



Chief Human Resources Officer

Leadership Profile

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The Opportunity

Deaconess Health System, located in Evansville, Indiana is seeking an engaging, energetic Chief Human Resources Officer (CHRO) to further develop a high performing team to support the rapid growth of this organization. Reporting directly to the Chief Executive Officer, Shawn McCoy, this is an extraordinary opportunity for a talented, energetic, strategic human resources executive to elevate human resources and build a strategic human capital platform for a leading healthcare system. Deaconess can be characterized by its commitment to exceptional quality, a strong balance sheet and a great reputation, both locally and regionally. The culture can be defined as patient-centric, collaborative, financially responsible, and always exhibiting substantial organizational grit to achieve extraordinary results.

Deaconess Health System is the premiere provider of health care services to a population of more than 1.5 million in southwestern Indiana, western Kentucky and southeastern Illinois. The system consists of 19 wholly owned, joint ventured, sponsored or affiliated hospital locations situated throughout the Tri-State. The system also includes Deaconess Clinic, a fully integrated multispecialty group practice along with a number of other healthcare entities. With \$2.8 billion in revenues, Deaconess provides health care services to 26 counties in Indiana, Illinois, and Kentucky through their 12,000-member team. Deaconess has been recognized as a Best Hospital for 2024 by U.S. News & World Report, specifically naming Deaconess as the #2 hospital in Indiana for a sixth straight year.

The CHRO will be a strategic leader who will bring a forward-thinking approach to elevate human resources service delivery across Deaconess. The CHRO will need to be an engaging and visible leader who will focus on a cultural change within human resources while developing a high functioning team. The CHRO will continue to modernize human resources to prepare for the future workforce needs of the organization as the system continues to grow. The CHRO will support the development of an engaged, high-performing workforce, along with a culture that supports the goals, mission, and vision of Deaconess.

The ideal candidate will be a system thinker and team player with a proven track record of aligning human resources strategy with an operating strategy 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 the HR team and executive leadership to meet the organization's long term goals. Candidates should have a minimum of ten years senior management experience in a large, sophisticated organization known for its excellence in the human resource function.

Organization Overview

Deaconess Health System is the largest employer in the tri-state region, and operates under the direction of a local board, with a local focus. Deaconess is widely recognized for its commitment to excellence. Deaconess has been recognized as a Best Hospital for 2024 by U.S. News & World Report, specifically naming Deaconess as the #2 hospital in Indiana for a sixth straight year. Deaconess is the only hospital in the region to receive a state ranking. Deaconess was also named to the Forbes list of America's Best Employers in 2022. As the organization continues to grow and expand, they welcome skilled, dedicated and compassionate individuals to join them in delivering The Deaconess Difference: putting people at the center of everything we do, making a positive difference in the lives of our patients, families, employees and community.

Based in Evansville, Indiana, Deaconess Health System has approximately \$2.8 billion in net revenue and a strong operating margin. Deaconess consists of nine hospitals located in southern Indiana and three hospitals in Western Kentucky and four hospitals in Southern IL that recently became part of Deaconess Health System. Deaconess Hospital, Inc. (inclusive of Deaconess Midtown Hospital, Deaconess Gateway Hospital and Deaconess Cross Pointe) has recently received its third Magnet® designation. The system also includes Deaconess Clinic, a fully integrated multispecialty group practice along with a number of other healthcare entities.

Deaconess was founded in 1892 by a group of Protestant ministers and laymen who felt called to care for the sick. More than 125 years later, Deaconess Health System continues to provide high-quality health care services with a compassionate spirit to 35 counties in three states (IN, IL, and KY). Deaconess is the largest employer in the region, employing nearly 8,500 people.

