



Chief Executive Officer

LEADERSHIP PROFILE

JUNE 2026

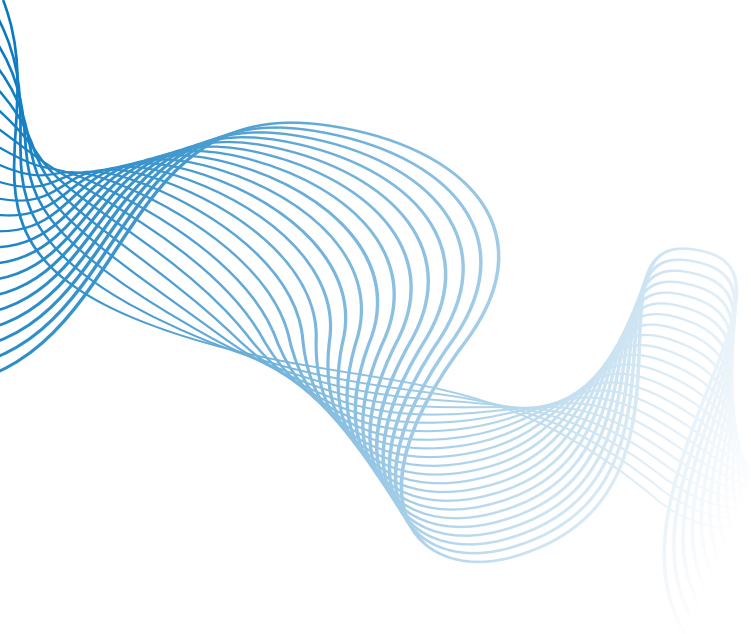
WittKieffer

*Prepared by Donna Padilla, Jason Petros,
and Stacy Lind*

An abstract graphic consisting of numerous thin, light blue lines that curve and overlap to form a series of flowing, wavy shapes. The lines are more densely packed in some areas, creating a sense of depth and movement. The overall effect is a modern, organic, and dynamic design element.

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THE OPPORTUNITY

Premier Health, headquartered in Dayton, Ohio, has entered a defining moment in its evolution. After nearly a decade of financial pressure, the organization has successfully returned to a positive operating margin, strengthened its leadership culture, and established a clear strategic direction centered on becoming a differentiated, community-rooted academic health system. The next CEO will inherit a system with real momentum and the opportunity to shape what comes next.

At the core of this role is the advancement of Premier's partnership with Wright State University. Over the past several years, the two organizations have moved from a longstanding affiliation toward a more integrated academic model, unlocking new funding streams, strengthening the physician pipeline, and positioning the system for long-term differentiation. The question ahead is no longer whether to partner—but how to define and operationalize the next iteration of that relationship, including governance, brand, clinical integration, and shared investment.

Beyond the academic strategy, the next CEO will focus on translating stability into sustainable growth. Premier is a disciplined, lean organization with significant opportunity and corresponding demand for reinvestment in clinical programs, technology, and facilities. Establishing clear priorities, sequencing investments, and maintaining financial rigor will be critical. At the same time, there is an opportunity to further strengthen clinical consistency, deepen physician engagement, and continue advancing a culture defined by accountability, safety, and connection to purpose.

Externally, the CEO will play a visible and active role across the region and the state of Ohio—engaging with government leaders, advancing policy and funding priorities, and reinforcing Premier's commitment to improving community health. The organization operates in an increasingly competitive and evolving landscape, and success will depend on strong relationships, thoughtful advocacy, and a clear articulation of Premier's role in the region.

This is a unique opportunity to lead a high-performing, mission-driven organization at the point of transition from turnaround to long-term value creation. The successful candidate will bring the ability to balance strategy and execution, navigate complex partnerships, and build on the strong foundation established in recent years—while helping define what Premier Health becomes over the next decade.

