

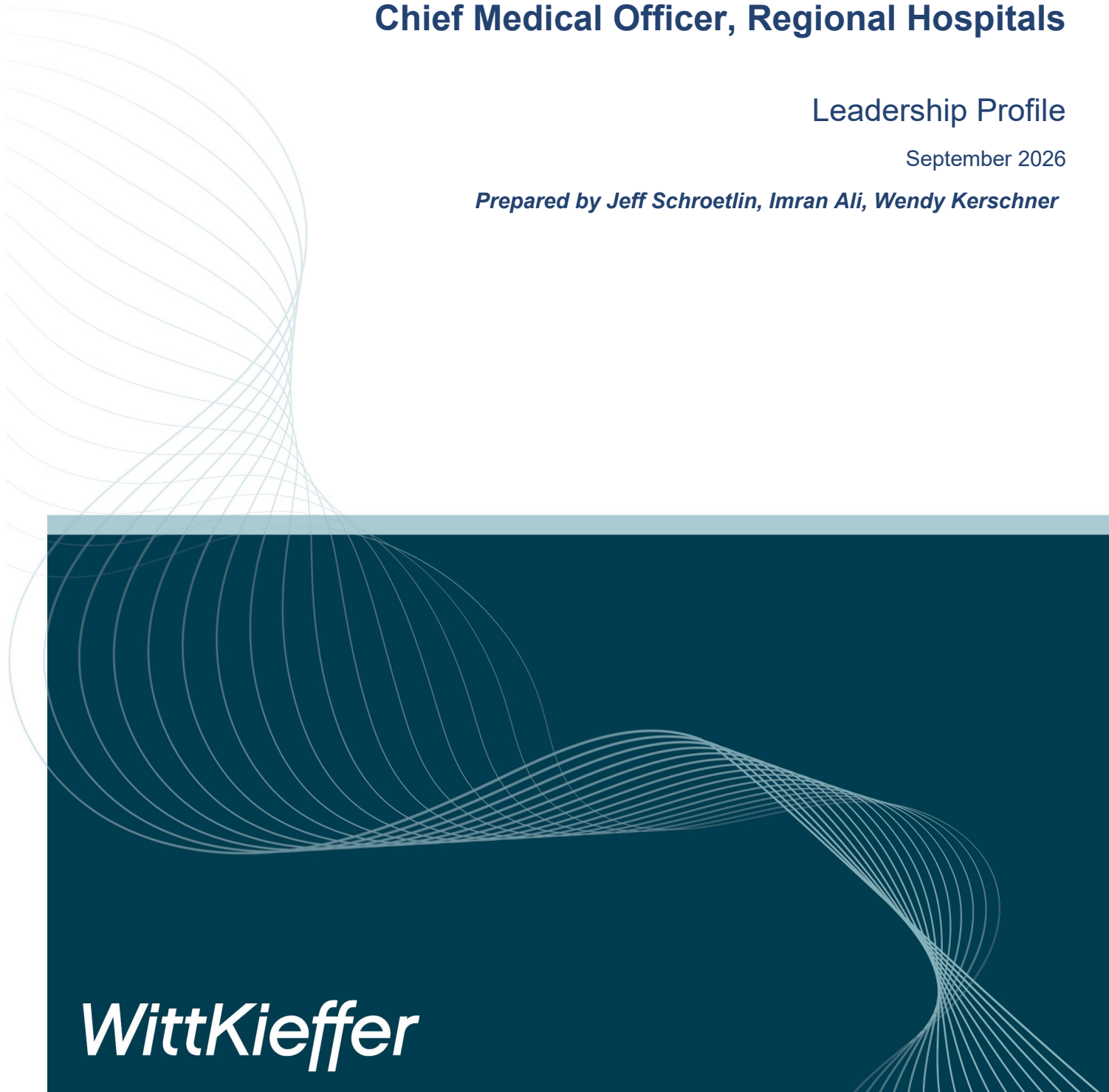


Chief Medical Officer, Regional Hospitals

Leadership Profile

September 2026

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The Opportunity

Vandalia Health seeks a collaborative, strategic, and highly accomplished physician executive to serve as its next Chief Medical Officer of Regional Hospitals. This is an exceptional opportunity to help shape the clinical direction of a growing health system while advancing quality, safety, physician engagement, and operational effectiveness across a diverse network of community-based hospitals. Reporting to the Executive Vice President of Regional Hospitals, the Chief Medical Officer will serve as a key member of the regional executive leadership team and as a visible, trusted partner to physicians, advanced practice providers, nursing leaders, hospital administrators, and medical staff leadership throughout the region.

