



Senior Vice President, Hospital Operations

Leadership Profile

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The WittKieffer logo is displayed in a white, italicized, sans-serif font against a dark teal background. The logo is positioned in the bottom left corner of a large dark teal rectangular area that occupies the lower half of the page. A decorative graphic of thin, light blue lines forms a series of overlapping, curved shapes that flow from the left side of the page into the dark teal area, creating a sense of movement and depth.

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The Opportunity

The Senior Vice President, Hospital Operations role with Southern Illinois Healthcare (SIH) represents an opportunity for an experienced, system-oriented healthcare executive to serve as a key member of the senior leadership team and oversee operations across SIH's four hospitals and ancillary service lines. Reporting directly to the President and Chief Executive Officer, the SVP will provide administrative and operational leadership to ensure alignment with the organization's mission, vision, and strategic priorities while driving performance, integration, and consistency across the system.

SIH is an independent, not-for-profit health system with more than 4,000 employees and approximately \$800 million in net patient revenue. SIH operates four inpatient hospitals, along with a broad network of urgent care centers, specialty services, and a medical group of approximately 300 providers. The organization has a long-standing track record of financial stability and reinvestment in the system, including technology, service line growth, and strategic partnerships. As the healthcare landscape continues to evolve, SIH is focused on strengthening operational performance, enhancing integration, and positioning the system for long-term sustainability.

The SVP, Hospital Operations, will play a central role in advancing these priorities by providing strategic and operational oversight across the hospitals. Working closely with hospital Vice Presidents and service line leaders, this individual will drive accountability for financial and operational performance, including oversight of budgets, resource utilization, and throughput. The SVP will partner with the President and Chief Executive Officer and Chief Financial Officer to identify opportunities for efficiency, improve cost structure, and ensure strong, sustainable performance while maintaining a focus on quality and patient care.

This leader will also be instrumental in strengthening alignment across the clinical enterprise, building trust with the medical staff, and fostering collaboration between hospital and ambulatory operations. The SVP will champion initiatives to enhance quality, patient safety, and the patient experience, while ensuring compliance with all regulatory and accreditation standards. In addition, the role will focus on building and developing a high-performing operations leadership team, with an emphasis on accountability, succession planning, and continuous improvement.

The ideal candidate will be a visible, collaborative, and highly credible leader with a strong track record in hospital operations within a complex health system environment. They will bring a disciplined, data-driven approach to decision-making, along with the ability to lead through change and drive measurable results. This is an exceptional opportunity for a mission-driven executive to play a critical role in shaping the future of SIH and advancing the health of the communities it serves.

Organization Overview

About Southern Illinois Healthcare

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

SIH employs more than 4,000 individuals across four hospitals and a medical group of over 30 outpatient and specialty practices, supported by a clinical network of more than 670 employed and affiliated physicians and advanced practice providers representing over 60 specialties and subspecialties, including approximately 300 employed providers. SIH hospitals are located in Carbondale, Herrin, Harrisburg, and Murphysboro, Illinois. SIH also provides services in rural clinics and is a member of the BJC Collaborative, which includes some of America's best hospitals, improving our communities through our charitable community benefits programs.

Southern Illinois Healthcare is an A-rated organization by S&P and an A+ by Fitch, with a strong balance sheet and net revenues exceeding \$800 million. SIH has a large multi-specialty physician group with practice locations throughout SIH's primary service area.

Serving a broad geography accounting for more than 365,000 community members, SIH is driven to meet the health needs of the communities it serves.

Memorial Hospital of Carbondale



Memorial Hospital of Carbondale (MHC) is the flagship hospital for SIH and the regional referral center for the 17-county southern Illinois region. MHC serves as the regional leader in healthcare, offering advanced clinical services to the communities it serves. Physicians in nearly 45 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 a family medicine residency program and sports medicine fellows affiliated with the

SIU School of Medicine. SIH is typically able to offer employment to most residents after they complete their residency. The Southern Illinois University School of Medicine and SIH operate a 45,000-square-foot family medical clinic and teaching facility on the MHC campus. The clinic is home to family practice residents and the Physician Assistant program. MHC is also home to the region's only Level II Plus Special Care Nursery, providing advanced care for infants with intensive medical needs and supporting approximately 2,000 births each year.

