

President & Chief Executive Officer

LEADERSHIP PROFILE

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Prepared by Donna Padilla, April Allen, and Charlotte Harris

WittKieffer





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THE OPPORTUNITY



Mercy Medical Center, Cedar Rapids (Mercy), located in Cedar Rapids, Iowa, is an independent, not-for-profit community hospital seeking a visionary, mission-driven executive leader to serve as its next President & Chief Executive Officer (CEO). With 424 beds and \$490M in net patient revenue, Mercy is a trusted, faith-based healthcare provider and a vital community asset. This is a pivotal opportunity to lead a respected organization rooted in the legacy of the Sisters of Mercy and to guide Mercy's strategic direction through an evolving healthcare landscape marked by complexity, opportunity, and change.

The CEO will inherit an organization with strong community roots, a committed workforce, and a clear sense of purpose, while also being responsible for providing vision and leadership to ensure financial sustainability, continued quality, trust, and credibility across the organization and the community. This leader will set a forward-looking strategic agenda that balances mission and margin, strengthens clinical excellence and operational performance, and positions Mercy for long-term sustainability and growth. Working closely with the Board of Trustees and the executive leadership team, the CEO will translate strategy into action, making timely, thoughtful, and decisive choices that advance both near-term performance and long-term impact.

A central element of the role is the opportunity to deepen and leverage strategic partnerships, particularly with physician groups, to enhance access, care delivery, clinical integration, and alignment with community needs. The CEO will play a critical role in ensuring these partnerships are purpose-driven, operationally effective, and aligned with Mercy's mission and strategic objectives.

The next leader of Mercy will be a strategic, inspirational leader with an excellent track record of building strong relationships with physicians, colleagues, and community leaders, and a performance-driven approach to operational and financial stewardship. This leader will build on past successes while positioning the organization for the future. The successful candidate will have a strong ability to influence others to deliver exceptional patient care through inspiration, excellence, passion, and data. The ideal candidate will have a deep appreciation for Mercy's mission, values, history, and purpose and will be a compassionate leader.

The CEO will also serve as Mercy's most visible ambassador, both internally among employees and physicians and externally among civic leaders, faith partners, donors, and the broader Cedar Rapids community. With healthcare as a cornerstone of the local economy and identity, this role offers the opportunity to make a highly visible, meaningful impact and to strengthen Mercy's reputation as a trusted, compassionate, and high-performing provider.

This position is ideally suited for a senior leader who combines strategic vision, operational discipline, and financial acumen with a deep commitment to quality and patient-centered care, decisiveness, and adaptability. For the right executive, it is an opportunity not only to lead an organization but also to help shape the future of healthcare in a region that values service, collaboration, and leaders who engage deeply and lead with purpose.

ORGANIZATION OVERVIEW



Mercy Cedar Rapids is a Catholic healthcare system serving patients and families in eastern Iowa. For more than 125 years, Mercy Medical Center has delivered *The Mercy Touch*® to its patients by pairing the latest technology with compassionate and high-quality healthcare. A subsidiary of MercyCare Service Corporation, Mercy is a fully accredited, 424 licensed-bed, regional hospital based in Cedar Rapids, IA. Founded in 1900 by Sisters of Mercy Mary Aquinas Lieser, Mary Philomena Morton, Mary Euphrasia Grimes, and Mary Clement Kieley, it opened as Mercy Hospital, originally in a small 15-bed house.

Today, Mercy offers a wide range of patient-centered services, including world-class cancer care at the Hall-Perrine Cancer Center and heart care at the Jewel & Jim Plumb Heart Center. Mercy has the most advanced private patient suites in the eastern Iowa Corridor, as well as an established network of primary and urgent care clinics through MercyCare Community Physicians. Additionally, Mercy has two off-site emergency rooms in Hiawatha and Marion, an ambulatory surgery center in Hiawatha co-owned by Physicians Clinic of Iowa, and multiple specialty provider groups serving its patients throughout eastern Iowa.

Established in 1995, MercyCare Community Physicians is affiliated with Mercy Medical Center in Cedar Rapids. MercyCare Community Physicians includes 12 family practice clinics across the Cedar Rapids metro area and surrounding communities. It also features six specialty clinics, along with four urgent care facilities, an employee health center, one clinic located on a metro university campus, and two on local college campuses.

History

The rich history of Mercy Medical Center started with a vow, a horse race, a deal with the city, and a matching grant, each figuring into the founding and growth of Mercy Medical Center.

The vow was a part of the life of all Sisters of Mercy — “to care for the poor and the sick.” So, when Cedar Rapids needed hospital beds in 1900, that vow motivated the Sisters to establish Mercy Hospital in a small house on 3rd Avenue and 6th Street SE. This 15-bed house was soon too small, and the Sisters looked for money and a site to build a larger hospital.

Two men who owned the racing rights at the county fair gave a day’s racing receipts toward the proposed building. The city council offered a piece of land in exchange for perpetual free care for city employees.

Fortunately, a merchant who had volunteered to match the Sisters’ funds said that the city’s offer was no bargain and threatened to withdraw his own offer if the city had its way. He was right: Today, the 4th Street railroad tracks would have been at the front door of the hospital, and I-380 at the side.

So, the Sisters looked for a new site and raised money, going from parish to parish and to nearby towns. In 1903, they were able to construct a 100-bed hospital at Mercy’s present location. In subsequent years, Mercy hospital was enlarged, the Hall Radiation Center and Hallmar residential care facility were added, and inpatient and outpatient programs eventually made Mercy Medical Center the leader in healthcare in eastern Iowa.

Although the faces and technologies have changed throughout the years, its vision and mission still reflect our commitment to continuing the Sisters’ work today and for years in the future.

Words and pictures can only suggest our advanced technologies, our dedicated staff, and our compassionate philosophy. To be truly understood, *The Mercy Touch* must be experienced.



Mercy's Mission, Vision and Values

Vision

Working together to provide exceptional healthcare with *The Mercy Touch*.

Mission

To care for the sick and enhance the health of the communities we serve, guided by the spirit of the Sisters of Mercy.