ORGANIZATION OVERVIEW



Premier Health is among the largest and most comprehensive health systems in Southwest Ohio, encompassing five hospital campuses, more than 130 outpatient and physician practice locations, and a workforce of over 14,000 employees. Serving the greater Dayton region and surrounding communities, the system delivers integrated care across the continuum—from primary and preventive services to complex tertiary and trauma care—through a clinically aligned and geographically distributed network.

A long-standing market leader in the region, Premier Health benefits from deep community roots, strong brand recognition, and a broad referral base supported by its employed and affiliated physician network. The organization's scale and scope enable effective population health management, expanded access across urban and suburban markets, and continued evolution toward value-based and ambulatory-focused care models.

Driven by its mission “we care, we teach, we innovate, we serve”, Premier Health is increasingly advancing toward a more academically aligned and innovation-focused model, supported by its developing partnership with Wright State University and the Boonshoft School of Medicine.

DRIVING REGIONAL IMPACT

Premier Health's five hospitals function as an integrated system of care, balancing high-acuity tertiary services with strong community-based access points:

- **Miami Valley Hospital (Dayton) – 970 beds**
Flagship academic medical center and the region's only adult Level I Trauma Center. Serves as a major referral hub for advanced tertiary services, including burn care, neuroscience, and complex surgical programs and a Level III Neonatal Intensive Care Unit.
- **Atrium Medical Center (Middletown) – 328 beds**
Full-service acute care hospital serving a rapidly growing suburban corridor, with key strengths in emergency care, orthopedics, and women's services. Home to Warren county's only Trauma Center (Level III).
- **Upper Valley Medical Center (Troy) – 178 beds**
Community hospital supporting northern markets with core services in surgery, oncology, and rehabilitation. Home to Miami county's only Trauma Center (Level III).
- **Miami Valley Hospital South (Centerville) – 60 beds**
Modern inpatient and outpatient campus with strong growth in orthopedics, cardiovascular care, and oncology, reflecting continued migration toward ambulatory and short-stay care.
- **Miami Valley Hospital North (Englewood) – 46 beds**
Access point for northern communities, providing emergency, inpatient, and specialty services.

Together, these facilities create a balanced portfolio of referral-driven, high-acuity care and community-based service delivery, supporting both clinical excellence and long-term financial sustainability.

EXTENDING REACH THROUGH INTEGRATED SERVICES

Premier Health extends its reach well beyond its hospitals through a highly integrated care delivery platform that strengthens access, coordination, and continuity:

- **Premier Physician Network** anchors one of the region's largest employed and aligned provider networks, supporting coordinated, team-based care across more than 130 locations.
- **Ambulatory and access strategy** includes urgent care centers, freestanding emergency departments, and outpatient sites, positioning the system to meet shifting consumer demand and site-of-care trends.
- **CareFlight air and mobile transport** provides critical care access across the region, reinforcing Premier Health's leadership in emergency and trauma services.
- **Samaritan Behavioral Health, Fidelity Health Care, and CompuNet Clinical Laboratories** extend capabilities across behavioral health, home care, and diagnostics—creating a more vertically integrated system.

These assets collectively position Premier Health as a fully integrated regional system with the infrastructure to manage care across the continuum while supporting growth in outpatient and value-based models.

ADVANCING ACADEMIC MEDICINE AND WORKFORCE DEVELOPMENT

Premier Health is increasingly advancing its role as a teaching and research-focused system through its evolving partnership with Wright State University and the Boonshoft School of Medicine. This collaboration is designed to strengthen undergraduate and graduate medical education, expand clinical training programs, and advance research initiatives across the system.

Together, Premier Health and Wright State are working to align clinical care, education, and research with a shared vision of improving community health, developing the healthcare workforce, and creating a more academically integrated model of care delivery.

POSITIONED FOR IMPACT ACROSS SOUTHWEST OHIO

Premier Health's combination of scale, clinical excellence, and deep community roots creates a strong platform for continued growth and innovation. From trauma and advanced specialty services to community-based access points and emerging academic partnerships, the system is well-positioned to meet the evolving needs of the region.

As it continues to expand its capabilities and strengthen strategic partnerships, Premier Health remains focused on delivering high-quality, patient-centered care while shaping the future of healthcare delivery across Southwest Ohio.

