



Chief Information Officer

Leadership Profile

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The Opportunity

Asante, based in Medford, Oregon, seeks a dynamic, service-oriented executive to serve as its next Chief Information Officer (CIO) for the health system. Reporting to the Senior Vice President, this is an extraordinary opportunity for a talented, energetic, strategic executive to support Asante's strategic priorities in elevating quality, safety, and clinical care across the system's three campuses, physician clinics, and ambulatory sites of care for a leading health care system. Asante can be characterized by its commitment to exceptional quality, a strong balance sheet, and a great reputation, both locally and regionally.

A Fortune/Merative 15 Top performer over the past decade, Asante serves southern Oregon through three campuses and a number of outpatient sites: Rogue Regional Medical Center in Medford (378-beds), Three Rivers Medical Center in Grants Pass (125-beds), Asante Ashland (a satellite outpatient campus of Rogue Regional Medical Center), Asante Medical Group, and the Asante Foundation. Asante has approximately 6,000 employees.

The CIO will be an instrumental part of a talented and agile executive leadership team and will lead by example to maintain stability and consistent performance of the Information Technology (IT) division. The CIO will serve as a strategic and influential leader. They will demonstrate significant focus and ensure that information technology investments align with the organization's clinical, operational, and financial goals—enhancing patient care, improving operational efficiency, and supporting long-term strategic growth.

The ideal candidate will be a systems thinker and team player with a proven track record of aligning IT with system priorities while leading complex organizational changes that support an integrated enterprise. They will be a strategic yet operational leader, willing to roll up their sleeves alongside their functional team and executive leadership to meet the organization's long-term goals. Candidates should have a minimum of 10 years of IT leadership with five years in healthcare IT leadership in a large, sophisticated organization.

Organization Overview

Asante

Asante is a locally owned and governed not-for-profit health system that serves more than 600,000 residents in nine southern Oregon and northern California counties. Asante is the region's largest and most comprehensive health care provider. Asante's facilities include Asante Ashland a satellite campus of Rogue Regional Medical Center in Ashland, Rogue Regional Medical Center in Medford, Three Rivers Medical Center in Grants Pass, Asante Medical Group and additional health care partnerships throughout the region. Asante's top priority is its patients, and each person is treated with compassion, dignity, honesty and skill. Asante's 6,000 employees work together to make this ideal a reality, supported by new technology, modern facilities, and a common purpose of healing and hope. The health system is guided by its Mission, Vision and five Values.

Mission

Asante exists to provide quality health care services in a compassionate manner, valued by the communities we serve.

Vision

To be your trusted health partner for life – every person, every time.

Values

- Excellence, in everything we do.
- Respect, for all.
- Honesty, in all our relationships.
- Service, to the community, physicians and each other.
- Teamwork, always.



Leadership Expectations

All leaders at Asante are expected to live by the four key leadership expectations: Team, Urgency, Transparency and Ownership. The success of each executive is evaluated based upon these characteristics.

Business Overview

Asante is governed by a 15-person Board of Directors comprised of local volunteers who are community leaders and physicians. Members generally serve three-year terms and can serve as many as three terms. The President and CEO serves as a board member. Board members give their time to ensure that the served population receives high-quality health care services provided with compassion. All decisions are made by people who live and work in the local community.

Asante's strategic priorities, adopted by the Board in November 2024:

1. **Culture** (a great place to work and practice)
2. **Quality & Safety** (high-quality, safe care for all)
3. **Financial Sustainability** (continue to be prosperous and independent)
4. **Strategy & Growth** (serve more people in the region)

Asante has a \$1.5 billion operating budget. The system performs well, with a strong balance sheet and an A+ (stable) bond rating. In FY25, the organization finished the year with a 6.0% operating margin, 11.4% EBIDA and 322 days cash on hand. Share of the primary market is 75%.

Rogue Regional Medical Center (RRMC) is a 378-bed regional referral and level II trauma center featuring the latest medical technology and clinical expertise. The hospital team delivers nationally recognized heart and stroke care, orthopedic services, cancer care and diabetes care, as well as a comprehensive range of key services including neurology and neurosurgery, bariatric surgery, rehabilitation services, the region's only neonatal intensive care unit, home care and hospice services, and the only hospital-based sleep center in southern Oregon.