Values (ICARE)

The ICARE values define how we perform work and conduct ourselves with each other and our patients. Since 1900, Mercy patients have received personalized health services and outstanding medical care. Today, more than 3,300 employees carry on the Mercy tradition – offering families the highest quality professional care enhanced by *The Mercy Touch*. Mercy defines and meets the standards of *The Mercy Touch* through the values of:

Integrity – We adhere to a code of ethics that emphasizes honesty, sincerity, and being open through both our words and actions at all times. We strive to always do the right thing for our patients, families, and coworkers.

Compassion – We believe everyone at Mercy is a caregiver. We treat all patients and families with the utmost respect and compassion. We deliver our care and services with kindness and empathy to help alleviate suffering.

Accountability – We accept responsibility for our actions and performance.

Respect – We honor and value the individuality, spirituality, and diversity of our patients, families, and coworkers by treating them as we and they would want to be treated.

Excellence – We are committed to being patient-centered by providing responsive and personalized care to ensure the best possible outcomes in a safe and holistic environment. We provide superior service and quality by going the extra mile for our patients, their families, and our coworkers.

Anchor Services at Mercy

Heart Care

The Jewel & Jim Plumb Heart Center is among Mercy's newest crown jewels, located on the main campus in downtown Cedar Rapids.

Opened in July 2023, the 72,000-square-foot facility is a convenient, one-stop shop for cardiovascular services, building on Mercy's strong legacy in patient-centered heart care. It is Linn County's largest and most comprehensive heart facility, offering integrated services and state-of-the-art technology. In addition, the facility includes features designed for patient and family care and comfort.

The Heart Center includes specialists in interventional cardiology, electrophysiology, cardiac and vascular surgery, cardio-oncology, pediatric cardiology, and diagnostic teams. In addition to an excellent provider team, Mercy offers many complex procedures and interventions, including open-heart surgery through its cardiothoracic surgery program. Through the hospital, it also features an extensive cath lab, EP lab, and multiple diagnostic tools.

Mercy has earned recognition as one of the 50 Top Cardiovascular Hospitals™, according to an independent quality report by PINC AI™ and reported by *Fortune*, as well as multiple other awards throughout the evolution of its quality heart care program.



Cancer Care

Mercy's Hall-Perrine Cancer Center offers all cancer modalities in one convenient location, from medical oncology to radiation and surgical oncology. The facility is designed for and with input from cancer patients, but it's the innovative and nationally recognized care within that makes it truly world-class. Our expert physicians and compassionate, oncology-dedicated staff work together to provide a comprehensive experience for patients and their families.

Mercy Medical Center and Hall-Perrine Cancer Center has remained committed to bringing the latest cancer-fighting advancements to eastern Iowa since purchasing the first cobalt radiation therapy unit west of the Mississippi in 1956. Today, the Hall-Perrine Cancer Center has more radiation technology options than any other facility in the area, unique surgical tools, advanced diagnostic capabilities for early detection of cancers, and an advanced medical oncology unit with state-of-the-art chemotherapy bays.

Hall-Perrine Cancer Center's Multidisciplinary Clinics allow patients to see all their doctors in one visit and ensure each patient's treatment plan is comprehensive and effective. Mercy's team consists of specialized oncologists, oncology nurse navigators, high-risk genetic services, and a variety of other support staff – all working together to create individualized treatment plans to fight each patient's cancer.

The Hall-Perrine Cancer Center also participates in national clinical trials through the National Cancer Institute (NCI) and national and international studies through the pharmaceutical industry. These types of clinical trials are leading to major breakthroughs in cancer treatment in the community.

The Hall-Perrine Cancer Center is accredited by the Commission on Cancer of the American College of Surgeons.



Emergency Services

Mercy offers acute medical care with a Level III trauma center. Mercy's ER is among the busiest in the state.

Mercy also has Iowa's first off-site, hospital-based extension of its Emergency Department, located in Hiawatha. A second off-site facility was completed in 2024 in nearby Marion. Building these off-site locations helps support the hospital's main Emergency Department, which has seen continued growth. This model also allows Mercy to locate services closer to patients for their most emergent needs, rather than expanding one site at the main hospital. The main hospital ER just recently completed a remodeling of the waiting area, and continues to develop its services for the fastest, most accessible care for patients.

Surgical Services

Mercy is proud to be home to multiple surgical specialty practices, including Oncology, Gastroenterology, Bariatric, Ear, Nose & Throat, Gynecologic Oncology, Cardiology, Plastics & Reconstructive Surgery, Neurosurgery, Urology, General Surgery, and Orthopedics through local provider group partners. In fact, more patients choose Mercy for their surgery than any other facility in Cedar Rapids.

Established in 2017, Mercy's Outpatient Surgery Center in Hiawatha provides Ophthalmology, Orthopedic, and Podiatry procedures in a convenient outpatient setting.



Hospice Care

Mercy's Hospice care is designed to ensure that each person's final days are lived with joy and meaning, as free from pain and other symptoms as possible. The hospice program focuses on physical, emotional and spiritual comfort, promoting the independence and dignity of patients and families while providing expert medical treatment and support.

Mercy provides hospice care to patients at home, in the hospital or in assisted living or nursing facilities. In addition, Mercy offers the area's only dedicated home to care for hospice patients and their families. [The Dennis and Donna Oldorf Hospice House of Mercy](#), offers a warm, home-like environment where patients can live their last days in peace and dignity while being surrounded by their loved ones. It also affords a temporary home for caregivers who need a time of respite. The home offers many amenities including private rooms with private patios, a large family kitchen, a library, whirlpool access, a chapel and a gathering room for families.

Growth

Mercy continues to innovate to best serve the eastern Iowa corridor community and remains poised for new growth opportunities. The organization has recently opened the doors to some pinnacle services and facilities to meet the identified health needs of our community.

For example, Mercy opened The Chris & Suzy DeWolf Family Innovation Center for Aging & Dementia in June 2023 to develop and implement best practices for aging and dementia care, recognized as a priority need as our population ages. Its aim is to continually seek ways for older adults and those living with dementia to live more satisfying and fulfilling lives.

Additionally, The DeWolf Innovation Center is attached to HallMar Village, a 237-residence senior living community that is a partnership between Mercy and Presbyterian Homes & Services. This unique pairing between the two makes it the only known senior living community in the U.S. connected to a dementia-focused innovation center, allowing residents easy access to Innovation Center services and trials of new developments. The Innovation Center is also open to the public.