Herrin Hospital

Herrin Hospital is known for its high-quality care and commitment to clinical excellence. As the longest-serving SIH hospital, Herrin is well known for its rehabilitation, orthopedic, and emergency services, including nationally recognized care for heart attack patients. Herrin Hospital is a 114-bed acute care facility with an average daily census of approximately 80 and is home to the region's first accredited Chest Pain Center and a Primary Stroke Center. Recent renovation and expansion projects improved efficiency, accessibility, and patient comfort, including a three-floor addition that relocated outpatient services to the main level and upgraded patient rooms with private accommodations and flat-screen televisions. The expanded Emergency Department, advanced robotic-assisted surgery using the da Vinci Xi® system, and the region's only inpatient rehabilitation facility further reinforce Herrin Hospital's commitment to high-quality, patient-centered care.



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Harrisburg Medical Center

Harrisburg Medical Center is the newest hospital to join the SIH system. Located in Harrisburg, Illinois, the hospital is an 85-licensed-bed acute care facility offering cardiology, medicine, neurology, psychiatry, pulmonology, surgery, and urology services, with surgical care spanning general, ENT, GI, gynecologic, ophthalmologic, and podiatry procedures. The hospital supports more than 12,000 emergency department encounters annually through a modernized ED, 24-hour hospitalist program, and designation as an SIH STAT Heart-activated and Acute Stroke Ready Hospital. Harrisburg Medical Center also provides comprehensive outpatient services, including rehabilitation and ambulatory infusion, and delivers mission-critical behavioral health care through an outpatient program and 31 inpatient adult and geriatric psychiatric beds at the SIH Mulberry Center.



St. Joseph Memorial Hospital

St. Joseph Memorial Hospital has been a fixture in the Murphysboro community for more than 50 years. The 25-bed critical access hospital serves the community as an inpatient facility for primary care and is the only SIH hospital with a Catholic affiliation, following its purchase from the Sisters of the ASC Health System. Staff take pride in the hospital's spiritual roots, reflected in a compassionate, patient-centered approach to care. An integral part of the SIH system, St. Joseph has evolved into a regional provider of specialized outpatient services, including an American Academy of Sleep Medicine accredited Sleep Disorders Center, outpatient infusion therapy, wound care with hyperbaric therapy, and geriatric counseling. The hospital also offers the Upswing Recovery Program, leads the area in outpatient endoscopic procedures, and supports a busy Emergency Department that participates in the SIH STAT Heart Network and operates as an Acute Stroke Ready Hospital.

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 9 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 150 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 addresses a significant unmet need in southern Illinois as the region's first dedicated cancer treatment center. Physically located in Carterville, Illinois, the Cancer Institute operates as a service of Memorial Hospital of Carbondale and is housed in a 43,000-square-foot medical facility. Since opening, the Institute has experienced strong and sustained growth, prompting the recent completion of an additional 17,000 square feet to meet increasing demand. Medical oncology, pharmacy, and infusion services have expanded significantly, with the laboratory now serving approximately 90–110 patients daily. The infusion suite has grown from nine chairs at opening to 27 chairs and frequently operates at capacity. Early volumes exceeded projections, with notable growth in both medical oncology and hematology services. All cancer services, except breast diagnostics, are centralized in one location, allowing patients to receive comprehensive care close to home in a healing environment.

The SIH Cancer Institute is staffed by five medical oncologists and multiple employed advanced practice providers and is accredited by the Commission on Cancer for comprehensive cancer treatment.

SIH Brain & Spine Institute

The SIH Brain & Spine Institute serves as a regional referral center for the treatment of brain, spine, back, and neck conditions throughout Southern Illinois. Institute clinicians perform complex procedures using advanced diagnostic imaging and surgical technologies more commonly found in urban or academic medical centers. Memorial Hospital of Carbondale offers comprehensive neurodiagnostic testing for conditions such as stroke, brain injury, epilepsy, tumors, and spinal disorders, including the region's first 3T MRI, EEG testing, MR and CT angiography, and venography. Neurosurgeons utilize StealthStation™ surgical navigation and the O-arm™ O2 imaging system to deliver precise, minimally invasive cranial and spinal procedures, supported by dedicated nurse navigators to guide patients through care.

