



## Chief Information Officer

### Leadership Profile

August 2025

*Prepared by Hillary Ross, Zachary Durst, and Katie Mazzuckelli*



**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>09</b> |
| <b>Candidate Qualifications</b> | <b>10</b> |
| <b>The Community</b>            | <b>11</b> |
| <b>Procedure for Candidacy</b>  | <b>12</b> |

## The Opportunity

UVA Health seeks a strategic and transformative executive to serve as its next Chief Information Officer (CIO). This is a unique opportunity to support UVA Health's vision and mission through leveraging technology.

UVA Health is a \$4.5 billion integrated academic health system with a world-class academic medical center that includes a level 1 trauma center, a level IV NICU, the first NCI-designated Comprehensive Cancer Center in Virginia, and UVA Health Children's, the #1 pediatric hospital in Virginia. UVA Health also encompasses three community hospitals, a specialty rehabilitation hospital, and an integrated network of primary and specialty care clinics throughout Virginia. Year-over-year, the integrated academic health system has continued to grow into a regional powerhouse for clinical care and an internationally known location for research.

The Chief Information Officer (CIO) will report to the Executive Vice President for Health Affairs, who provides executive oversight for the health system, University Medical Center, UVA Community Health, and the UVA School of Medicine, among other areas. The CIO will be responsible for providing strategic leadership and operational oversight of information technology across the integrated academic health system, including the hospitals and clinics. A key focus will be leveraging technology to support UVA Health's continued integration and to advance a unified, system-wide approach. Key priorities for the CIO will include articulating and advancing a clear IT strategic plan that aligns with UVA Health's business and operational goals; cultivating a high-performing, collaborative IT team that partners with stakeholders with a service mindset; and, developing a forward-looking technology roadmap that harnesses analytics, automation, and emerging innovations—such as artificial intelligence—to drive system-wide innovation, efficiency, and value.

The CIO will be a strategic executive with a proven track record of leading and advancing technology within large, complex health systems. This individual will be a dynamic and engaging leader—an effective change agent who builds consensus through strong communication and interpersonal skills. As a visible and transparent presence across the organization, the CIO will foster a culture of collaboration and accountability, inspire high-performing teams, and drive transformative initiatives that support UVA Health's continued growth and innovation.

# Organization Overview

## UVA Health

UVA Health is an integrated academic health system that strives to provide excellence, innovation, and exceptional quality to the care of patients, the training of health professionals, and the creation and sharing of knowledge. UVA Health is an expansive network comprised of the University Medical Center, UVA Community Health (including hospitals in Culpeper, Prince William, Haymarket, and a community medical practice), UVA School of Medicine, UVA School of Nursing, UVA Claude Moore Health Sciences Library, , University of Virginia Physicians Group, and other strategic partnerships and alliances.



UVA Health's vision is to be the nation's leading public academic health system and a best place to work while transforming patient care, research, education, and engagement within the diverse communities it serves. UVA Health prides itself on providing [exemplary care](#) to patients from across the Commonwealth of Virginia and the surrounding region. University Medical Center (UMC) includes the flagship 676-bed Magnet recognized University Hospital, which houses a Level I trauma Center, the UVA Children's Hospital, the Emily Couric Clinical Cancer Center, the Charles Strickler Transplant Center, and more than 100 primary and specialty care clinics. UMC has received national accolades for outstanding clinical service in several disciplines, including oncology, cardiovascular, and women and children's services. In addition to the UMC, there are five community hospitals that provide care to citizens across the region.

Physicians who work at UMC are faculty in the UVA School of Medicine's 20 clinical departments and are also employed by the University of Virginia Physicians Group.

