Luminis Health

Senior Vice President and Chief Information Officer

Leadership Profile

November 2025

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WittKieffer

Contents

The Opportunity

Luminis Health seeks a progressive, innovative senior technology executive to serve as its Senior Vice President & Chief Information Officer (CIO). The CIO will be responsible for the overall leadership and management of information systems across Luminis Health.

Based in Annapolis, MD, this award-winning health system brings world-class expertise and a personal touch to more than 1.8 million people across Central Maryland and the Eastern Shore. From advanced cardiac care and cutting-edge cancer treatment to innovative behavioral health services, Luminis Health delivers exceptional outcomes with compassion. Guided by its bold Vision 2030 – "Living Healthier Together" – the system is committed to health equity, accessibility, and an exceptional patient experience. With nearly 100 convenient care locations and a reputation for excellence, Luminis Health is more than a healthcare provider-it's a trusted partner in lifelong wellness.

The CIO will report directly to Luminis Health's Chief Operating Officer and will serve as a key member of the senior leadership team. The CIO will provide strategic and operational leadership to guide the future direction of information technology and enable high-quality service to clinical and business operations. This position will be responsible for executing on the strategic vision, engaging in long-term planning, and providing overall accountability for the IT function. The CIO will ensure that the IT division's operations support the organizational mission, goals, and objectives, and provide leadership and direction in the implementation and evaluation of all areas of information technology. A key task for the CIO will be to fully evaluate and transform the IT department into a strategic partner that enables leadership and staff and connects the health system through the utilization of technology.

Other key areas of focus include improving and stabilizing the technology infrastructure, continuing to advance the cybersecurity program, and refining the IT governance processes to ensure effective prioritization of technology initiatives and investments. The CIO will lead these efforts, in particular, by implementing technology with a focus on optimizing current systems to increase clinical efficiency with the goal of providing high-value care. The CIO will lead a comprehensive infrastructure assessment and develop a roadmap aligned with the IT strategic plan. Optimizing current systems, particularly the Epic EHR and revenue cycle systems, will be another area of focus.

The CIO will be a genuine leader who can create a vision and deliver results in a growing and evolving healthcare organization. The ideal candidate will be a talented executive with a track record of success, leading IT within a healthcare provider setting. The CIO will be a strategist, but comfortable driving operations, and will bring system-level thinking while focusing on the mission and direction of Luminis Health. The CIO will be an effective communicator who is team-oriented and can build strong collaborative relationships, effectively prioritize, and maximize the value of IT investments.

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Organization Overview

Luminis Health is a nonprofit regional health system based in Annapolis, MD. We provide care for 1.8 million people in Anne Arundel and Prince George's Counties, the Eastern Shore, and beyond. Luminis Health makes it refreshingly easy to access care with a network of more than 100 practice locations, including Luminis Health Anne Arundel Medical Center, Luminis Health Doctors Community Medical Center, J. Kent McNew Family Medical Center, Luminis Health Pathways, and Doctors Community Rehabilitation and Patient Care Center. As the region has grown and healthcare options have evolved, both medical centers recognized the need to expand their clinical services and increase their reach.

Luminis Health Anne Arundel Medical Center, with over 120 years of proud history, aims to be the regional referral system of choice. Luminis Health Doctors Community Medical Center, with a 50-year legacy of serving our community, aims to be a center of excellence for several specialties, including advanced surgical care, women's services, and behavioral health.

As one of the region's largest nonprofits- with more than 800 beds, 6,500 employees that are called "Luminaries", Luminis Health also contributes $120 million annually in community benefits. In 2025, Luminis Health had 700 volunteers who donated over 85,000 hours at our campuses.

Luminis Health's mission is to enhance the health of the people and communities that Luminis serves. Our vision is living healthier together. We believe that health and wellness are fundamental to everyone. We work side by side with our community and patients to empower them to take control of their health. Our partnerships and connectivity form the foundation for the care we provide, and evidence-based care is centered on people and their families. We know that access to care should be refreshingly easy, and we strive to generate a positive impact for all.