VISION, MISSION, AND VALUES

- **Vision** – To inspire better health.
- **Mission** – We Care. We Teach. We Innovate. We Serve.
- **Values** – I CARE: Integrity | Compassion | Authenticity | Respect | Excellence



POSITION SUMMARY

The President and Chief Executive Officer (CEO) is responsible for providing overall leadership and strategic direction for Premier Health and is accountable for all strategy, operations, management, and financial performance. This individual is responsible for the overall growth of the health system and will look for innovative ways to expand clinical services and grow market share. They will lead the health system's continued journey of healthcare transformation to value-based care.

The CEO will build on a continued culture of outstanding quality of care and patient experience and will place a high emphasis on developing and maintaining exceptional physician relationships. They will be community-focused and will ensure that Premier Health meets the needs of the communities it serves.

REPORTING RELATIONSHIPS

The CEO will lead and manage a talented executive team to ensure peak performance. Current direct reports include:

- Chief Operating Officer
- Chief Clinical Officer
- Chief Financial Officer
- Chief Legal Officer
- Chief Compliance / Risk Officer
- Chief Strategy Officer
- Chief Digital & Information Officer
- Chief Administrative Officer
- Chief Marketing & Communications Officer

RESPONSIBILITIES

The successful Chief Executive Officer candidate will:

- Ensure an exceptional patient experience throughout the health system, with focus on quality, patient safety, and outcome measurement.
- Provide leadership and oversight for all Premier Health activities to ensure the effective implementation of the mission, operations, and strategic direction of the organization.
- Assure responsibility for the vision, strategic planning, and accomplishment of System goals and objectives.
- Oversee the creation and implementation of a strategic and business plan, subject to Board approval, that will enable the System and its affiliates to grow and be strong and effective healthcare providers in the communities it serves.
- Seek opportunities for partnerships that will expand services, ensure continued stability and success of the health system, and enable ongoing fulfillment of Premier Health's mission.
- Engage local and System leadership to develop an effective physician strategy and build collaborative relationships.
- Develop the organizational climate conducive to attracting, retaining, and motivating a talented, diverse, committed workforce.
- Ensure compliance with all relevant legislative and regulatory rules and requirements established by state and federal agencies, as well as those of voluntary accrediting bodies, and, when necessary, initiate changes and improvements to ensure continued compliance.
- Engage the Board of Directors in setting the strategic direction of the Health System in response to healthcare community needs.
- Represent Premier Health in the community, external public, government agencies, and the like. Develop strong positive relationships with key relevant local and state government officials.
- Commit to diversity and inclusion and supporting a work environment that embraces and includes all people.
- Ensure the establishment of effective budgets, management of budgets, and the achievement of established fiscal/financial objectives.
- Serve as an effective coach/mentor and developer of people.
- Throughout tenure, ensure the readiness of a future CEO as well as successors for key positions including direct reports.



GOALS AND OBJECTIVES

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

- Define and execute the next phase of Premier Health’s academic strategy by deepening the relationship with Wright State University. This includes clarifying governance, funds flow, brand, and an operating model to create a differentiated, community-rooted academic health system.
- Translate financial recovery into sustainable growth, driving targeted expansion, reducing outmigration, and ensuring disciplined capital allocation and sequencing of investments across clinical programs, technology, and infrastructure.
- Lead physician alignment and clinical model execution, including advancing the institute model, strengthening engagement across employed and independent physicians, and aligning compensation, productivity, and care delivery to improve access, quality, and experience.
- Drive consistent, system-wide performance in quality, safety, and patient experience, ensuring reliable delivery of high-quality care across all sites and care settings.
- Strengthen culture and workforce engagement, with a particular focus on improving physician engagement, reinforcing accountability, and maintaining a visible, connected leadership presence across the organization. This includes bringing a focus on transparency across the enterprise.
- Maintain financial discipline and operational performance, including revenue optimization, payer strategy, and cost management, while balancing competing investment priorities and long-term system sustainability.
- Serve as Premier Health’s primary external leader and advocate, building strong relationships with government leaders, Wright State, payors, and community stakeholders to advance funding, policy, and strategic priorities.
- Expand access and system reach through ambulatory growth, new care models, and strategic partnerships that enhance convenience, coordination, and market presence.
- Advance innovation in care delivery and workforce models, including digital health, virtual care, and new approaches to clinical staffing and access.
- Strengthen governance alignment, effectively partnering with the Board and Wright State leadership to enable complex strategic decisions and ensure long-term stability of the partnership.