Vandalia Health was established in September 2022 through the combination of CAMC Health System and Mon Health System and has continued to expand through the addition of hospitals and its partnership with Davis Health. Today, the organization comprises 17 hospitals, including 15 owned facilities and two managed affiliates, totaling 1,593 beds, more than 220 ambulatory locations, and over 14,450 employees. Operating through the CAMC Division and Regional Hospitals Division, Vandalia Health provides care across West Virginia, Maryland, Ohio, and Pennsylvania, with a continued focus on expanding access, improving outcomes, enhancing quality of life, and reducing the cost of care. The Regional Hospitals Division encompasses nine owned hospitals, two managed hospitals and more than 600 beds, providing an extensive network of acute, critical access, ambulatory, emergency, specialty, and post-acute services across north-central and rural West Virginia.

The incoming Chief Medical Officer will join the Regional Hospitals Division at an important point in its continued development as an integrated organization. The CMO will work closely with the Regional Hospitals Division Chief Nursing Officer with medical staff and administrative leaders to strengthen clinical governance, unify key processes and performance expectations, establish region-wide standards, and reduce unnecessary variation in care. The leader will also partner closely with regional leaders to advance physician-led quality improvement, strengthen physician-nursing collaboration, improve clinical and operational performance, and further develop a data-driven culture.

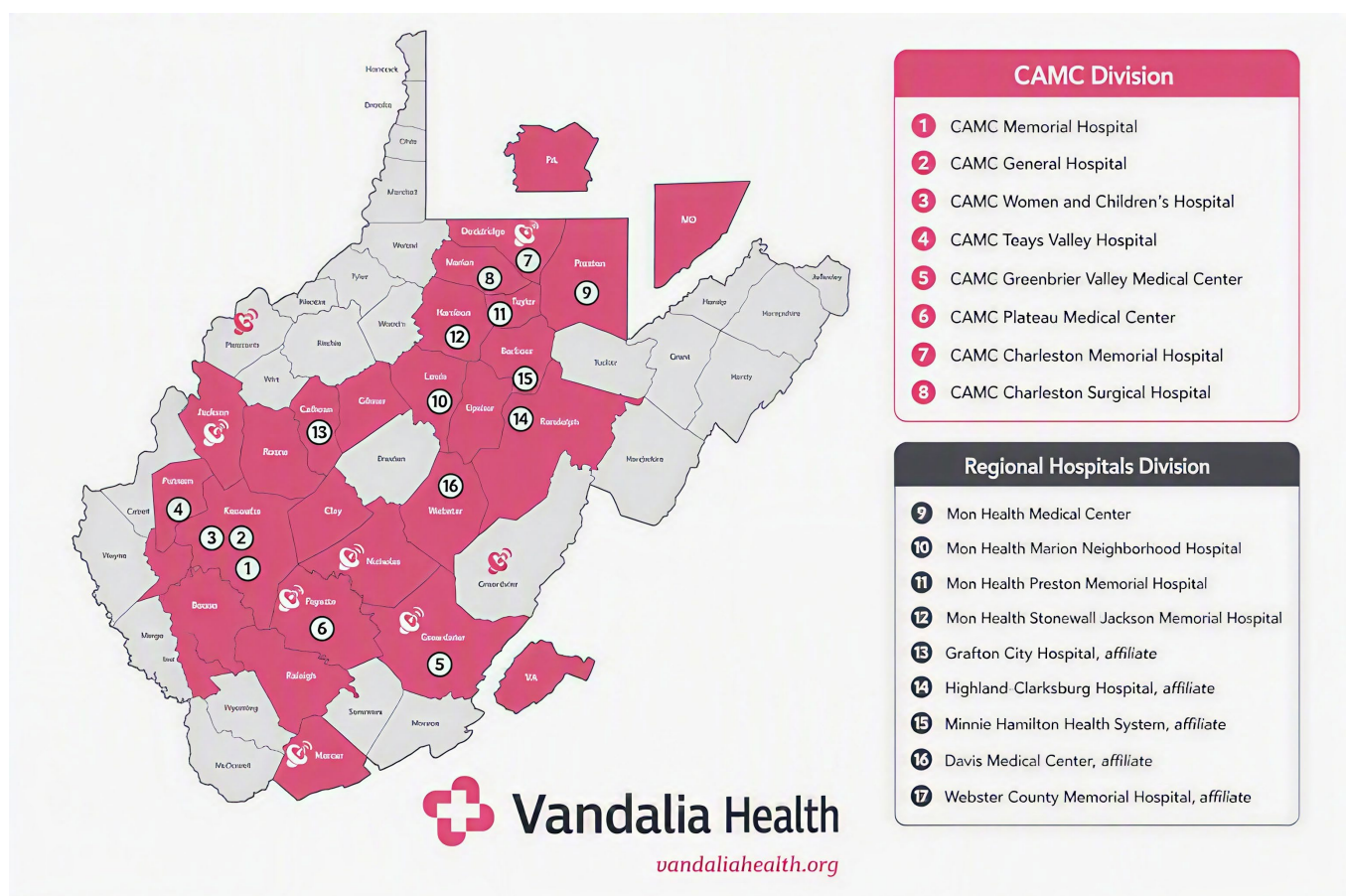
The successful candidate will be an experienced and credible physician executive who can balance enterprise-wide alignment with the distinct identities and needs of individual hospitals and medical staffs. This leader will bring a demonstrated ability to build trust across diverse stakeholder groups, navigate organizational complexity, create consensus, and translate strategy into measurable clinical and operational results. The next CMO will have the opportunity to help define a more unified clinical culture for the Regional Hospitals Division while preserving the strong community relationships that distinguish its hospitals and advancing Vandalia Health's commitment to accessible, patient-centered care throughout the region.