With our mission as our purpose and our vision representing our future, our R.I.S.E. values serve as our guideposts for living out our mission and informing team behaviors:

- Respect - How we treat each other matters. We collaborate, foster trust and demonstrate compassion, making each person feel like they are the only one that matters.

- Inclusion - Our humanity is enriched when everyone has a voice, and a diversity of perspectives is equitably represented.

- Service - We work side-by-side with our community, patients and each other, dedicated to providing safe care for all in our community in an efficient and seamless way.

- Excellence - As an agile system of care, we're creating a new force in healthcare, dedicated to delivering high quality care in an optimal way.

Luminis Health Anne Arundel Medical Center

Headquartered in Annapolis, MD, Luminis Health Anne Arundel Medical Center (LHAAMC) is among the just 8% of U.S. hospitals to be designated a Magnet® hospital, the highest-level credential for quality patient care and nursing excellence. As a Most Wired® healthcare organization, LHAAMC is nationally recognized for using technology to enhance the patient experience. LHAAMC also holds an "A" Leapfrog Hospital Safety Grade. Founded in 1902, LHAAMC includes a not-for-profit hospital on the 57-acre Annapolis campus as well as additional centers and resources, including:

- Mental health and substance use treatment services

- Accredited simulation and innovation center

- Accredited Graduate Medical Education programs in general surgery, obstetrics/gynecology and internal medicine

- A Level III Neonatal Intensive Care Unit

LHAAMC is the state's third-busiest hospital, as measured by inpatient discharges. The medical center is recognized for emergency heart attack response and cancer care. A leader in joint replacement, LHAAMC consistently ranks as the highest volume joint replacement center in Maryland. The women's and children's services rank second in Maryland for number of births annually and include a Level III neonatal intensive care unit. LHAAMC opened a cardiac surgery program in late 2020.

In calendar year 2024, LHAAMC contributed more than $84 million in community benefits, including subsidized programs and charity care, community outreach, health education, and research activities.

Anne Arundel Medical Center Key Statistics

Total Licensed Beds*	520+
Emergency Visits	99,100 annually
Inpatient Admissions	24,200 annually
Operating Revenue	$753 million
Employees	3,000
Medical Staff	1,380

Includes Pathways and J. Kent McNew Family Medical Center

Luminis Health Doctors Community Medical Center

Luminis Health Doctors Community Medical Center (LHDCMC), in Lanham, Maryland, was founded in 1975. In addition to being recognized by U.S. News & World Report as a high-performing hospital in specialty care areas, it is the only hospital in Prince George's County on Forbes' list of best midsize employers.

Also, it earned Hospital Compare's four-star quality rating - the highest in Prince George's County.

LHDCMC was the first hospital in Prince George's County to open a comprehensive breast care center with a dedicated surgeon and has the largest lymphedema program in the area. It boasts a partnership with Children's National Medical Center to provide pediatric emergency services and is an in-network hospital with Kaiser Permanente. They have received the Healthiest Maryland Business' Wellness at Work Gold Award.

The Prince George's County Community Health Needs Assessment, and other data identified several needs that LHDCMC is working to address by:

▪ Building a comprehensive behavioral health program on the Lanham campus

- Developing an obstetrics program to respond to the need in Prince George's County for a labor and delivery site close to home

- Expanding surgical care services

In calendar year 2022, LHDCMC contributed more than $23.9 million in community benefits, including subsidized programs and charity care, community outreach, health education, and research activities.

Doctors Community Medical Center Key Statistics

Total Licensed Beds*	340
Emergency Visits	46,800 annually
Inpatient Admissions	9,500 annually
Operating Revenue	$280 million
Employees	1,200
Medical Staff	540

Includes 130 beds at Doctors Community Rehab and Patient Care Center

Luminis Health J. Kent McNew Family Medical Center

The J. Kent McNew Family Medical Center is a stand-alone mental health facility that provides both inpatient and outpatient mental health services.

Opened in 2020, the 56,000 square-foot center includes:

- A 16-bed inpatient mental health unit, featuring all private rooms.

- A psychiatric day hospital (also known as a partial hospitalization program).