## Key Statistics

- \$4.5 billion in annual operating revenue
- \$549 million in annual research funding
- 623 students in the UVA School of Medicine
- 844 students in the UVA School of Nursing
- 794 residents and fellows

## Key UVA Health Facilities – By the numbers

- Six Hospitals
  - Charlottesville - 676 beds
  - Culpeper - 70 beds
  - Prince William - 130 beds
  - Haymarket - 60 beds
  - 50-bed Transitional Care Hospital
  - 50-bed Rehabilitation Hospital (UVA Encompass Health Rehabilitation Hospital)
- Battle Building (Children's Outpatient Services and Outpatient Surgery)
  - 12 operating rooms
- Emily Couric Clinical Cancer Center
- Ivy Road Orthopedics Center
  - Six operating rooms

- Monticello Community Surgery Center
  - Four operating rooms, one procedure room
- 100+ primary & specialty care clinics

Additionally, UVA Health has several signature programs, including the first NCI-designated comprehensive cancer center in Virginia, the #1 children's hospital in Virginia with a level IV NICU, a Level I trauma center, and the only comprehensive transplant center in Virginia for adults and children.

### **During fiscal year 2024, UVA Health:**

- Admitted more than 29,000 patients
- Hosted over 75,000 emergency department visits
- Performed over 42,000 surgical cases
- Supported over 1,000,000 outpatient visits (including Home Health visits)
- Delivered more than 2,300 babies, including high risk and complex births

### **Mission**

Transforming health and inspiring hope for all Virginians and beyond

### **Vision**

To be the nation's leading public academic health system and a 'best place to work'—while transforming patient care, research, education, and engagement with the diverse communities we serve

### **Values**

At UVA Health, we put the patient at the center of everything we do. We aspire to create a culture of excellence, engagement, and trust through our values

### **Guiding Principles**

- Our patients are the center of all we do
- Care for, empower, and support our fellow team members in everything we do
- Strive for excellence across all missions
- Make transparent and data-driven decisions in the long-term best interests of the organization
- Provide the highest quality, unparalleled safety, and an exceptional care experience
- Be a learning organization committed to innovation and continual development of ourselves and others
- Be responsible managers of our financial, environmental, and other resources
- Have clear objectives, measure results, and celebrate successes
- Deepen community engagement and foster healthy communities

### **Education**

Education is essential to UVA Health's goal of preparing future medical leaders to provide quality clinical care, advance medical research, and foster an environment of integrity and respect for both patients and physicians.

UVA Health is committed to establishing and maintaining high quality Graduate Medical Education training programs. The University Medical Center and UVA School of Medicine provide diverse patient populations, dedicated faculty, excellent clinical and basic science departments, and nationally recognized research programs required to create an environment optimal for learning and for the development of future leaders in the art and

science of medicine. Detailed information on Graduate Medical Education can be found at: <https://med.virginia.edu/gme/>.

The UVA School of Medicine's mission is to educate and train physicians and research scientists in order to help people live healthy, productive lives, and to advance knowledge in the medical sciences. The UVA School of Medicine admits 156 students to each class and recently established the UVA School of Medicine Inova Campus in Fairfax. The UVA School of Medicine offers a medical degree, a master's degree in public health sciences, a master's in clinical research, a Ph.D. through its Biomedical Sciences (BIMS) program, and degree options such as M.D./J.D., M.D./M.B.A., M.D./Ph.D., and Ph.D./M.S. Commerce.

The UVA School of Medicine Inova Campus ("Regional Campus") was approved by all of the necessary accrediting agencies in 2018 and provides the option for 36 medical students to complete the last two phases of their medical education (clerkships and post-clerkship requirements and electives) at the Inova Regional Campus. The first cohort of 36 third-year students began their clerkships in February 2021 and graduated in May of 2023.

## Research

As part of its mission to provide excellence and innovation in patient care, the UVA School of Medicine engages talented researchers and trainees, and promotes and facilitates cutting-edge biomedical research. The UVA School of Medicine consistently attracts some of the nation's most prominent researchers to develop fundamental scientific breakthroughs that can be translated for the benefit of patients across the Commonwealth and beyond.

The UVA School of Medicine has an [NCI-designated Comprehensive Cancer Center](#), a [Medical Scientist Training Program](#) (MSTP) and a [Clinical and Translational Science Award](#) (CTSA) program. With seven cutting-edge research centers, nine research departments, and 20 clinical departments, the UVA School of Medicine generates innovative and effective advances in biomedical research. UVA's commitment to [research](#) is reflected in both national rankings and efforts to expand its research through strategic hires and research partnerships with other departments within the UVA School of Medicine as well as with the School of Engineering, School of Data Science, UVA School of Nursing and others.