CANDIDATE QUALIFICATIONS

EDUCATION/CERTIFICATION

- A master's degree in health, business, or hospital administration, or a related field, or equivalent experience is required.

WORK EXPERIENCE

- A minimum of 10 years of progressive executive leadership experience within a large, complex, multi-site healthcare system, with accountability for overall operations, strategy, and financial performance across acute care, ambulatory services, physician enterprises, and community-based settings.
- Brings extensive knowledge of healthcare delivery systems, including academic and integrated delivery models, and the evolving landscape of value-based care.
- Demonstrated success building and managing strategic relationships between health systems and academic institutions. Experience working with medical schools, academic partners, faculty leadership, graduate medical education programs, and complex health system/university relationships is strongly preferred.
- Demonstrates a deep understanding of hospital and health system operations, with the ability to assess industry trends, drive innovation, and implement best practices that improve quality, access, patient experience, and cost performance across a complex, multi-site organization.
- Proven executive leader with experience guiding organizations in competitive regional markets, ideally within nonprofit and/or academically affiliated systems, with a demonstrated ability to drive market growth, expand clinical services, and strengthen market share.
- Demonstrated success operating within complex, matrixed environments, balancing system priorities across hospitals, service lines, physicians, and community stakeholders while ensuring alignment to enterprise strategy and performance goals.
- Strong track record of developing and sustaining high-performing physician relationships, including within employed and affiliated medical groups, and partnering with physicians to advance clinical quality, patient safety, programmatic growth, and service line differentiation.
- Experience leading organizations through healthcare transformation, including the transition to value-based care models, population health strategies, and innovative care delivery approaches.
- Demonstrated ability to foster a highly engaged workforce and strong organizational culture grounded in accountability, inclusion, and alignment with mission, vision, and values.

