



**FMOL
Health**

St. Francis

Hospital President, St. Francis Medical Center Leadership Profile

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The Opportunity

St. Francis Medical Center, located in Monroe, LA, presents a rare opportunity for an accomplished healthcare executive to lead one of Louisiana's most respected and mission-driven healthcare organizations. As the primary hospital serving Monroe and the broader region, St. Francis has built a longstanding reputation for clinical excellence, compassionate care, and deep community trust. The next Hospital President will inherit an organization with a strong market presence, a talented leadership team, and a culture that is deeply committed to delivering exceptional care to the communities it serves.

This is an opportunity to guide an established, complex medical center while helping to shape the future of healthcare across a region that depends on St. Francis as its premier provider. As a key referral and tertiary hub for a network of rural communities and hospitals throughout Northeast Louisiana, St. Francis plays a vital role in ensuring access to advanced care across the region. Equally compelling is the opportunity to lead within the Franciscan Missionaries of Our Lady Health System (FMOL Health), one of the largest and most respected health systems in the Gulf South. FMOL Health combines the strength, scale, and resources of an integrated regional system with a steadfast commitment to its faith-based mission and values.

As part of the system's executive leadership, the Hospital President will have access to robust clinical, operational, and strategic support while maintaining a meaningful local leadership presence. This balance provides the best of both worlds: the ability to drive transformative impact at the community level while leveraging the capabilities, innovation, and expertise of a highly successful health system. The incoming Hospital President will step into an organization distinguished by a highly engaged workforce and a culture grounded in teamwork, service, engagement, and excellence. Physicians, leaders, and team members share a deep commitment to the mission and are united in their dedication to advancing quality, safety, and patient experience.

The organization is seeking a visible, progressive, and highly collaborative leader who is a team builder. There is an opportunity to strengthen relationships across the medical center and health system and lead with authenticity, transparency, and accessibility. Success in this role will require a balanced executive who combines strong interpersonal and cultural leadership skills with a disciplined operational mindset. The Hospital President must be comfortable rolling up their sleeves to address complex operational challenges while fostering alignment and shared accountability across teams.

St. Francis has cultivated an environment where employees are proud of their work, connected to the organization's purpose, and eager to continue building on recent successes. With employee engagement among the strongest in the market and turnover among the lowest in the health system, the next Hospital President will inherit a stable, committed workforce while focusing on key operational opportunities that will shape the organization's future success. This foundation creates an exceptional platform for a new leader to inspire continued growth, innovation, and performance across the organization.

This transition follows the tenure of a highly respected and successful leader whose decades of service have left an enduring legacy across the medical center and community. For an operationally-minded executive who values mission, community impact, and the opportunity to lead an outstanding organization at a moment of strength, St. Francis Medical Center offers a truly exceptional leadership opportunity.

Organizational Overview



Franciscan Missionaries of Our Lady Health System

Franciscan Missionaries of Our Lady Health System is the leading health innovator in Louisiana and Mississippi and a regional destination for healthcare access. We bring together the top clinicians, advanced technology, and innovative research to ensure our patients receive the highest-quality, most comprehensive care possible.

This commitment, more than 100 years old, is grounded in history yet reflective of our

forward-thinking strategic vision to transform healthcare.

As a nonprofit, mission-focused Catholic healthcare ministry, we provide a compassionate circle of care to everyone, with special attention to those most in need. The care we administer is driven by listening to our patients and putting their needs first. Through listening, we can truly understand what's going on, hear the patient's goals, and, most importantly, discover together how we can help.

In addition to providing inpatient care, FMOL Health maintains a comprehensive healthcare delivery network that includes interests in specialty surgery facilities, urgent care clinics, home care centers, senior living nursing home facilities, imaging facilities, health and wellness centers, and other outpatient clinics and facilities located throughout the state.

Mission, Vision, Core Values

Mission - Inspired by the vision of St. Francis of Assisi and the tradition of the Roman Catholic Church, we extend the healing ministry of Jesus Christ to God's people, especially those most in need.

We call forth all who serve in this healthcare ministry to share their gifts and talents to create a *Spirit of Healing* — with reverence and love for all of life, with joyfulness of spirit, and with humility and justice for all those entrusted to our care.

We are, with God's help, a healing and spiritual presence for each other and for the communities we are privileged to serve.

Vision - To make a significant difference in our communities through Catholic healthcare services.