Organization Overview

Vandalia Health

On September 1, 2022, CAMC Health System and Mon Health System combined to create Vandalia Health. Since then, Vandalia Health has continued to grow, adding several hospitals and Davis Health. Altogether, today, Vandalia Health is comprised of 17 hospitals (14 owned and 3 managed affiliates) totaling 1,593 beds, more than 220 ambulatory locations and more than 14,450 employees. Vandalia Health currently has hospitals, outpatient offices, and telemedicine centers across West Virginia, as well as parts of Maryland, Ohio and Pennsylvania.

Vandalia Health continues to focus on patient-centered care by improving healthcare access, patient outcomes, and quality of life and reducing patient costs.



Care in our Communities

Vandalia Health is focused on providing quality care close to home for the communities it serves. It is expanding to enhance care for patients in small rural communities throughout West Virginia and working together to maintain health care in those areas. With its network of hospitals, providers, outpatient locations, and telemedicine centers, Vandalia Health sites are providing care across West Virginia, with additional locations in Ohio, Pennsylvania, and

Maryland. In 2025 Vandalia Health had 2,427,200 patient contacts including 1,056 open heart procedures, 77 kidney transplants and 4,030 births.

Telemedicine and Mobile Medical Units

The telemedicine program continues to grow as new centers open, allowing patients to see a specialist virtually without driving long distances. Additionally, the Mobile Medical Units are on the road several days a week, providing patient care or being used to allow patients to get specialist care virtually.

Vandalia Health Regional Hospitals Division

The Regional Hospitals Division serves as Vandalia Health's community-based and rural healthcare network, extending the system's reach across West Virginia and neighboring states. Formed through the combination of Mon Health System, Davis Health System, and additional regional partnerships, the division plays a vital role in delivering high-quality, locally accessible care while maintaining strong connections to the advanced specialty services available throughout the broader Vandalia Health system.

