



Chief Nursing Officer

Leadership Profile

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A decorative graphic of overlapping, light blue, curved lines that flow from the left side of the page towards the right, creating a sense of movement and depth. The lines are thin and create a mesh-like pattern.

WittKieffer

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The Opportunity

Wellstar Health System is seeking an innovative, engaging, and results-oriented executive to serve as Vice President, Chief Nursing Officer (CNO) at Wellstar Cobb Medical Center. This role represents an exceptional opportunity for a proven nursing leader who thrives in dynamic environments, embraces complex challenges, and is motivated to make a meaningful impact on patient care and clinical outcomes. The CNO will join a high-functioning, collaborative executive leadership team and play a critical role in advancing the medical center's strategic priorities, shaping the future of nursing practice, and leading through strong relationships, engagement, and trust across the organization.

Wellstar Health System is one of the largest and most integrated not-for-profit health systems in Georgia and is committed to health equity and eliminating health disparities. Wellstar is one of the top ten charity care systems in the nation, providing over \$1 billion in uncompensated care last year. Wellstar Cobb Medical Center is a 382-bed acute care medical center that offers a full range of services, including emergency care, surgery, cancer care, women's services, and a large ambulatory footprint. Wellstar has partnered with Northwest Georgia Oncology Centers (NGOC) to bring the highest level of expert cancer care to Georgia. NGOC is a team of board-certified medical oncologists and hematologists who are leaders and innovators in community-based cancer care with a focus on creating the best outcomes for each patient. In addition, Wellstar Cobb Medical Center has a Burn Program (one of only 3 in the state) and an IP Behavioral Health Facility on their Campus. Wellstar Cobb Medical Center has a strong market presence, healthy margins, and net revenues that exceed 1 billion.



The CNO of Wellstar Cobb Medical Center reports to the President of the medical center and serves in a collaborative relationship with the rest of Cobb's senior leadership team. The CNO is responsible for the development, organization, and ongoing leadership of the nursing division within Wellstar Cobb Medical Center. This includes strategic planning, integration of patient services practices, financial management, quality practices, policies, and procedures. The CNO is accountable for articulating and ensuring compliance with the Georgia State Nursing Practice Act, State Board of Nursing Regulation, The Joint Commission, and all regulatory and accreditation standards. This leader will also work collaboratively with fellow CNOs across Wellstar Health System to drive the implementation of best practices, further enhancing the quality of care across the communities served. The CNO currently has oversight for approximately 1,700 FTE's.

The ideal candidate will bring prior CNO experience from a similarly sized and complex hospital or health system. This leader will be highly execution-focused and comfortable operating within a fast-paced, plan-driven executive team, translating strategy into disciplined operational results. Equally important is a demonstrated ability to lead through relationships, connecting with, inspiring, and retaining nursing teams while fostering trust and engagement. Candidates should have experience leading and implementing quality and culture improvement initiatives and success bringing forward creative solutions. Preference will be given to candidates who have navigated matrixed health system environments and have a working knowledge of Magnet/Pathways principles.

Position Summary

The Chief Nursing Officer (CNO) is responsible for the development, organization, and ongoing leadership of the nursing division within Wellstar Cobb Medical Center. This includes strategic planning, integration of patient services practices, financial management, quality practices, policies, and procedures.

The CNO provides executive leadership for Patient and Staff Safety and the development of and implementation of innovative and responsive care delivery systems that achieve excellence in patient care. This leader must maintain knowledge of current and trending nursing practice and the roles and functions of all members of the health care team that often also reports to this role. The CNO is accountable for articulating and ensuring compliance with the Georgia State Nursing Practice Act, State Board of Nursing Regulation, The Joint Commission, and all regulatory and accreditation standards.

As a member of the executive team, the CNO is responsible for ensuring that all regulatory laws that govern the health care institution are upheld and also represents patient care issues at the highest level of the institution. The allocation of resources to ensure safe, quality patient care ultimately rests with this leader, as does the monitoring of activities to ensure that the practice environment is conducted in a safe and trusting setting. At Wellstar Health System, the CNO must support a shared governance structure to promote professional nursing practice and support WHS Nursing's Nursing Professional Practice Model.