For 10 consecutive years, Rogue Regional Medical Center was named a 100 Top Hospital in the nation by Fortune/Merative. The 100 Top award recognizes excellence in clinical outcomes, operational efficiency, patient experience and financial health. In addition, for the third time starting in 2020, Rogue Regional Medical Center was named a Top 50 Cardiovascular Hospital in the nation by Merative. RRMC employs approximately 3,100 employees and has a registered nurses bargaining unit, Oregon Nurses Association (ONA). ONA represents 900 nurses at present. Asante is investing over \$1 billion over a 10-year period for new construction, renovation, deferred maintenance, planned replacement, equipment, and information technology.

RRMC has a new six-floor, 323,600 square foot, \$455 million patient pavilion that opened in February 2024. Connecting to the existing six-floor inpatient tower, the addition provides more space for people needing emergency care, women's and children's services, critical care, heart care, and surgery. Expansion of the Emergency Department, site development, and other renovations were included in the project.

The 80,160-square-foot Heimann Cancer Center, located near RRMC, houses all outpatient cancer services for one-stop patient convenience, including radiation therapy, infusion services, education, and support services. The \$64 million facility opened in early 2022.

Asante Ashland is a satellite campus of Rogue Regional Medical Center (**AA**), located in Ashland, Oregon. As part of the local Asante network of health care providers, our Ashland campus provides access to a broad range of resources for exceptional health care. Modern outpatient facilities include a surgery center, diagnostic imaging, laboratory, emergency services, and respiratory testing. Outpatient services help manage long-term conditions. ACH has 109 employees.

Three Rivers Medical Center (TRMC), located in Grants Pass, Oregon, is a 125-bed modern community hospital devoted to blending the most up-to-date treatments with the timeless principles of holistic care. This hospital offers a great variety of high-quality medical services based around general and acute care. In 2024, TRMC established a minimally invasive robotics surgery program. The hospital is home to the region's most advanced da Vinci Surgical System and is the second hospital in the state to introduce the da Vinci 5 technology.

TRMC was the first hospital in Oregon to be designated a "Baby-Friendly" Hospital by the World Health Organization and UNICEF. Three Rivers received the Pathway to Excellence® designation in 2024 for the fourth time from the American Nurses Credentialing Center. The hospital is one of only two in Oregon to achieve this honor, and one of only 23 hospitals worldwide to have achieved the designation three or more times. Three Rivers is also ranked in the top providers of orthopedic services in Oregon. TRMC has approximately 1,200 employees.

The Helen K. Spears Cancer Center on the TRMC campus is a 35,000-square-foot outpatient cancer treatment facility for one-stop patient convenience, including radiation therapy, infusion, lab and pharmacy services. The expanded facility opened with Heimann Cancer Center in January 2022.



Asante Medical Group (AMG) is a group of top medical professionals working together to provide comprehensive care to patients in southern Oregon. With approximately 350 primary care physicians, specialists, and advanced practice providers practicing in 30 locations in southern Oregon, AMG collaborates with other health care professionals throughout the area to offer patients a full array of quality care close to home, supported by Asante's full range of services and hospitals. Specialties include cardiothoracic surgery, cardiology, orthopedic surgery, colorectal surgery, endocrinology, ear/nose/throat, maternal fetal medicine, neurology, general surgery, pediatric oncology, pulmonary medicine, and urology.

AMG also provides a full range of work health services – Health Promotion, Occupational Health, and Physical Therapy – to businesses primarily in Josephine and Jackson counties. AMG has approximately 400 employees.

Asante Foundation is the philanthropic arm of Asante and partners with the community to enhance healthcare in the region. Established in 1973, the Foundation is committed to transforming the quality and scope of health care in southern Oregon. Asante Foundation works in partnership with the community to meet the growing needs of the region through fundraising, community engagement, and events to bring the latest innovations in treatment and technology to southern Oregon. Governed by a 19-member Board of Directors, the Foundation has raised \$58 million on its most recent capital campaign, AsanteForward, with a \$50 million goal (recently expanded to \$100 million).

For more information, visit asante.org and see Appendix.

Position Summary

To plan, direct and oversee the deployment and support of information technology to assist Asante in achieving its mission, vision, and strategic priorities, while leading with Asante values. All Asante leaders are expected to demonstrate the following on a consistent basis: Teamwork, Urgency, Transparency, and Ownership. Lead enterprise-wide digital, information technology, data, and innovation strategy across the health system to advance clinical quality, patient experience, operational efficiency, and financial performance.