The Neuroscience Program includes neurosurgery, neurology, interventional pain management, and rehabilitation, along with Certified Primary Stroke Centers at SIH Memorial Hospital of Carbondale and SIH Herrin Hospital and Acute Stroke Ready Hospitals in Murphysboro and Harrisburg. Through collaboration with eight

regional hospitals and EMS partners, the SIH Brain & Spine Institute Stroke Network provides 24/7 neurology coverage via telemedicine, ensuring rapid access to life-saving stroke care. Additional services include advanced interventional pain treatments, comprehensive inpatient and outpatient rehabilitation, and coordinated care delivered by a multidisciplinary team of physicians, advanced practitioners, and rehabilitation professionals.

To learn more about SIH Brain & Spine Institute and patient stories - <https://www.sih.net/linda>.

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 and Kansas City, Missouri), Memorial Health System (Springfield, Illinois), Phelps Health (Rolla, Missouri), Sarah Bush Lincoln Health Center (Coles County, Illinois), 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 Management** – population health information and assessment, physician recruitment and engagement strategies, including Accountable Care Organizations and medical home development.
- **Clinical and Service Quality** – performance improvement, staff development and training, including eLearning, management and leadership development, clinical skills training, clinical decision support, safety event reporting, and emergency preparedness.
- **Capital Asset Management** – supply chain relationships, facilities design, clinical engineering, technology evaluation, energy conservation, and facilities management.
- **Financial Services** – capital resource evaluation analysis, treasury options, revenue cycle, business intelligence, and actuarial expertise.
- **Information Systems and Technology** – meaningful use of health IT, data center management, data warehousing, software applications, hardware configurations, and emerging technologies, data security, and patient confidentiality.

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

- Enhance the delivery of clinical programs and services for their 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 they serve.

Values

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

Vision

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

For more information, please visit: [Why SIH? | Southern Illinois Healthcare](#)

Position Summary

Reporting to the President and Chief Executive Officer, the SVP, Hospital Operations, provides administrative leadership and coordinates hospital activities in accordance with the organization's mission, vision, values, and strategic plan. This leadership position is accountable for establishing/maintaining strong professional relationships with the medical staff, the system leadership team, and the external communities in which SIH serves. The SVP of Hospital Operations is accountable for the oversight of hospital operations, working effectively with the Vice Presidents of each hospital and the directors of services. Direct reports to the SVP are as follows:

- VP, Hospital Operations - Memorial Hospital Carbondale
- VP, Hospital Operations - Herrin Hospital
- VP, Hospital Operations - Harrisburg Medical Center
- VP, Hospital Operations - St. Joseph Memorial Hospital
- Director, Pharmacy Services
- Director, Perioperative Services
- Director, Imaging Services
- Director, Lab Services
- System Manager, Food Service
- System Manager, EVS
- Senior Manager, Respiratory

Responsibilities

The successful SVP, Hospital Operations candidate will:

- In cooperation with the President and Chief Financial Officer, provide strategic and operational direction for capital and operating budgets to ensure preservation and enhancement of the organization's assets and resources. Maintain effective budgetary controls on matters of staffing, expenses, and capital equipment expenditures; ensure cost-effective operational measures; and monitor the effectiveness of programs and services.
- Support the overall mission and strategic direction of SIH. Ensure the vision, values, behavioral standards, and strategic plan are cascaded throughout the hospital operational environment. Formulate measures of success and action plan tactics for the effective implementation of strategic plans. Provide executive and operational oversight to ensure appropriate and effective execution and outcomes.
- Build and maintain a cohesive leadership team. Lead the Vice Presidents of each hospital, as well as the directors of hospital services. Effectively evaluate the performance of direct reports and develop and implement succession planning. Promote professional development of direct reports.
- Build trust and foster collaboration and communication with the medical staff. Attend medical staff department/committee meetings as assigned and serve as an administrative liaison to maintain open communication and positive relationships between SIH and the medical staff.
- Establish and maintain systems to ensure that programs and facilities are in a state of constant compliance with all accreditation, licensing, and regulatory requirements.
- Establish standards and expectations for the patient experience and initiate plans for improvement as needed.
- Support the quality, safety, and performance improvement systems; collaborate with the medical staff and system leadership and with external agencies related to quality initiatives, including but not limited to purchasers, government agencies, and other stakeholders. Make recommendations for performance-

improvement activities related to safety; oversee the reporting of events as required by regulatory agencies, in collaboration with Corporate Compliance/Risk Management/Legal Affairs. Serve as a champion in advancing a just culture of quality and safety.

