



## Senior Vice President & Chief Legal Officer

### Leadership Profile

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The WittKieffer logo, consisting of the name "WittKieffer" in a white, bold, italicized sans-serif font, set against a dark teal background. The logo is partially overlaid by a decorative graphic of thin, light blue lines that curve and flow across the page.

**WittKieffer**

## Contents

<b>The Opportunity</b>	<b>01</b>
<b>Organization Overview</b>	<b>02</b>
<b>Position Summary</b>	<b>07</b>
<b>Goals and Objectives</b>	<b>11</b>
<b>Candidate Qualifications</b>	<b>12</b>
<b>The Community</b>	<b>14</b>
<b>Procedure for Candidacy</b>	<b>15</b>

## The Opportunity

Southcoast Health System, one of New England's most respected and community-focused healthcare systems, is seeking an exceptional general counsel and a strategic partner to executive leadership to serve as the Senior Vice President and Chief Legal Officer. This is a rare opportunity to help shape the future of a mission-driven, patient-centered organization that delivers world-class care across southeastern Massachusetts and Rhode Island. This is an exceptional chance to lead the transition from a fully outsourced legal function to a strong internal team of legal providers.

With over \$1.8 Billion in annual revenues and over 8,600 employees, Southcoast Health System is the largest employer in Southeastern Massachusetts and the 18<sup>th</sup> largest employer within the Commonwealth of Massachusetts. Founded in 1996 through the merger of Charlton Memorial Hospital in Fall River (founded in 1885,) St. Luke's Hospital in New Bedford (founded in 1884) and Tobey Hospital in Wareham (founded in 1938), Southcoast Health System (SHS) is the largest provider of primary and specialty care across southeastern Massachusetts and Rhode Island. Beyond the systems three hospitals, SHS includes the Southcoast Physicians Group (SPG), Southcoast Health and Home, Southcoast Behavioral Health (a joint venture in Dartmouth) and a physician network of more than 900 providers. The system takes pride in the clinical excellence it achieves for patients and is committed to hospital quality and safety in southeastern Massachusetts and Rhode Island at three hospitals, ancillary facilities, and many physicians' practices.

Reporting directly to the President and Chief Executive Officer for SHS, David McCreedy, the Senior Vice President and Chief Legal Officer (CLO) will serve as the senior legal advisor to the CEO, Senior Leadership Team (SLT), and Board of Trustees. As a key strategic partner, the CLO provides expert counsel on all legal, regulatory, compliance, and governance matters affecting a complex, community based, integrated health system. The CLO ensures that SHS's legal strategy supports its mission of delivering exceptional, community focused care across southeastern Massachusetts and Rhode Island. The role also leads the Legal Services function, oversees outside counsel, and partners closely with compliance, risk, privacy, and government affairs to safeguard the organization and advance its strategic goals.

The individual selected for this position will be a highly strategic, proactive attorney who is well versed in the business dynamics and regulatory environment of the healthcare industry. They are innovative and entrepreneurial as well as someone who creates solutions that will facilitate SHS's strategy to assure success and growth. Working with the CEO, SLT and Board of Trustees, the CLO will be constantly thinking of better ways to operate and how to structure these growth opportunities. The ideal candidate will be a seasoned, results-oriented legal leader with a proven track record of success in complex healthcare organizations. The successful candidate will possess strong leadership and relationship-building skills, with the emotional intelligence to partner effectively across all levels of the organization. They will have outstanding academic credentials, including a law degree from an ABA-accredited law school, and active membership in the Massachusetts Bar Association upon date of hire. A minimum of ten years of experience as an attorney supporting hospitals, health systems, or other healthcare providers is required, along with demonstrated expertise in healthcare regulatory matters, healthcare contracting, physician alignment, healthcare litigation, and healthcare transactions. Prior executive-level leadership experience overseeing legal teams in a dynamic, integrated health system—and success in leveraging technology and operational improvements to enhance departmental performance—is strongly preferred.

This CLO opportunity with Southcoast Health offers large system influence across multiple hospitals and service lines, mission-driven, community-focused work, and high-level strategic responsibility within a nationally recognized organization for clinical excellence, innovation and community impact. For a senior legal leader, this represents a rare blend of scope, influence, and community connection in a meaningful leadership role and the chance to shape the legal future of a high-performing nonprofit health system.