This nurse leader ensures the competence of the nursing workforce in providing care that respects diversity of all kinds (e.g. ethnicity, age, sexual preference) and provides patient care that is population specific and culturally competent. Additional responsibilities include achieving quality outcomes and customer satisfaction in a fiscally responsible manner through deploying Lean Six Sigma thinking and methods.

The CNO will collaborate with other system leadership and medical staff within the organization. Other responsibilities include assimilation, analysis, and communication of data. The CNO is also accountable for the achievement of objectives consistent with the Health System's mission, values, and operational and strategic plans.

Reporting Relationships

The Chief Nursing Officer will report to the medical center President and have a dotted line to the System Chief Nurse Executive.

Direct reports include:

- AVP, Nursing Operations
- Executive Director, Emergency Services
- Executive Director, Acute Care
- Director, Behavioral Health
- Administrative Assistant

Responsibilities

It is expected that all the duties and responsibilities of this position will be performed in a manner that reflects the values of the Wellstar System. The CNO ensures Wellstar's vision, values, mission, operating principles, and strategic direction are consistently communicated and evident in the action.

Practice and Outcomes

- Holds self and staff to the highest professional standards and ethics, ensuring corporate compliance standards are met by leaders and staff. Is an active member of one's professional community and serves as a role model for professional nursing practice and nursing leadership. Advances the field through transformational executive leadership, support of shared governance, and scholarly activity.
- Demonstrates excellent partnership and teamwork skills with other members of the leadership team, physicians/other colleagues, and leaders in the medical center/Health Care System/Community.
- Serves as a change agent for such things as redesign of care delivery, patient flow, and implementation of innovative new roles or programs for health care services. Should be a lifelong learner and expect leadership team and staff to do the same.
- Successfully works with the nurse leadership team to employ change management strategies and instills in self and others the curiosity to explore new knowledge and ideas.
- Is able to interpret and promote evidence-based practice for administration and patient care and supports leaders and staff in the organization to do the same. Participates in outcome measures and shares in the dissemination of best practice and research findings to improve patient care and health services within and outside of the institution.

Resources and Support

- Articulates federal and state payment systems and regulations, as well as private insurance issues that affect organizational finances. Upholds the fiduciary responsibility of the organization and provides leadership for the execution of the resources of the organization to meet the care needs of patients/families and those individuals who seek services at the medical center.
- Engages leaders in decision-making and partners with others to promote patient-centered care and service excellence while effectively providing leadership and management skills for a specific business/clinical unit. Possesses strong and effective negotiation and mediation skills.
- Serves to support the nursing leadership team to promote the effective running of the care delivery system and ensures that the clinical processes of care are working as intended. Serves as a resource for all leaders and accepts additional leadership responsibilities.
- Designs and implements continuum of care options for managing patient throughput for all levels of service and uses metrics to measure the outcomes of care and practice.
- Analyzes and manages financial resources. Uses Lean Six Sigma principles and other quality skills to support fiscal responsibility, reduce waste, and improve performance of operations and clinical systems of care. Integrates marketing and communication strategies to advance the service line and organization as a whole and engages in internal and external benchmarking with national and local databases.
- Participates in workforce planning and redesign and champions a diverse workforce – particularly a workforce that mirrors the diversity of the community served by the medical center.
- Hires and develops an engaged team of leaders and staff that raises collective performance to achieve top percentile standing in all WHS's Performance Pillar Goals.
- Analyzes marketing opportunities, develops strategies to communicate and advance the medical center, and serves and works with public relations and community boards to do the same. Supports advancement of the image of the medical center and Nursing in the community.

