Theatre; The Irvine Fine Arts Center; The Arboretum at the University of California, Irvine; The Irvine Ranch Land Reserve; many more attractions in the greater Los Angeles metropolitan area; and numerous professional sports teams in the Los Angeles metropolitan area.





# PROCEDURE FOR CANDIDACY

Please direct all inquiries, nominations, and resumes to Michael Raddatz and Trey Wilson through the office of Trey Wilson via email at: [twilson@wittkieber.com](mailto:twilson@wittkieber.com).

## Michael Raddatz

Senior Partner

(630) 247-4941

## Trey Wilson

Consultant

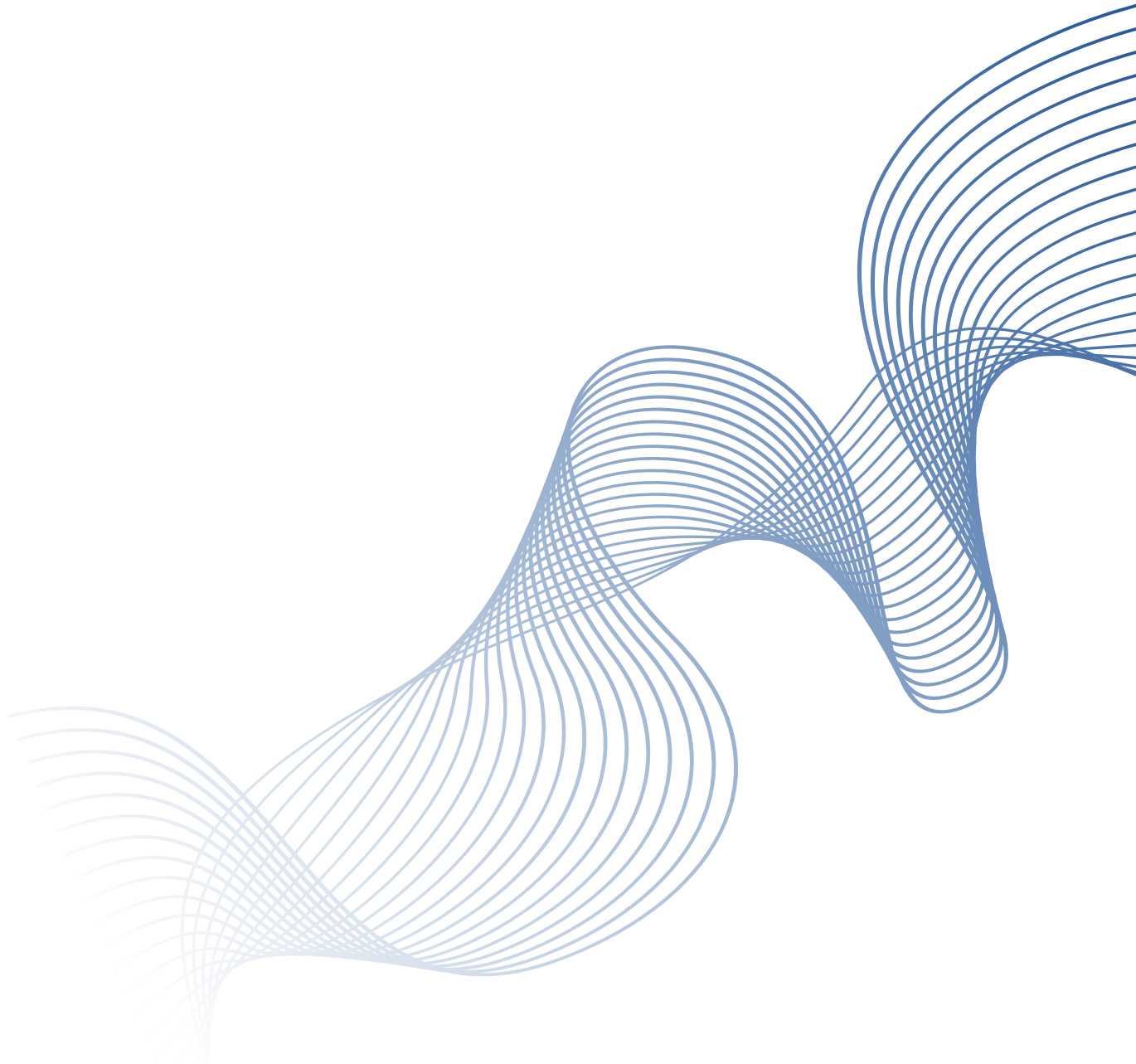
(314) 754-6065

*The University of California, Irvine is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy.*

*The minimum salary for this position is \$534,500 and the maximum is \$860,000, based on qualifications and years of experience. In addition to salary, the Chief Financial Officer participates in the UCI Health performance-based incentive program. The selected individual will also receive a comprehensive benefits package.*

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