For the academic year, the UVA School of Medicine had total extramural funding of \$287 million (\$181 million NIH) The most recent Blue Ridge ranking for the SOM is #39 while the most recent *U.S. News & World Report* ranking for the SOM – Research is #11.

## Notable clinical awards and accolades:

UVA Health was ranked as high performing, (among the top 10 percent nationally) in the following specialties: cancer, gastroenterology, orthopaedics, pulmonology and lung surgery, and urology. UVA Health was also ranked as high performing in the following common procedures and conditions: heart attack, aortic valve surgery, heart bypass surgery, colon cancer surgery, stroke, hip fracture, hip replacement, knee replacement, spinal fusion, pacemaker, lung cancer surgery, gynecological cancer, prostate cancer surgery, and leukemia, lymphoma & myeloma.

- According to the *U.S. News & World Report*, the UVA School of Medicine ranked 11<sup>th</sup> for research.
- #13 in Best Nursing Schools
- #1 Children's Hospital in Virginia by *U.S. News & World Report*
- Top Teaching Hospital from the Leapfrog Group
- WebMD Patient Choice and Medscape Physician Choice awards, 2023-24
- Centers for Medicare & Medicaid Services (CMS) Artificial Intelligence Health Outcomes Challenge
- The Leapfrog Group 'A' Hospital Safety Grade for all 3 Northern Virginia facilities (Culpeper, Haymarket, Prince William)
- Prince William: Becker's Hospital Review, Great Community Hospitals list, 2024

## People and Values

People are at the heart of UVA Health and the system prides itself on the quality, integrity, and engagement of its staff, faculty, and community. To foster a happy, healthy, and productive work environment, UVA Health provides resources for its staff and faculty's physical, emotional, and financial health. UVA Health also recognizes the importance of its relationships with the communities it serves and prioritizes engagement within the surrounding region.

UVA Health puts the patient at the center of everything they do. UVA Health aspires to create a culture of excellence, engagement, and trust through our values.

## Other Assets or Partnerships

- Strategic Clinical Affiliation with Centra Health in Lynchburg, VA (Kidney Transplant, Malignant Hematology)
- JOA in Pediatric heart (Children's Hospital of The King's Daughter, VCU Health)
- JOA in Stereotactic radiosurgery (Winchester Medical Center, Riverside Health, Chesapeake Regional Medical Center)
- Stem cell transplantation programs in Lynchburg and Northern Virginia
- Pediatric clinical integrated network (CHKD, independent community providers)
- Partnership with Encompass (rehabilitation hospital)
- Dialysis (11 units throughout central Virginia)
- Home Health agency (wholly owned)
- Hospice (partnership with Hospice of the Piedmont)
- Partial ownership in Riverside Regional Medical Center with clinical programs in CT surgery, transplant and gamma knife

## UVA Health Strategic Plan

As a milestone in its almost 200-year history, UVA Health just completed its first-ever enterprise-wide strategic plan encompassing all of UVA Health's four mission areas (clinical care, education, research, and community). [The 2022-2032 One Future Together | Health & Hope for All](#) plan is an extension of the [University's 2030 Great and Good Strategic Plan](#). The plan recognizes the transformative potential of a fully integrated academic health system and provides a blueprint to achieve our vision.



For more information, please visit: [www.uvahealth.com](http://www.uvahealth.com)

## University of Virginia

UVA Health is a fully consolidated part of the University of Virginia. The university is an iconic public institution of higher education, boasting nationally ranked schools and programs, diverse and distinguished faculty, a major academic medical center, and a proud history as a renowned research university. The community and culture of the university are enriched by active student self-governance, sustained commitment to the arts, and a robust NCAA Division I Athletics program. In its third century, the University of Virginia offers an affordable, world-class education consistently ranked among the nation's best. It is currently #4 in *U.S. News & World Report's* 2025 Best Public National Universities.