Interdisciplinary Teamwork and Collaboration

- Effectively communicates to diverse audiences on nursing, healthcare, and organizational issues, including the ability to set standards and hold leaders and staff accountable for performance standards. Proactively establishes a healthy workplace by reducing unnecessary conflict, resolving it when necessary. Promotes and achieves positive team dynamics whereby all disciplines/departments know and respect the contributions of everyone in the medical center/Health Care System.
- Identifies and eliminates any type of violence in the practice environment and has zero tolerance for verbal and physical abuse.
- Promotes a just and safe culture that supports diversity and inclusion within teams and in caring for patients.
- Establishes partnerships by employing strong relationship-building skills with all hospital leaders and medical staff, by striving to understand others (and situations), and by keeping the long view in mind. Is fair and just, using reflective practice skills to monitor self and leader performance/interaction skills while exercising coaching and guiding skills.
- Develops and implements bioterrorism, biohazard, and disaster readiness plans. Serves as leader or member of the Medical Center's Command Center in times of need ensuring both staff, patient, visitor, and community safety.
- Participates in the procurement and implementation of information systems (electronic or otherwise) and other resources to assist staff do their jobs or ensure quality safe patient care.
- Creates opportunities for self and leaders to grow professionally and implements a desirable workplace to recruit and retain talented leaders and staff.

Professional Development

- Seeks opportunities to advance knowledge and skills through formal and informal educational offerings in order to enhance one's understanding of how healthcare is financed and how to manage a diverse nursing workforce.
- Represents the organization positively to the community, building credibility. Willing to serve on committees and taskforces as needed to share knowledge and skill. Champions a service line or need and seeks opportunities to advance skill and scope of responsibilities.
- Articulates and models the application of ethical principles for self and ensures the same for others.
- Advocates for the use of documented best practice. Teaches and mentors other leaders and staff so that they can grow personally and professionally.
- Establishes strong academic/service partnerships and ensures the future has enough of a qualified workforce in conjunction with other leaders within the institution/system (i.e., human resources etc.).
- Possesses and demonstrates strong foundational thinking skills and uses reflective practice strategies to improve own skills and those of others. Synthesizes and integrates divergent viewpoints for the good of the institution.
- Creates a succession plan for self and for nursing leadership with input from leadership team.
- Participates in at least one professional organization and supports the same for other professionals in their department.

Evidence-Based Practice and Research

- Creates an environment that facilitates the health care team's ability and initiates actions to produce results to meet or exceed targets set for all goals and objectives of the organization or healthcare system.
- Effectively identifies areas of improvement for leaders and clinical systems and sponsors projects to improve them. Ensures nursing division meets or exceeds licensure, regulatory, and accreditation standards.
- Applies the effective use of data and evidence to support decision-making for clinical and operational responsibilities and demonstrates awareness of legal and ethical issues related to patient and staff data, information, and confidentiality.
- Supports and encourages scholarly and performance improvement activities for self and others. Promotes the advancement of interdisciplinary practice, research, and performance improvement projects and teamwork.
- Demonstrates and evaluates evolving or changing practice and delivery systems to improve or achieve the highest patient care and health care system outcomes.

Candidate Qualifications

Education/Certification

- Master's degree or MSN required. DNP preferred
- Active RN license required

Personal Characteristics

- Collaborative, visible leader, and the ability to integrate into the Wellstar culture and work effectively with leadership, clinicians, and Wellstar System leadership.
- Detail-oriented, accountable, and a team builder who appreciates inclusion and excels at consensus building.
- Strong critical thinking and problem-solving skills with the ability to negotiate and navigate through differences of opinion with minimal conflict.
- Direct, diplomatic, and culturally astute, with an appreciation of Wellstar's collaborative culture and matrix organization structure.
- Keen sense of priority and the ability to focus efforts on what is most important to the achievement of Wellstar's strategic, financial, and operational performance.
- Strong business acumen, abundant character, and high ethical standards.
- Superior physician relation building skills.
- Data-driven and able to create accountability structures to drive success.
- Exhibit sound performance management skills and experience with an emphasis on change and the ability to develop consensus from independent parties to achieve the goals of the health system.
- Creative thinker who enjoys working as part of a team.
- Knowledge of current issues and trends in healthcare and keep teams updated.

Wellstar Core Competencies

- **Communication:** Communicates well both verbally and in writing, has good listening skills, builds strong relationships, shares information and ideas with others, solicits feedback and handles constructive criticism, listens attentively, asks clarifying questions, stays open to other viewpoints, creates accurate and punctual reports when needed, delivers presentations effectively
- **Customer Focus:** Builds customer confidence; is committed to increasing customer satisfaction; sets achievable customer expectations; assumes responsibility for solving customer problems; ensures commitments to customers are met; solicits opinions and ideas from customers; responds to internal customers.
- **Integrity/Ethics:** Deals with others in a straightforward and honest manner; is accountable for actions; maintains confidentiality; supports company values; conveys good news and bad.