# Organization Overview

## Southcoast Health System

Southcoast Health, based in the coastal region of southeastern Massachusetts, is a \$1.8B not-for-profit, community-based health system providing an integrated continuum of care throughout southeastern Massachusetts and Rhode Island. Founded in 1996 through the merger of Charlton Memorial Hospital in Fall River (founded in 1885), St. Luke’s Hospital in New Bedford (founded in 1884), and Tobey Hospital in Wareham (founded in 1938), the health system now serves as the largest provider of primary and specialty care in the region.

Beyond its hospitals, Southcoast Health includes the Southcoast Physicians Group (SPG), Southcoast Health at Home, Southcoast Behavioral Health (a joint venture in Dartmouth), and a physician network of more than 900 providers. Across more than 55 service locations, the system operates over 40 physician practices, six urgent care centers, two cancer centers, and numerous ambulatory facilities

With a workforce of more than 8,600 employees, Southcoast Health is the largest employer in Southeastern Massachusetts and the 18th largest in the Commonwealth, according to the Boston Business Journal. The system serves approximately 756,000 residents across 33 communities, offering patients seamless access to a broad range of specialists and services. Southcoast Health is committed to delivering high-quality, compassionate, and accessible care while remaining deeply rooted in the communities it serves.

### About Us

- Southcoast Health is the **largest employer headquartered in southeastern Massachusetts**, and one of the largest employers in the Commonwealth, **employing more than 8,500 skilled and caring individuals** across our system of care.
- Our service areas include **more than 756,000 residents in 33 communities covering over 900 square miles** in southeastern Massachusetts and Rhode Island.
- **Our Promise is to provide Exceptional Care from People Who Care**, embracing the importance of delivering the best clinical care and service. As a community health system of the community and for the community, we proudly lead and convene important initiatives that eliminate the barriers that allow access to quality care.
- Our services are conveniently located throughout southeastern Massachusetts and Rhode Island, with three acute care hospitals in Fall River, New Bedford and Wareham, two cancer care locations in Fall River and Fairhaven, six Urgent Care Centers in Dartmouth, Fairhaven, Fall River, Lakeville, Seekonk and Wareham, Southcoast Health at Home, a Level II Trauma Center at St. Luke’s Hospital and numerous physician offices and ambulatory facilities.



**3**  
HOSPITALS



**6**  
URGENT CARE CENTERS



**55+**  
SERVICE LOCATIONS



**900+**  
IN-NETWORK



**164,800+**  
ED VISITS



**8,500+**  
EMPLOYEES



**3,150+**  
BIRTHS



**\$29.3M+**  
IN COMMUNITY BENEFITS

## Charlton Memorial Hospital

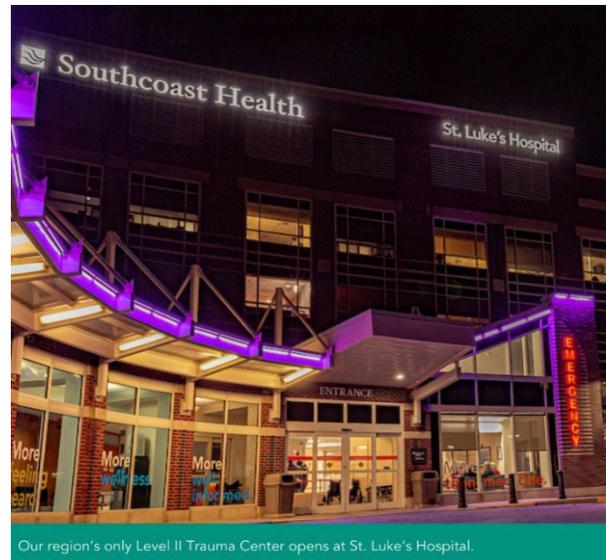


Serving Fall River, MA and Rhode Island since 1885, [Charlton Memorial Hospital](#) is a 328-bed acute-care community hospital offering a full range of medical specialty services, a comprehensive cardiovascular program and surgical services including orthopedics, urology, bariatrics, GI, thoracic, neurosurgery, and women's health. Charlton is the region's only hospital to offer open-heart surgery and elective coronary angioplasty. In addition to inpatient services, which are supported by the hospitalist program, the hospital provides a comprehensive mix of rehabilitative services including a dedicated inpatient acute-level

rehabilitation unit and various outpatient services, including the [Southcoast Wound Care Center](#), which features hyperbaric oxygen therapy and a multi-disciplinary Breast Center.