The Deaconess Health System



With \$ 2.8 billion in net revenues and a strong operating margin, the system consists of nine hospitals located in southern Indiana, three hospitals in Western Kentucky and six hospitals in Illinois. The system also includes Deaconess Clinic, a fully integrated multispecialty group practice along with a number of other healthcare entities. The hospitals include:

- Deaconess Gateway Hospital
- Deaconess Women's Hospital
- Deaconess Midtown Hospital
- Encompass Health Deaconess Rehabilitation Hospital*
- Deaconess Cross Pointe Hospital
- Deaconess Gibson Hospital
- Deaconess Illinois Crossroads
- Deaconess Illinois Medical Center (Marion, IL)
- Red Bud Regional Hospital (IL)
- Deaconess Illinois Union County Hospital
- Deaconess Henderson (KY)
- Deaconess Union County (KY)
- Memorial Hospital and Health Care Center (Jasper, IN)
- Baptist Health Deaconess Madisonville (KY)*
- Livingston Hospital (KY)**
- Lawrence County Memorial Hospital (IL)**
- Ferrell Hospital (IL)**

- Perry County Hospital (IN)**
- Fairfield Memorial Hospital (IL)**

*Joint Venture

**Managed

Deaconess Gateway Hospital (Evansville)

Deaconess Gateway Hospital opened in 2006 to serve the rapidly growing population near Newburgh, IN and the east side of Evansville. The acute care hospital has 246 beds and serves as a regional referral hub.

Deaconess Gateway offers a comprehensive list of medical services, including an accredited stroke program, a joint replacement program, the region's only comprehensive neuro-interventional program, including minimally invasive techniques used in the treatment of brain aneurysms, and comprehensive pediatric services provided through a partnership with Riley Hospital for Children.



Deaconess Midtown Hospital (Evansville)

Deaconess Midtown Hospital is a 245-bed tertiary care center and a Level II Trauma Center. Deaconess Midtown Hospital is a teaching hospital serving residents of Southern Indiana, Southeastern Illinois and Western Kentucky. The campus has transformed over time but remains in the same location as the original Protestant Deaconess Hospital built in 1899.

The Women's Hospital (Evansville)

The Women's Hospital is a free-standing 74-bed facility located on the Deaconess Gateway Campus and is devoted to providing world-class healthcare and provides a complete range of health care services to women and infants in a soothing, "spa-like" atmosphere.

Encompass Health Deaconess Rehabilitation Hospital (Evansville)

Deaconess Health System's new state-of-the-art rehabilitation hospital features 80 all private rooms and new, advanced technology. Dedicated to guiding each patient through recovery, the Encompass Health staff is committed to changing each patient's life for the better. The rehab hospital is a joint venture between Deaconess and Encompass Health.

Deaconess Cross Pointe (Evansville)

Deaconess Cross Pointe provides health care services for emotional, behavioral, and addiction-related needs of children, teens, adults and their families. The east-side Evansville facility is fully accredited and offers care and treatment at all levels through outpatient programs and a 58-bed inpatient facility.

Deaconess Gibson (IN)

Deaconess Gibson is a Critical Access hospital in Princeton, Indiana. It provides residents of Gibson County with acute care and swing bed services for up to 25 patients/day.

Memorial Hospital and Health Care Center (Jasper, IN)

Based in Jasper, Indiana, Memorial Hospital offers a comprehensive range of medical services in a 114-bed facility that has grown to include more than 30 specialties with approximately 250 physicians and advanced practice providers in 33 health care offices in seven counties. Memorial Hospital employs more than 1,800 caregivers and provides medical care for more than 6,000 inpatients, 250,000 outpatients, and 26,000 emergency department visits annually.



Deaconess Henderson Hospital (KY)

Established more than 70 years ago and offers acute care services in the Henderson and surrounding counties in Kentucky. The 117-bed facility overlooks the Ohio River.

Deaconess Union County (KY)

Deaconess Union County is a Critical Access hospital in Union County Kentucky. It provides the residents of Union county acute care and swing bed services for up to 25 patients/day.

Baptist Health Deaconess Madisonville (KY)

Baptist Health Deaconess Madisonville is a joint venture relationship established in September 2021 between Deaconess Kentucky and Baptist Health, Inc. ("Baptist Health"), headquartered in Louisville, Kentucky. Madisonville is on Deaconess' instance of Epic and Baptist Health and DHS jointly operate the hospital, medical group, and associated facilities in Madisonville and the surrounding areas.