The Mercy Foundation

The Mercy Foundation was established in 1977 under the leadership of Sister Mary Lawrence Hallagan who was a longtime administrator of Mercy Hospital. Her vision launched the Foundation as the philanthropic catalyst in service to Mercy Medical Center's mission and created a means for building enduring support. The Foundation raises funds for hospital priorities and special projects including equipment, patient care, new technologies, facility needs and specialized services such as cardiac care, comprehensive cancer treatment, caregiver support, memory care, hospice and more. Giving to the Mercy Foundation is often motivated by gratitude, Grateful Patients who wish to show appreciation for exceptional care and exceptional care providers.

For more information about Mercy, please refer to the appendix to this profile, <http://www.mercycare.org>, and the annual report. [View the 2025 Annual Report \(PDF\)](#).





POSITION SUMMARY

The CEO must be deeply committed to Mercy's mission and serve as the visionary steward of the organization, leading a complex, mission-driven healthcare system through an era of profound change. This highly visible leader represents Mercy both internally, engaging and inspiring employees, and externally, building a trusted presence in the Cedar Rapids community.

As the system's chief executive, the CEO sets the strategic direction while ensuring clinical excellence, financial strength, and a culture firmly grounded in Mercy's faith-based mission and values. In close partnership with the Board of Trustees, executive leadership, physicians, and community stakeholders, the CEO champions compassionate, patient-centered care; navigates regulatory and market challenges; and positions Mercy for sustained impact and long-term growth. The CEO is responsible for developing and executing Mercy's strategic direction in collaboration with the Board and executive team and for working effectively with organizational partners to enhance patient access and care delivery.

The CEO provides overall operational leadership, ensuring mission alignment and reinforcing Mercy's reputation as a provider known for going above and beyond, *The Mercy Touch*. The CEO fosters a culture of unwavering commitment to quality outcomes, patient experience, employee engagement, physician satisfaction, operational discipline, financial stewardship, accountability, and pride. Together with the executive leadership team, the CEO drives operational excellence and sustainable financial performance, engaging physicians as partners and building strong, trusted relationships grounded in integrity, transparency, and collaboration.

Reporting Relationships

The CEO reports to the 25-member MercyCare Service Corporation Board of Trustees.

Positions reporting directly to the CEO include:

- Executive Vice President & Chief Financial Officer
- Executive Vice President & Chief Operating Officer
- General Counsel
- Senior Vice President & Chief Information Officer
- Senior Vice President & Chief Medical Officer
- Senior Vice President & Chief Talent Officer
- Vice President, Hospital Operations & Ancillary Services
- Vice President, Marketing Communications & Hospitality Services
- Vice President, Mission Integration and Pastoral Care
- Vice President, Patient Care Services & Chief Nursing Officer

The CEO will partner closely with the Mercy Foundation President, who reports up through the Foundation Board.

Responsibilities

Visionary Leadership, Strategy & Governance

- Serve as the system's chief strategist, leading the development and execution of an integrated, forward-looking strategic plan in partnership with the Board of Trustees.
- Anticipate healthcare trends, policy shifts, and market dynamics to position Mercy for long-term strength, relevance, and impact.
- Maintain a strong, transparent, and trust-based relationship with the Board through candid communication and thoughtful strategic counsel.
- Translate strategic vision into operational priorities and ensure accountability for execution and results.

Mission, Values & Spiritual Leadership


- Serve as the primary steward of Mercy's mission, values, and ethical foundation, ensuring alignment with its Catholic identity and the legacy of the Sisters of Mercy.
- Articulate and model Mercy's mission, vision, and values in ways that inspire purpose, guide decision-making, and translate into action across the system.
- Ensure organizational strategy, policies, and operations reflect Catholic teachings, traditions, and faith-based ethical principles.
- Champion a culture of compassion, dignity, and service, with particular focus on the poor, vulnerable, and marginalized.

Leadership, Culture & Organizational Effectiveness

- Foster a culture of excellence defined by quality outcomes, patient experience, employee engagement, physician partnership, accountability, and pride.
- Lead with integrity, transparency, and humility, fostering trust and credibility across the organization and within the community.
- Create a high-engagement, high-performance environment that empowers leaders and teams to innovate and continuously improve.
- Serve as a visible and accessible leader internally and externally.

Operational & Clinical Excellence

- Provide enterprise-wide leadership and oversight of hospitals, clinics, ambulatory services, post-acute care, and affiliated entities.
- Sustain a culture of collaborative, multidisciplinary decision-making, ensuring diverse clinical perspectives are integrated into care planning, driving high-quality outcomes, accountability, and patient-centered care.
- Ensure the delivery of safe, high-quality, patient-centered care and superior clinical outcomes aligned with Mercy's mission and values.

- 
- Promote continuous improvement, operational efficiency, innovation, and high reliability across the system.
 - Make timely, well-informed, and thoughtful decisions that consider the impact on patients, caregivers, and communities.

Financial Stewardship & Sustainability

- Serve as a faithful steward of Mercy's financial, human, and physical resources to ensure long-term financial health and sustainability.
- Balance mission and margin by advancing access, quality, and community benefit while maintaining fiscal discipline.
- Oversee budgeting, capital planning, financial reporting, and enterprise risk management.
- Advance strategic partnerships, investments, and philanthropic initiatives that support Mercy's mission and growth.

Physician, Clinical & Workforce Leadership

- Attract, retain, and develop exceptional executive, clinical, and operational leadership talent.
- Build and lead a highly capable, values-aligned executive leadership team with a strong focus on succession and development.
- Partner closely with physicians and clinical leaders as full collaborators in advancing quality, integration, and innovation.
- Champion workforce well-being, inclusion, professional development, and leadership formation.

Community & External Relations

- Serve as Mercy's chief ambassador and spokesperson with community leaders, government officials, donors, and strategic partners.
- Strengthen Mercy's integration within its communities through proactive outreach, communication, and partnership.
- Advocate for healthcare policies that advance Mercy's mission and the needs of the populations served.
- Represent Mercy in regional and national healthcare forums, enhancing its voice, visibility, and influence.

