



**Treasurer**

## Leadership Profile

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The WittKieffer logo is positioned in the bottom left corner of a dark teal rectangular area. It consists of the name "WittKieffer" in a white, italicized, serif font. The background of this area is a dark teal color, and it is overlaid with a complex, light-colored graphic of many thin, curved lines that create a sense of motion and depth, resembling a stylized wave or a series of overlapping paths.

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## The Opportunity

Southern Illinois Healthcare seeks a talented, bright finance executive to serve as its next Treasurer. This is an outstanding opportunity for a savvy, experienced financial leader to manage the health system's investments, partner with system leadership, and play an integral role in the capital planning and strategic fiscal management process.

Based in Carbondale, Illinois, Southern Illinois Healthcare (SIH) is an independent, not-for-profit integrated health system with over 4,000 employees and approximately \$800 million in net patient revenue. Having a long track record of financial success, SIH is in the desirable position of having achieved an AA-rating through S&P and a rating of A+ through Moody's. As the region's largest private employer, the success and viability of SIH is critical to the health, wellness, and economic development of the southern Illinois region. With a steadfast mission to provide health care to the people in the communities it serves, SIH has provided \$1 billion in uncompensated care and community benefits over the last 10 years.

Reporting to the system Senior Vice President and Chief Financial Officer, Warren Lander, the treasurer will be the key financial leader for managing and optimizing SIH's investment portfolio exceeding \$600 Million, as well as overseeing the vendor relationship for the health system's \$300 million employee benefit retirement account and over \$50 million in self insured reserves. Additionally, the Treasurer will be tasked with leading SIH's treasury operations and financing activities, including overseeing the cash management and debt management of the health system, as well as the development of policies and procedures, establishment of internal controls, and adherence to organizational standards pertaining to investment and financing-related activities.

Southern Illinois Healthcare serves the southernmost counties of Illinois with four inpatient hospitals, a comprehensive cancer center, Level II Trauma Center, and a medical group comprised of over 300 providers, more than 30 outpatient and specialty practice locations, and urgent care centers. SIH holds affiliations with renowned peers such as Prairie Heart Institute, SIU School of Medicine Family Practice Residency Program, Siteman Cancer Network, and the BJC Collaborative, and is recognized for high-quality outcomes in cardiac, stroke, bariatric, and cancer care.

The ideal candidate for this role must have a bachelor's degree and a CFA, or an MBA is preferred. The Treasurer will have at least five years of experience in treasury/cash management, preferably in a complex healthcare setting. The candidate must understand and apply knowledge of financial analysis and reporting with respect to corporate budgets, financial statements and cash flow forecasting and reconciliation in a multi-million dollar, multi-organization enterprise.

## Organization Overview

### About Southern Illinois Healthcare

SIH is a not-for-profit health care system dedicated to promoting the health and wellbeing of all of the people in the communities served by the health system. The mission is guided by our values: compassion, collaboration, quality, stewardship, integrity, accountability and respect.

SIH has over 4,000 employees, four hospitals and a medical group comprised of over 30 outpatient and specialty practices with 300 employed providers. SIH hospitals are located in Carbondale, Herrin, Harrisburg, and Murphysboro, Illinois. SIH also offers services in rural clinics and is a member of the BJC Collaborative, with some of America's best hospitals, improving our communities through our charitable community benefits programs.

Southern Illinois Healthcare is an AA-rated organization through S&P and rated A+ through Moody's, with a strong balance sheet and net revenues in excess of \$800 million. The health system is in the midst of planning a marketing and branding campaign that will begin next year. SIH has a large multi-specialty physician group with practice locations throughout SIH's primary service area. SIH Medical Group employs approximately 175 physicians and 77 APPs across 30 sites.

Serving a broad geography accounting for more than 300,000 community members, SIH is driven to meet the health needs of the communities they serve.