This position serves as a key member of the executive leadership team, responsible for: Enterprise IT strategy and governance, providing oversight of all information technology (IT), digital health and patient engagement platforms, enterprise data, analytics, AI and interoperability strategy, cybersecurity, information technology risk management, and regulatory compliance (HIPAA). This is a vice president level role for benefits and at-risk pay.

This role ensures that information technology investments align with the organization's clinical, operational, and financial goals—enhancing patient care, improving operational efficiency, and supporting long-term strategic growth.

Reporting Relationships

Reporting to the Senior Vice President, Chief Financial Officer

Responsibilities

Human Resource, Organizational Leadership, & Organizational Development: The Chief Information Officer creates a culture that fosters staff self-development and continued learning. This role puts a process in place that defines the qualifications and performance expectations for all staff positions. The Chief Information Officer ensures the competence of all staff is assessed, maintained, demonstrated, and improved continually.

- Clear performance expectations for all employees - Performance expectations for all direct reports reviewed frequently. Direct reports held accountable for performance expectations for all direct reports.
- Recognition - Personal recognition of leaders for a job well done. Attendance at employee events.
- Demonstrated Leadership, Values Integration, and Conflict Resolution - Exemplifies Asante's values as indicated by surveys and employee feedback.
- Employee Development - Development plans in place for direct reports. Direct reports held accountable for development plans for their respective employees. Succession plans for self and critical roles in area. Informal mentoring of managers.
- Rewards - Reward system in place that allows Asante to recruit, retain and motivate a high-quality workforce. Active participation in organizational development activities.
- Workforce Development - Build and lead a high-performing, future-ready IT organization (cloud, security, analytics, digital talent).
- Vendor Partnership - Lead workforce transformation and vendor partnership strategy (managed services, outsourcing where appropriate).

Vision & Strategy: The Leadership Team (with active Asante Board involvement) is responsible for creating the strategic direction of the organization that fulfills the mission, vision, and values of Asante.

- Fulfillment of Asante's Mission – Develop and communicate the IT strategic direction of the organization. Asante will respond swiftly to challenges and opportunities as they occur. The assessment will be the responsibility of the Board.
- Strategic Priorities – Develop and communicate an IT annual operating plan and priorities that align with Asante's strategic priorities. The strategic priorities are used to evaluate potential new projects and initiatives.
- Develop and execute a multi-year digital and IT strategic roadmap that enables and advances the health system's clinical, operational, and financial strategic objectives.
- Partner with clinical leadership to drive EHR optimization, clinical informatics, appropriate AI tool adoption, and provider experience improvements.
- Lead enterprise interoperability and data-sharing strategy across the health system and external partners.
- Establish governance structures for prioritization of IT and digital investments.
- Lead enterprise Data Governance program to include AI governance.

Constituent Relationships: Chief Information Officer is responsive to and fosters communication and coordination among all key Asante stakeholders including employees, physicians, patients and the communities served by Asante.

- Employees – Achieve and maintain the following for IT employees:
 - Patient-first, even when not patient-facing.
 - Operationally responsive with a sense of urgency.
 - Accountable owners that work collaboratively with clinical and administrative teams.
 - Focus on improvement and innovation who are highly reliable and disciplined.
- Physicians – Improve clinician experience through workflow optimization and EHR efficiency.
- Patients – Drive digital patient engagement (online scheduling, communication, access, digital navigation, telehealth).
- Community – Leverage data and digital capabilities to support the health of the community and their outcomes.

System Performance & Improvement: This role sets expectations, develops plans and manages processes to measure, assess and improve the quality of Asante's management, clinical and support activities.

- Asante-wide Process Improvement – Identify, coordinate process improvement and set goals for each business unit, share improvement initiative learning.
- Interdependence/support – Leadership team members facilitate efforts to improve cooperation and responsiveness between Asante units (e.g. departments, hospitals).
- Clinical Performance Improvement – Collaborate with physicians to improve clinical outcomes.
- Lead enterprise analytics strategy, including real-time operational dashboards and clinical quality insights.
- Utilize data to drive performance improvement across operational units, revenue cycle, supply chain, throughput, access, and quality metrics.
- Support automation (RPA/AI) to reduce manual administrative burden.