Deaconess Illinois Crossroads (IL)

Deaconess Illinois Crossroads in Mt. Vernon, Illinois is a 47-bed facility offering inpatient and outpatient care, diagnostic imaging, emergency services, and surgical care. Deaconess Illinois Crossroads utilizes technological advancements like robotic-assisted surgical systems and was the first hospital in the area to have 3D Mammography. In 2022, Crossroads Community Hospital was recognized by the Women's Choice Awards as a Best Hospital, in the top 10% of the nation, for Orthopedics and Emergency Care and received a CMS five star rating.

Deaconess Illinois Medical Center (IL)

Deaconess Illinois Medical Center in Marion, IL is a 106-bed facility offering a comprehensive range of health and hospital services to the residents of the greater Williamson County, including diagnostic, medical, surgical, and emergency services.

Red Bud Regional (IL)

Red Bud Regional Hospital in Red Bud, IL is a Critical Access hospital offering inpatient and outpatient care, emergency, medical and surgical services, rehabilitation, and diagnostic imaging. Connected to the hospital is a 115-bed skilled nursing facility.

Deaconess Illinois Union County (IL)

Union County Hospital in Anna, IL is a Critical Access hospital with inpatient and outpatient care including emergency, medical and surgical services.

Additional Deaconess Programs and Services

Deaconess Clinic

Deaconess Clinic, a fully integrated multispecialty group featuring primary care physicians as well as top specialty doctors, provides patients with consistent and convenient care. The Clinic has 300 physicians and advance level practitioners in more than 50 care sites including a freestanding cancer center, urgent care facilities, a network of preferred hospitals and doctors, and multiple partnerships with other regional health care providers.

IHCI (ACO)

Deaconess formed an Accountable Care Organization (ACO), Deaconess Care Integration (DCI), with the purpose of developing a care delivery model focused on quality metrics and reductions in cost for the populations the System serves. DCI was accepted into the Medicare Shared Savings Program and today Deaconess participates in the MSSP Enhanced ACO model through IHCI. IHCI is a joint venture with Community Health Network in Indianapolis and is a comprehensive population health management company with more than 26,000 Deaconess MSSP (IHCI ACO) attributed lives and over 85,000 Deaconess attributed lives under management.

OneCare Collaborative

In 2015 Deaconess formed the OneCare Network to bring together employed physicians and Deaconess Facilities with other affiliated physicians, advanced practitioners and hospitals to form an integrated provider network. This network provides services to the Medicare and Commercial ACO's population. In 2019, Deaconess launched a provider sponsored health plan, Deaconess OneCare. The OneCare Health Plan brings a managed health care product to the employers in the Tri-State area.

SIHO Insurance Services

Through its joint venture, IHCI, Deaconess owns a significant stake in SIHO Insurance Services, a full-scope provider owned health plan based in central Indiana. SIHO offers a full range of health insurance products including self-funded (ASO), fully insured and its Medicare Advantage plan, MyTru Advantage.

Deaconess Residency Programs

The Deaconess Family Medicine Residency Program is a fully accredited, hospital-based Family Medicine Residency with eight positions at each of the first, second and third year levels. It is a department of Deaconess Hospital, which offers its residents an outstanding education in a supportive, single program institution.

Deaconess CareConnect

Deaconess CareConnect is the electronic health record (EHR) utilizing Epic. It is the most fully featured completely integrated system in the region. Deaconess has been awarded HIMSS Stage 7 for both ERAM and O-RAM.

Mission, Vision, and Values

Mission

In keeping with its Christian heritage and tradition of service, the mission of Deaconess is to advance the health and well-being of our community, with a compassionate and caring spirit.

Vision

To be the preferred regional health care partner for patients, providers, employees and payers, with access to innovative, efficient, top quality health care.

Values

At Deaconess, our values are based on our commitment to quality. We define quality as the continuous improvement of services to meet the needs and exceed the expectations of the customers we serve.