Collectively, the Regional Hospitals Division represents the majority of Vandalia Health's community hospital footprint and serves as a critical access point for patients throughout north-central and rural West Virginia. Through an extensive network of hospitals, physician practices, outpatient centers, and telehealth services, the division helps ensure patients can receive care closer to home while benefiting from the resources, expertise, and clinical capabilities of a larger integrated health system. The Regional Hospitals Division as a whole now includes 9 hospitals that support over 600 beds across West Virginia and portions of Ohio, Pennsylvania and Maryland.

As Vandalia Health continues to evolve as a unified enterprise, the Regional Hospitals Division plays a central role in advancing system integration, clinical standardization, and physician alignment across diverse markets and care settings. This Division also serves as an important strategic growth platform for Vandalia Health.

Facilities within the Regional Hospitals Division include:

Mon Medical Center

The 155-bed hospital traces its roots back to the first hospital in Monongalia County in the early 1900s and was officially established by an act of the Monongalia County Court in April 1943. The hospital has a strong commitment to providing personalized care and service with compassion and respect to North Central West Virginia, southwestern Pennsylvania, and the surrounding region. The more than 250 physicians with privileges at the hospital have a long history of dedication to the community and hospital, with a wide range of specialties including Cardiology, Cardiothoracic Surgery, Family Medicine, General Surgery, Neurology, Obstetrics/Gynecology, Oculofacial Surgery, Oncology, Orthopedics, Psychiatry & Behavioral Health and Rheumatology. The Medical Center has the only Outpatient Surgery Centers in our region, offering same-day total joint replacements, cosmetics, and more. In addition, Mon Health Medical Center is proud to partner with and provide an established 34-bed long term acute care hospital - providing a critical link in the continuum of care for North Central West Virginia's sickest patients.

Mon Marion Neighborhood Hospital

Mon Marion Neighborhood Hospital opened in December 2021 as a small format hospital in Middletown Commons in White Hall, WV. The hospital offers a full-service emergency department, comprehensive inpatient care, and on-site laboratory testing, pharmacy, and diagnostic imaging.

Mon Preston Memorial Hospital

Mon Health Preston Memorial Hospital joined Mon Health in February 2014. It is a 25-bed critical access, acute care hospital located in Kingwood, WV. The hospital is a leader in rural health care delivery. Mon Health Preston Memorial opened a new state-of-the-art hospital in May 2015. The hospital offers a wide range of services including a 24-hour physician staffed emergency department, critical care, laboratory, imaging, orthopedics, respiratory therapy, physical therapy and a diagnostic sleep laboratory.

Mon Stonewall Jackson Memorial Hospital

Mon Health Stonewall Jackson Memorial Hospital joined Mon Health in October 2017. Mon Health Stonewall Jackson Memorial Hospital is a 70-bed general medical and surgical hospital in Weston, WV. It primarily serves Lewis, Gilmer, Braxton and Upshur counties.

Mon Harrison Neighborhood Hospital

Scheduled to open in October 2026, Mon Harrison Neighborhood Hospital will be a new \$26.5 million facility. The first floor of the new Mon Harrison Neighborhood Hospital will feature 24/7 emergency care, including eight emergency rooms; board-certified physicians; comprehensive inpatient care, including 10 private inpatient rooms; pharmacy services; and advanced radiology services, including CT, MRI, ultrasound, X-ray, echocardiogram and more. The second floor will be constructed as shell space reserved for future clinical or administrative expansion, designed to address future needs of the community.

Grafton City Hospital

Grafton City Hospital was formed in 1915 when the City of Grafton purchased the hospital owned and operated by Dr. Powell. The current facility was finished in 1945 at its current location known as "Finnegan Rock". Today GCH (critical access hospital) operates a 25-bed Acute Care floor, an Emergency Room open 24/7, Tygart Valley Rehabilitation and Fitness Center, and the Tygart Valley Total Care Clinic.

Davis Medical Center

An 80-bed acute care hospital located in Elkins, WV. Provides acute inpatient, outpatient, surgery, emergency, and physician specialties to residents of surrounding areas. Davis recently added a new 75,000 sq. ft. addition to its facility to streamline access to ancillary and primary/specialty physician services.