Core Values - Humility | Justice | Service | Joyfulness of Spirit. Reverence and Love for All of Life

St. Francis Medical Center

For more than 110 years, St. Francis Medical Center's mission has remained constant: We extend the healing ministry of Jesus Christ to those most in need. From our modest beginnings in July 1913 as a three-story red-brick building with 75 patient beds, St. Francis Medical Center today serves the region with 325 beds. St. Francis offers Northeast Louisiana's only Level III NICU, Level III

OB, OB- ED, and Level II PICU services. St. Francis Medical Center leads the region in heart and vascular services, critical care, and complex and minimally invasive surgical procedures. The hospital offers a designated Level III Trauma Center, a Graduate Medical Education Program, an Accredited Chest Pain Center, an Accredited Primary Stroke Center, and Centers of Excellence in bariatric surgery, minimally invasive surgery, robotic surgery, minimally invasive gynecology, breast health, and specialized anesthesia.

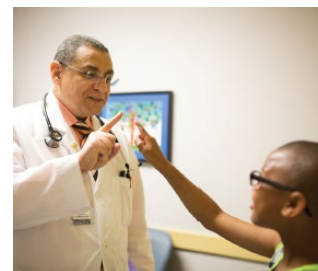


St. Francis Community Health Center

Conveniently located in the heart of Monroe at 2600 Tower Drive, the St. Francis Community Health Center offers an array of outpatient services. Some of these services include cardiac and pulmonary rehabilitation, occupational medicine, imaging, lab, and adult rehabilitation services, as well as the Kitty DeGree Breast Health Center and pharmacy, along with conveniently located primary and specialty care clinics.

St. Francis Medical Group

St. Francis Medical Group, our organization of physicians, mid-level providers, and other team members, offers the finest primary and specialty care in Northeast Louisiana. Our clinically integrated services provide efficient, state-of-the-art treatment methods while delivering respectful, compassionate care to our patients, especially those most in need. Backed by the traditions and values of St. Francis Medical Center, the providers of St. Francis Medical Group are here to meet the healthcare needs of Northeast Louisiana families with compassion and respect.