### East Region

#### *Herrin Hospital*

Herrin Hospital's reputation for high quality care and attention to detail is proof that a rural facility can have huge achievements in quality. As the longest-serving SIH hospital, Herrin is well known for rehabilitation and emergency services, including recognition for outstanding work responding to heart attack patients. Herrin Hospital is a 114-bed facility, with an average daily census of approximately 80. The hospital recently completed major renovation and expansion projects to increase efficiency and add patient friendly features. It includes a three-floor addition that brought outpatient services to the main floor for increased

accessibility and upgraded patient accommodations to include private rooms and flat screen televisions. The newly expanded Emergency Department includes the region's first accredited Chest Pain Center and is home to the area's only bariatric surgical program for weight loss.





### Harrisburg Medical Center

Harrisburg Medical Center is the newest hospital to join the SIH system. Located in Harrisburg, Illinois, the hospital is a 68-bed acute care facility offering cardiology, medicine, neurology, psychiatry, pulmonology, surgery and urology services. Harrisburg Medical Center also offers laboratory and diagnostic services, scheduled surgeries, recovery services, and inpatient treatment. The hospital also offers support services, such as home nursing, family support, and prescription services. Harrisburg Medical Center has a strong reputation for providing high quality, mission critical behavioral health services across the region.

## West Region

### Memorial Hospital of Carbondale



MHC is the flagship hospital for SIH and the regional referral center for the 16-county southern Illinois region. As the market and regional leader for healthcare services, Memorial paves the way to bring big city medicine home. Physicians in nearly 40 different specialties practice here, bringing expertise and new procedures, but successfully tailoring them to the particular needs of a rural setting. MHC is licensed for 162 beds, oftentimes running close to capacity. With an active medical staff of over 300 providers staffed by a mix of independent and employed physicians, MHC is the market leader across the region. MHC is a Level II trauma center with 22 hospitalists and 4 mid-levels, along with 18 total family practice residents and one fellow affiliated with

the SIU School of Medicine General Surgical Residency Program. SIH is typically able to offer employment to most residents after they complete their residency. The Southern Illinois University School of Medicine and SIH recently opened a 45,000 square foot family medical clinic and a teaching facility on the MHC campus. The new clinic will be home to family practice residents and a Physician Assistants program. The West Frankfort Medical Center is a clinic operated by the family practice residency program in West Frankfort, Illinois. MHC also has 13 special care nursery beds and is Southern Illinois' largest and most spacious birthing center with a Level II Plus Special Care Nursery and over 2,400 births annually.

### St. Joseph Memorial Hospital

St. Joseph Memorial Hospital has been a fixture in the Murphysboro community for over half a century. It is a full-service, critical access hospital with an average daily census of approximately 13. Purchased from the Sisters of the ASC Health System, St. Joseph is the only SIH facility with a Catholic affiliation. The staff takes pride in the hospital's spiritual roots, which is evident in their daily approach to patient care. Employee and physician satisfaction consistently ranks in the 99th percentile. St. Joseph is an integral part of the SIH system, having evolved over time to become regional provider of specialized outpatient services. St. Joseph is a regional Sleep Disorders Center accredited by the American Academy of Sleep Medicine and is home to the areas only coordinated infusion therapy program. Additional services include a comprehensive wound care center with hyperbaric therapy, outpatient geriatric counseling program and a busy surgical service that is an area leader for outpatient endoscopic procedures.



## Southern Illinois Centers of Excellence

### *Prairie Heart Institute*



The core hospital for SIH's comprehensive, regional heart program, the Prairie Heart Institute in Carbondale brings world class cardiology services to Southern Illinois. Based in Springfield, Illinois, Prairie is one of the largest and most highly regarded cardiology groups in the Midwest. This Carbondale site is managed through a Joint Operating Agreement (JOA) with Prairie and is adjacent to Memorial Hospital, situated on the same campus. The group is comprised of 12 cardiologists and 8 APPs, all of which have a full-time clinic at the Carbondale site, but many of which also have outreach clinics across Southern Illinois. Last year, the Prairie Heart Institute in

Carbondale performed 265 open heart procedures and 3300 cardiac cath procedures. With the recent addition of TAVR capabilities, the only service not provided by Prairie is transplant procedures. Prairie Heart Institute services include Cardiac Management Center, Cardiothoracic Surgical Services,

Cardiovascular Diagnostic Center, Cardiovascular Pulmonary Rehabilitation, Heart Rhythm Services, Hybrid OR Services including TAVR and TEVAR, vascular services, and the STAT Heart Chest Pain Network which connects with 10 area hospitals and EMS agencies for diagnostic and treatment protocols.