Broadbush Hospital

A critical-access hospital providing acute and swing bed inpatient care, as well as outpatient, behavioral health and rehabilitation services located in Philippi, WV. In addition to these services, Broadbush offers Mansfield Place, a 60-bed skilled nursing center.

Webster Memorial Hospital

Located in Webster Springs, West Virginia, Webster County Memorial Hospital is a 15-bed Critical Access Hospital that serves as the primary healthcare provider for Webster County and surrounding rural communities. The hospital offers a full range of services including 24/7 emergency care, primary care, inpatient and observation services, swing-bed rehabilitation, diagnostic imaging (CT, MRI, ultrasound), laboratory services, and cardiopulmonary rehabilitation.

CAMC Division

Vandalia Health CAMC Division

The CAMC Division serves as the flagship academic and tertiary care division of Vandalia Health and is anchored by Charleston Area Medical Center (CAMC), one of the largest health systems in West Virginia. The division includes CAMC General Hospital, CAMC Memorial Hospital, CAMC Women and Children's Hospital, and CAMC Greenbrier Valley Medical Center, providing a broad continuum of care ranging from community-based services to highly specialized quaternary care. Together, these facilities serve as a major referral destination for patients across West Virginia and the surrounding region.

The CAMC Division encompasses more than 950 licensed beds and is home to many of the system's most advanced clinical programs, including cardiovascular services, neurosciences, cancer care, transplants, trauma services, women's health, and pediatric specialties. As the state's leading academic medical center, the division is responsible for a significant portion of Vandalia Health's complex inpatient and ambulatory care activity and serves patients from throughout Appalachia.

As the academic cornerstone of Vandalia Health, the CAMC Division works closely with the Institute for Academic Medicine to support graduate medical education, physician training, clinical research, and workforce development initiatives. Through its educational mission and extensive clinical capabilities, the division is advancing innovation, developing the next generation of healthcare professionals, and promoting evidence-based care throughout the system.

Mission

Enhancing the health of our communities through clinical excellence one person at a time.

Vision

Vandalia Health brings the highest quality health care to our communities through--

- Being the compassionate patient-centered provider of choice
- Being the employer of choice
- Leading in education and training

Core Values

Excellence, Compassion, Integrity, Accountability, Respect, Innovation

Position Summary

Reporting Relationships

The CMO will report to the EVP of Regional Hospitals and will oversee the Associate Chief Medical Officers and the Senior Director for Medical Staff Services (supporting coordination among multiple medical staffs).

Responsibilities

- Be a change agent and engagement leader for the medical staffs who can thrive in a dynamic environment, collaborate effectively with the executive team, and look at problems and solutions from both a clinical and business perspective.
- Partner with the Regional CNO to optimize physician-nursing collaboration, professionalism, and teamwork.
- Collaborate with the Chief Administrative Officers (CAO) and Vandalia Health System Executives to lead the providers and work to develop an annual recruitment plan and foster its success.
- Be the visible health system leader for the medical staffs, collaborating with the local Chiefs of Staff, to foster collaborative and engaged working relationships with each hospital's medical staff.
- Lead and oversee the clinical activities of Vandalia Health Regional Hospitals, including credentialing and appointments, as well as strategies to achieve engagement of operational effectiveness and execution of strategic plans.
- Foster communication processes with the multiple Medical Staffs and Administration, working in conjunction with local Chief Administrative Officers, Chiefs of Staff, CNO, CQO, HR, and Vandalia Health Network.
- Collaborate with the Chief Quality Officer, the various Medical Staffs, and Nursing, to further develop and improve the quality of care provided to patients at Vandalia Health Regional Hospitals.
- Collaborate with leaders to improve the operational process supporting the quality and safety of care provided to all patients.
- Help improve and build new relationships with physicians and APPs in the hospital and the region along with advancing trust and credibility across a diverse group of stakeholders and leaders.
- Championing a data-driven environment and leading care delivery transformation across the system to reduce unnecessary costs, eliminate waste, improve patient outcomes, and enhance patient, provider, and workforce satisfaction.
- Championing advancement and optimization of the EHR platforms.
- Lead efforts with the medical staffs to design and implement programs for clinical quality that meet best practice guidelines at Vandalia Health Regional facilities.
- Serve as the liaison for clinical activities to all physicians by leading physician satisfaction, voicing physician needs, and providing a vehicle for effective communication to Vandalia Health Regional Hospitals.
- Lead collaborative efforts to ensure Legal, Compliance and IT system support and governance for the medical staffs.