- An intensive outpatient treatment program.

- Referral and care coordination services for community-based treatment.

The McNew Family Medical Center includes a courtyard, patient and family lounge space, a meditation room, and a community conference room. It also has a secure ambulance bay to safely transfer new patients into the building. The center shares a campus with Pathways, which provides detox, residential, and outpatient substance use services.

Luminis Health Clinical Enterprise

Luminis Health Clinical Enterprise (LHCE) formed in 2019 as the health network of Luminis Health. LHCE is comprised of physician practices and clinics, imaging centers, ambulatory surgery centers, outpatient labs, clinical service lines, an accountable care organization, and other joint ventures. The health network serves patients in more than 100 locations that span seven counties across Maryland. In 2020, Doctors Community Medical Practices and Anne Arundel Medical Group combined to form Luminis Health Medical Group, which is a subsidiary company under LHCE.

Total Operating Revenue	$315 million annually
Total Outpatient Visits	998,000 annually
Employed Providers (hospital & ambulatory)	1,700
Lab & Outpatient Imaging Annual Studies	887,000
Physical Therapy Visits	125,000 annually

Luminis Health Pavilion - Bowie

Luminis Health Pavilion - Easton

Luminis Health Pavilion - Kent Island

Luminis Health Pavilion - Pasadena

Luminis Health Pavilion - Odenton

Luminis Health Pavilion - Waugh Chapel

Position Summary

The Chief Information Officer (CIO) serves as the strategic and operational leader for all information systems, digital transformation, telecommunications, and biomedical engineering initiatives across Luminis Health. This role is responsible for advancing enterprise technology strategies that enable clinical excellence, operational efficiency, and digital innovation.

The CIO ensures a secure, integrated, and future-ready technology environment - overseeing cybersecurity and data protection, Epic EHR integration and optimization, and the advancement of AI and automation technologies to improve patient outcomes, workforce efficiency, and organizational performance.

Working in partnership with senior leadership, the CIO shapes and executes the system's digital roadmap, aligning technology investments with the mission, values, and long-term strategies of Luminis Health.

Reporting Relationships

Reports directly to the Chief Operating Officer. Direct reports include the Associate CIO, Chief Medical Information Officer, Director of Revenue Cycle & Business Applications, Director of Clinical Applications, Director of IT Portfolio Services & Training, CTO of IT Infrastructure & Support, Director of Analytics & Reporting, and CISO.

Responsibilities

The successful Senior Vice President and Chief Information Officer candidate will:

Strategic Leadership & Digital Transformation

- Lead the development and implementation of Luminis Health's enterprise digital, data, and technology strategies to support clinical, operational, and financial goals.

- Drive the integration and optimization of Epic EHR and related clinical systems to enhance patient care coordination, data interoperability, and clinician experience.

- Champion innovation by leveraging AI, analytics, and automation tools to streamline workflows, enhance decision support, and drive operational excellence and efficiency.

- Establish and maintain a comprehensive cybersecurity and data privacy program that safeguards patient information, ensures regulatory compliance, and strengthens system resilience.

- Develop and maintain strategic partnerships with vendors, regulators (MHA, HSCRC, CRISP), and technology leaders to position Luminis Health at the forefront of healthcare innovation.

Operational Excellence

- Oversee all IT operations, ensuring reliable, cost-effective, and secure technology services across the health system.

- Direct the planning and implementation of enterprise IT initiatives in support of business operations to improve cost effectiveness, service quality, and mission development.

- Collaborate with clinical and administrative leadership to ensure that technology solutions align with operational and patient care needs.

- Guide project management, resource allocation, and budget planning to deliver IT initiatives on time, within scope, and within budget.

- Monitor performance metrics and continuously assess technology investments to ensure maximum value realization.

Talent & Organizational Development

- Recruit, develop, and retain a high-performing, diverse IT workforce with expertise in cybersecurity, data analytics, clinical informatics, and digital health.

- Foster a culture of innovation, collaboration, and continuous learning within the IT organization.

- Provide professional development, performance planning, and mentorship to ensure team alignment with strategic goals.