- Quality in everything we do
- Respect for all people
- Efficiency and effectiveness in the use of resources
- Innovation toward continuous systems improvement
- Partnership with those we serve and with suppliers
- Education for continuous growth and knowledge
- Pride in workmanship

The Deaconess CREDO

We are ambassadors of Deaconess, cultivating a nurturing atmosphere of:

- Courtesy
- Respect
- Empathy
- Dignity
- Optimism

Goals

To accomplish its mission, Deaconess is committed to improving the quality of life for the people of the Tri-State by:

- Demonstrating excellence in health care services
- Providing access to health care
- Providing charity care to those in need
- Promoting healthy lifestyles
- Offering spiritual and psychological support
- Supporting health related education
- Advancing health knowledge through research

Quick Facts about Deaconess Health System

- U.S. News & World Report #2 hospital in Indiana for 2018, 2019, 2020 and 2021 and 2022, 2023, 2024.
- Member of the National Cancer Institute's National Community Oncology Research Program (NCORP).
- Comprehensive stroke center
- Level II and Level III Trauma Centers
- 4 Magnet Hospitals
- Deaconess is the premier provider of health care services to 51 counties in three states.
- Epic EHR - fully integrated electronic health record

- Health Catalyst Enterprise Data Warehouse
- National leader in COVID-19 testing and response
- Robust telehealth program
- 12,000+ employees