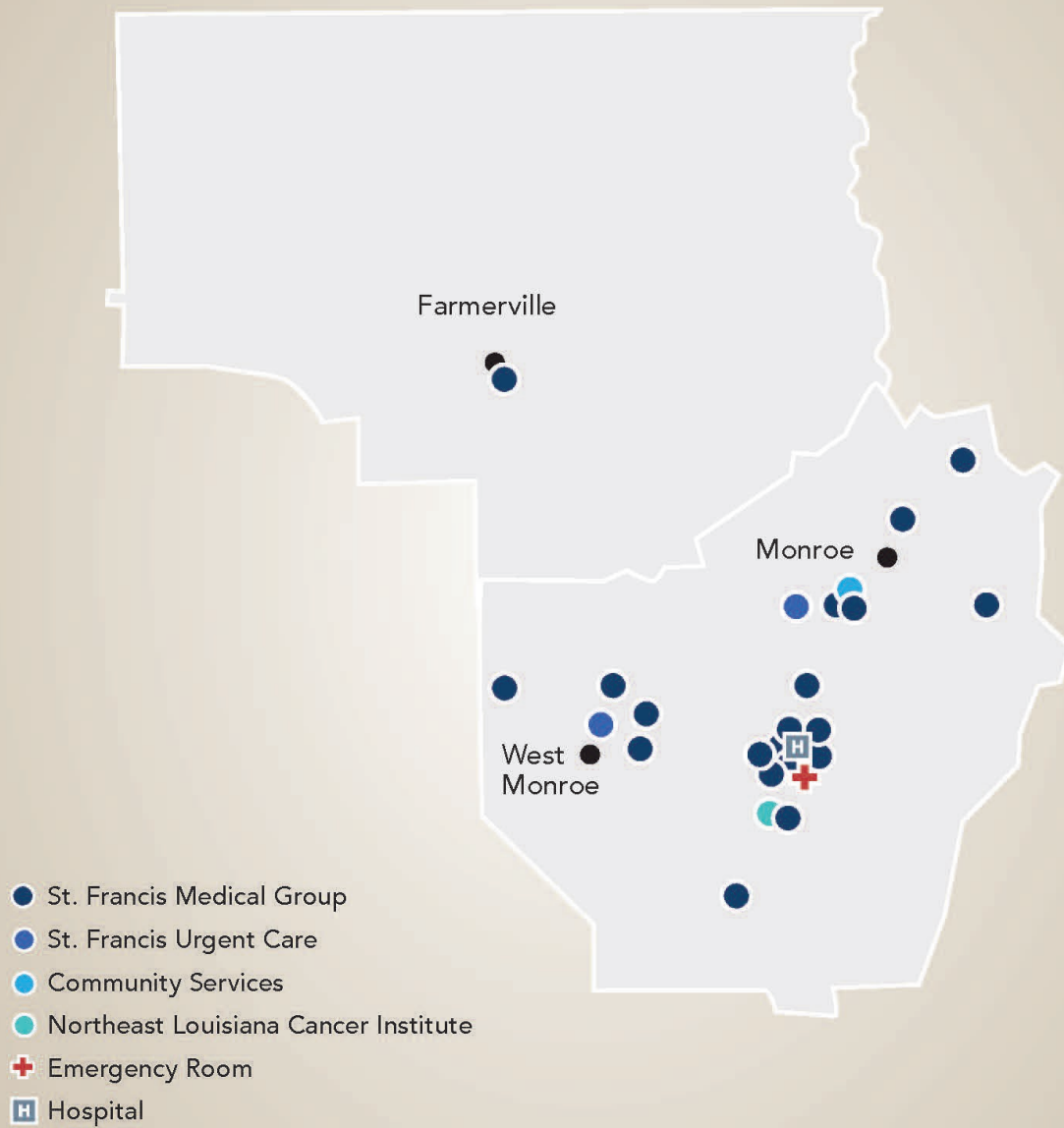
St. Francis Foundation

The St. Francis Medical Center Foundation, Inc., is a hospital-affiliated nonprofit organization created to continue the mission established by the Franciscan Missionaries

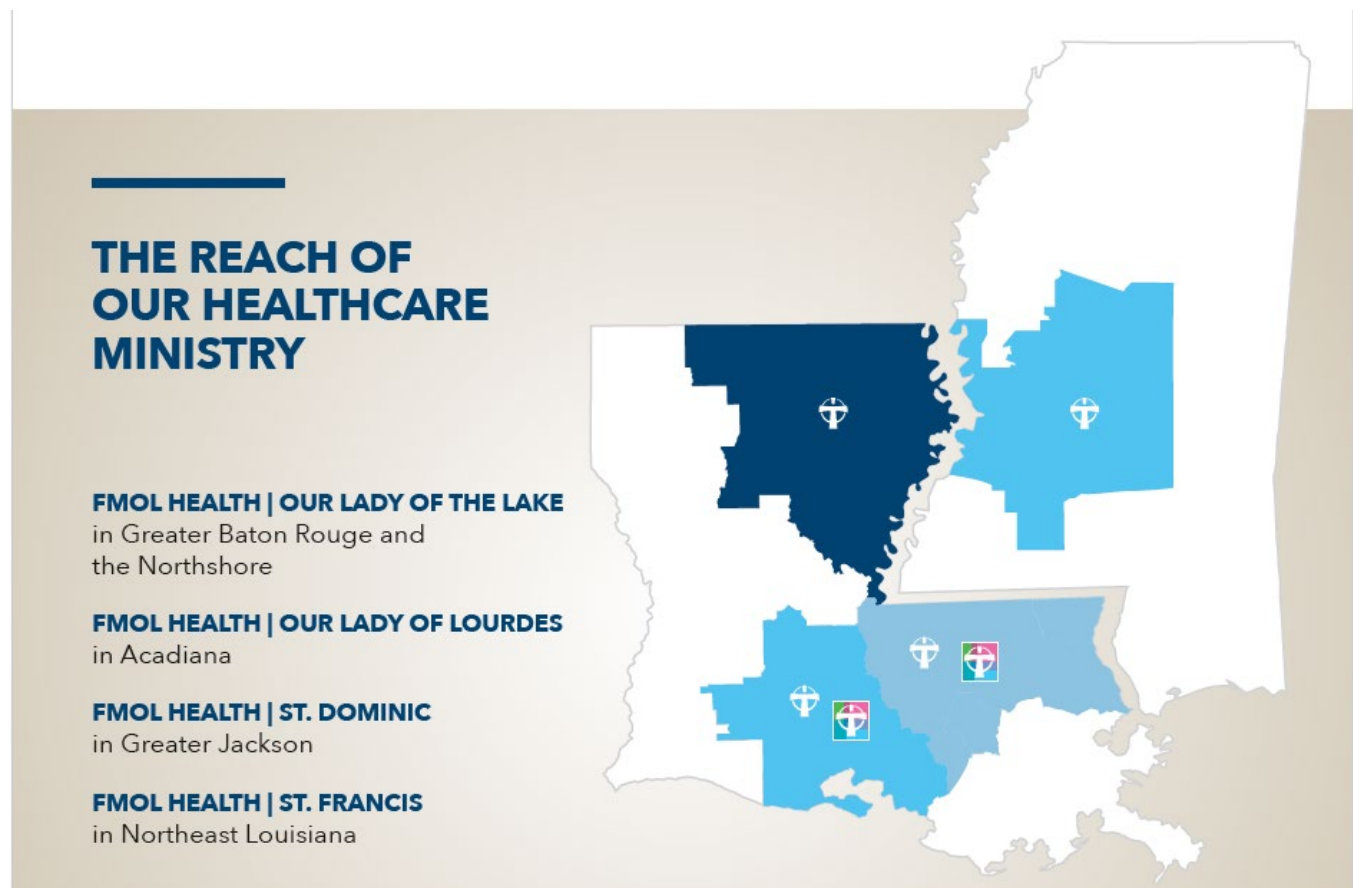
of Our Lady over 110 years ago in Monroe. Proceeds from events and contributions help launch new programs, purchase state-of-the-art equipment, and expand and enhance the hospital's comprehensive scope of services. Commemorative gifts, special gifts, and gifts through wills, trusts, and other designations greatly enhance both the quality and sustainability of services.