## St. Luke's Hospital

Since opening in 1884, St. Luke's Hospital has been a leading health care provider in southeastern Massachusetts, providing the highest quality care with compassion and respect. Today, the 391-bed hospital is designated as a Level II Adult Trauma Center and offers a wide range of inpatient medical and surgical services, supported by a hospitalist program. The hospital provides state-of-the-art acute care for patients with particular expertise in neurosurgery, joint replacements, acute care surgery, vascular surgery and pain management, obstetrics and children's health services. Through advanced technology, St. Luke's gives patients access to many types of diagnostic testing and rehabilitation services that are available on-site and at satellite locations. The hospital also features one of the busiest emergency departments in Massachusetts staffed by providers from BIDMC. Specialized pediatric services are available on site through a partnership with pediatricians from Boston Children's Hospital, who provide coverage in both the emergency department and pediatric unit.



## Tobey Hospital

Serving as Greater Wareham's comprehensive hospital since 1940, Tobey Hospital is a 74-bed acute-care community hospital featuring a state-of-the-art [surgical wing](#) and Intensive Care Unit that make today's advanced medical procedures available to area residents. Key services include a [bariatric weight loss surgery program](#), as well as general surgery programs.

## Southcoast Physicians Group (SPG)

Southcoast Health is supported by Southcoast Physicians Group (SPG), an integrated, multi-specialty network of more than 680 providers in southeastern Massachusetts and Rhode Island. Offering over 36 [clinical specialties](#),

SPG is focused on bringing together high-quality providers to deliver exceptional health care services to the community. From cardiovascular care to orthopedics, SPG is proud to be the largest and most trusted medical group for patients across the South Coast. For more information on Southcoast Physicians Group, please click [here](#).

### **Southcoast Health Network (SHN)**

SHN is a clinically integrated network of more than 850 providers throughout the South Coast region. SPG employed providers are part of SHN but there are also 166 non-employed community providers as part of the network. SHN has contracts with all major commercial and Medicare Advantage plans. It is a participant in both Medicare and Medicaid ACOs and supported by a multi-disciplinary team of care managers, social workers, pharmacists, community health workers and analysts. SHN partners with the other Southcoast Health entities to ensure future success as the organization moves to more quality and risk-based contracting.

### **Southcoast Health at Home**

Southcoast Health at Home has been serving the communities in Southeastern Massachusetts and Rhode Island for more than 115 years. Originally founded in 1905 as the Taunton Visiting Nurse Association, the organization was formed in response to the growing public health needs of the ill, injured and dying in the Greater Taunton Community. Today, Southcoast Health at Home is one of the largest nonprofit home health agencies in the region, helping patients of all ages recover or live well with illness or injury. With approximately 320 dedicated, highly skilled employees and 100 volunteers, Southcoast Health at Home provides compassionate and personalized care in the comfort and privacy of the home to more than 9,000 patients each year.

### **Southcoast Health Value Proposition**

#### **Community Focused. Care Driven.**

Southcoast Health is a not-for-profit, charitable health system with multiple hospitals, clinics, and facilities throughout Southeastern Massachusetts and Rhode Island.

Nestled within local communities, Southcoast Health provides inclusive, ethical workplaces where highly skilled caregivers offer world-class, comprehensive health care close to home.

Join Southcoast health, where your future is as promising as the care provided. The organization's commitment to employees, patients and the community is more than a mission – it's a way of life, and you'll be at the heart of it.

### **Mission, Vision, and Values**

#### **Our Model of More**

At Southcoast Health, we deliver More every day. We pursue our Mission with passion while we fulfill our Promise to our patients, community and colleagues. We do all of this as a team, with a shared Vision guided by our core Values, because we genuinely care about you, your health, your wellness and your quality of life.

#### **Our Promise to Our Patients & Our Community**

- Exceptional Care from People Who Care.

#### **Our Mission**

- Provide clinical excellence and a uniquely caring experience to every life we touch.

#### **Our Vision**

- Be bold. Be the best.
- Be the leader in delivering exceptional, accessible, and convenient care and service.

### **Our Promise to Our Employees & Each Other**

- The strength of Southcoast Health comes from our people. As a united team of caregivers, we fulfill our promise to “deliver exceptional care from people who care”.
- We are welcoming, inclusive and treat all individuals with respect, dignity, and integrity.
- We passionately nurture the well-being of our community, and we are dedicated to professional and personal development in pursuit of excellence.
- At Southcoast Health we are all caregivers. We are More than medicine.