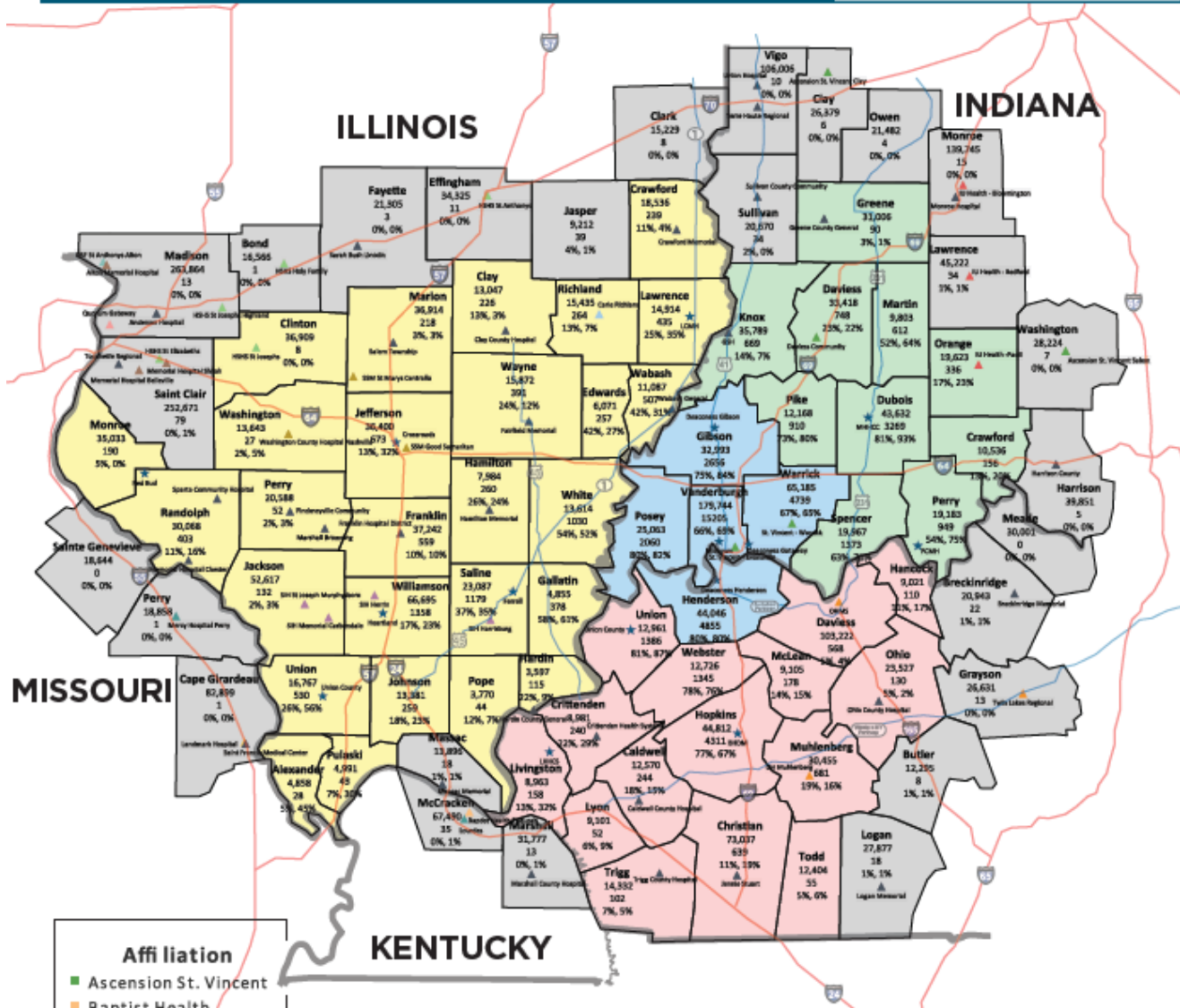
2024 – 2025 People Strategy

Deaconess has recently invested in labor and technological resources to support the human resources function. There have also been significant investments in new technology including HCM (UKG), mobile technology to manage flexible work for nursing, employee engagement technology (Perceptyx), and a learning and development platform (Guild).

Specific to the People Strategy, in 2024, the organization focused on enhancing its culture, reshaping and reimagining the workforce. This strategy was supported by new leadership competencies, a comprehensive and unique approach to DEIB, and leveraging new technology to reduce organizational demand for scarce labor resources.

In 2025, the strategy is focused on two critical goals: growing great leaders and providing an exceptional employee experience. Deaconess leaders are now fully utilizing leadership competencies. Next year, they will focus on inspiring employees to achieve organizational goals and provide exceptional patient care. This will be done through self-discovery and learning experiences that enable skill development and career growth. The organization plans to prioritize the employee experience next year by focusing on culture, relationships, and skill development.

Tri-State Marketplace



- Affiliation**
- Ascension St. Vincent
 - Baptist Health
 - BJH
 - Carle
 - Deaconess
 - HSHS
 - Independent
 - IU Health
 - Mercy
 - OSF
 - Owensboro Health
 - Quorum
 - SIH
 - SSM
 - Landmark

How to read:
 County Population
 Deaconess IP Discharges
 IP Share, OP Share

- Region**
- Central
 - Illinois
 - Indiana
 - Kentucky
 - Tertiary

IP statistics are Q3 2022 – Q2 2023
OP statistics are Q3 2022 – Q2 2023

Deaconess IP Discharges – 58,161
Deaconess Total IP Share – 33.82%
Deaconess Total OP Share – 40.26%

Position Summary

The Senior Vice President and Chief Human Resource Officer (CHRO) provides leadership in developing, prioritizing and leading human resources (HR) strategies to support the overall business plan and strategic direction of Deaconess Health.

Given the continued growth of Deaconess as a health system, the CHRO will be charged with continuing the HR journey from a transactional to a more strategic mindset. By leveraging appropriate technology and standardizing when and where appropriate, the overall goal is to have human resources within Deaconess Health functioning at the highest level.

Reporting Relationships

Reporting directly to the Chief Executive Officer, the CHRO will be a strategic partner responsible for strengthening Deaconess through the development of its people, structure, processes and practices.