- Ensure that approved policies, plans, and programs are communicated and interpreted to staff and are effectively carried out. Approve operating policies for assigned areas.
- Work to build operational efficiencies across the system. Ensure innovation is built into business plans.
- Develop personal and professional credibility, gain respect, and build confidence throughout the system. Set a tone of leadership in areas of responsibility that is collaborative in nature, focused on analytical decision making, and emphasizes individual and collective accountability for the financial integrity and strength of the organization. Is seen as a visible, approachable leader, with rounding as a regular part of the routine.

Goals and Objectives

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

- Establish oneself as a collaborative, transparent, and trusted operational leader. Build strong relationships with senior leadership, clinical leaders, and medical staff grounded in integrity, open communication, and a shared commitment to performance and accountability.
- Demonstrate strong operational and financial acumen. Drive disciplined execution across the hospitals, identifying opportunities to enhance efficiency, optimize resources, and improve overall system performance.
- Partner closely with the Chief Executive Officer and executive team to advance and execute strategic priorities. Translate system vision into clear, actionable operational plans that support SIH's mission, vision, and long-term sustainability.
- Strengthen and develop a high-performing operations leadership team. Foster a culture of accountability, responsiveness, innovation, and continuous improvement, while building leadership depth and succession.
- Serve as a visible, engaged leader across all SIH hospitals. Maintain a consistent presence at each site, building strong local leadership teams, fostering alignment, and ensuring cohesive operational performance systemwide.
- Ensure strong financial and operational performance across the hospitals. Lead efforts to improve productivity, manage expenses, and enhance revenue, while maintaining an uncompromising focus on quality and patient care.
- Build trust and alignment with the medical staff and support continued integration across the clinical enterprise. Promote collaboration between hospital and ambulatory operations to enhance care coordination and system effectiveness.
- Advance performance across key metrics, including quality, patient safety, patient experience, and employee engagement. Establish clear expectations and accountability to achieve sustained, measurable improvement.
- Lead initiatives to improve patient flow and access. Optimize throughput metrics such as length of stay, emergency department efficiency, and reductions in patients leaving without being seen.
- Champion a systemwide approach to patient experience. Partner with senior leaders to implement strategies that elevate service, aiming to achieve top-decile performance that is consistent, measurable, and sustainable.
- Partner closely with the Chief Financial Officer to strengthen financial performance. Identify and execute opportunities to improve operational efficiency, ensure appropriate cost controls, and maximize revenue capture.
- Ensure quality and performance improvement are embedded across all levels of the organization. Work in collaboration with hospital leadership and medical staff to hardwire a culture of continuous improvement and operational excellence.

Candidate Qualifications

Education/Certification

- A graduate degree in healthcare administration, business administration, or a health-related field is required.

Leadership Experience and Competencies

- Minimum of ten (10) years of extensive executive-level experience in a complex healthcare organization. Proven track record of working within a matrix organizational structure.
- Models administrative and philosophical compatibility with the mission, vision, and values of SIH.
- Demonstrated competence in system strategy, operations, and technology, and the ability to assess trends and implement best practices.
- Demonstrated competence in lean performance improvement methodologies.
- Proven track record of developing trusting physician and clinical relationships, engaging leaders in future plans, and collaborating on clinical quality, service, and program growth.
- Possesses knowledge around national trends/issues in healthcare quality, safety, performance improvement, and regulation/accreditation/licensure.
- Develops and implements effective operational and financial systems and controls. Understands and appreciates fiscal planning and management, ensuring that hospital operations appropriately leverage its assets to actualize its strategies.
- Demonstrates a deep commitment to value-based care, population health, and serving the most vulnerable. Believes in exceptional patient care, education, research, and service to the community.
- Excels in team building, coaching, and mentoring skills. Evidence of leader-cohesive, high-performing teams. Able to communicate expectations and hold staff accountable.
- Proven ability to manage and lead operations across multiple sites, driving expansion and growth initiatives while maintaining operational excellence.
- Possesses a track record of effectively leading, retaining, recruiting, and holding accountable a high-performing senior-level team of leaders. Develops team members with a focus on a collaborative approach; delegates and holds others accountable.
- Exhibits exceptional communication and listening skills and a track record of establishing and maintaining an organizational climate that models inclusion, respect, openness, and clarity of purpose. This includes a natural comfort and desire to interact with people at all levels within the organization.