MONROE MARKET

Service Map



Care Across the Region



Franciscan Missionaries of Our Lady Health System is the leading health innovator in Louisiana and Mississippi and a regional destination for healthcare access. We bring together the top clinicians, advanced technology, and innovative research to ensure our patients receive the highest-quality, most comprehensive care possible.

This commitment is grounded in more than 100 years of history and reflects our forward-thinking strategic vision to transform healthcare.

As a nonprofit, mission-focused Catholic healthcare ministry, we provide a compassionate circle of care to everyone, with special attention to those most in need. The care we administer is driven by listening to our patients and putting their needs first. Through listening, we can truly understand what's going on, hear the patient's goals, and, most importantly, discover together how we can help.

Since our founding, we've grown into one of the largest health systems in the region, providing care to almost half of Louisiana and serving Mississippi's largest metropolitan area, Jackson.

PROGRAMS OF ACCOMPLISHMENT

- Region's only Level III NICU, Level III OB, OB- ED and Level II PICU
- Largest ER with specialists in the region, featuring a Level III Trauma Center
- Largest hospitalist program in the region
- ACGME accredited for internal medicine residency program
- Joint Commission-approved Primary Stroke Center
- American Heart Association's Get With The Guidelines – Stroke GoldPlus Quality Achievement Award for 2025
- American Heart Association's Target: StrokeSM Elite Plus
- Chest Pain Center accreditation with PCI from the Society of Cardiovascular Patient Care (SCPC)
- American College of Cardiology's NCDR Chest Pain–MI Registry Platinum Performance Achievement Award (2023 and 2024)
- Centers of Excellence in the areas of bariatric surgery, robotic surgery, minimally invasive surgery, minimally invasive gynecology, breast health and specialized anesthesia
- Recognized as a Louisiana Birth-Ready Designated birthing facility by the Louisiana Department of Health
- GIFT Designated Facility by Louisiana Department of Health

BY THE NUMBERS (FY 26)

1,624 AVERAGE
VISITS PER DAY FOR ST. FRANCIS
HEALTH SERVICES



1,564,076
MEDICATION ORDERS
PROCESSED



17,343
PATIENT ADMISSIONS

6,473



CARDIAC CATHETERIZATIONS

62,694
EMERGENCY
ROOM VISITS



5,090
NEONATAL
INTENSIVE
CARE DAYS



11,240
SURGERIES



158,716
OUTPATIENT VISITS

ST. FRANCIS MEDICAL GROUP CLINIC ENCOUNTERS **371,467**

34 PRIMARY
CARE
PROVIDERS



54 SPECIALTY CLINIC
PROVIDERS

42 ST. FRANCIS MEDICAL
GROUP CLINICS

38 HOSPITALIST
PROVIDERS



Locations

Monroe - Providing Quality Care in Northeast Louisiana

With a team of over 1,800 employees and more than 300 physician partners, St. Francis Health provides the highest level of healthcare available in Northeast Louisiana. It provides comprehensive healthcare services across a variety of medical and surgical specialties through various sites of care, including an acute-care hospital, a freestanding outpatient center, and 19 outpatient clinics.

St. Francis Medical Center has 317 beds and offers a Level III Trauma program, an accredited chest pain center, the area's only Level II PICU, Level III NICU, and Level III OB unit.

In spring 2020, St. Francis Medical Center founded its Department of Academic Affairs, which includes the Office of Graduate Medical Education. The medical center received initial accreditation as a sponsoring institution from the ACGME in March 2021. The first group of residents started their training in July 2023.

Find out more about Northeast Louisiana - <https://www.FMOL Health.org/locations/northeast-louisiana>

Baton Rouge, Louisiana - Uniquely Capable of Caring for the Capital Region

Our Lady of the Lake Health is a not-for-profit healthcare ministry based in Baton Rouge, Louisiana, with more than 7,500 employees and over 2,900 active physicians, including more than 600 employed physicians, committed to serving the capital region and building a healthy community through excellence in patient care and education.

Entering its 100th year, the 800-bed Our Lady of the Lake Regional Medical Center is a primary teaching site for 21 graduate medical education programs and is recognized for heart and vascular care, trauma and emergency care, stroke care, cancer care, minimally invasive procedures, and more.