Financial Performance: The Leadership Team develops an annual operating budget and capital expenditure plan, including a mechanism to monitor plan implementation and outcomes.

- Vital Signs/Metrics – Achieve financial goals and budgets (Operating and Capital), as approved by the Asante Board of Directors.
- Technology Acquisition/Asset Management – Asante's capital purchases, investments, and ongoing maintenance support the strategic priorities.
- Ensure measurable ROI on IT and digital investments (cost reduction, revenue enhancement, productivity gains).
- Optimize technology cost structure (cloud migration, contract optimization, vendor management).
- Provide Finance (CFO) regular updates on capital prioritization and long-range planning information.

Position Specific Accountability:

- Work with executives and management to establish, monitor, and adjust construction, information technology, and other project priorities to meet changing business requirements and align with strategic priorities.
- Evaluate resource requirements of information management to ensure that adequate resources are allocated.
- Anticipate future technology requirements of Asante.
- Identify long-range capital requirements associated with Asante's strategic plan.
- Monitor advances in technology for potential solutions to current or anticipated requirements.

Strategic & Operational IT Leadership:

- Lead all IT operations including infrastructure, applications, service desk, and enterprise platforms.
- Establish and maintain enterprise technology architecture standards to ensure systems are scalable, integrated, secure, and aligned with organizational strategy.
- Partner with clinical and operational leaders to ensure effective integration, governance, and lifecycle management of clinical technologies, connected devices, and emerging care delivery technologies.
- Develop long-term succession and talent strategies for critical technology and digital leadership positions.

Digital Health:

- Advance digital front door strategy.
- Support ambulatory and inpatient digital integration.

Cybersecurity & Risk:

- Lead and support Chief Information Security Officer on enterprise cybersecurity strategy, threat mitigation, and incident response.
- Ensure compliance with HIPAA, CMS, and other regulatory frameworks.
- Ensure enterprise IT operational resilience and disaster recovery by embedding High Reliability Organization (HRO) principles into technology strategy, service delivery, and incident response.

- Partner with clinical and operational leaders to design, implement, and continuously improve enterprise business continuity capabilities that align with High Reliability Organization (HRO) principles, ensuring sustained operations through disruption and rapid recovery of critical services.

Data, Analytics, AI and governance:

- Lead or support enterprise data governance and analytics strategy.
- Oversee and support advanced analytics/AI capabilities for clinical, financial, and operational use cases.
- Establish IT governance models aligned with executive leadership and board priorities.
- Ensure coordinated governance and strategic alignment across information technology, digital health, clinical informatics, analytics, artificial intelligence, and innovation functions.

EHR & Clinical Systems:

- Oversee EHR platform strategy, optimization, and lifecycle management
- Partner with CEOs to improve clinician satisfaction and clinical outcomes
- Collaborate closely with physicians to enhance clinical workflows and reduce friction in daily practice, leveraging technology and process redesign to improve efficiency, safety, and provider satisfaction.
- Partner with finance and revenue cycle leadership to strengthen end-to-end revenue integrity capabilities, leveraging technology, analytics, and process optimization to improve reimbursement, reduce leakage, and enhance financial performance.

Innovation & Transformation:

- Identify and deploy emerging technologies (AI, automation, interoperability, digital therapeutics) in partnership with key stakeholder
- Lead and/or support system-wide transformation initiatives leveraging technology to accelerate outcomes.

Goals and Objectives

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

- Partner with senior management and become fully integrated into the executive leadership team at Asante. Build strong relationships across the health system and be perceived as a solid team player who has credibility, integrity, accountability and contributes broadly as a subject matter expert in IT.
- Perform an overall evaluation of the IT department including resources, structure, and processes. Identify any necessary changes, process improvements and develop the appropriate organizational model that effectively supports the health system.
- Identify gaps and opportunities to improve IT operations and service delivery to meet the daily needs of users across the organization.
- Oversee and support the continued advancement of the information security program to safeguard the organization's information assets, ensuring robust protection against evolving threats and vulnerabilities.
- Lead AI initiatives that will include govern AI responsibly, improve patient care and clinician experience, automate routine work and increase productivity, strengthen data and analytics capabilities, generate measurable financial value, enhance digital consumer engagement and build an AI-enabled workforce and culture of innovation.
- Leverage Epic to enhance clinical quality, improve provider satisfaction, strengthen revenue integrity, and increase operational efficiency across the health system.
- Establish a trusted enterprise data and analytics platform that enables data-driven decision-making, supports AI innovation, improves clinical and financial outcomes, and ensures strong governance, security, and regulatory compliance.