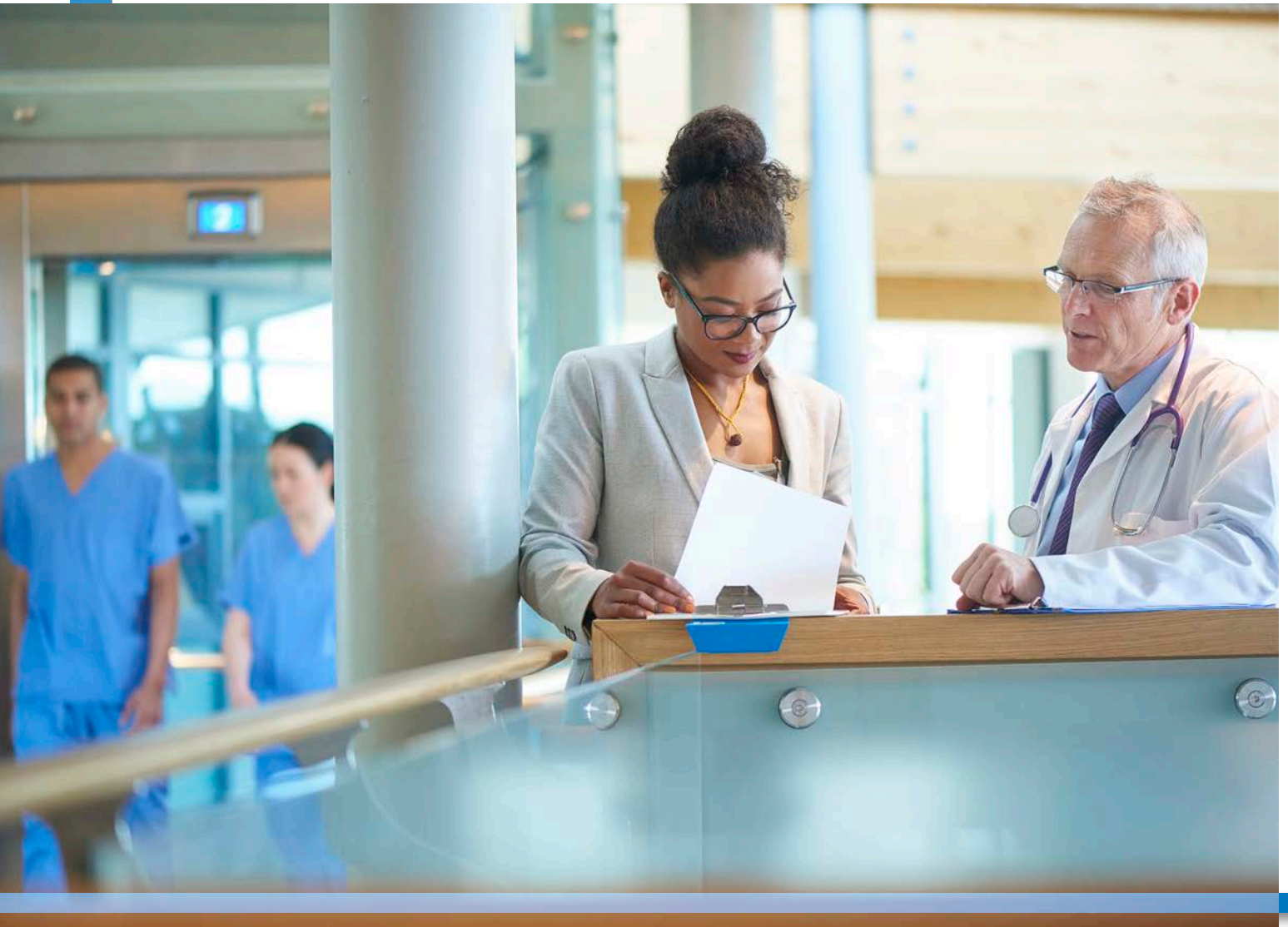
- Proven success building strategic partnerships with community organizations, government entities, and regional stakeholders to improve access, advance population health, and meet the evolving needs of the communities served.
- Experience leading system integration efforts, affiliations, mergers and acquisitions, and strategic partnerships that enhance scale, capabilities, and long-term sustainability.
- Skilled in developing and maintaining strong payer relationships, navigating evolving reimbursement environments, and advancing value-based arrangements that support financial and clinical performance.
- Demonstrated financial acumen with experience driving operational discipline, overseeing budgets, and ensuring strong financial performance while balancing growth, efficiency, and long-term sustainability.
- Track record of achieving measurable improvements in clinical quality, patient experience, and operational and financial outcomes across diverse care settings, while ensuring regulatory compliance and organizational excellence.

LEADERSHIP SKILLS AND COMPETENCIES

- **Financial Acumen:** Ensure the overall financial health of the enterprise, recognize the levers to pull to improve financial results and performance in capital markets, and use financial information to shape strategies and build appropriate business models to support them.
- **Manage Complexity:** Application of broad knowledge and seasoned experience to address complex issues, deal with uncertainty, and solve intractable problems.
- **Strategic Vision:** Hold a long-term view of the future of the industry, a keen understanding of how value will be created in the future, and a clear vision of how to generate sustainable competitive advantage. Develop enterprise-wide strategies that are distinctive in the market, create value for customers and other stakeholders, and provide sustainable competitive advantage.
- **Ensure Accountability:** Set and clearly communicate expectations and accountabilities, monitor performance against goals, intervene to address and remove barriers, and hold individuals and teams accountable.
- **Drive Results:** Push to achieve aggressive goals with a strong sense of urgency, even under tough circumstances, holding the organization to high standards while maintaining a keen focus on activities that will have a direct impact on business results.
- **Manage Conflict:** Foster an environment where people talk openly about differences and work to draw innovative solutions from divergent opinions.
- **Develop Talent:** Ensure that the organization has the talent required to meet current and future business needs by bringing the best talent on board, developing internal capabilities, building a pipeline of successors, and deploying talent appropriately.
- **Engage and Inspire:** Create a culture that fosters performance excellence, personal engagement, meaningful contributions, and commitment to the organization's vision and values.
- **Instill Trust:** Gain the confidence and trust of others through transparency, integrity, and authenticity. Set accurate expectations and follow through on commitments.