Our Lady of the Lake has led the region's pediatric healthcare efforts for many years. With more than 360,000 square feet and home to more than 25 pediatric specialties, the region's only Pediatric Level II Trauma Program, 24/7 pediatric emergency room, and one of only two 24/7 pediatric intensive care units in Louisiana, our children's hospital is an anchor for advanced pediatric care and specialized programming for patients and families from across Louisiana and the surrounding region.

With the opening of the Our Lady of the Lake Heart & Vascular Institute in 2013, the recognition has only continued to grow. Our Lady of the Lake Regional Medical Center recently received the American College of Cardiology's (ACC) Chest Pain Center Accreditation and was recognized as the first facility in Louisiana to be awarded their Atrial Fibrillation (AFib) Accreditation.

Baton Rouge is home to FMOL Health's corporate offices and has a robust presence in the state capital.

Find out more about Greater Baton Rouge - <https://www.FMOL Health.org/locations/greater-baton-rouge>

Acadiana - Privileged to Serve the Acadiana Community

Based in Lafayette, Louisiana, with more than 2,800 team members, including a medical staff of more than 840, Our Lady of Lourdes Health is uniquely capable of providing care across the full spectrum of life for pediatric and adult patients across a range of illnesses and injuries, including those that are extremely complex. It includes 342 beds across three inpatient campuses:

Our Lady of Lourdes Regional Medical Center, with Centers of Excellence in Orthopedics, Stroke, and Robotics Surgery, is home to the only burn unit in southwest Louisiana and a Commission on Cancer-accredited oncology program.

Our Lady of Lourdes Women & Children's Hospital offers the area's only Pediatric Intensive Care Unit and Level III Surgical Neonatal Intensive Care Unit.

Our Lady of Lourdes Heart Hospital is a nationally recognized cardiac care center and premier 32-bed cardiac facility in Acadiana. A one-of-a-kind Louisiana heart specialty hospital committed to raising the bar for cardiac care. Find out more about Acadiana - <https://www.FMOL Health.org/locations/acadiana>

Greater Jackson - More than just a Hospital for Mississippi

Located just north of downtown Jackson, St. Dominic Hospital, with a team of over 3,600 employees and 741 physician partners, operates a 571-bed acute care facility and a state-of-the-art emergency room for the region. St. Dominic's traces its history back to the 1940s, when it was an infirmary, and has grown to provide a full range of acute and outpatient care, as well as community health services.

In addition to the main hospital facility, St. Dominic Health Services includes seven primary care locations, 16 urgent care clinics, a freestanding cancer center, and a comprehensive stroke center.

St. Catherine's Village in Jackson, Mississippi

St. Catherine's Village is more than a place to live; it's a place to thrive. Set on 160 of Mississippi's most beautiful acres, we offer comfort, security, and a full calendar of events and activities. Our program of [Continuing Life Care™](#) means you'll have complete peace of mind about the future, so you can enjoy the life you want now.

As Mississippi's first retirement community accredited by [CARF-CCAC](#), St. Catherine's Village will always provide the highest level of care. We have attained the maximum accreditation on each survey to date. This accreditation demonstrates our commitment to continuously improve service quality and to focus on the satisfaction of persons served.

St. Catherine's Village Mission

Inspired by the vision of St. Francis of Assisi and the tradition of the Roman Catholic Church, we extend the healing ministry of Jesus Christ to God's people, especially those most in need.

We call forth all who serve in the healthcare ministry to share their gifts and talents to create a spirit of healing, reverence, and love for all of life, with joyfulness of spirit, and with humility and justice for all those entrusted to our care. We are, with God's help, a healing and spiritual presence for each other and for the communities we are privileged to serve.

St. Catherine's Village Core Values

Service - The privilege of reaching out to meet the needs of others.

Reverence and Love for All of Life - Acknowledging that all of life is a gift from God.

Joyfulness of Spirit - An awareness of being blessed by God in all things.

Humility - Being authentic in serving as an instrument of God

Justice - Striving for equity and fairness in all relationships with special concern for those most in need.

Find out more about Greater Jackson - <https://www.FMOL Health.org/locations/greater-jackson>

Northshore - Serving Washington Parish and Beyond

Our Lady of the Angels Hospital in Bogalusa is the only full-service acute care hospital within a 45-mile radius. The hospital is one of the three largest private employers in Washington Parish, with nearly 500 team members, 130 physicians, and a large array of outpatient and inpatient services. From lab work and nuclear medicine to MRI

and CT scans, labor and delivery, and women's services, Our Lady of the Angels Hospital offers care for all healthcare needs.

In partnership with Louisiana State University, Our Lady of the Angels Health operates the only Rural Family Medicine Residency Program in the state.