The university's endowment, an essential source of permanent support, ranks among the top five largest public institutions of higher learning and is among the top 20 U.S. colleges and universities. Financial leaders at UVA have designed and implemented a highly efficient debt structure, making UVA one of only four public institutions with AAA bond rating from all three rating agencies - Moody's Investor Services, Standard & Poor's, and Fitch Investor Services.

For more information, please visit: [www.virginia.edu](http://www.virginia.edu)

## Position Summary

The Chief Information Officer (CIO) at UVA Health will provide strategic direction and operational leadership for the organization's information and digital systems that support the clinical, education, and research missions of the academic health system. This executive will ensure that IT initiatives are aligned with the health system's mission and business strategy, while optimizing patient safety, experience, and operational excellence.

The CIO is the senior leader responsible for the continued development, implementation, and ongoing maintenance of enterprise-wide IT systems, policies, and processes. As a collaborative and inclusive leader, the CIO must inspire and engage senior leadership to integrate business intelligence, analytics, and technology solutions that drive innovation and care delivery.

## Reporting Relationships

The Chief Information Officer (CIO) will report to the Executive Vice President, Health Affairs, and lead a team of more than 600 FTEs. Direct reports include:

- Chief Information Security Officer
- Chief Technology Officer
- Administrator, Service Delivery, Education, and Support
- Administrator, HIT Applications
- Chief Nursing Information Officer
- Director, Discovery and Innovation
- Director, Telehealth Programs
- Chief Medical Information Officer (dotted line)

## Responsibilities

The successful Chief Information Officer (CIO) will:

- Provide strategic leadership for the Information Technology team, developing and executing a roadmap that ensures high system availability while identifying innovative opportunities to leverage AI and digital solutions in support of broader organizational goals
- Foster strong, collaborative relationships with clinical, administrative, operational, and research leaders to ensure optimal use of IT resources and data in delivering exceptional support and service
- Build trusted partnerships with the Chief Clinical Officer, Chief Medical Officers, Chief Nursing Officer, Department Chairs, Divisional Chiefs, and other clinical leaders to support the effective use of health information systems, ensure compliance, and enhance clinical practice
- Partner with the UVA Health Chief Strategy Officer, Chief Marketing Officer, Chief Ambulatory Officer, Chief Administrative Officer, Chief Financial Officer and other health system leaders on a variety of strategic imperatives for the enterprise, including continued evolution of the Digital Patient/Referring Physician Experience initiative, bringing UVA Health to a best-in-class leader in the space.
- Collaborate closely with the University CIO to align IT leadership strategies and priorities, ensuring seamless integration and shared solutions across the University of Virginia
- Ensure a strong partnership with the UVA School of Medicine so that researchers can access and utilize data in a secure manner for research that may then be utilized in the clinical setting as UVA Health looks to move towards a learning health system model

- Oversee and coordinate all aspects of IT operations, ensuring efficient and effective service delivery in a timely manner and within budget constraints
- Effectively evangelize for the IT organization to ensure that resources, staff, and systems are right-sized to a large, and growing, academic health system
- Lead continuous optimization efforts for the Epic EHR and ancillary clinical systems to enhance support for clinicians and improve patient care
- Serve as the primary liaison with vendors for system negotiations, implementations, and contract renewals
- Deliver regular updates on IT initiatives and performance to senior leadership and other key stakeholder groups at UVA Health to promote transparency and understanding of IT initiatives and priorities
- Establish and enforce IT principles, standards, and policies to ensure consistency, integration, and coordination across all services, recognizing information as a critical organizational asset
- Drive the evolution of analytics governance, reporting, and tools to empower clinical teams with actionable insights that improve care, efficiency, and patient safety while reducing provider burnout
- Represent UVA Health in engagements with external organizations, providers, and vendors in a manner that represents the best interest of the institution
- Cultivate leadership within the IT team to strengthen collaboration and responsiveness to stakeholder needs
- Provide executive oversight to IT directors, managers, and supervisors in managing operational, administrative, and financial responsibilities and identify opportunities to mentor and advance IT leaders
- Lead fiscal planning and management of the IT department's budget, ensuring alignment with strategic objectives and resource needs
- Contribute to long-term strategic planning, including capital budgeting, to ensure IT and technology priorities are fully integrated into organizational growth plans
- Monitor industry trends, economic shifts, and regulatory changes, recommending strategic responses to support UVA Health's expansion and innovation efforts
- Identify and implement emerging technologies, leveraging UVA Health's internal expertise and partnerships with Epic and the University's research community to drive innovation