PERSONAL CHARACTERISTICS

- Accomplished leader, advisor, consultant and strategist with the demeanor, business maturity, and intellect to offer clarity of ideas and inspire respect and credibility. Demonstrated business skills with the ability to lead a large complex matrixed organization.
- Strong relationship-building skills and the ability to forge collaborative relationships with large, diverse groups.
- Ability to inspire others and generate enthusiasm with passion for this work.
- Excellent oral and written communication skills. Attentive listener who can relate to and connect with colleagues at all levels.
- Financial management and accountability to ensure strong financial and clinical performance.
- Visible self-assurance, humility, and drive.
- Broad understanding of social, economic, and environmental factors that influence health and successful community living.



THE COMMUNITY

DAYTON, OHIO

Dayton & the Miami Valley Region

The Dayton, Ohio region offers more than a compelling professional opportunity—it offers a lifestyle defined by accessibility, innovation, and a strong sense of community. Located in the heart of the Miami Valley, Dayton combines the energy of a growing metropolitan area with the warmth and connectivity of a “right-sized” city. With close proximity to Cincinnati and Columbus, the region provides access to major urban amenities while maintaining a manageable pace of life that appeals to both individuals and families seeking balance and impact.

Rooted in a legacy of ingenuity as the birthplace of aviation, Dayton continues to foster a culture of progress and collaboration. The region’s economy is anchored by a powerful combination of healthcare, education, and federal and military presence, creating a stable and forward-looking environment. Wright-Patterson Air Force Base, one of the most significant economic engines in Ohio, along with leading health systems and universities, supports a vibrant ecosystem of research, innovation, and career opportunity. This foundation makes Dayton particularly attractive for leaders who are energized by the opportunity to drive meaningful change in a community that values both tradition and transformation.