### *SIH Cancer Institute*

The SIH Cancer Institute is the answer to an unmet need in southern Illinois. The Cancer Institute is the region's first dedicated cancer treatment center physically located in Carterville, Illinois but is technically a service of Memorial Hospital of Carbondale. March 2021 will mark the sixth year for the Cancer center, which sits in a 43,000 square foot medical facility. While only in year six, the Institute has clearly reached an unmet demand in the community as SIH has recently completed an additional 17,000 square feet to meet the needs of growth. Medical Oncology, pharmacy and infusion services have seen significant growth in the first six years. The lab currently sees approximately 90-110 patients per day. The infusion suite opened with nine chairs less than six years ago and today has 27 chairs, oftentimes running at capacity. Year one of the cancer center saw a 30% increase in volume over projections with 1028 cases, and year two saw significant growth in hematology. All cancer services, except for Breast diagnostics, are located in one centralized location allowing patients to receive their treatments in a healing location close to home.

The Cancer Institute is currently staffed by five medical oncologists and multiple employed mid-levels. The SIH Cancer Institute is accredited by the Commission on Cancer for comprehensive cancer treatment.

### *SIH Brain & Spine Institute*

The SIH Brain & Spine Institute is a regional referral center for treatment of back and neck pain in Southern Illinois. The Institute clinicians perform intricate, complex procedures with modern day imaging and diagnostic tools typically available only in urban or academic centers. Memorial Hospital of Carbondale offers a variety of Neurodiagnostic testing for the treatment and detection of stroke, brain injury, epilepsy, tumors, spinal disorders and more. It is also applied in a variety of surgical procedures along with the state-of-the-art stereotactic navigation system (Brainlab), to reduce the potential risk of neurologic damage and ensure the best outcomes. An interdisciplinary team approach presents each case and pools knowledge. The Neuroscience program including neurosurgery and the region's only Primary Stroke Center, with MHC and Herrin Hospital having been recertified in 2017. With collaboration amongst eight local hospitals and EMS crews, the SIH Brain & Spine Institute Stroke Network makes care readily accessible for patients throughout southern Illinois. The network was built on a Telemedicine platform with the hospitals having full 24/7 Neurology coverage. SIH Brain and Spine Institute

members include Neurosurgery, Neurology, interventional pain physicians, physical medicine and rehabilitation physicians, nurse navigators, rehabilitation professionals and advanced practitioners.

## Southern Illinois Healthcare Partnerships

### *SIU School of Medicine*

Southern Illinois University School of Medicine Carbondale Family Medicine Residency Program has a primary affiliation with MHC. Eighteen residents rotate through a three-year program at MHC. MHC also has one fellow. SIU has seven full-time and one part-time faculty physician and two full-time physician assistants. The program has community-wide physician support which allows for an educational benefit not enjoyed by many residency programs. SIU School of Medicine recently opened the Lincoln Scholars program. This program will have eight medical students complete aspects of their training locally. The hope is to grow the class size to 16 students over the next few years.

### *The BJC Collaborative*

BJC HealthCare (St. Louis, Missouri), Memorial Health System (Springfield, Illinois), Saint Luke's Health System (Kansas City, Missouri) and CoxHealth (Springfield, Missouri) founded the Collaborative in October 2012 to improve the quality and efficiency of patient care in the region. Blessing Health System in Quincy, Illinois joined the Collaborative in May 2013. SIH was the sixth Collaborative partner to join the group since its inception. Though they remain independent, the health systems in the BJC Collaborative have combined annual revenues of approximately \$10.2 billion, allowing them to jointly pursue initiatives that benefit from the aggregated size and scale of this affiliation. BJC Collaborative members will work together to improve access to and quality of medical care for patients, create additional efficiencies that will benefit our communities, achieve savings and lower health care costs.