The Community

Southern Illinois, often referred to as Little Egypt, is a region that is geographically Midwestern but culturally aligned with the Upland South. Two primary centers of commerce anchor the area: the St. Louis, Missouri, metropolitan area, serving roughly 2.8 million people, and the Carbondale–Marion–Herrin–Harrisburg corridor, home to approximately 356,000 residents. The region has experienced significant economic growth, with gross domestic product increasing by more than 25 percent over the past three years, driven largely by strong healthcare and manufacturing sectors.



At the heart of Southern Illinois is Carbondale, widely regarded as the region's cultural and educational center. This eclectic college town is surrounded by scenic natural resources, including more than 500 miles of trails, 12 public lakes, 10 state parks, and extensive forestland and wildlife preserves. The area hosts more than 50 annual festivals and is home to a growing destination wine and craft beverage industry, featuring 15 wineries, numerous vineyards, and breweries. These amenities support an active, outdoors-oriented lifestyle and contribute to the region's quality of life.

Carbondale is home to Southern Illinois University Carbondale (SIU), a public research institution founded in 1869 and the flagship campus of the Southern Illinois University System. SIU Carbondale is one of only 21 universities nationwide to hold both Carnegie Research 1 and Opportunity College designations, reflecting its combination of world-class research activity and broad student access. The University offers approximately 120 undergraduate degrees, 80 master's programs, and 40 doctoral programs, and enrolls students from all 50 states and more than 100 countries. SIU also serves as a cultural hub for the region, presenting concerts, theatrical productions, and art and history exhibits throughout the year.

Carbondale's business district includes major retail centers, such as University Mall, as well as a vibrant downtown featuring locally owned shops, restaurants, coffeehouses, and entertainment venues. Supported by Carbondale Main Street, the downtown area reflects the diversity and creativity of the community. The city's large student population contributes to a wide variety of dining options and a lively arts and music scene, reinforcing Carbondale's role as the unofficial capital of Southern Illinois and a central gathering place for the region.



For additional information, please visit:

www.southernillinoisnow.org

<http://www.carbondalechamber.com>

<http://www.explorecarbondale.com>

<http://www.carbondaletourism.org>

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

<http://siu.edu>

Procedure for Candidacy

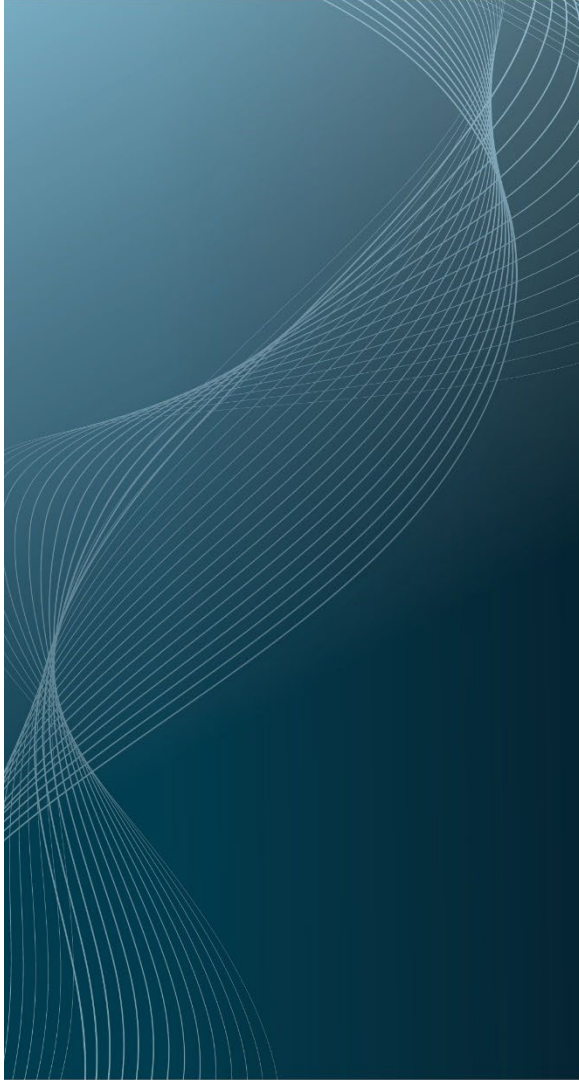
Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Southern Illinois Healthcare with this recruitment, preferably via e-mail, to courtneym@wittkieffer.com.

Michael Raddatz Senior Partner (630) 247-4941	Jennifer Sonneland Consultant (314) 680-3474	Courteny MacKinnon Senior Associate (502) 644-2566
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SIH 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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