### **Our Values**

#### **I am proud to be Southcoast!**

- I establish trusting partnerships with patients, their families, and my colleagues to create meaningful, long-lasting relationships.
- I am empowered to confidently make decisions and create an exceptional experience for everyone.
- I proactively and genuinely smile, really listen, stay a step ahead, walk in their shoes and show TLC with patients, their families and my colleagues.
- I see challenges as opportunities and take ownership of identifying and executing solutions.
- I am an important, contributing member of a team that is caring, respectful, dedicated and inclusive.
- I maintain a growth mindset and continuously embrace opportunities to learn and develop.
- I add value and make a positive difference each day.

## Awards and Achievements

Southcoast Health is one of the most honored healthcare organizations in southeastern Massachusetts and Rhode Island. Safety and the highest quality outcomes for all our patients are the guiding principles of Southcoast Health. The system takes pride in the clinical excellence it achieves for patients and is committed to hospital quality and safety in southeastern Massachusetts and Rhode Island at three hospitals, ancillary facilities, and many physicians' practices. Below are some recent awards and achievements received by Southcoast Health:



For a full list of recent awards and achievements, please click [here](#).

For more information about Southcoast Health, please visit:

<https://www.southcoast.org/about-southcoast-health/>

## Position Summary

### Reporting Relationships

Reports to: President and Chief Executive Officer for SHS

Key Relationships include:

- Senior Leadership Team
- Board of Trustees Chair
- Vice President, Chief Compliance Officer
- Executive Director, Business Development & Chief of Staff to President of Southcoast Physician Group
- Outside counsel

Direct reports include:

- Vice President, Chief Risk & Insurance Officer
- Legal services team (TBD)

### Responsibilities

The successful Senior Vice President & Chief Legal Officer candidate will:

#### Strategic Leadership and Executive Partnership

- Serve as a trusted advisor to the CEO, Senior Leadership Team (SLT) and, when needed, the Board of Trustees, on all legal, regulatory, and governance matters.
- Participate as a strategic member of the SLT, contributing to system-wide planning, decision-making, and organizational strategy.
- Serve as a business partner in providing timely legal insight into SHS's strategic direction, growth initiatives, partnerships, and emerging risks.
- Maintain a deep understanding of SHS's mission, priorities, and operational realities to ensure legal strategy aligns with organizational goals.
- Build and maintain a high-credibility, solutions-oriented legal function that is able to balance risks with business needs and is viewed as a collaborative, responsive, and business-savvy partner.
- Support SHS's culture of innovation, community commitment, and high reliability by offering practical, forward-looking legal guidance.

#### Legal Services and Regulatory Oversight

- Lead a team of expert legal counsel on all matters affecting SHS, including healthcare regulations, corporate governance, employment law, medical staff issues, and patient-related matters.
- Ensure compliance with federal and state laws, including Stark Law, Anti-Kickback Statute, HIPAA, EMTALA, CMS Conditions of Participation, and Massachusetts regulatory requirements.

- Lead contract review, negotiation (if needed), and administration across the system, including physician agreements, payor contracts, vendor agreements, and academic affiliations.
- Oversee legal aspects of mergers, acquisitions, affiliations, joint ventures, and other strategic transactions, including legal due diligence and integration.
- Provide legal guidance on real estate transactions, capital projects, equipment purchases, and facility expansions.
- Direct litigation strategy, oversee outside counsel, and manage dispute resolution.
- Provide input as needed on medical staff bylaws, credentialing, peer review, and related governance matters.
- Ensure SHS's policies and practices reflect current legal requirements and industry best practices.

### **Compliance, Privacy, Risk and Ethics Leadership**

- Partner closely with the Chief Compliance Officer and Chief Risk Officer to ensure an integrated approach to compliance, privacy, and enterprise risk.
- Provide legal input in compliance investigations, audits, and mitigation plans.
- Ensure SHS maintains robust privacy and data protection practices, including HIPAA, 42 CFR Part 2, and state privacy laws.
- Provide legal counsel on cybersecurity incidents, breach response, and regulatory reporting.
- Support the development of a strong ethical culture and high-reliability environment.
- Support the enterprise risk management (ERM) framework and mitigation strategies.
- Ensure appropriate reporting to regulatory agencies and government bodies.