The BJC Collaborative is currently pursuing joint work efforts in the following areas:

- Population Health: Cancer Task Force – Administrative and clinical leaders in the BJC Collaborative are working together to build relationships and enhance coordination in the areas of community health, expedited referrals, shared best practices and educational programs, virtual oncology conferences, and clinical trials. The Task Force aims to reduce the incidence of cancer, improve clinical outcomes, increase the use of clinical and genomic information in cancer research, and increase participation in clinical trials.
- Population Health: Collaborative Care Management Resources (CCMR) – Recognizing the momentous shift toward “value-based” reimbursement that is occurring throughout the health care sector, five of the health systems affiliated with the BJC Collaborative are pursuing a large-scale joint endeavor called CCMR. CCMR is a technology-based infrastructure that will provide data aggregation and analytics to enable enhanced patient care coordination through clinical program design, training, and patient engagement. These five health care providers believe the resulting care coordination protocols developed through CCMR will improve patient health and outcomes while also reducing the total cost of care.
- Achieving Financial Savings: Operations Committees and Mid-America Service Solutions – Through 2016, the BJC Collaborative achieved \$214 million in savings in the areas of clinical asset management, information technology, and supply chain through work efforts within the BJC Collaborative and through Mid-America Service Solutions, a Vizient™ member business venture that helps health systems to streamline supply chain management.
- Sharing Best Practices: Leadership Round Tables – Leaders from each health system are sharing best practices and developing solutions to shared challenges in Clinical and Service Quality, Emergency Preparedness, Government Relations, Health Sciences Academic, Human Resources, Legal Services, and Public Relations/Communications.

The long-term vision of the BJC Collaborative is to:

- Enhance the delivery of clinical programs and services for our patients and communities
- Improve the quality and experience of care provided to patients
- Provide meaningful population health benefits
- Reduce the total cost of health care services

## Mission, Values and Vision

### Mission

SIH is dedicated to improving the health and well-being of all the people in the communities we serve.

### Values

- Respect
- Integrity
- Compassion
- Collaboration
- Stewardship
- Accountability
- Quality

### Vision

Creating a healthy Southern Illinois made stronger by acts of caring that transform lives.

## Position Summary

### Reporting Relationships

The Treasurer will report to Warren Lander, Senior Vice President and Chief Financial Officer.

### Responsibilities

The successful Treasurer candidate will:

- Identify and quantify the asset/liability risk and sensitivity of assets to market risk.
- Determine and quantify required return, risk tolerance, time horizon, liquidity requirements, legal and regulatory constraints, tax status, and unique circumstances surrounding the purpose of asset base.
- Diversify and allocate the assets in a prudent manner.
- Review and propose revisions in investment policy for review by the Finance Committee and Board.
- Determine appropriate investment strategy.
- Perform due diligence and investment manager searches to implement the asset allocation and strategy.
- Determine appropriate custodial relationships for safety of assets.
- Monitor the performance of assets in accordance with the investment policy in comparison to appropriate and predetermined benchmarks at the portfolio level and investment manager level.
- Perform attribution analysis at the portfolio and investment manager level to evaluate the effectiveness of strategy and investment manager level.
- Perform attribution analysis at the portfolio and investment manager level to evaluate the effectiveness of the strategy and investment managers.
- Make recommendations to the Finance Committee for termination and replacement for investment managers.
- Rebalance the portfolio in accordance with the investment policy.
- Ensure quarterly bond compliance calculations and documents are completed and filed.
- Manage the vendors who are responsible for the employee benefit and self-insurance investment accounts.



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## Goals and Objectives

The Treasurer will have been considered successful at the end of 12 to 18 months if he/she is able to establish themselves as a straightforward, proactive, strategic, flexible and highly competent leader who is respected by the management team and Board.

