

# UCI Health

## Vice President, Research Integrity & Compliance

Leadership Profile

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**WittKieffer**

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## The Opportunity

UCI Health invites an accomplished, forward-thinking compliance leader to serve as its next Vice President, Research Integrity and Compliance (VP). This is a distinctive opportunity to guide the compliance vision of Orange County's only academic health system. As the senior-most compliance executive in the enterprise, this position offers the chance to make a lasting impact on one of California's most innovative and rapidly expanding academic health systems—ensuring that UCI Health continues to deliver world-class care, groundbreaking research, and unwavering integrity in everything it does.

As a \$5 billion integrated healthcare delivery system, UCI Health consistently ranks among the United States' top health systems and is recognized for its excellence in patient care, quality and safety. As an academic health system 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. UCI Health delivers world-class, highly specialized care and engages patients and families as partners to improve their health and their communities. The 1,461-bed system includes its flagship hospital, UCI Health - Orange. The 459-bed facility is the county's only academic medical center, as well as its only Level I adult and Level II pediatric trauma center. It has been consistently recognized for high-quality, safe care by national organizations such as Leapfrog and Vizient Inc.

UCI Health is on a journey of expansion. 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.

The VP will be responsible for shaping, implementing, and overseeing the healthcare, research, privacy and compliance programs across both UCI Health and the UC Irvine School of Medicine. Reporting directly to the President & CEO of UCI Health and the Dean of the School of Medicine, this leader will partner closely with executive leadership to design and evaluate compliance controls, ensure adherence to complex regulatory requirements, and guide the institution through high-risk and high-visibility compliance matters. This role spans the full breadth of the academic health enterprise, including hospitals, clinics, clinical affiliates, faculty practice activities, and research compliance, and requires a leader who can translate regulatory expectations into operational reality. The VP will oversee compliance and privacy teams, strengthen monitoring and escalation processes, and serve as a key liaison to the UC Office of the President and system-wide compliance leadership. They will also collaborate with legal counsel, risk management, information security, internal audit, and governance bodies to navigate emerging risks and safeguard institutional integrity.

The VP will bring deep expertise in healthcare and research compliance, strong strategic judgment, and the ability to lead in a complex, matrixed academic environment. Experience leading compliance-related activities in academic and community hospital settings is necessary. A bachelor's degree is required, with a master's degree in a healthcare-related field preferred. Certification in Health Care Compliance is required within six months of hire, and advanced certifications such as CHC-F or CHRC are strongly preferred.

## 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 ladder-rank 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.



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 1 million outpatient visits annually.

In 2026, the UCI Health — Irvine Rehabilitation Hospital will begin serving the community. The 52-bed facility will be 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.

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



## Mission

The Mission at UCI Health is: Discover. Teach. Heal. Through excellence in research, education, patient care and community service, we seek to advance individual and population health in Orange County and beyond.

## Position Summary

The Vice President, Research Integrity and Compliance, will partner with UCI Health and UC Irvine School of Medicine (Health and SOM) executive leadership in the development and evaluation of healthcare compliance controls and programs across the institution. The VP will be responsible for the direction and leadership of healthcare compliance, research compliance, privacy and compliance programs for Health and SOM including applicable legal rules, regulations, policies and protocols for health system services related to health care delivery and research. This includes providing healthcare and health research compliance and privacy oversight for hospitals, clinics and UCI clinical affiliates, academic clinical care faculty, as well as privacy compliance oversight. The VP will assist leadership with the operational application of regulations, accepted compliance principles, and industry trends to create and implement Health and SOM compliance programs.

## Reporting Relationships

The VP will have a dual-reporting relationship to the President and Chief Executive Officer of UCI Health, and the Dean of the UC Irvine School of Medicine.