Compliance, Ethics & Risk Management

- Ensure compliance with all applicable laws, regulations, accreditation standards, and ethical guidelines.
- Promote a culture of integrity, accountability, and transparency across the organization.
- Oversee enterprise risk management across clinical, financial, operational, legal, and reputational domains.

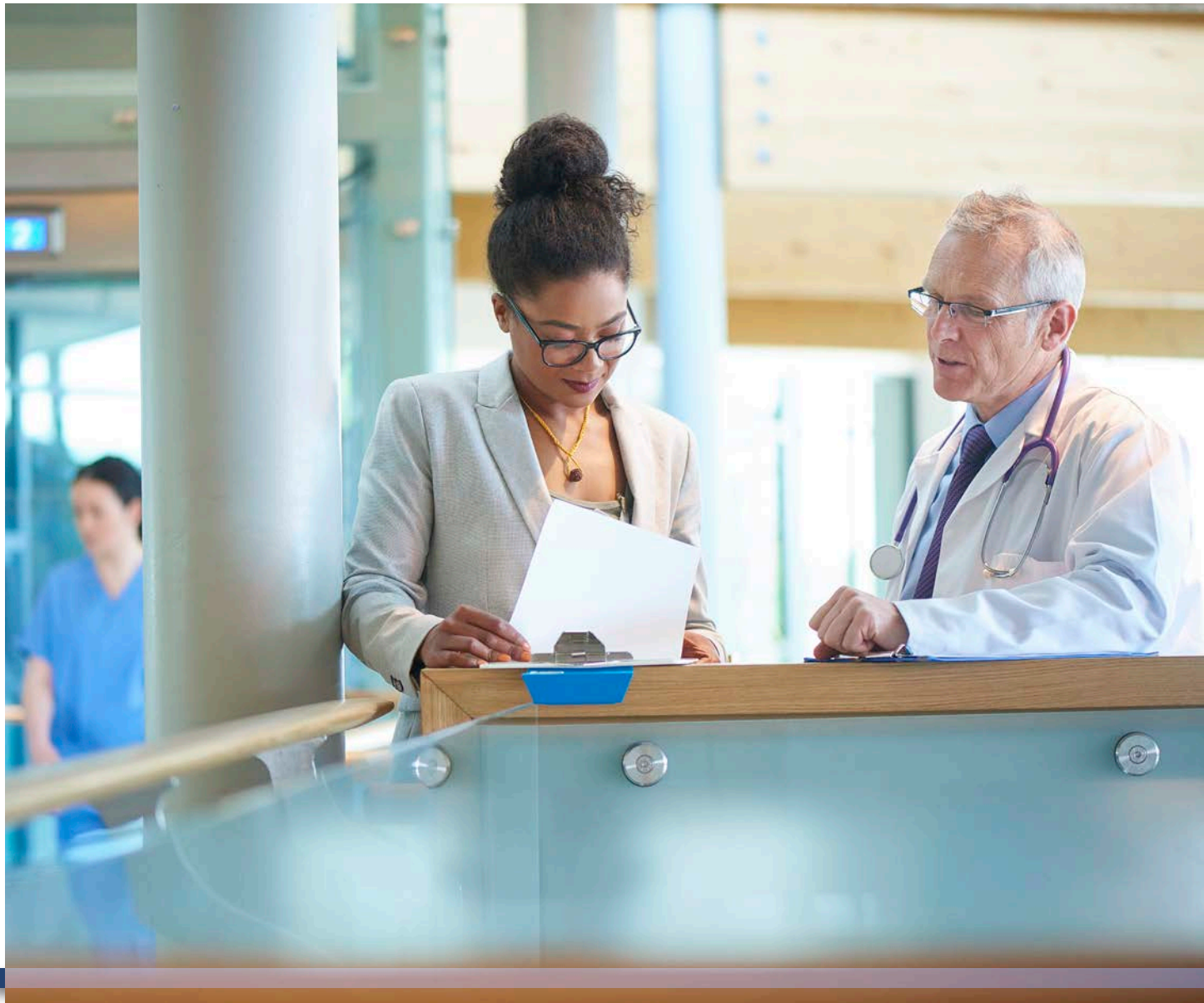


GOALS AND OBJECTIVES

The following goals and objectives have been identified as priorities for the next CEO:

- Establish strong personal and professional credibility across Mercy by building trust-based relationships with the Board of Trustees, executive leadership, physicians, and caregivers; be recognized as a collaborative, visible, and relationship-driven leader within the organization and across the Cedar Rapids community and broader region.
- Rebuild and strengthen community trust and confidence in Mercy by leading with transparency, consistency, and accountability, and by demonstrating a clear commitment to high-quality, compassionate, and patient-centered care.
- Ensure Mercy's long-term financial sustainability and growth by strengthening operating performance, expanding strategic service lines, advancing disciplined investment and capital planning, and leveraging partnerships to support access, scale, and margin while remaining grounded in Mercy's mission.
- Partner closely with the Board of Trustees and executive leadership to develop, communicate, and execute both short- and long-term strategic priorities that advance Mercy's mission, strengthen performance, and ensure long-term organizational sustainability.
- Build and sustain strong partnerships to enhance access, care delivery, clinical integration, and alignment with community and patient needs.
- Serve as the chief ambassador for Mercy Medical Center, actively representing the organization within the community and across the region to strengthen relationships, elevate the brand, and advance strategic partnerships aligned with the mission.
- Maintain a visible and engaged leadership presence internally and externally, fostering credibility, accessibility, and confidence among employees, physicians, community leaders, and key stakeholders.
- Foster a culture of accountability, agility, and responsiveness, empowering leaders and teams to adapt, innovate, and deliver results while remaining grounded in Mercy's mission and values.
- Build strong, collaborative relationships with physicians, nursing, and clinical staff, supporting a culture that enables caregivers to practice at the top of their licensure and contribute meaningfully to clinical and operational excellence.
- Lead workforce recruitment, retention, and engagement strategies that position Mercy as an employer of choice, reduce turnover, and support a stable, high-performing workforce.