Governance & Risk Management

- Oversee enterprise information governance, risk management, and compliance with federal, state, and local regulations.

- Ensure transparent communication and alignment with executive leadership and the Board regarding IT performance, risk posture, and digital priorities.

- Serve as executive sponsor for major system-wide technology initiatives, including EHR modernization, cybersecurity resilience, and digital equity strategies.

Goals and Objectives

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

- Develop personal and professional credibility, gain respect, and build trust internally and externally across the organization and beyond. It is crucial for this executive to establish strong relationships with physicians and leadership across the organization, its partners, and the community. The CIO must earn the respect of the staff, physicians, and management team.

- Partner with senior management and become fully integrated into the leadership team at Luminis Health. Be perceived as a solid team player who has credibility, integrity, accountability, and contributes broadly as a subject matter expert in IT.

- Perform an overall assessment of the current IT departments, including resources, structure, and staff. Develop a plan to optimize existing technology and identify areas that require improvement. Identify and make any necessary adjustments to develop a cohesive team that is best positioned to effectively meet the current and future needs of a transforming healthcare system.

- Lead a comprehensive infrastructure assessment and develop a roadmap aligned with the IT strategic plan. Upgrade aging network, wireless, and telecom systems to ensure reliability, scalability, and cybersecurity.

- Oversee the optimization of the Epic EHR, including revenue cycle, and consolidate ERP systems and evaluate a transition to a unified cloud-based platform to streamline finance, HR, and supply chain workflows.

- Cultivate and build a culture of service excellence within IT by building upon a strong team already in place and enhance IT service delivery to ensure it is always operationally aligned.

- Lead in the development of a digital strategy, incorporating emerging technologies such as AI, to improve the provider and patient experience.

- Oversee the continued advancement of the health system's information security program to protect information assets and patient safety. Ensure a comprehensive information cybersecurity program that protects the patients and information assets of the health system

- Provide the leadership and strategy to align and advance data analytics enterprise-wide.

Candidate Qualifications

Education/Certification

▪ Bachelor's degree required; Master's degree preferred.

Leadership and Work Experience

▪ Minimum of fifteen (15) years of experience in a health care system with increasingly complex management experience and demonstrated successful information technology project management experience.

▪ Ability to work collaboratively and productively with senior management to evaluate and meet Luminis Health's information technology needs, and to help achieve Luminis Health's business objectives.

▪ A strategic IT professional who has a strong track record in developing and leading a highly responsive, service-oriented IT organization. A "team first" individual and good assessor of talent, with a proven track record of building strong teams, including succession planning.

▪ In-depth experience with technology processes, analytics, data measurement, improved methods, and models for advancing key business initiatives is highly desirable.

▪ A progressive, visionary leader and a realist with significant experience in the development and execution of IT strategic plans.

▪ Demonstrated history of successful relationship building across the organization. Strong clinical and business orientation with the willingness to "walk the halls" and be a visible leader.

▪ Ability to delegate responsibility, infuse the organization with an empowering management style, and hold people accountable for performance and results through constructive feedback and counsel.

▪ A politically astute leader with a diplomatic style and the ability to excel in a complex and rapidly changing environment.

▪ An independent thinker who possesses the strength and ability to make difficult decisions that are not always popular.

▪ A responsive leader who has a sense of urgency for getting things done.

▪ Solid business acumen and decision-making skills, current and contemporary knowledge. Able to deal with a rapid pace of change; an innovator who strives to make things better.

▪ Strong collaboration skills, a team player who is diplomatic, courteous, and who manages by influence with a high degree of emotional intelligence. Trustworthy and inspires trust in others with political savvy.

- Exceptional presentation and public speaking skills, with the ability to clearly and concisely communicate complex technology concepts to diverse audiences.

Leadership Skills and Competencies

Team

- Demonstrates and encourages collaboration and teamwork to achieve goals.

- Communicates clearly and effectively with individuals and groups across the organization.

- Role models wellbeing and supports initiatives that promote employee engagement and balance.

Change

- Champions transformation and digital innovation across the health system.