## Responsibilities

### Strategic Leadership

- Interacts strategically across health affairs with senior leadership, executive committees, governing bodies, legal counsel, risk partners (including risk management, information security, and internal audit), and UC system-wide compliance leadership to address research, healthcare, billing, and privacy high-risk situations and complex negotiations.
- Provides strategic oversight and direction to compliance teams, ensuring effective monitoring, escalation, and resolution of compliance issues.
- Represents UCI Health in system-wide compliance forums and maintains reporting relationships with UC Office of the President compliance leadership.
- Advises executive leadership on strategic decisions impacting multiple levels and areas of health affairs.
- Develops methods and opportunities to increase organizational awareness and engagement with compliance and privacy programs
- Identifies systemic ethics and compliance issues of importance to Health and SOM.

### Research and Laboratory

- Oversees research compliance activities including education, auditing, and monitoring. Works collaboratively with principal investigators, study coordinators, research billing and coding teams, and other research compliance functions.
- Works with Lab Compliance Officer to develop lab risk assessment and work plan each year; monitors progress on work plan and research compliance matters throughout the year.
- Develops a health system and health research focused risk assessment and assures management responds with appropriate mitigation plans for priority areas of risk.

- Ensures all research compliance activities and areas of risk are reported to UCI leadership. Serves as liaison for compliance and ethics issues to the health science community. Ensures consistency in addressing sanctions, in consultation with senior leaders.

## **Policies and Controls**

- Facilitates UCI Leadership's development of system policies and protocols adhering to legal rules, regulations, UC policies and industry best practices.
- Provides advice and facilitation for Leadership's consistent application and compliance of healthcare and health affairs research regulatory systems, policies and programs across health affairs.
- Ensures Leadership has integrated compliance controls with applicable legal rules, regulations, policies and protocols for health system services and related health care activities. Assists Leadership with implementation of long-term strategies including best practices related to integration of compliance controls that are aligned with these strategies.
- Participates in discussions related to quality initiatives and standards.

## **Governance and Communication**

- Promotes a culture of ethics and compliance across the health system.
- Establishes function-specific committees to assist in the oversight and management of compliance activities related to specific areas.
- Assists management with information and communication related to legislative matters at federal, state and local government levels related to compliance impact on controls and services.
- Collaborates with all risk partners, including legal counsel, risk management, information security and internal audit on matters relating to appropriate aspects of the enterprise health compliance program.
- Ensures compliance with privacy practices and helps facilitate management activities related to the development, implementation, and adherence to policies and procedures governing the privacy of, and access to, patient health information.

## **Training**

- Develops and oversees health and research related compliance and privacy training program.
- Facilitates research-specific training and education focusing on research compliance program elements, ensuring Principal Investigators, Study Coordinators, and research staff have knowledge of fraud and abuse risk areas specific to research activities, clinical trial requirements, and responsible conduct of research
- Ensures effective training methods.
- Identifies opportunities to increase co-worker awareness of compliance programs and processes related to applicable legal rules, regulations, policies and protocols for health delivery systems.

## **Information Technology**

- Assists with and participates in long term strategic plans with senior leaders to promote and support organization-wide information technology initiatives, including business intelligence and the electronic medical record system related to privacy and compliance controls.

### **Team Development and Mentorship**

- Identifies, mentors, and grows high potential co-workers for future leadership roles.
- Promotes and implements professional development of team members at all levels.
- Assess existing team performance, structure, and ensure resources are maximized to match the growing enterprise.
- Demonstrates behaviors which support excellence in customer service, patient safety, and professionalism.

## Opportunities and Expectations of Leadership

The following goals and objectives have been identified as priorities for this position over the first 18 to 24 months in the role. They are not listed in order of significance.