- Reinforce Mercy’s commitment to quality, patient safety, and exceptional care experiences to retain existing patients and attract new patients across the region.
- Strengthen and elevate Mercy’s brand and reputation by clearly articulating its mission, services, and community impact; pursue innovative programs, partnerships, and outreach efforts that position Mercy as a trusted, vibrant regional healthcare provider.
- Leverage technology and digital innovation to drive operational efficiency, improve care coordination, and expand access to care closer to home.
- Partner with the Board and leadership team to assess facilities and infrastructure needs and advance a long-term capital and master facilities plan that supports care delivery and future growth.
- Work closely with the Foundation to increase philanthropic support and donor engagement in alignment with Mercy’s mission and strategic priorities.





CANDIDATE QUALIFICATIONS

Education/Certification

- An advanced degree in Healthcare Administration, Business Administration, Public Health, Medicine, or related field (MBA, MHA, MPH, MD, DO, or equivalent) is required.

Knowledge and Work Experience

- Minimum of 10 years of progressive executive leadership experience within complex healthcare organizations, including within an independent, nonprofit, and/or faith-based health system, with demonstrated success leading through growth, transformation, and change, and ability to integrate mission into strategic decision-making, governance, and operational performance.
- Proven track record in quality improvement, physician alignment, and system growth initiatives, including experience with mergers, acquisitions, affiliations, and/or system integration that strengthens clinical excellence, access, and long-term sustainability.
- Strong strategic orientation paired with operational rigor and deep financial acumen, including oversight of operating budgets, capital programs, and long-term sustainability initiatives.
- Proven ability to work effectively with Boards of Trustees, physicians, and diverse stakeholders, with a solid understanding of contemporary healthcare governance.
- Demonstrated alignment with Mercy's mission and values, balancing quality, service excellence, fiscal responsibility, and faith-based purpose.
- Track record of advancing quality, patient safety, and clinical integration, while fostering physician engagement, external partnerships, and growth strategies in an increasingly complex healthcare landscape.
- Effective executive communicator who translates complex, evolving challenges into clear priorities and makes timely, well-informed decisions to advance organizational performance.

Personal Characteristics

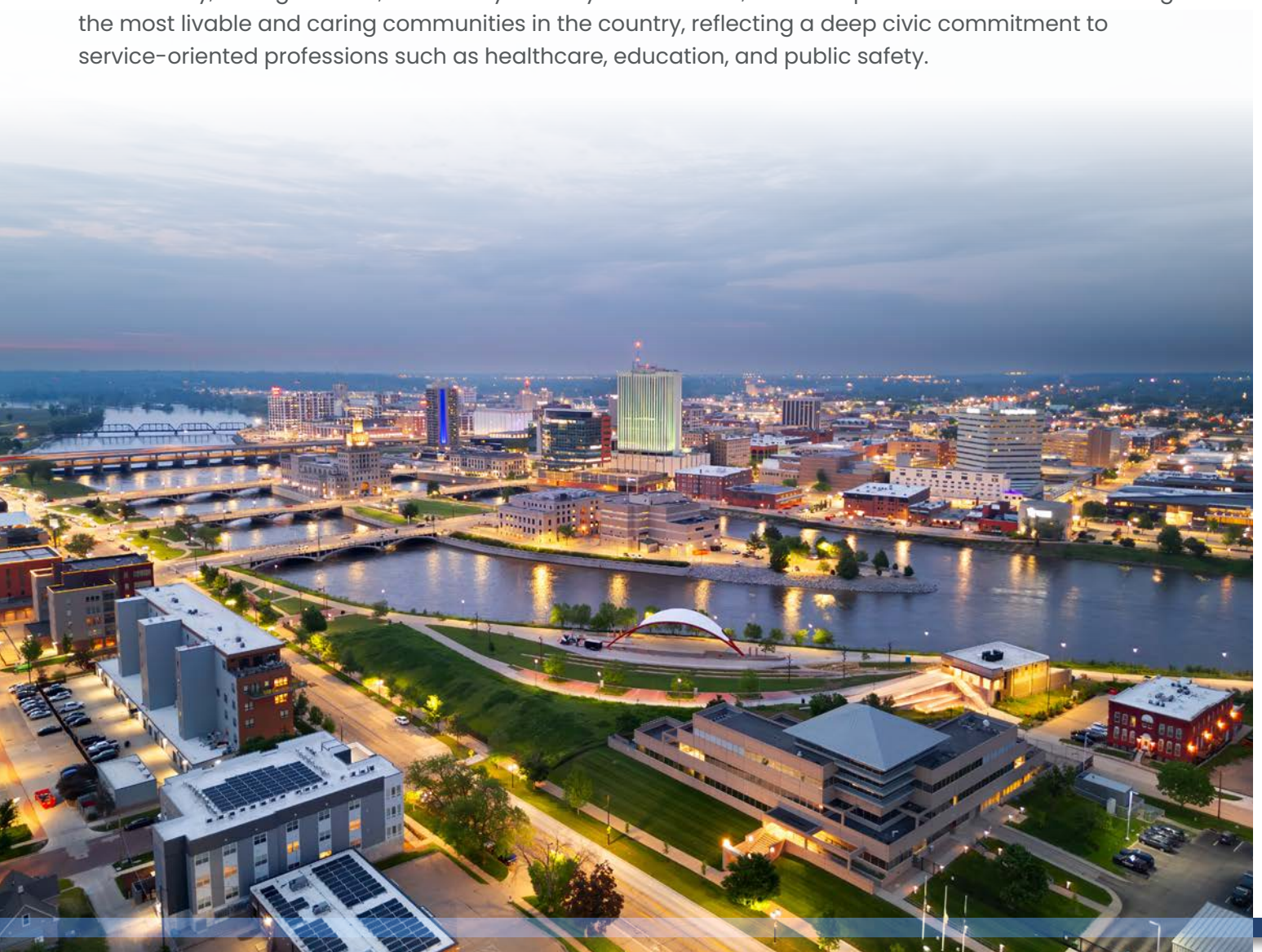
- Transparent, values-driven leader who builds trust and credibility through integrity, accountability, and consistent communication.
- Visible and accessible executive who leads by example, engages meaningfully with staff and physicians, and fosters shared ownership and purpose.
- Decisive, adaptable, and resilient leader with the judgment to navigate uncertainty, respond effectively to change, and guide Mercy through current and future healthcare challenges.
- Collaborative, high-energy leader who embraces a collaborative mindset, develops talent, and cultivates a culture of engagement, inclusion, and continuous improvement.
- Financially disciplined and operationally focused, with strong negotiating skills and a commitment to excellence in quality, service, and patient experience.
- Mission-centered leader with humility, empathy, and passion for improving health outcomes and advancing community well-being.