Candidate Qualifications

Education/Certification

- Bachelor's degree required; Master's degree in computer science, business, or healthcare-related field required.
- Advanced Certification preferred, such as: CHCIO: Certified Healthcare CIO (CHIME).

Work Experience

- 10 years in IT leadership with at least 5 years in healthcare IT leadership, including system-level responsibility, demonstrated leadership in large-scale health system transformation, EHR optimization, and digital strategy, required.

Leadership Skills and Competencies

- Ability to successfully build, lead, and drive performance in high-performing, customer service-oriented organizations.
- Proven experience initiating and successfully implementing enterprise-wide technological and organizational changes to improve efficiency and business continuity.
- Excellent communication, leadership, and change management abilities.
- Strategic discipline, operational acumen, and a relentless focus on excellence.
- Ability to champion change, build credibility through trust and partnership, and act in the best interest of the health system.
- Effective in using data to drive decisions, develop others, and lead with agility and accountability.
- Effectively communicates with partners and demonstrates an ability to lead across the organization.
- Ability to quickly establish credibility and rapport with a broad set of senior executives, physicians and other clinicians.
- Maintains high professional and ethical standards.

The Communities

Southern Oregon is the gateway to the wild, scenic white-water section of the Rogue River, offering excellent white water rafting and world-class salmon and steelhead fishing. There are abundant outdoor recreational activities in the area. The three largest communities in the area by population include Medford, Grants Pass and Ashland.

Medford is located in Jackson County, Oregon. The city has a total population of 90,000 and a metropolitan area population of approximately 225,000, making Medford the fourth largest metro area in Oregon.

Known for its appeal to outdoor enthusiasts, Medford is headquarters to the Rogue River National Forest, 600,000 acres of hidden wildflower meadows, dazzling forests of towering ponderosa pines, and swift flowing mountain streams. Medford and the surrounding area are home to the expanding Oregon wine industry that includes an expansive variety of wines, rivaling Northern California's wine country.



Medford has a small-town feel, while benefiting from a larger city's amenities. The city offers an array of museums, art galleries and education-inspired attractions. Medford's economy is driven primarily by the health care industry and is the economic center for over 600,000 people located in southern Oregon and northern California. The largest direct marketer of fruits and food gifts in the United States, Harry & David, is based in Medford and is the second largest employer in southern Oregon. Few other locations can boast **such a diverse blend of culture and the great outdoors**.

To view Medford's Online Visitor Guide, visit the [Travel Medford website](#).

Ashland, a short drive from Medford, is known as a cultural and artistic community with national acclaim. Ashland, with a population of approximately 21,600 (2021), is home to Southern Oregon University, the Oregon Shakespeare Festival, and the Ashland Independent Film Festival, offering cultural activities that may be unmatched by any other small community in the country.

A vibrant and creative community, Ashland has a well-deserved reputation as an artistic enclave. Technology innovators and high-performing companies doing global business make Ashland their home, drawn by the incredible quality of life. Ashland is an extremely pedestrian-friendly city, with Lithia Park, 100 acres of open, green space in the center of town with miles of walking and biking trails extending in several directions.

Ashland is located at the convergence of the Cascade and Siskiyou Mountains, where forested alpine peaks give way to some of the most fertile and biologically diverse lands to have ever been shaped by geologic wonder and the hands of time. Outside of the business districts, Ashland offers a host of outdoor attractions. The famous Pacific Crest Trail, Crater Lake, rafting, biking, and Mount Ashland ski slopes are all nearby.

Grants Pass is the county seat of Josephine County, Oregon. The city is located on Interstate 5, northwest of Medford, along the Rogue River. The population was approximately 40,000 at the 2021 census. Living in Grants Pass offers residents a dense suburban feel, and most residents own their homes. There are many things to do in town, including high-quality food and drink, coffee shops, shopping, and outdoor recreation. Grants Pass is the departure point for most Rogue River scenic waterway guided fishing and boat trips, one of the destinations being Hellgate Canyon. Grants Pass has numerous and diverse parks and green spaces.