The HR team consists of professionals who are enthusiastic about embracing new ideas, pushing boundaries, and achieving excellent results despite challenges. They have an attitude of "we'll find a way" to make things happen. Direct reports include:

- Director, Total Rewards, Compensation and Benefits, Talent Acquisition
- Director, Learning and Development, HRIS, Talent Analytics and Employee Relations
- HR Business Partner (2)

Responsibilities

- Serve as a thought leader and strategist regarding all organizational HR and "people" needs across the system. Design and execute an integrated human resource strategy that focuses on the development of high performing individuals and teams that can ensure the delivery on mission and vision.
- Monitor human resources metrics for health system retention, talent acquisition, employee relations trends and competitive markets for decision-making, planning and continuous performance improvement.
- Anticipate labor patterns/trends and emerging needs and understand market forces to create and proactively deliver recruitment and retention solutions. Ensure recruitment and retention initiatives are contemporary and effective.
- Mentor and develop team members and other future leaders by inspiring a vision of excellence and enthusiasm throughout the organization. The CHRO will ensure current and future workforce needs are met through development programs.
- Ensure organizational commitment to diversity, inclusion and equity is realized in all aspects of workforce planning and development, and in the creation of an affirming and welcoming workplace.
- Develop long-term relationships with organizations, educational institutions and partners that will enhance the talent pipeline. Provide insight and research on changes in healthcare and HR, infrastructure and technology that impact the team member experience and/or patient experience.
- Partner effectively with community-based agencies and other business entities to support the economic development of the communities served by Deaconess, serving as an advisor to the organization on its approaches to contract strategy and workplace healthcare for other employers.
- Serve as a key member of the senior leadership team.

- Maintain a working knowledge of all state and federal laws affecting employment and ensuring a record-keeping system to ensure compliance with legal and regulatory agencies.
- Provide credible guidance to colleagues in the area of accountability, employee engagement, recognition, recruitment, staff development and performance coaching.
- Assist in defining and transitioning the organization's culture towards improved outcome orientation, customer service, quality enhancement, and cost effectiveness.
- Positively influence the organization's financial performance, patient experience, employee engagement and quality initiatives through the development of human capital and operating improvements.

Goals and Objectives

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

- Develop personal credibility with the executive leadership team and strong working relationships with key stakeholders across the system. Actively participate in strategic discussions with the executive leadership team and board of directors and establishes self as a leader, advisor, mentor, and confidante to the senior leadership team, directors and managers throughout the organization.
- Lead the integration of newly acquired hospitals and health systems into Deaconess, ensuring a seamless transition and alignment with organizational goals. Develop and implement a robust HR infrastructure to support a unified and efficient regional model, driving operations excellence and workforce optimization across all entities. Balance the need for systemness and standardization with the need for tailored approaches and solutions based on location.
- Build confidence with the HR team while assessing the current structure, processes, resources, and talent within the department with the intent to build a highly effective and efficient customer-focused team.
- Develop and deploy a well-defined vision and strategic direction for recruitment and retention that ties into organizational strategy. The new CHRO will view talent as a strategic resource and build supporting programs to identify, develop, advance, and retain top talent both from outside and within the organization.
- Create talent mapping, clear career tracks, and development plans for employees. Develop high-performing teams by ensuring managers are comfortable with and emphasize coaching and development of team members.
- Strengthen talent acquisition initiatives that build a workforce for the future, investing heavily in workforce development and talent pipeline development. Provide trusted data and recommendations to executive leadership team and other key stakeholders to inform decisions.
- Direct the organization's wage and salary programs to ensure market competitiveness, internal equity, cost-effectiveness, and motivational value. Develop a competitive compensation strategy that is cost-effective, equitable, and contemporary.
- Lead the implementation and execution of a workforce plan that ensures there are talent pipelines being built for future needs of the system. Build on succession planning efforts through the development of short- and long-term succession plans that are annually updated. Build processes that enhance and expedite the recruitment and on-boarding experiences.

Candidate Qualifications

Education/Certification

- Master's degree in human resources, business administration, healthcare administration or a related Master's is preferred.
- SPHR certification is preferred.

Knowledge and Work Experience

- A minimum of ten years of experience in senior HR leadership roles, with a record of leading transformational change in a large HR function.
- Leadership experience in multi-site, multi-state, and matrixed environments highly preferred
- Executive leadership experience gained through working in a health system or similarly complex and regulated type of organization/industry preferred.