- **Teamwork/Dependability:** Meets all team deadlines and responsibilities, listens to others and values opinions, helps team leader to meet goals, welcomes newcomers, and promotes a team atmosphere. Meets commitments, works independently, accepts accountability, handles change, sets personal standards, stays focused under pressure, and meets attendance/punctuality requirements.
- **Job Knowledge:** Understands duties and responsibilities, has necessary job knowledge, has necessary technical skills, understands company mission/values, keeps job knowledge current, is in command of critical issues.
- **Financial Stewardship:** Plans for and uses resources efficiently; always looks for ways to reduce costs.
- **Problem Solving/Analysis:** Breaks down problems into smaller components, understands underlying issues, can simplify and process complex issues, understands the difference between critical details and unimportant facts.
- **Quality/Safety:** Is attentive to detail and accuracy, is committed to excellence, looks for improvements continuously, monitors quality levels, finds root cause of quality problems, owns/acts on quality problems. Promotes mutual respect, demonstrates consistent application of safety absolutes and the Safety-First Program and keeps workplace clean and safe.

Goals and Objectives

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

- Develop personal and professional credibility, gain respect and build trust internally and externally. WellStar Cobb's culture mirrors that of the community it serves where relationships are very important. The CNO will establish trusting relationships across this diverse organization with all key constituents, including physicians, associates, leadership, board members and community leaders. Through past experiences, personal style and achieving results, the CNO will be recognized as the leader for nursing issues amongst staff, leadership and the medical community.
- Ensure that the mission and values of the organization are well articulated and supported. Work collaboratively and as a team member with hospital leadership. Partner with Human Resources to achieve desired organizational culture, staffing, and workforce metrics.
- Attract and retain strong nurse leadership and set clear expectations so those individuals can be successful. Look to the future by implementing succession strategies within the leadership team down to the frontline caregivers. Through strategic and proactive planning initiatives, create seamless transitions, foster talent development, and use data-driven insights to achieve organizational excellence.
- Foster a culture of accountability and mission in support of Wellstar Cobb's goal of top decile performance. The CNO will be expected to drive increases in quality, safety, and patient experience metrics. They will also ensure accountability and maintain a disciplined framework of goals, expectations, and performance measurements that drive and reward employee performance. The CNO is expected to work closely with the existing leadership team to build upon and enhance the formalized, metrics-driven process that evaluates performance against leading indicators, with the objective of delivering consistently high-quality care across the care continuum.
- Identify and execute a nursing strategy that supports an environment of transparency, learning, teamwork, and collaboration. Advance shared governance across nursing to improve unit leadership. Lead with an open mind, reimagining care, embracing innovation and diversity, equity, and inclusion to enable the system to achieve its goals and objectives. Be a visible and approachable leader with a focus on wellbeing and ensuring nurses experience joy at work.
- Establish collaborative, collegial, and strong relationships with the medical staff and engage deeply with the Chief Medical Officer (CMO) as well as other clinical leaders to improve quality metrics across the board.
- Demonstrate innovation through consideration of different models of care, program development, and staff engagement.
- Build creative staffing models that improve consistency, reduce turnover, and reduce premium pay.
- Partner closely with the Chief Operating Officer on productivity, work-flows, through-put, and length of stay initiatives.

Organizational Overview – Wellstar Cobb Medical Center



Wellstar Cobb Medical Center offers the most advanced comprehensive care to the people of South Cobb County. Their cutting-edge technology and extensive expertise create an unparalleled healthcare experience unique to each patient. They provide whole-person, high-quality care for all the community's medical, surgical, rehabilitative, or emergency needs.

Located just 20 minutes outside of Atlanta in Cobb County, Wellstar Cobb Medical Center is a leader in healthcare. The 382-bed facility offers services for the entire family from birth to geriatrics. The Family Birthplace at Wellstar Cobb has a family-centered approach to care and an outstanding medical team of obstetricians and pediatricians, combined with the amenities of labor and delivery, recovery rooms, a Level II Trauma and Burn Center and a Level III NICU.