THE COMMUNITY

Cedar Rapids, Iowa

Cedar Rapids, Iowa, is a vibrant and welcoming Midwestern city that offers an exceptional blend of economic vitality, cultural richness, and quality of life. As the second-largest metropolitan area in Iowa and the economic and cultural hub of eastern Iowa, Cedar Rapids provides the scale and sophistication of a regional center while retaining the accessibility, warmth, and authenticity of a mid-sized community. With a population of more than 126,000 in the city and over 256,000 across the three-county metro area, Cedar Rapids supports a diverse and resilient economy anchored by advanced manufacturing, food and agricultural innovation, healthcare, education, financial services, and nearly two dozen Fortune 500 companies.

Known as the “City of Five Seasons,” Cedar Rapids embraces the natural rhythm of Midwestern life, where each season brings its own beauty and pace, and residents enjoy the rare luxury of time, balance, and connection. The city offers big-city amenities without the congestion or distractions of larger markets, making it an ideal place to live, work, and lead. Nationally recognized for its affordability, strong schools, and family-friendly environment, Cedar Rapids has been ranked among the most livable and caring communities in the country, reflecting a deep civic commitment to service-oriented professions such as healthcare, education, and public safety.

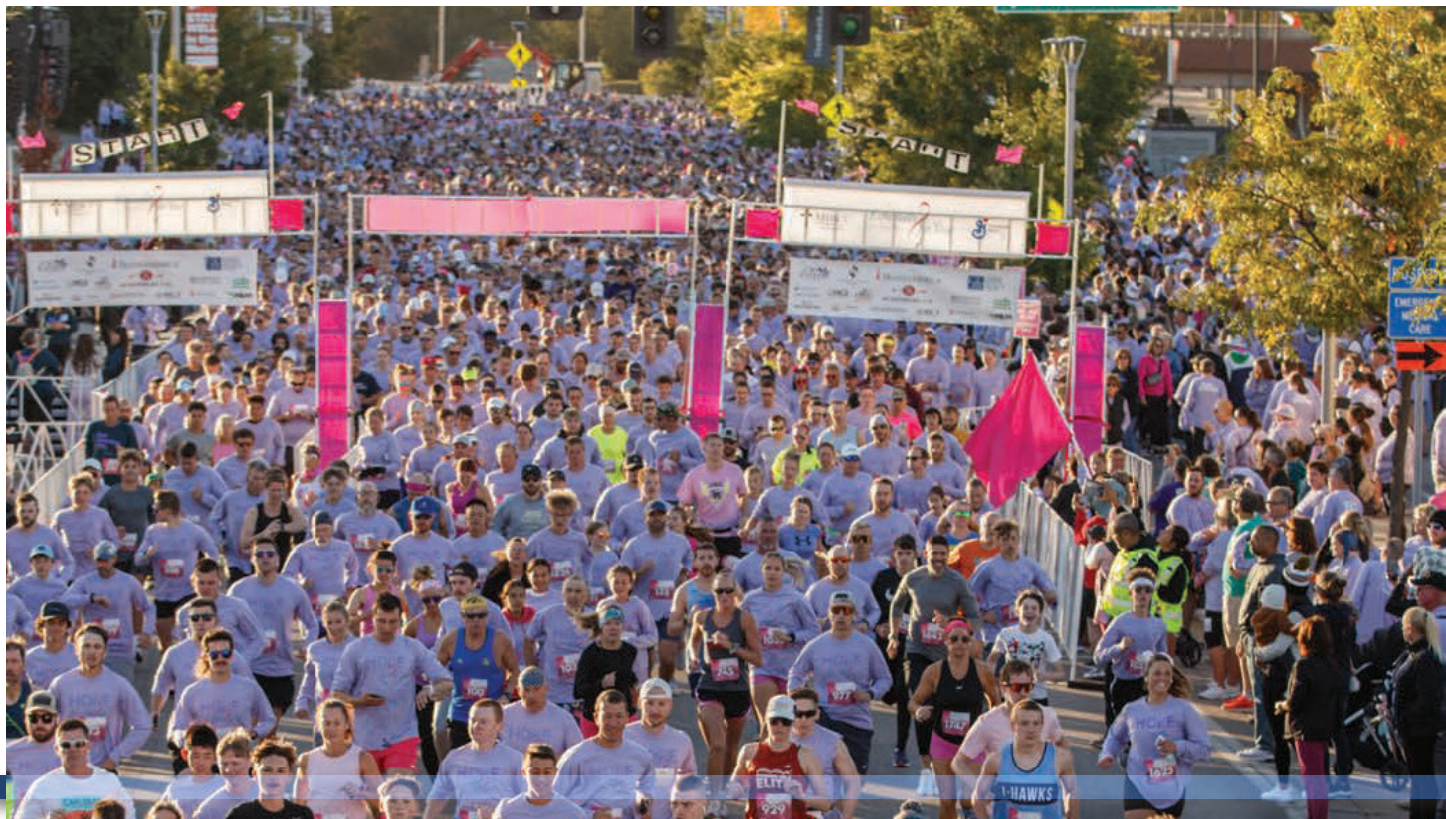


Cedar Rapids continues to invest boldly in its future. Significant public-private collaboration has driven downtown revitalization, infrastructure improvements, and placemaking efforts that strengthen the city's appeal and momentum. Leaders who relocate to Cedar Rapids often find a community that values partnership, engagement, and the opportunity to make a visible, meaningful impact.

The city offers a rich arts, culture, and lifestyle scene. Residents enjoy attractions such as the Cedar Rapids Museum of Art, Theatre Cedar Rapids, NewBo City Market, and a full calendar of festivals, live music, and community events. More than 3,700 acres of parks, extensive trail systems, and access to the Cedar River support an active lifestyle, complemented by vibrant dining, specialty shopping, and nightlife options. Sports and recreation are central to community life, including youth and collegiate athletics and the Cedar Rapids Kernels, the High-A affiliate of the Minnesota Twins, providing affordable, family-friendly professional baseball.