Find out more about Northshore - <https://www.FMOL Health.org/locations/northshore>

A Culture of Excellence

- Our Lady of the Lake Regional Medical Center and Our Lady of Lourdes Regional Medical Center have been recognized among the best in the nation by *U.S News & World Report* in its 2021-2022 "Best Hospitals" rankings.
- Our Lady of Lourdes Regional Medical Center, Our Lady of Lourdes Women's & Children's Hospital, Our Lady of the Lake Ascension, and St. Francis Medical Center were awarded an 'A' from The Leapfrog Group for the Spring 2021 Leapfrog Hospital Safety Grade. The designation recognizes Franciscan Missionaries of Our Lady Health System's efforts to protect patients from harm and provide safer healthcare.
- Our Lady of the Angels was awarded the 2020 Leapfrog Top Hospital Award for Outstanding Quality and Safety.
- Our Lady of the Lake Regional Medical Center and St. Francis Medical Center received a three-year Chest Pain Center Accreditation with percutaneous coronary intervention (PCI) from the American College of Cardiology through 2023.
- Our Lady of the Lake Regional Medical Center has earned The Joint Commission's Gold Seal of Approval® and the American Heart Association/American Stroke Association's Heart-Check mark for Advanced Certification for Primary Stroke Centers.
- Our Lady of the Lake Regional Medical Center was recognized as the first facility in Louisiana to receive the American College of Cardiology's Atrial Fibrillation (AFib) Accreditation.
- The Wound Healing Center at St. Dominic's is the first center in the state to hold the coveted Joint Commission's Gold Seal of Approval® for demonstrating excellence with The Joint Commission's national standards for health care quality and safety in disease-specific care. St. Dominic's is also home to one of the leading hyperbaric oxygen therapy centers in Mississippi.

Health Leaders Network

Health Leaders Network represents a collaboration among independent and employed providers and Franciscan Missionaries of Our Lady Health System, focused on providing the communities we serve with high-quality, efficient healthcare.

More than 1,100 Health Leaders Network providers are partnering to deliver a continuum of care focused on quality, efficiency, and value. The Health Leaders Network represents 120,000 covered lives throughout the region and has achieved \$90 million in savings over the last three years.

Healthy Lives for Employees

A comprehensive care management program - improves the health of workforce members and dependents for FMOL Health and other employers.

PACE Baton Rouge and Lafayette (Program of All-Inclusive Care for the Elderly) - a non-profit health and supportive services program designed to assist seniors who are Medicare/Medicaid dual eligible and want an alternative to long-term care placement.

Senior Services - a comprehensive senior services program through long-term care, residential living, supportive services, and primary care.

Joint Ventures - entities within FMOL Health have entered into over 30 joint ventures in clinical services and real estate, all of which have successfully improved quality, safety, and efficiency while remaining profitable. These include ambulatory surgical centers, specialty hospitals, outpatient physical therapy, imaging, home health, after-hours clinics, outpatient electronic health records, and cancer services.

The Innovation Institute - a joint venture among Providence St. Joseph Health System, Children's Hospital of Orange County, Bon Secours Health System, Avera Health, and FMOL Health with three functions: 1) create an innovation lab and provide resources to encourage and support the submission of innovative ideas which might be commercialized, 2) acquire companies providing needed services by health care entities and with positive cash flows, and 3) create an investment fund to invest in and learn from emerging ideas.

Franciscan Missionaries of Our Lady University - Established in 1923, the School of Nursing began in conjunction with the establishment of Our Lady of the Lake Sanitarium in Baton Rouge, Louisiana. The University is a small, Catholic, not-for-profit institution with a healthcare emphasis. The University offers degrees in nursing, health sciences, humanities, behavioral sciences, and natural sciences.

Governance

Franciscan Missionaries of Our Lady Health System, Inc has operated under a Public Juridic Person (PJP) since September 2018. A Public Juridic person is a legal entity under Canon Law that allows the church's ministries to function in the name of the Roman Catholic Church. The Franciscan Calais Ministries ("PJP") was established to ensure the Franciscan heritage is carried forward in leadership and governance. The five-member PJP, led by its Chair, Sister Laura Wolf, consists of both Franciscan Sisters and Lay leaders.

FMOL Health has a system-level board comprising 15 members who guide the organization's governance and provide recommendations to the PJP on the most significant areas for the health system with respect to its canonical requirements. The Board accomplishes much of its oversight through active committees, including: Executive, Finance, Audit, Investment, Human Resources, and Compensation. Each of the "markets" is governed by market-level boards that report to the FMOL Health Board of Trustees and provide local advisory and guidance to the market, ensuring the local voice is elevated to the system board and PJP.

The primary purpose of the board is to oversee and ensure that FMOL Health's mission is alive and evident at all times. The PJP selects the Hospital President and CEO, who reports directly to the PJP.