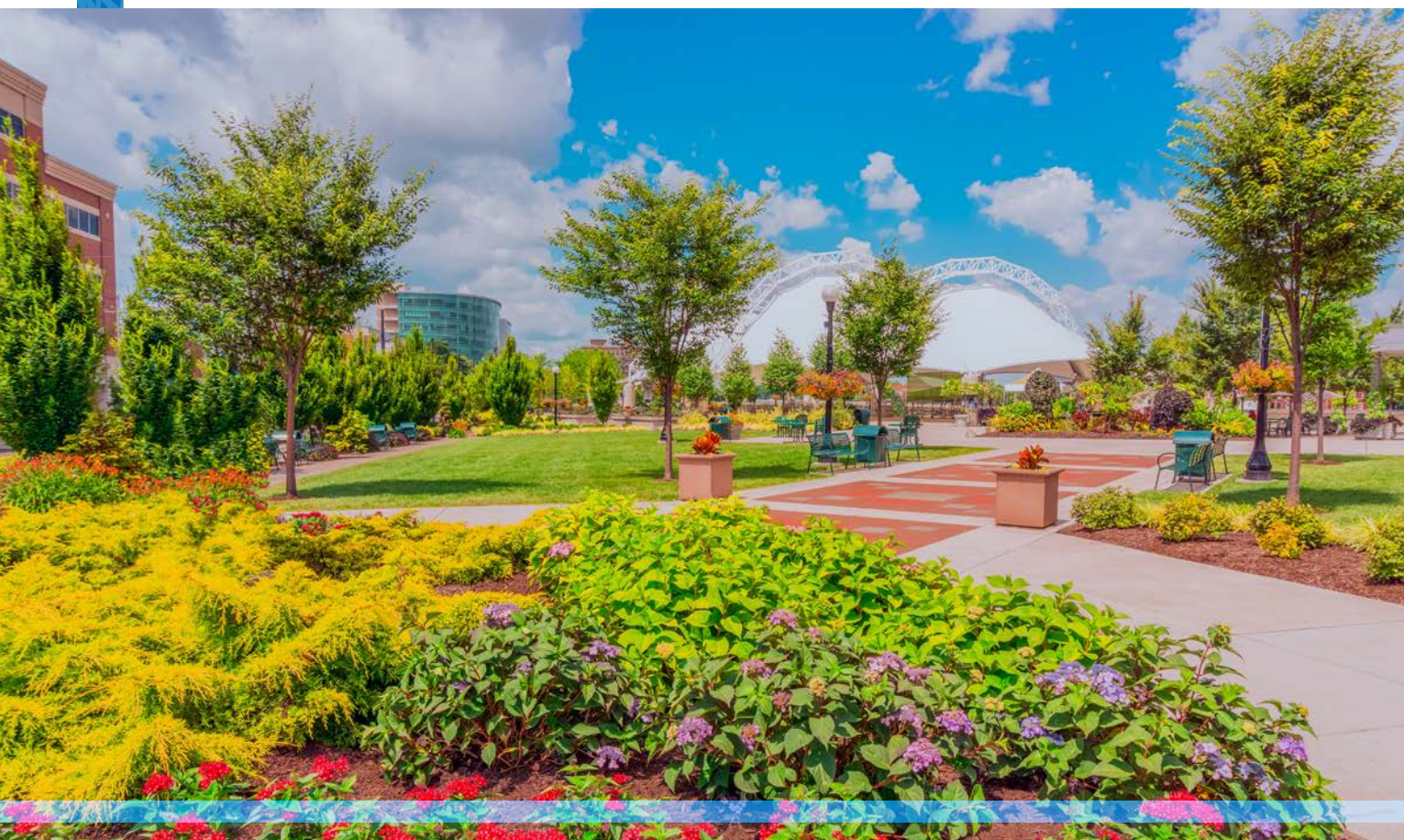


Outdoor enthusiasts and those seeking an active lifestyle will find Dayton uniquely appealing. The region is defined by its natural assets, including the Five Rivers MetroParks system, which offers nearly 16,000 acres of protected green space, trails, waterways, and recreational opportunities just minutes from downtown. Whether exploring scenic bike paths, enjoying riverfront activities, or spending time in the region’s parks and nature preserves, residents benefit from year-round access to outdoor experiences that support both physical well-being and quality of life.

Families are drawn to the Dayton region for its combination of affordability, community engagement, and educational opportunity. The area offers a range of public and private school options, as well as access to higher education institutions such as the University of Dayton, Wright State University, and Sinclair Community College, all of which contribute to a strong talent pipeline and a culture of lifelong learning. The affordability of housing and overall cost of living—consistently below national averages—allows residents to enjoy more space, flexibility, and financial stability compared to larger metropolitan markets.

Dayton’s community is characterized by its authenticity, resilience, and welcoming nature. Residents take pride in their city’s rich history, diverse neighborhoods, and shared commitment to growth and revitalization. Cultural assets such as the Dayton Art Institute, performing arts venues, festivals, and nationally recognized attractions like the National Museum of the U.S. Air Force contribute to a vibrant and engaging environment. At the same time, the region’s scale fosters meaningful connections—professionally and personally—allowing leaders to engage deeply with the community and see the tangible impact of their work.

With its unique blend of affordability, accessibility, innovation, and community spirit, the Dayton region offers a compelling environment for those seeking not only professional advancement, but also a high quality of life and the opportunity to make a lasting difference.





PROCEDURE FOR CANDIDACY

Please direct all nominations and applications to Jason Petros, Donna Padilla or Stacy Lind through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the “Become a Candidate” button.