- Anticipates emerging healthcare and technology trends to inform strategy.

- Drives creative and agile solutions that enhance patient and provider experiences.

Business

- Exhibits sound business judgment and strategic insight.

- Uses data, analytics, and AI-driven insights to guide decision-making.

- Operates with a sense of urgency and accountability to deliver results.

- Advances Luminis Health's mission and market position through secure, scalable, and innovative technologies.

The Community

One of the original 13 colonies, Maryland lies at the center of the Eastern Seaboard, amid the great commercial and population complex that stretches from Maine to Virginia. Its small size belies the great diversity of its landscapes and ways of life that they foster, from the low-lying and water-oriented Eastern Shore and Chesapeake Bay area, through the metropolitan Baltimore, its largest city, to the forested Appalachian foothills and mountains of its western reaches. Annapolis, the state capital, is also home to the United States Naval Academy. Maryland is the leading producer of blue crabs and is renowned for its crab cakes.

Though it is a state capital, Annapolis retains much of its Colonial heritage and is rich in history, having served as the nation's first peacetime capital. Maryland's four signers of the Declaration of Independence had homes there, all of which can still be visited today. The State House is where George Washington resigned as commander in chief and Congress ratified the treaty to end the Revolutionary War. More than 1,500 Colonial buildings are scattered along the narrow brick streets and alleys -- more than in any other town in the country. Sites such as the Maryland State House, Historic London Town, and the Annapolis Maritime Museum and Park are just a few that contribute to the rich history of the area.

Baltimore is Maryland's largest city. It is the second-largest seaport in the Mid-Atlantic and home to about 2.8 million people. Rich in history and culture, the city of Baltimore is perhaps best known for its role as one of America's most important seaports. Today its Inner Harbor continues to serve as a bustling gateway for the arrival of goods from overseas, but it is the city's cultural landscape that has expanded far beyond its comparatively humble origins. This historic port city is now liberally scattered with antique shops and independent boutiques, pretty cafés, and chef-driven restaurants, all tucked into the historic buildings of its waterfront. It is not hard to find fresh local produce and seafood here. The waters teem with oysters and succulent Maryland crab, and family farms and vineyards are dotted about the city outskirts.

Washington, D.C. is just 35 miles from Baltimore. It is an easy commute by car or by Maryland's public transit system. The Maryland Transit Administration (MTA) operates the Metro, a subway system that connects the northwestern suburbs to downtown, the Light Rail, which is a 27-mile system of aboveground rail lines, and the

city's bus system. It also offers the MARC Train, a commuter rail system that services Harford County, Brunswick, Washington, D.C., and other nearby areas.

Monuments and memorials, eclectic neighborhoods, true local flavor - Washington, DC is a place unlike any other. Given Washington's status as the nation's capital city and the presence of the Smithsonian Institution, there are over seventy museums scattered around the city. Washington is packed full of history and culture, making it one of the world's top tourist destinations. Walk the halls of free Smithsonian museums, paddle on the Potomac and Anacostia rivers, or sit back on a double-decker tour bus and soak up some history. Local shops, funky marketplaces, and people-watching hot spots beckon by midday, as nighttime gives way to multi-course dinners and drinks from local breweries.

Washington, DC, is a theater town. With big theaters (Kennedy Center, Warner Theatre, and National Theatre) and intimate (Woolly Mammoth Theatre Company and Shakespeare Theatre Company), a range of performances and cultural experiences are offered up for every taste in the nation's capital.

Procedure for Candidacy

Please direct all nominations and applications to Rachel Polhemus, Jeffrey Sturman and Scott Dethloff through the WittKieffer Candidate Portal by clicking here or via email to sdethloff@wittkieffer.com. Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

Expected Salary Range: $440,000-480,000

The salary range for this role may vary above or below the posted range. Compensation takes into account several factors including but not limited to a candidate's experience, education, skills, licensure and certifications, department equity, training, and organizational needs. Base pay is just one piece of the total rewards program offered by Luminis Health. Eligible roles also qualify for a comprehensive benefits package and an annual bonus incentive.

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

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