Leadership Skills and Competencies

LEADERSHIP

The new CHRO will communicate the organization's vision and values to be carried out in the day-to-day activities throughout Deaconess. Effective leadership depends upon the successful performance of the following leadership competencies:

- Demonstrates the ability to communicate Deaconess' mission, vision, behavioral performance standards and goals to all staff.
- Provides leadership and guidance to other leaders and staff in goal setting, problem solving, resource management and outcome achievement.
- Defines performance objectives and productivity metrics for the department and assesses the level of competence of staff in a timely manner.
- Demonstrates the ability to cope and manage change and stressful situations, as well as help others to do the same.
- Collaborates with other departments to create systems and problem solve ongoing issues that impact department/organizational goals. Demonstrates communication and facilitation skills for consensus and team building.
- Demonstrates ability to make decisions using sound judgment.

QUALITY, SAFETY & COMPLIANCE

- Creates an environment for organizational performance that supports quality and safety improvements and adheres to applicable laws and compliance regulations.
- Translates the organizations initiatives into realistic dept. goals and objectives that support Deaconess' mission, vision and goals.
- Executes the plan in the timeline established and tracks progress of action plan items for specified strategies.
- Participates in data collection and feasibility as necessary for new programs and services.
- Ensures quality, safety, and compliance assessments systems are in place for areas for supervision and promotes continuous improvement initiatives.

- Identifies risk or the potential for risk or uncertainty by removing silos between internal and external entities.
- Communicates or disseminates Deaconess performance indicators to staff and solicits input for corrective action if appropriate.
- Establishes internal control procedures for the department.

BUILDING CUSTOMER LOYALTY

- Determines requirements, needs, expectations and preferences of staff, physicians, other customers, and works to differentiate our organization from others providing similar services.
- Utilizes information and feedback from various sources such as: satisfaction surveys, rounding, opinion tools, and community assessments to build employee, physician and patient loyalty.
- Listens to the voice of staff, physicians and other customers to identify opportunities/innovation to enhance retention, sustainability, and strengthen relationships.
- Accurately identifies real/potential problems affecting the service and implements solutions with follow-through, communication and service recovery.
- Provides timely follow up on survey responses, complaints, and staff concerns. Identifies trends and corrective action needed.

WORKFORCE ENGAGEMENT

- Engages, manages, and develops staff to utilize their full potential in alignment with mission, vision, and strategic initiatives.
- Demonstrates a commitment to a healthy work environment by modelling the desired behaviors and encouraging those in others.
- Provides opportunities for ongoing development of staff and supports staff involvement in projects /committees.
- Effectively communicates reasons for decisions, actions, and changes to staff in a timely manner.
- Manages staff to include recruiting, hiring, staff development, orientation, performance management, and competence.
- Seeks feedback on ways to improve his or her personal skills, and leadership abilities.
- Consistently and fairly administers human resources and other policies to build credibility and trust of staff as well as compliance with applicable laws.

FISCAL MANAGEMENT

- Responsible for effective and efficient fiscal management of department operations to ensure proper utilization of organizational and financial resources.
- Develops operating budget and capital expenditures to meet Deaconess' strategic goals.
- Demonstrates fiscal accountability for department resources and the ability to achieve outcomes within allocated resources.
- Recommends ways to reduce expenditures and enhance revenues without compromising quality of services or negatively impacting other departments.
- Adheres to procedures regarding the acquisition of, and payment for goods and services as evidence by appropriate and timely processing of requisitions and invoices.

The Community

Evansville, Indiana



Evansville is a metropolitan community offering a comfortable and laid-back lifestyle. It's perfectly positioned between Indianapolis, Cincinnati, Nashville, and St. Louis - all under a three-and-a-half-hour drive. With more than a quarter million households, Evansville offers a low cost of living, excellent schools and a growing economy. Indiana is ranked as the number one "physician practice friendly" state.

Evansville is the third largest city in Indiana with hometown values at its core. Situated alongside the beautiful Ohio River, Evansville originated in 1812 and has been on the move ever since. With a population of nearly 121,000 people in the city limits, and more than 300,000 people in the metropolitan area, Evansville has become the social and economic hub for the region, which includes Southwest Indiana, Southeast Illinois and Northwest Kentucky.