Goals and Objectives

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

- Establish strong relationships across the medical staff while gaining a comprehensive understanding of the organization's governance structure, including the Medical Executive Committee, Board, and key leadership bodies. Assess current physician engagement, decision-making processes, and opportunities to strengthen alignment between medical staff leadership and organizational priorities.
- Partner with physicians, advanced practice providers, the Regional Chief Nursing Officer, and operational stakeholders to build trust, credibility, and organizational buy-in. Foster a culture of transparency and collaboration that encourages physician participation in strategic initiatives, quality improvement efforts, and organizational transformation.
- Collaborate closely with regional quality leadership to strengthen quality infrastructure and develop a more robust, physician-led quality improvement program. Focus on improving performance in state and federal quality reporting programs while establishing accountability, data transparency, and continuous improvement across the organization.
- Develop and implement comprehensive recruitment and retention strategies for physicians, nurses, and allied health professionals. Enhance workforce stability by improving provider engagement, supporting professional development, and creating an environment that attracts and retains high-performing clinical talent.
- Partner with clinical and operational leaders to unify key processes, workflows, and performance expectations across the health system as the Regional Hospital Division continues to mature as an integrated organization, ensuring greater consistency, efficiency, and alignment throughout the enterprise.
- Build a sustainable physician leadership pipeline while driving operational and clinical performance improvements. Align physician leadership efforts with key organizational priorities, including care coordination, discharge planning, length of stay reduction, clinical informatics, and future EMR integration initiatives, ensuring technology investments support high-quality, efficient patient care.
- Establish region-wide standards, policies, and clinical operating practices that reduce unwarranted variation in care delivery, improve patient outcomes, and create a more coordinated healthcare experience across the enterprise.
- Champion physician and advanced practice provider engagement by creating opportunities for collaboration, leadership development, and participation in strategic decision making, strengthening alignment between providers and organizational priorities.
- As the organization transitions from Oracle Cerner to Epic, the CMO will form an executive bridge to physicians help transition and transform the organization to the new electronic medical record.

Candidate Qualifications

The ideal candidate will possess the following education, training, experience, competencies, and personal characteristics:

Education/Certification

- An M.D. or D.O. with the ability to obtain a WV license.
- A master's degree in healthcare administration, business administration, medical management, or a related field is preferred.

Knowledge and Work Experience

- Ten years of active clinical experience and at least seven years of physician leadership experience.
- Preferred leadership experience in Health System, Hospital, Group Practice, and/or managed care environment.
- Demonstrated record of successful management of quality, safety, and performance improvement programs. Comprehensive knowledge of performance improvement tools and principles.
- Understanding and support of the use of clinical information systems and technology to enable institutional goals. Knowledge and facility with Electronic Health Records (EHR).
- In depth knowledge and understanding of changing regulatory requirements and resulting impact on clinical practice and care delivery, medical staff affairs, and medical governance.
- Experience in developing physician-friendly environments to align medical staff goals with those of hospitals and systems. A strong record of enhancing physician engagement within a system and bringing diverse groups together around a common goal and culture.

Leadership Skills and Competencies

- Visionary leader with strong operational expertise who effectively bridges executive leadership and IT teams while maintaining a strategic, enterprise-wide perspective.
- Demonstrated ability to prioritize initiatives, manage competing demands, and establish realistic timelines that support successful execution.
- Exceptional interpersonal skills with the ability to build productive relationships and work effectively across diverse personalities, teams, and stakeholder groups.
- Strong communication and presentation skills, with the ability to clearly articulate complex data, insights, and technical concepts to a variety of audiences.
- Effective consensus builder who fosters collaboration, alignment, and shared commitment to organizational goals.
- Experienced and pragmatic leader with sound judgment and the practical expertise to design and implement solutions within technical and organizational constraints.