Services Provided:

- Labor & Delivery
- Cancer Care – partnering with Northwest Georgia Oncology Centers, providing cutting-edge cancer care services at Cobb Medical Center
- Heart Care
- Total Joint Center
- Emergency Care
- Bariatric Surgery - Wellstar Surgical Specialists at Cobb are dedicated to helping individuals to live their healthiest lives with an expert medical team to be there every step of the weight loss journey
- Robotic Surgery
- Neuro Care
- Burn & Wound – partnering with JMB Burn Centers, Inc. – 30 beds dedicated for burn patients, including 8 ICU beds and 4 dedicated operating rooms
- Spine Surgery

Current Awards

- *U.S. News & World Report* (2025-2026), rated "High Performing" in six adult procedures and conditions.
- Healthgrades 2020 Distinguished Hospital Award: Clinical Excellence for Performing in the top 5% nationally for consistently delivering comprehensive high-quality care.
- Beacon of Excellence Award: The American Association of Critical-Care Nurses has awarded Wellstar Cobb ICU from 2013-2023.
- Circle of Excellence Award: Awarded by the Georgia Hospital Association.
- Wellstar Cobb Medical Center: Sterling Council's Georgia Oglethorpe Award for Performance Excellence 2023.

Mission Statement: To enhance the health and well-being of every person we serve.

Vision: To deliver world-class healthcare to every person, every time.

The Community

Austell, Georgia

Austell is located less than 20 miles west of downtown Atlanta. The city has easy access to I-20 and I-285. It is conveniently nestled within minutes of Arbor Place Mall, Hiram shopping centers, Cumberland Mall, Town Center, and even Kennesaw State University. Six Flags over Georgia and Sweetwater Creek State Park are each only minutes away. Austell is the perfect city to call home for families and young professionals alike.

Hartsfield-Jackson Atlanta International Airport – the world's busiest passenger airport – is located within a short drive, with several driving routes for quick access. For fatigued travelers, there are many new hotels on nearby Thornton Road. Once rejuvenated, please visit The City of Austell on Facebook, Instagram, and Twitter for ideas on how to spend time in this lovely city.

Austell is within the prestigious Cobb County School System. Cobb County School District ranked #1 among metro Atlanta districts in multiple high-stakes categories on the latest Georgia Milestones assessments.

There are many other convenient communities in the Atlanta Metro to fit one's particular lifestyle like Smyrna, Vinings, Marietta, Kennesaw and Sandy Springs that provide easy access to Atlanta without the bustle of the city and beautiful scenery aplenty. The area surrounding Atlanta includes everything from national parks (Kennesaw Mountain National Battlefield Park, Amicalola Falls), to beautiful lakes (Allatoona Lake, Lake Sidney Lanier), art museums, fine dining and world-class barbecue.

<https://www.chamberofcommerce.com/business-directory/georgia/austell/>

<https://www.austellga.gov/ThingsToDo.aspx>

<https://www.exploregeorgia.org/city/austell>

<https://www.austellga.gov/>

Atlanta, Georgia

Atlanta, Georgia, located in the geographic center of the Southeast, is the nation's 8th largest metropolitan area and has the world's most-traveled airport. The city of Atlanta is home to more than 490,000 people and over 6.1 million reside in the Atlanta metro area.

Metro Atlanta is a regional, national and global center for business operations and is home to more than 137,000 businesses. With a gross domestic product (GDP) of \$406 billion, Atlanta has the tenth-largest economy of cities in the U.S. and the 20th-largest in the world. Its economy is considered diverse, with dominant sectors in industries including transportation, aerospace, logistics, healthcare, news and media operations, film and television production, information technology, finance, and biomedical research and public policy.

Atlanta is truly a world-class city with living options that include the bustling downtown to the more rural areas a short distance away. There is something for everyone: Dining, culture, the arts, and professional, collegiate and amateur sports. With its delightfully mild, four-season climate and forested topography, it's no wonder that people continue to move there. A short drive from Atlanta includes natural wonders like Stone Mountain Park, Providence Canyon State Park and Lake Lanier. Atlanta is the gateway of the New South, offering a unique blend of big-city entertainment and Southern hospitality.