Evansville offers a vast variety of interesting things to do and see. The city is the regional hub for health care services, shopping, entertainment, the arts and cultural activities. The community is honored to be home to the University of Evansville, the University of Southern Indiana and Ivy Tech Community College, and corporate headquarters for Berry Global, Old National Bank and Mead Johnson Nutritionals.

When it comes to fun, Evansville has more than enough to satisfy anyone. They have multiple annual events that draw huge crowds and offer something for the whole family, such as the West Side Nut Club Fall Festival, Frog Follies and Shriners Fest. The city is a proud fan of the Evansville Thunderbolts, an SPHL hockey team. They are equally proud to host the Evansville Otters baseball team, which is a part of the Frontier League, playing in vintage Bosse Field.

The city offers some of Indiana's most beloved parks for the adventurous visitor. Mesker Park Zoo & Botanic Garden, Wesselman Woods Nature Preserve, Angel Mounds and Pigeon Creek Greenway are just a few of the top attractions.

Evansville is also home to Evansville Regional Airport, which services frequent daily flights to four major hubs - Atlanta, Dallas, Charlotte, and Chicago, as well as non-stop flights to Tampa/St. Pete, Destin and Orlando. Served by Allegiant, American Airlines, Breeze and Delta, EVV is a welcoming gateway to southwest Indiana. In 2018, the airport completed a \$20 million renovation project that led to improved passenger amenities and swifter airport services.



For more information about Evansville and the surrounding area, please click the following link:

<https://www.visitevansville.com>

Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer Adriane Willig and Jennifer Sonneland, preferably via e-mail, to jsonneland@wittkieffer.com or the WittKieffer candidate portal, which can be accessed [here](#).

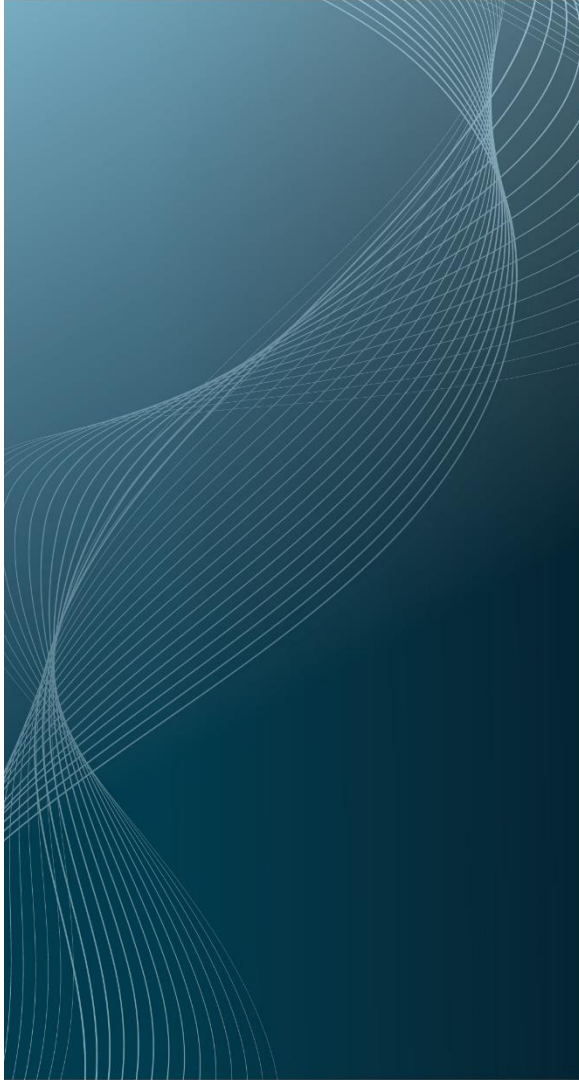
Adriane Willig
Senior Partner
(630) 853-0370

Jennifer Sonneland
Senior Associate
(314) 680-3474

Deaconess Health System, Inc. 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.

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