Donna Padilla

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Jason Petros

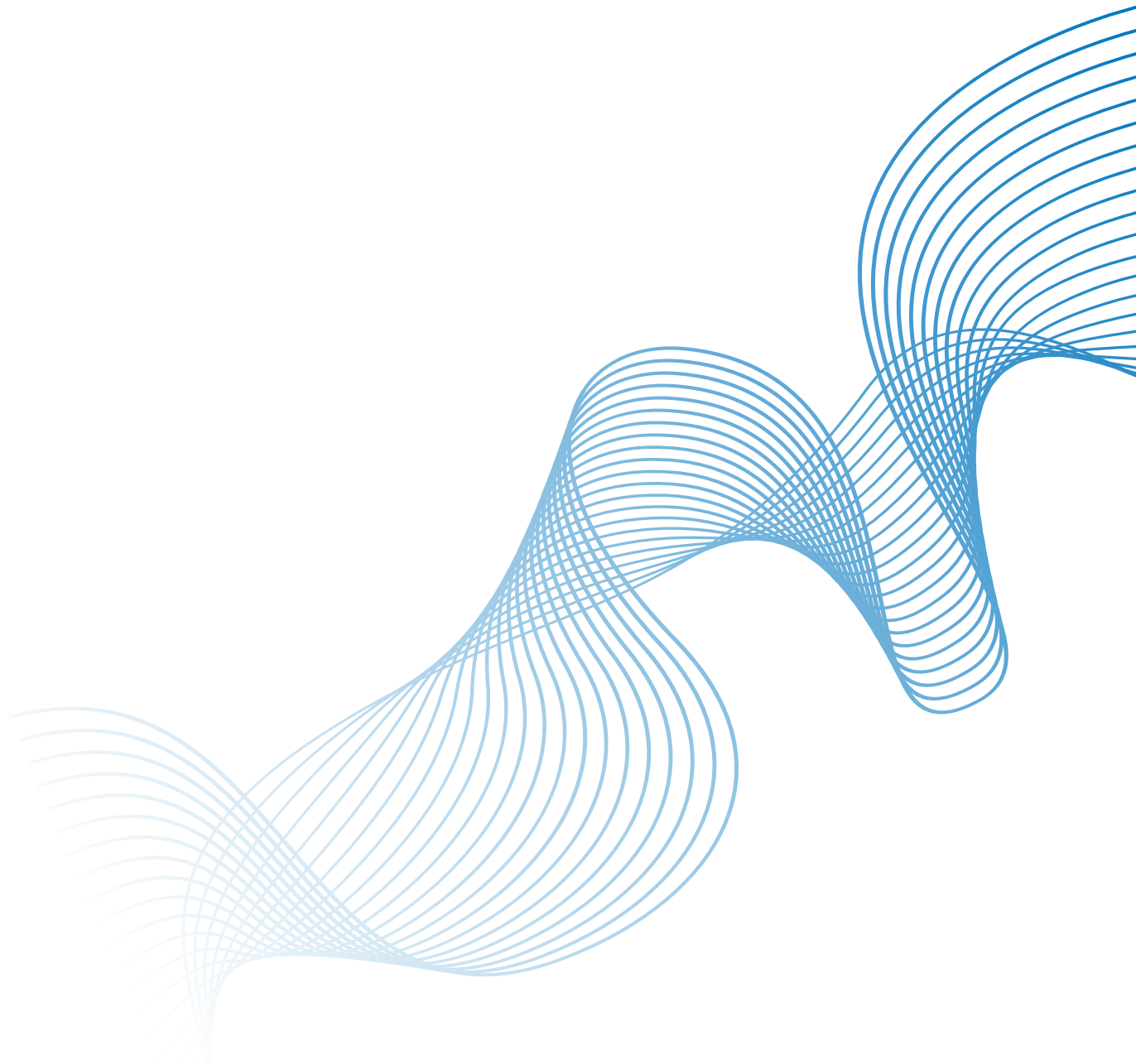
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