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Asante with this recruitment, preferably via e-mail, to kmazzuckelli@wittkieffer.com.

Nick Giannas

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Katie Mazzuckelli

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Asante 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 Asante 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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Appendix

System statistics

System-wide gross patient service revenues by payer

Payer mix	FY2025
Commercial and other insurance	16.1%
Medicaid	19.7%
Medicare	55.6%
Other	7.4%
Self-pay	1.2%
Total	100.0%

On average, each day at Asante FY2025

Asante Physician Partners provider visits	665
Patients admitted	79
Emergency Department visits	309
Babies born	7
Employee salaries and benefits paid	\$2,057,857
Supplies, services and professional fees paid	\$1,233,673
Total operating expenses	\$3,656,549

Asante financial metrics

	FY2025	FY2024	FY2023
Operating margin %	6.0%	3.1%	1.4%
EBIDA margin %	11.4%	8.1%	-2.9%
Days cash on hand	322	248	221
Cash to debt %	211.9%	158.5%	128.8%

Asante consolidated statements of operations and changes in net assets*

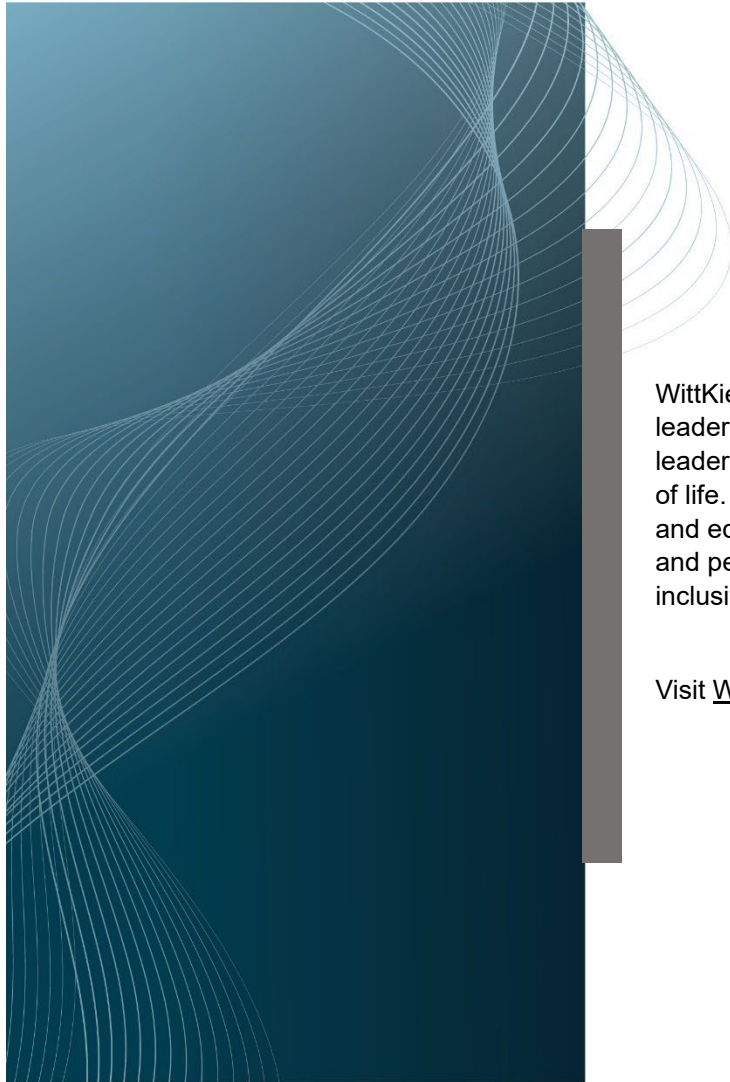
*Dollar amounts are in thousands.	FY2025
Total revenues, gains and other support	\$1,419,604K
Total operating expenses	\$1,334,641K
Operating income	\$84,964K

Total entity FY2025

Licensed beds	552
Emergency Department visits	112,704
Inpatients (adult discharges)	26,496
Total surgeries (patient visits)	17,660
TAVR procedures	200
Open-heart procedures	485
Births (live births)	2,560
NICU discharges	400



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