Healthcare is a cornerstone of the community, exemplified by the MedQuarter Regional Medical District (MedQ), a 55-square-block revitalized downtown district anchored by nationally recognized hospitals, a surgical center, and more than 100 healthcare providers. Mercy is a founding member of the MedQuarter, which offers accessible, coordinated care alongside dining, retail, and entertainment in a centrally located, easily accessible setting. Governed as a self-supported municipal improvement district, the MedQuarter reflects Cedar Rapids' collaborative approach to community health, economic development, and quality of life.

Mercy's commitment to the community is also reflected in long-standing initiatives such as the *Especially for You*[®] (EFY) Race Against Breast Cancer. Now in its third decade, this signature event, cofounded by Mercy and General Mills, has raised millions of dollars to provide essential breast care and gynecological cancer screenings and services to individuals in need throughout the region. The EFY Race is emblematic of Cedar Rapids' spirit: mission-driven, community-centered, and united around shared purpose.





PROCEDURE FOR CANDIDACY

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Mercy Medical Center with this recruitment, preferably via e-mail, to charris@wittkieffer.com or through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com by selecting the “Become a Candidate” button.

Donna Padilla

Executive Partner & Market
Leader, Search

(630) 575-6135

April Allen

Principal, Search

(502) 426-2841

Charlotte Harris

Senior Associate, Search

(630) 990-5828

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Mercy Awards & Accreditations

Mercy is nationally recognized as a leader in quality healthcare. This section lists some of the numerous awards and accreditations that Mercy has received for outstanding patient care.



Mercy Medical Center is accredited by DNV, reflecting our commitment to the highest standards of patient safety, quality care and continuous improvement. This prestigious accreditation demonstrates that we meet or exceed national standards and are dedicated to delivering exceptional healthcare to our community.

DNV's hospital accreditation program is based on standards set by the U.S. Centers for Medicare and Medicaid Services (CMS), combined with the internationally recognized ISO 9001 quality management system. This unique approach helps healthcare organizations focus on continuous improvement, patient safety and high-quality care. DNV is widely respected for its rigorous, practical and improvement-oriented approach to accreditation.



Mercy has been nationally recognized for superior performance in outpatient orthopedic and joint replacement surgery, earning distinction as one of [Healthgrades® America's 50 Best Hospitals for Outpatient Orthopedic Surgery Excellence™](#) and [America's 50 Best Hospitals for Outpatient Joint Replacement™ for 2026](#).

This recognition places Mercy among the nation's leading hospitals for quality outcomes in key areas of outpatient orthopedic care. Healthgrades based its analysis on patient outcomes data – including clinical excellence, patient safety and experience – evaluating procedures such as knee and hip replacement, as well as back and neck surgery.



Only hospitals that consistently achieve better-than-expected outcomes across multiple years earn recognition in their specialty areas. According to Healthgrades' analysis, patients treated at recognized hospitals had measurably better outcomes for these outpatient procedures compared to those treated at non-recognized facilities.



Mercy Medical Center has been named to the *PINCAI™* 100 Top Hospitals® list multiple times in the last 20 years.

Premier Inc.'s, PINCAI identified the top hospitals from a rigorous evaluation of 2,644 short-term, acute care, non-federal hospitals in the U.S. The annual list recognizes excellence in clinical outcomes, operational efficiency, patient experience and financial health. It was established to help identify best practices that may help other healthcare organizations achieve consistent, balanced and sustainable high performance.



CareChex Awards by Quantros has recognized Mercy for Medical Excellence and Patient Safety multiple times in the last decade. Most recently, Mercy has been recognized by CareChex® in 10 categories for Medical Excellence and nine for Patient Safety.

CareChex Awards are considered to be one of the most reliable quality performance awards. Unlike other publicly available awards, CareChex Awards include no self-reported data.

These data-driven awards are based on a proprietary scoring system utilizing the most reliable quality indicators available.



Mercy was named one of the nation's top-performing hospitals by *Fortune* and IBM Watson Health multiple times, including in 2023. The annual *Fortune/IBM* 50 Top Cardiovascular Hospitals study recognizes leading hospitals that treat a broad range of cardiology patients.

The Top 50 selected hospitals are listed in three categories: teaching hospitals with cardiovascular residencies, which is Mercy's designation; teaching hospitals without such residencies; and community hospitals.

Mercy is the only hospital in the Cedar Rapids-Iowa City Corridor to make the Top 50 list. [Read more.](#)



U.S. News & World Report once again recognized Mercy Medical Center in Cedar Rapids as a High-Performing Hospital for Maternity Care (Uncomplicated Pregnancy) in its 2025 rankings. This distinction represents the highest recognition in *U.S. News'* annual evaluation of maternity care, reinforcing Mercy's commitment to delivering exceptional care to its patient families. [Read more.](#)

Accredited by the Commission on Cancer (CoC) of the American College of Surgeons (ACoS). As the first hospital in the area accredited by the ACoS in 1990, Mercy was re-accredited again in 2024, having received a Three-Year Approval with Commendation.



Approval by the CoC is achieved by only those facilities that have voluntarily committed to providing the highest level of cancer care and undergo a rigorous evaluation process.

Established in 1922 by the American College of Surgeons, the CoC is a consortium of professional organizations dedicated to improving survival rates and quality of life for cancer patients through standard setting, prevention, research, education and the monitoring of comprehensive, quality care. As an ACoS-accredited site, Mercy ensures that a patient will have access to the latest advancements and coordinated system of cancer care.



The Society of Thoracic Surgeons

The open-heart program at the Jewel & Jim Plumb Heart Center at Mercy has earned the distinguished, three-star rating in overall performance from The Society of Thoracic Surgeons (STS) multiple times for its patient care and outcomes in coronary artery bypass grafting (CABG).