The board makeup includes Sisters, physicians, political leaders, and persons from the communities FMOL Health serves. The board's purpose is to work with the Hospital President and CEO to oversee implementation of the mission and strategic plan, approve annual budgets and certain levels of system expenditures, approve key operational initiatives, and champion the FMOL Health brand.

Market boards function as champions in their respective communities for the FMOL Health brand and voices of local input for FMOL Health leadership. They work with the respective Market Hospital Presidents on local initiatives in their communities.

Position Summary

The Hospital President serves as the hospital's Senior Executive and is accountable for overall hospital performance, operational excellence, and the effective implementation of regional and system strategy. This position reports to the Regional Market Hospital President.

In close partnership with the Regional Market Hospital President, the Hospital President leads daily hospital operations, translates strategic priorities into actionable plans, and ensures execution across quality, safety, patient experience, workforce engagement, and financial performance. The role advances the organization's mission and ensures that all operations are aligned with the Ethical and Religious Directives for Catholic Health Care Services (ERDs).

Reporting to the Hospital President, direct reports include:

- Chief Nursing Officer
- Chief Medical Officer
- Chief Operating Officer
- Chief Financial Officer

Responsibilities

The successful Hospital President candidate will:

Mission & Values Integration

- Ensures the hospital's daily operations reflect and advance the Catholic mission, values, and identity of the organization.
- Leads with visible commitment to dignity, compassion, stewardship, and care for the vulnerable.
- Partners with Mission Integration leaders to ensure alignment of Catholic Social Teaching and ERDs into operational decision-making and organizational culture.

Operational Leadership & Execution

- Leads all day-to-day hospital operations, ensuring reliable, efficient, patient-centered care delivery.
- Maintains accountability for operational performance across clinical services, support functions, patient flow, access, and care coordination.
- Drives standardization, process improvement, and operations consistent with system and regional expectations.

Strategy Implementation

- Executes and operationalizes the strategy established by the Regional Market Hospital President and System Leadership.
- Translates regional and system strategic priorities into hospital-level goals, operational plans, and measurable outcomes.
- Monitors progress against plans, identifies risks or barriers to execution, and escalates issues as appropriate.

Quality, Safety & Patient Experience

- Accountable for achieving hospital quality, patient safety, and patient experience targets.
- Promotes a culture of high reliability, continuous improvement, and accountability.
- Ensures compliance with regulatory requirements, accreditation standards, and effective risk management practices.

Financial & Resource Stewardship

- Oversees hospital financial performance, including revenue operations, expense management, productivity, and capital stewardship.
- Partners with finance and operational leaders to execute budgets and performance improvement initiatives aligned with regional and system objectives.
- Ensures responsible utilization of resources.

Physician & Clinical Operations Partnership

- Serves as the senior executive partner to medical staff.
- Supports physician engagement, alignment, and operational effectiveness.
- Collaborates closely with nursing and clinical leaders to optimize care models, staffing, and clinical outcomes.

People & Culture

- Leads and develops a high-performing executive and leadership team focused on execution, accountability, and results.
- Fosters a culture of respect, engagement, inclusion, and well-being for all team members.
- Ensures strong performance management, leadership development, and succession planning processes.

Community Presence

- Represents the hospital within the community in coordination with regional leadership.
- Builds and maintains effective relationships with community leaders, sponsors, and external partners.

Goals and Objectives

- Establish strong, visible, and authentic relationships with physicians, advanced practice providers, employees, volunteers, Board members, community leaders, business organizations, elected officials, and FMOL Health system colleagues. Serve as the face of St. Francis Medical Center throughout the region while reinforcing the medical center's mission, values, and commitment to serving Northeast Louisiana.
- Break down organizational silos and foster greater alignment, communication, and collaboration across departments, physician leaders, and system partners. Create a culture of transparency and shared accountability that strengthens teamwork and organizational effectiveness.
- Preserve the organization's exceptionally strong engagement culture and industry-leading retention while reinforcing the transparent and accessible leadership style valued by employees and providers
- Drive continued improvement in financial performance through disciplined operational management, revenue growth initiatives, expense stewardship, and productivity optimization. Identify opportunities to strengthen operating margins while maintaining the organization's commitment to quality, access, and mission-driven care. Apply a rigorous operational approach to contract management, resource utilization, and performance improvement initiatives to enhance financial performance and support long-term sustainability.
- Lead an enterprise-wide effort to address emergency department capacity constraints, patient throughput, and length-of-stay performance. Partner with physicians, nursing leadership, and operational teams to develop sustainable solutions that improve patient flow, reduce delays in care, enhance patient experience, and increase organizational capacity.
- Work closely with FMOL Health leadership to prioritize and secure strategic capital investments that support clinical growth, operational efficiency, technology advancement, facility modernization, and improved patient care. Develop a clear long-term vision for the medical center that aligns local market needs with system-wide priorities and resources.
- Assess and prioritize strategic investments in areas such as imaging services, capacity management, and infrastructure improvements that support organizational growth and operational efficiency.
- Assess, strengthen, and develop the executive and operational leadership team to ensure organizational stability, succession readiness, and long-term success. Foster a culture of accountability, collaboration, innovation, and leadership development while creating opportunities for emerging leaders across the organization.
- Evaluate existing service lines and identify opportunities to grow strategically important clinical programs. Partner with physicians and FMOL Health leaders to enhance access, strengthen market differentiation, recruit key specialists, and develop services that improve health outcomes while meeting the evolving needs of the region.
- Support physician recruitment and retention efforts in key service lines to ensure the medical center remains well-positioned to serve Monroe, Northeast Louisiana, and the rural communities that depend on St. Francis for advanced care.
- Maintain St. Francis Medical Center's commitment to clinical excellence by advancing quality, patient safety, service excellence, and operational performance. Establish measurable goals and accountability structures that improve outcomes, strengthen regulatory performance, optimize hospital operations, and position St. Francis as the provider of choice across Northeast Louisiana and the surrounding region.