- Establish themselves as a trusted leader, advisor, and subject matter expert with the Compliance Team and leadership across UCI Health and the SOM.
- Communicate complex regulatory, audit, and compliance issues at an executive level, ensuring clarity. Translate and communicate findings into actionable operational guidance.
- Analyze and assess the current compliance function including human capital, technology systems, and processes and its ability to support the newly expanded UCI Health enterprise including affiliated hospitals. Ideate, communicate, and implement a vision for a contemporary compliance function to support the entire organization.
- Create a culture within the compliance team on a foundation of partnership, collaboration, and service-orientation. Facilitate communication between compliance and other functional areas and teams within the enterprise in which compliance is viewed as a collaborative partner.
- Create an enterprise-wide strategy for ongoing education on compliance-related issues. Ensure that education is role-specific, efficient, and effective.
- Work collaboratively with the internal audit and enterprise risk management functions on an annual process of risk assessment to ensure alignment and a comprehensive strategy incorporating all functions.
- Ensure policies and procedures remain up-to-date and enable organization-wide compliance with applicable federal and state laws and regulations, especially those relating to coding and billing, privacy and research.
- Mentor and support the compliance team to maximize team performance and allow for individuals goals for career development to be met.
- Stay up-to-date and strengthen compliance in emerging risk areas by creating adaptable AI, research, and data sharing policies while enhancing data-protection oversight.

## Candidate Qualifications

### Education/Certification

- Bachelor's degree in related field.
- Master's degree in health care related field.
- Currently certified in Health Care Compliance or able to be within 6 months of hire.
- CHC-F and CHRC preferred.

### Knowledge and Work Experience

- Extensive corporate compliance experience in health care, with at least 5 years as a Chief Compliance Officer in a mid- to large-sized health care delivery system.
- Minimum of 10 years' experience of progressive management responsibility.
- Minimum of five years' experience in an executive leadership role (Director or higher) in an inpatient healthcare delivery setting.
- Experience and familiarity with academic medicine models and community hospital models of health care delivery.
- Demonstrated ability to work across multidisciplinary teams.
- Familiarity with health care legal rules, regulations, policies, standards of professional practice and industry expectations and benchmarks.
- Knowledge of federal and state health care services regulations, including Medicare and Medi-Cal, third party payers, HIPAA and state privacy rules and regulations and other applicable agencies and businesses.
- Knowledge of the issues and challenges facing the clinical, education, research and community outreach components of the Health Sciences with a full understanding of, and ability to adopt corporate compliance and privacy efforts to effectively respond to changes in health care and research practices, legal/regulatory changes and technological trends.

### Leadership Skills and Competencies

- Ability to influence the development and implementation of programs which improve organizational performance.
- Ability to establish and maintain effective working relationships across the Health System, especially in working with all levels of management.
- Ability to maintain a work pace appropriate to the workload.
- Ability to successfully cross departmental lines of management to organize, guide and direct the development, delivery and marketing of the compliance and privacy programs and services.
- Ability to inform and communicate compliance and privacy aspects to those who represent the UCI Enterprise to the external community.

- Demonstrated ability to work across multidisciplinary teams in a matrix structured environment.
- Evidence of sound critical thinking skills and the ability to think creatively and strategically
- Excellent negotiation skills and proven ability to influence others internal to the organization.
- Excellent written and verbal communication skills in English.
- Expertise in all aspects of assigned functions, including development and management of corporate compliance and privacy plans, reporting systems and controls.
- Must demonstrate customer service skills appropriate to the job.
- Must possess the skill, knowledge and ability essential to the successful performance of assigned duties.
- Strong planning, financial and analytical skills to provide effective leadership for assigned areas.

## 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 nominations, applications of interest, CVs and resumés to the WittKieffer team partnering with UCI Health on this search, Werner Boel and Katie Haddock, preferably via email, at [khaddock@wittkieffer.com](mailto:khaddock@wittkieffer.com).

### **Werner Boel**

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### **Katie Haddock**

Senior Associate

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*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 \$215,200 and the maximum is \$447,000, based on qualifications and years of experience. In addition to salary, the Vice President, Research Integrity & Compliance participates in the UCI Health performance-based incentive program. The selected individual will also receive a comprehensive benefits package.*

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