This distinction reflects exemplary results in the following areas: absence of major mortality and morbidity; use of internal mammary artery harvest; and receipt of required perioperative medications. Mercy has received this recognition three times. Less than 10 percent of open-heart programs in the U.S. earn this STS three-star distinction. [Learn more.](#)



Mercy Bariatric Surgery Clinic has been accredited as a Comprehensive Center by the Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program (MBSAQIP®), an affiliate of the American College of Surgeons (ACS). Mercy is the only Cedar Rapids hospital to achieve this accreditation and one of only nine in Iowa.

The accreditation means that patients seeking surgical treatment for obesity and its related conditions have a high-quality choice for receiving care at a nationally accredited program that meets the highest standards for patient safety and quality. [Learn more.](#)



The Endoscopy Unit at Mercy Medical Center has been awarded a three-year renewal recognition for quality and safety by the American Society for Gastrointestinal Endoscopy (ASGE).

The recognition is part of ASGE's Endoscopy Unit Recognition Program, which promotes the highest standards in patient care and safety. Mercy is one of only a select number of hospitals nationwide to receive this distinction since the program began in 2009. [Read more.](#)



Mercy Medical Center has been recognized by Strategic Healthcare Programs (SHP) as a "Premier Performer" for achieving an overall patient satisfaction score that ranked in the top 5% of all eligible SHP clients for the 2024 calendar year.

The annual SHPBest™ award program was created to acknowledge home health agencies that consistently provide high-quality service to their patients.



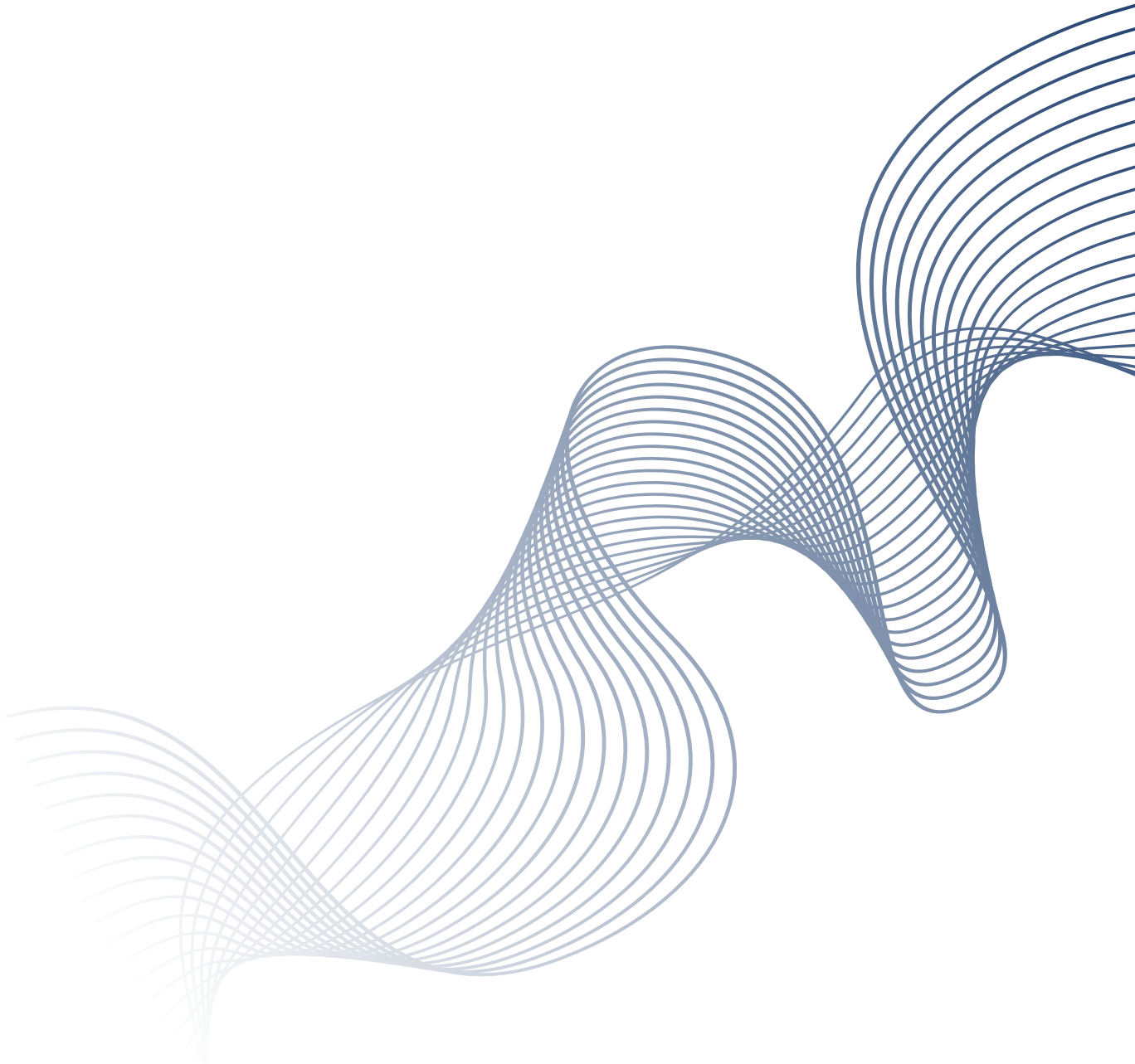
Mercy's Women's Center has been named a Breast Imaging Center of Excellence by the American College of Radiology (ACR) for mammography, breast ultrasound, ultrasound-guided biopsy, and stereotactic biopsy. This designation is awarded to breast imaging centers that achieve excellence by seeking and earning accreditation in all of the ACR's voluntary breast-imaging accreditation programs and modules, in addition to the mandatory Mammography Accreditation Program.



Mercy Medical Center's Inpatient Rehabilitation Unit (IRU) was awarded another Three-Year Term of Accreditation from CARF International as an Adult Inpatient Medical Rehabilitation Program and Hospital Stroke Specialty Program in 2023. CARF is an independent, nonprofit accrediting body that promotes quality, value, and optimal outcomes through a consultative accreditation process and continuous improvement that centers on enhancing the lives of patients.



100 Great Iowa Nurses awards outstanding nurses throughout Iowa whose courage, competence and commitment to patients and the nursing profession stands out above all others. Mercy is proud to have had nearly 100 nurses recognized for this award since 2005, including four in 2026.



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