## Goals and Objectives

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

- Cultivate trust and collaborate closely with UVA Health's senior leadership team, serving as a credible, candid, and principled team player and subject matter expert in IT
- Build strong, collaborative relationships with administrative and clinical leaders and staff across UVA Health to understand and effectively respond to technology-driven innovation needs
- Perform an assessment of the current IS organization including resources, projects, structure, and staff. Provide the leadership and management to enable a proactive, high-performing, service-oriented team; enable a culture that energizes and is supportive of staff and offers career growth and development opportunities that aids in recruitment and retention. Break down siloes across teams to enable greater collaborations
- Conduct a thorough evaluation of the enterprise and lead the development of a strategic plan and IT roadmap that aligns with UVA Health's mission, vision, and strategic priorities. The plan should position IT as a true enterprise-wide partner, enabling seamless integration and enhancing system-wide performance while reducing barriers to care and research
- Design and implement a robust IT governance framework to guide the review, prioritization, and allocation of technology investments and resources. Implement tools and processes to consistently communicate out those initiatives within the queue and any roadblocks that emerge to keep all stakeholders informed
- Oversee the system-wide optimization of the Epic EHR, promoting best practices, benchmarking, and tools that support a fully integrated health system
- Provide leadership in the implementation and optimization of Workday including stakeholder engagement, system development, training, and stabilization post go-live
- In collaboration with the Chief Information Security Officer, evaluate the organization's cybersecurity framework, policies, and practices. Lead the implementation of necessary enhancements to ensure strong protection, regulatory compliance, and effective risk management
- Provide visionary leadership in developing a comprehensive data analytics strategy and platform that ensures access to standardized, accurate, and real-time data to support decision-making and performance improvement. Continue to move the organization towards the effective utilization of AI that improves patient care, safety, and efficiency as well as automates other operational functions

# Candidate Qualifications

## Education/Certification

- Bachelor's degree in computer science, information technology services, or other quantitative discipline. Advanced degree in business administration, information technology, or related field preferred

## Knowledge, Skills, and Competencies

- 10+ years of progressive experience in an information technology services leadership role, preferably in a complex healthcare system which has grown through merger/acquisition
- Demonstrated experience optimizing an electronic health record (EHR); Epic experience required
- Experience with supporting the technology needs of academic and research environments

## Personal Characteristics

- **Strategic Visionary**—a forward-thinking, creative leader with strong executive presence. Capable of driving large-scale initiatives with a strategic mindset and a clear vision for the future
- **Exceptional Communicator**—skilled in both verbal and written communication, with the ability to present effectively to executive audiences. A strong listener with high emotional intelligence, adept at navigating complex conversations with transparency and energy. Promotes a collaborative, solution-oriented approach from IT
- **Change Leader**—an effective change agent who articulates the need for transformation and builds consensus to support innovation and organizational evolution. Helps teams navigate change with confidence and clarity
- **Decisive and Independent**—proactive and confident in decision-making, with the ability to assess situations quickly and act decisively. Demonstrates resilience and a strong sense of accountability
- **Collaborative Influencer**—a consensus-driven leader who leverages influence and stakeholder engagement to drive results. Politically astute, approachable, and inclusive—focused on building alignment rather than enforcing directives
- **Team Builder and Mentor**—inspires and empowers individuals and teams to perform at their best. Known for coaching, facilitating, and fostering a culture of growth, trust, and high performance; brings a service mindset to IT and encourages team members to form partnerships with business stakeholders
- **Business-Minded Technologist**—understands the strategic value of technology and communicates it effectively across the organization. A responsible steward of the technology budget, aligning IT investments with business goals
- **Analytical Problem Solver**—data-driven and methodical, with a strong ability to analyze complex issues and develop logical, structured solutions
- **Ethical and Mission-Driven**—upholds the highest standards of integrity and professionalism. Leads with values, aligning actions with the mission and ethical principles of the organization