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

- Build confidence, rapport and credibility with the Executive team, Board and Finance Committee, and SIH finance and accounting employees.
- Provide significant leadership for SIH's long-term capital planning and strategic fiscal management. Establish contemporary, inclusive, disciplined approaches to capital planning and investments, investment portfolio management, and cash management.
- Establish self as knowledgeable, reliable, innovative and dependable individual with investors, investment advisors, Board, outside constituents. Represent SIH well in the process.
- Through carefully assessing SIH's financial state, provide insights and approaches on how to best acquire new capital and best allocate the existing reserves to cover the expenditures of the health system.
- Utilize derivative financial instruments to perform variable rate analysis, analyze and interpret data, as a means to optimize existing debt and evaluate potential value in variable bond interest rate swaps.
- Ensure that financial transactions meet SIH's short- and long-term capital and investment objectives and ensure organizational compliance with federal and regulatory body requirements.
- As the primary responsible individual working with external auditors, conduct the annual independent audit of SIH.
- Provide mentoring and guidance for support staff and assess their needs for development.
- Fully understand the reimbursement and needs of SIH and contribute to the enhancement of strategic capital planning and execution, with respect to the health system's investment portfolio and cash reserves.
- Strengthen and manage vendor relations with respect to the SIH retirement investment portfolio and captive insurance vendor.

## Candidate Qualifications

### Education/Certification

- A bachelor's degree is required. Graduate degree in business administration is preferred.
- Chartered Financial Analyst (CFA) required.

### Knowledge and Work Experience

- At least five years of Treasury experience.
- The demonstrated ability to effectively obtain capital from bond market and other sources. A strong knowledge and track record in working with various rating agencies, as well as experience with institutional investments.
- Understands and applies knowledge of financial analysis and reporting, particularly as related to corporate budgets, financial statements and cash flow forecasting and reconciliation in multi-million dollar, multi-organization enterprise.
- Possesses an advanced knowledge and understanding, with progressive development, of financial statements and relationships, analytical techniques, operations, Generally Accepted Accounting Principles (GAAP), and accounting practices and procedures.
- Good judgment, insight and intuition; the ability to make decisions and a passion for service excellence.

## The Community

Southern Illinois, also known as Little Egypt, is home to about 1.2 million residents and while Midwestern is more culturally aligned with the Upland South. There are two main centers of commerce for Southern Illinois. They consist of the St. Louis, Missouri metropolitan area (home to approximately 2.8 million people), and the Carbondale, Marion, Herrin, Harrisburg area (home to approximately 245,000 people).



Carbondale, Illinois known as Southern Illinois' cultural center, is an eclectic college town surrounded by beautiful natural forestland, national wildlife parks, large lakes and scenic byways. Carbondale is a progressive community, where visitors pursue healthy lifestyles by participating in a variety of outdoor activities. Carbondale is also home to Southern Illinois University (SIU), which is a public research University founded in 1869. Offering more than 300 academic degree programs, SIU is the flagship campus of Southern Illinois University System and enrolls students from all 50 states and across more than 100 countries. SIU presents regular concerts and theatrical productions, art and history exhibits.

Carbondale's business district is home to several large shopping malls, including the University Mall, small shops and restaurants, many of them located in the downtown area. The downtown district is supported by Carbondale Main Street, which has listings and information about individual businesses. Because of the large student population in the city, there is a great variety of restaurants, featuring many nationalities of cuisine. There are also several bars and coffeehouses, which offer live music, poetry readings and other entertainment. Carbondale offers a rich heritage of culture, education and history, which places Carbondale the unofficial capital of Southern Illinois. The Southern Illinois region is home to numerous wineries, vineyards and breweries offering tastings, classes, tours and more.

For additional information, please visit:

[Home | SI Now \(southernillinoisnow.org\)](#)

<http://www.carbondalechamber.com>

<http://www.explorecarbondale.com>

<http://www.carbondaletourism.org>

<http://www.carbondalechamber.com/carbondale-schools>

<http://siu.edu>

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## Procedure for Candidacy

Please direct all applications, nominations and inquiries to the [WittKieffer Candidate Portal](#). Other questions or concerns can be directed to Michael Raddatz, Jennifer Sonneland, and Jimmy Vance, preferably via email at [jvance@wittkieffer.com](mailto:jvance@wittkieffer.com).

**Michael Raddatz**

Senior Partner

**Jennifer Sonneland**

Senior Associate

**Jimmy Vance**

Associate

*The Southern Illinois Healthcare 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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