- Politically astute and skilled at navigating complex organizational dynamics while maintaining credibility and trust.
- Strategic systems thinker with strong organizational skills who can integrate people, processes, and technology to deliver results on time and within budget.
- Adaptable and collaborative manager who develops high-performing teams through engagement, accountability, and partnership.
- Innovative and energetic leader who brings creativity, enthusiasm, and a continuous improvement mindset to the organization.
- Team-oriented professional who promotes collaboration, shared success, and collective achievement over individual recognition.

The Community

Morgantown, West Virginia

Deep in the heart of Mountaineer Country, Morgantown is home to West Virginia University. Brimming with gold and blue school spirit and a youthful vigor, this college town is growing rapidly and expanding its diverse multicultural heritage. Whether it's a football or basketball game, or an art or beer festival, this city is constantly on the go and offers something for everyone.

Morgantown, the county seat of Monongalia County in West Virginia, is situated along the Monongahela River, close to the Pennsylvania state line. The city, within the Appalachian Basin, is known for its natural landscapes, offering activities like hiking, biking, kayaking, and fishing. The city is growing in areas such as housing, manufacturing, research, and commerce, leading to a population increase in one of West Virginia's fastest-growing counties.

Culturally, Morgantown features attractions like museums, wineries, and the West Virginia University Art Museum, which houses about 4,000 works of art. West Virginia University plays a significant role in the city, especially with its popular college football games at the 60,000-seat Milan Puskar Stadium.

Morgantown has a lower cost of living compared to similar metro areas. Its location is strategic, about 75 miles south of Pittsburgh, PA, and 200 miles west of Washington, D.C., at the junction of Interstates 79 and 68. This location places it within easy reach of a large portion of the U.S. population.

For more information on the area, visit:

<https://www.morgantownwv.gov/>

<https://wvtourism.com/morgantown/>

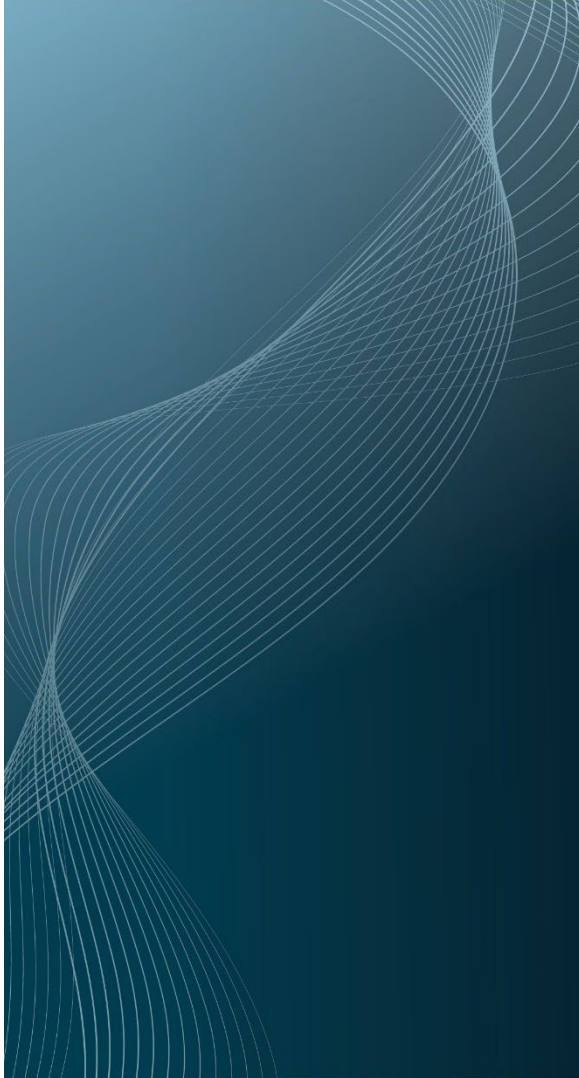
Procedure for Candidacy

Please direct all nominations and resumes to the WittKieffer Consultants, Jeff Schroetlin, Imran Ali and Wendy Kerschner via e-mail to wkerschner@wittkieffer.com.

Vandalia Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Vandalia Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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