- Serve as a highly visible operational leader focused on identifying opportunities for improvement, strengthening accountability, and ensuring operational disciplines support exceptional quality, patient experience, physician satisfaction, and long-term organizational success.

Candidate Qualifications

Required

- Master's degree in Healthcare Administration, Business Administration, or related field (or equivalent experience).
- 10 years of progressive executive leadership experience in hospital or complex healthcare environments.

Preferred

- Experience in a Catholic or faith-based healthcare organization.
- Prior Hospital President, Chief Operating Officer, or senior hospital leadership experience.
- Experience operating within a regional or system-based leadership structure.

The Community

Monroe, Louisiana

Located in the heart of Northeast Louisiana, Monroe offers an exceptional quality of life for executives and families seeking the opportunity to make a meaningful professional impact while enjoying a more balanced and connected lifestyle. Anchored by the twin cities of Monroe and West Monroe, the region serves as the economic, healthcare, educational, and cultural center for a broad multi-state service area spanning Louisiana, Arkansas, and Mississippi. Residents enjoy the advantages of a thriving regional hub without the congestion, long commutes, and high cost of living often associated with larger metropolitan markets.



Families relocating to Monroe are often attracted by the community's affordability and quality of life. Housing options range from historic neighborhoods and established suburban developments to lakefront properties, acreage estates, and country club communities. The region offers a cost of living significantly below the national average, allowing families to enjoy larger homes, more outdoor space, and a higher quality of life. The area's public, private, and faith-based schools offer diverse educational opportunities, while nearby universities, including the University of Louisiana Monroe (ULM), contribute to a vibrant educational environment and foster lifelong learning and community engagement.

The Monroe region is known for its strong sense of community, welcoming culture, and family-centered atmosphere. New residents quickly discover a community that deeply values civic engagement, philanthropy, and volunteerism. Local festivals, live music, youth sports, community events, and faith communities create countless opportunities to build relationships and become involved. Cultural amenities include the nationally recognized Biedenharn Museum and Gardens, the Masur Museum of Art, the Monroe Symphony Orchestra, and a growing dining and entertainment scene throughout Monroe and West Monroe. The region's blend of Southern hospitality and genuine community pride makes it an especially appealing destination for executives seeking both professional fulfillment and personal connection.

For those who enjoy the outdoors, Northeast Louisiana offers abundant recreational opportunities. The Ouachita River, Black Bayou Lake National Wildlife Refuge, and numerous parks, trails, hunting properties, golf courses, and fishing destinations provide year-round opportunities for recreation and relaxation. The region is particularly attractive to families who appreciate outdoor activities and a lifestyle centered around wellness, nature, and community. Weekend travel is convenient, with Monroe Regional Airport providing direct commercial service and easy access to larger hubs throughout the South.

Perhaps most importantly, Monroe offers executive leaders the opportunity to join a community where their leadership can make a visible and lasting difference. Healthcare, education, economic development, and community organizations collaborate to strengthen the region and improve residents' quality of life. Leaders are valued not only within their organizations but also embraced as civic partners and community builders. For executives considering the opportunity at St. Francis Medical Center, Monroe represents a place where professional impact, family well-being, and community engagement converge, creating an exceptional environment in which to build both a career and a life.

Procedure for Candidacy

Please submit all applications, nominations, and inquiries to the search team through the WittKieffer Candidate Portal by [clicking here](#). New users should select “Register Here” to create an account before proceeding. After logging in, navigate to “Open Positions,” then locate the role by entering the institution’s name and clicking the search wheel.

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FMOL 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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