<https://discoveratlanta.com/>

<https://en.wikipedia.org/wiki/Atlanta>

<https://www.exploregeorgia.org/city/atlanta>

Organization Overview – Wellstar Health System

Nationally ranked and locally recognized for high-quality care, inclusive culture, and exceptional doctors and caregivers. With over 30,000 team members, Wellstar Health System is one of Georgia's largest and most integrated healthcare systems. Our state-of-the-art facilities include:

- 11 hospitals
- 2,729 licensed beds
- 329+ medical offices
- 11 cancer centers
- 90+ rehabilitation centers
- 3 hospice facilities
- 2 senior living centers
- 35 medical imaging centers
- 20 urgent care locations
- 5 health parks

Decades of Distinction:

Wellstar consistently receives attention and accolades from national organizations that set standards for world-class care. Wellstar has been recognized with awards from such organizations as the Veterans Health Administration (VHA) and Georgia Hospital Association (GHA) and has been named to the Partnership for Health and Accountability (PHA) Quality Honor Roll. Wellstar has also garnered recognition for exceptional expertise in clinical areas such as heart, cancer, and neurological care. Below are the most recent awards:

- GHA Circle of Excellence Award, 2021
- [Georgia Trend Magazine Top Doctors](#) (2021) - 130 Physicians Recognized
- [Atlanta Magazine Top Doctors](#) (2020) - 79 Physicians Recognized
- GHA Patient Safety & Quality Summit Award; Medication Safety (2019)
- GHA Patient Safety & Quality Summit Award; Hospital/Health System (2019)
- Fortune 100 Best Companies to Work For® 2025.
- Named to Fortune's 100 Best Workplaces for Women, Fortune's Best Workplaces in Healthcare and Biopharma in 2021, and Fortune's 100 Best Companies to Work For in 2021
- Every year, Wellstar serves more than 600,000 patients through its emergency departments. Wellstar sees more emergency patients than any other health system in Georgia. Additionally, Wellstar North Fulton operates the busiest emergency department in the state.

To see a complete list of awards and recognition, click [here](#)

Other Entities of Wellstar Health System

Wellstar Windy Hill Hospital

Wellstar Windy Hill Hospital is a 115-bed facility located in Marietta, Georgia. The hospital is known for its Long-Term Acute Care (LTAC) program, specialized surgical services, and interventional radiology expertise, which includes its minimally invasive Center for Fibroid Care. In addition, Windy Hill's orthopedic center offers

comprehensive outpatient care, including total knee and hip joint replacement and world-class pediatric orthopedic services.

Wellstar Medical College of Georgia

The most recent addition to Wellstar Health System is Augusta University Health (AU Health), a world-class healthcare network located in Augusta, Georgia. AU Health will now be known as Wellstar MCG Health (WMCG). WMCG offers the most comprehensive primary, specialty, and subspecialty care in the region. WMCG provides skilled, compassionate care to its patients, conducts leading-edge clinical research, and fosters the medical and clinical education and training of tomorrow's healthcare practitioners, including physicians, nurses, and allied health trainees.

Being an academic health center, WMCG has three primary missions: patient care, education, and research. It provides a full range of clinical services and maintains the infrastructure to foster education and research.

Physicians have been recruited from across the country to provide outstanding world-class care due to their most up-to-date knowledge and training. Many of our health care professionals train the next generation of caregivers, while others conduct pioneering research that improves medical diagnosis, treatments, and technology, bringing the medicine of tomorrow to patient care today with an emphasis on patient/family-centered care.

Outstanding clinical service lines have been focused on oncology, neurology, cardiology, pediatrics, and orthopedics. Other services include neurosciences, transplant, digestive care, women's health, and virtual care. Given its location and the surrounding rural counties, there are several rural health initiatives.

In addition to providing care in the Augusta area, WMCG physicians travel to satellite practice sites throughout Georgia, illustrating the organizational commitment to care for people across the state and region. The affiliation with Wellstar Health is anticipated to improve health care access and expand physician training opportunities throughout the Wellstar Health facilities.

WMCG's thriving academic health center is affiliated with the following entities:

Augusta University – Augusta University's Health Sciences Campus is composed of the Colleges of Allied Health, Dental Medicine, Graduate Studies, and Nursing, and the Medical College of Georgia. The Medical College of Georgia is the nation's 13th-oldest and sixth-largest medical school, with 264 students per year and 930 medical students in total.