### **Governance and Board Relations**

- Serve as legal advisor to the CEO and Board Chair; present legal issues to Board of Trustees and its committees upon CEO's and/or Board Chair's request.
- Assist CEO and Board Chair in ensuring compliance with nonprofit governance requirements, bylaws, and fiduciary obligations.
- Provide guidance to CEO and Board Chair on board education, governance best practices, and policy development.
- Upon notification to CEO, ensures the Board Chair is promptly informed of material legal or ethical issues involving the CEO that may significantly impact organizational integrity, risk, or fiduciary duties.
- Prepare Board materials, review with CEO, and ensure accurate documentation of governance actions.
- Provide legal advice to CEO and Board Chair on conflicts of interest, ethics, and governance risk.

## Operational and Financial Management of the Legal Function

- Build and maintain an effective fiscal management structure for the Legal Services department.
- Develop and manage departmental budgets, staffing plans, and resource allocation.
- Determine which legal matters should be handled internally versus by outside counsel.
- Manage outside counsel relationships to ensure quality, cost-effectiveness, and alignment with SHS priorities and culture.
- Establish performance metrics, service standards, and continuous improvement initiatives for the legal function.
- Support operational leaders across SHS in understanding legal implications of decisions and assisting with finding solutions that best serve SHS' business needs.

## Business Transactions and Strategic Growth Support

- Provide legal leadership for business development initiatives, including:
  - physician practice acquisitions
  - joint ventures
  - managed care contracting
  - population health and value-based care arrangements
  - academic and research partnerships
- Actively support SHS's strategic growth across the Southcoast region, including community partnerships and service line expansion.
- Provide legal guidance on innovative care models, digital health, telehealth, and emerging technologies.

## Government Relations and Public Policy

- Monitor and interpret legislative and regulatory developments at the federal and Massachusetts/Rhode Island state levels.
- Advise SLT on public policy issues affecting SHS and the broader healthcare environment.
- Support advocacy efforts and represent SHS in interactions with government agencies, community organizations, and regulatory bodies.
- Collaborate with industry associations and regional partners to advance SHS's interests.

## Leadership, Talent Development and Organizational Influence

- Manage the transition from a fully outsourced legal team to a strong internal team of legal providers; develop organizational structure, hire talent, and lead a successful enterprise-wide legal function.
- Model SHS's values and demonstrate high integrity, professionalism, and sound judgment.
- Lead with resilience, adaptability, and a solutions-oriented mindset in a dynamic healthcare environment.
- Build strong, collaborative relationships across leadership, functional departments, and clinical teams.

- Mentor and develop a new legal team supporting the organization.
- Provide education and training on legal and compliance topics.
- Communicate complex legal concepts clearly and effectively to diverse audiences.

## Goals and Objectives

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

- Establish strong credibility and trust with the CEO, Board Chair, and SLT.
- Collaborate with CHRO to develop the Legal Services organizational structure and recruit, hire and assimilate new members of the internal team.
- Assess SHS's legal needs, risks, and opportunities; develop a roadmap for strengthening legal services.
- Ensure legal services are viewed as responsive, strategic, and business-focused.
- Strengthen integration between Legal, Compliance/Privacy, Risk, and Government Affairs.
- Assess the current automated contracting process and make recommendations for improvement.
- Support major system initiatives, including strategic partnerships, operational improvements, and community health priorities.
- Maintain or reduce overall legal spend while improving service quality.
- Build strong relationships across SHS's hospitals, physician groups, and community partners.
- Become fully familiar with SHS's structure, culture, and the regulatory environment of Massachusetts & Rhode Island.

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## Candidate Qualifications

### Education/Certification

- Juris Doctor (JD) from an ABA-accredited law school.
- Active membership in the Massachusetts Bar Association upon date of hire.
- Active membership or currently eligible for admission to the Rhode Island Bar Association.

### Knowledge and Work Experience

- Minimum of 10 years of healthcare law experience in a complex environment; in-house experience strongly preferred.
- Expertise in:
  - Healthcare regulatory law
  - Stark/AKS
  - Managed care contracting
  - Business transactions, M&A, joint ventures
  - Real estate and capital projects
  - Medical staff and credentialing issues
- Experience working with state and federal regulatory agencies.
- Experience with integrated delivery systems, physician practice management, and value-based care models.
- Demonstrated success managing outside counsel and leading legal teams.
- Prior board governance experience preferred.