# The Community

## Charlottesville, Virginia

Located in Central Virginia just east of the Blue Ridge Mountains, Charlottesville offers stunning beauty, rich culture, and an endless list of things to do. In the span of a single day, you can hike through the mountains, catch a concert, grab a bite at one of Charlottesville's many celebrated restaurants (it ranks among the nation's top 15 places with the most restaurants per capita), stroll the historic Downtown Mall, and explore Thomas Jefferson's Monticello or James Monroe's Ashlawn-Highland. Whatever you do, Charlottesville brings together the best of many worlds, offering the livability and community of a small city with the amenities and cultural attractions of a metropolis. It's no surprise, then, that Gallup ranked Charlottesville the 5th Healthiest and Happiest City in the U.S. in 2018.



Nature lovers will find no shortage of ways to enjoy the outdoors in and around Charlottesville. The city is surrounded by scenic trails, rivers, and parks that invite hiking, biking, kayaking, and birdwatching. The nearby Shenandoah National Park and Skyline Drive offer breathtaking views and access to the Appalachian Trail, while local favorites like Rivanna Trail and Ragged Mountain Natural Area provide peaceful escapes just minutes from downtown. In every season, Charlottesville's natural landscape encourages an active lifestyle and a deep connection to the outdoors.

As a quintessential college town, named one of the Top Ten College Towns by *Livability* in 2018, ranking #10, Charlottesville benefits from the presence of the University of Virginia, which enriches the community with a vibrant academic atmosphere and a commitment to excellence in education. Families enjoy access to high-quality public and private schools, while residents of all ages can take advantage of continuing education programs, lectures, and cultural events hosted by the university. The intellectual energy and forward-thinking culture fostered by UVA contribute to a dynamic and engaged community that values learning, innovation, and civic participation.

Beyond being an exceptional city, Charlottesville is also conveniently located two hours south of the nation's capital by car and just over one hour from Richmond, VA, to the east. The Appalachian Trail and the Blue Ridge Parkway can be reached within a 30-minute drive from Grounds.

Just outside the city limits, [Albemarle County](#) offers a 726-square-mile area of land home to an unusually rich variety of cultural, natural, and historic attractions. Most notable among these is [Monticello](#), the famous home designed by Thomas Jefferson, where he spent many years of his life living, working, and writing. A mere six miles from UVA, this UNESCO World Heritage site offers daily tours. The county also hosts President James Monroe's Ashlawn Highland. And in nearby Orange, VA, [Montpelier](#) offers a glimpse into the life and work of President James Madison.

With its unique blend of natural beauty, cultural richness, academic excellence, and historic charm, Charlottesville offers an exceptional quality of life; it is a place where people don't just live, they thrive.

## Procedure for Candidacy

Please direct all nominations and resumes to Hillary Ross, Zachary Durst, and Katie Mazzuckelli via the WittKieffer Candidate Portal [here](#). Inquiries may also be directed to the consultants through the portal or [kmazzuckelli@wittkieffer.com](mailto:kmazzuckelli@wittkieffer.com).

*The University of Virginia, including the UVA Health which represents the UVA Medical Center, Schools of Medicine and Nursing, University of Virginia Physician's Group and the Claude Moore Health Sciences Library, are fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence expressing itself through every person's perspective and lived experiences. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.*

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 UVA Health 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.

All images and logos used in this leadership profile were attained from UVA Health and/or are owned by Witt/Kieffer Inc. via Getty Images.



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

Visit [WittKieffer.com](https://www.WittKieffer.com) to learn more.

***WittKieffer***