### Leadership Skills and Competencies

- Highly trusted advisor with strong business acumen and strategic thinking ability.
- Exceptional written and verbal communication skills and executive presence.
- Ability to influence, collaborate, and build consensus across a highly matrixed organization.
- Strong decision-making skills with the ability to balance legal risk and operational realities.
- Resilient, adaptable, and effective in a rapidly changing healthcare environment.
- High integrity, sound judgment, and commitment to SHS's mission and community.

### Personal Characteristics

- Clear, concise communicator, able to translate complex legal concepts into practical guidance.
- Team-oriented, collaborative, and relationship-driven.
- Curious, analytical, and skilled at solving complex problems.
- Confident yet humble; able to give and receive constructive feedback.

- Hands-on, proactive, and able to maintain strategic focus.
- Values-driven and committed to community-based healthcare.

## The Community

Southeastern Massachusetts is located between Rhode Island and Cape Cod. Just an hour's drive to Boston, and a half-hour drive to Providence, Rhode Island as well as Cape Cod, the area offers residents an exceptional coastal lifestyle. The area is well known for its charming towns located on or near Buzzard's Bay and is noted for excellent public and private schools. The communities of Southeastern Massachusetts and Rhode Island are a charming snapshot of New England, with its beaches, harbors, and boating. The region's ethnic diversity, town meetings and public squares, all make for an extraordinary quality of life. When people move to the South Coast, they get to enjoy many amenities, from the landscape to arts to culture and more. As a community within New England, residents enjoy being close to the ocean, mountains and plenty of sites and activities to explore. In addition, the region is an optimal place to raise a family within a tight-knit community and the ideal work-life balance is promoted at Southcoast Health.

For many residents, sailing has been a passion for generations, and indeed, the area offers some of the best sailing found anywhere in the United States. Sailing lessons and regattas can be easily found in the area in spring, summer, and fall. The towns of Marion, Mattapoisett, Dartmouth, Rochester as well as Tiverton and Barrington, Rhode Island are delightful residential towns that have rare natural beauty and charm. The small-town character, blended with the flavor and benefits of a seacoast community, makes these towns ideal for year-round living. Marion is also home to Tabor Academy, a world-renowned college preparatory boarding school that is located on the beautiful Sippican Harbor. The town of Wareham alone has over 54 miles of coastline enhanced by beaches, estuaries, rivers, and community.

The City of New Bedford, home of St. Luke's Hospital, is seen by its residents as a wonderfully diverse and culturally rich community with a proud past, present and future. The city prides itself on its working waterfront and historic district, as well as its expanding retail and tourist trades. While it is a city of over 100,000 people, New Bedford maintains a close-knit community feel, and its citizens are proud that their city has been recently named one of the top ten "Green Cities" in the country.

The City of Fall River, home to Charlton Memorial Hospital, is centrally located 15 miles from Providence and Newport, Rhode Island. It is 60 miles from Boston and 35 miles from Cape Cod and has a diverse population of roughly 94,000 residents. Its many attractions, famous ethnic restaurants and factory outlet shopping have been popular with tourists for many years. The area's growth is influenced by ongoing and careful planning, luring an array of industries to its small cities and towns, while preserving the openness and natural beauty of the region and maintaining its aesthetic attraction.

For more information, please visit:

[Home - Southeastern Massachusetts Visitors Bureau](#)

[Home - One SouthCoast Chamber](#)

## Procedure for Candidacy

Please direct all nominations and applications to the WittKieffer consultants supporting this search effort, Rachel Polhemus, Werner Boel, LL.M. and Melaney Mooradian.

<p><b>Rachel Polhemus</b></p> <p><b>Senior Partner</b></p> <p><a href="mailto:rachelp@wittkieffer.com"><u>rachelp@wittkieffer.com</u></a></p>	<p><b>Werner Boel, LL.M.</b></p> <p><b>Senior Partner and Practice Leader, Legal and Compliance</b></p> <p><a href="mailto:wernerb@wittkieffer.com"><u>wernerb@wittkieffer.com</u></a></p>	<p><b>Melaney Mooradian</b></p> <p><b>Senior Associate</b></p> <p><a href="mailto:mmooradian@wittkieffer.com"><u>mmooradian@wittkieffer.com</u></a></p>
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*The salary range for this role is \$560,000 - \$625,000 and 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. Base pay is just one piece of the total rewards program offered by Southcoast Health. Eligible roles also qualify for a comprehensive benefits package and an annual bonus incentive.*

*Southcoast Health System 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.*

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Southcoast Health System documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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