Graduate Medical Education – The Medical College of Georgia and its affiliations with teaching hospitals train approximately 572 residents and fellows.

Faculty Group Practice Plans – Group Practice Plans include AU Medical Associates, AU Dental Associates, the Allied Health Practice Group, and the School of Nursing Faculty Practice Group.

Wellstar Columbia County Hospital

Wellstar Columbia County Medical Center, currently under construction in Grovetown, Georgia, will be a 100-bed acute care hospital featuring a Level II Trauma Center within its emergency department. The facility will encompass approximately 250,000 square feet and is scheduled to open in 2026. Adjacent to the hospital, a 90,000-square-foot medical office building will offer services in women's health and other specialties. This development addresses the healthcare needs of Columbia County.

Wellstar West Georgia Health System

Wellstar West Georgia Medical Center, a 276-bed, full-service hospital, has provided health care services to West Georgia and East Alabama residents for over 75 years. In addition to the medical center, the health system

includes two skilled nursing facilities with a shared total of 266 licensed beds, Enoch Callaway Cancer Treatment Center, Georgia Heart Clinic, a 92-apartment retirement community, a 16-bed inpatient hospice home, and a full suite of outpatient services including home health, home hospice, laboratory, occupational medicine, rehabilitation, and wound care. Recently, Wellstar West Georgia Medical Center was named one of the nation's 100 Top Hospitals by Watson Health. Wellstar West Georgia Medical Center is a Level IV Trauma Center. West Georgia Medical Center's Emergency Department has received accreditation as a Chest Pain Center with Percutaneous Coronary Intervention (PCI) from The Joint Commission, recognizing excellent, comprehensive care provided to cardiac patients. They have earned the Healthgrades Patient Safety Excellence Award, Top 10% in The Country.

Wellstar North Fulton Medical Center

Wellstar North Fulton Medical Center has served North Fulton and the surrounding communities since 1983. Licensed for 218 beds, it is a state-designated Level II Trauma Center and provides a wide continuum of services, including neurosciences, women's health, orthopedics, rehabilitation, stroke, surgical services, gastroenterology, and oncology.

Wellstar Spalding Regional Hospital

Wellstar Spalding Regional Hospital (SRH) includes the regional medical center and a critical access hospital. SRH is a 160-bed acute care facility that has been caring for the residents in Spalding, Pike, Lamar, Butts, and Henry counties for over 100 years. Services include joint replacement, Primary Stroke Center, interventional cardiology, imaging, radiology, oncology, and other outpatient services.

Wellstar Paulding Medical Center

Firmly rooted in Paulding County and proudly integrated into the community's history, Wellstar Paulding Medical Center is a 112-bed hospital designed with patient care in mind, offering the region's safest, most sustainable care. Filled with natural light and innovative, safety-oriented features, the new eight-floor, 295,000-square-foot hospital is one of the first hospitals in the country to use a geothermal energy system, using the heat from below the Earth's surface to heat and cool the hospital. Wellstar Paulding is a full-service acute care hospital offering Cardiovascular Services, Emergency, Neurosciences, Oncology, Orthopedic, Radiology, Rehab, Critical care/ICU, Inpatient Surgery, and more.

Wellstar Douglas Hospital

Located in Douglasville, Georgia, Wellstar Douglas Hospital continues to meet the healthcare demands and needs of the community's more than 120,000 residents. With 102 beds, state-of-the-art medical services and facilities, and a medical staff specializing in a wide variety of fields, this community-based hospital's capabilities are exceptional.

Wellstar Sylvan Grove Hospital

Wellstar Sylvan Grove Hospital is a 25-bed critical access hospital that has been serving the medical and health needs of residents in Butts County for 50 years. It houses a 24-hour emergency room, rehabilitation services, outpatient diagnostic tests, physical/occupational/speech therapies, and other services.

Wellstar Health Parks and Ambulatory Care Centers

Wellstar's Health Parks initiative involves the development of community-based outpatient care centers to be strategically located for convenient access within the northwest Atlanta metro area. Each Health Park may be slightly different in the services provided but should contain some or all of the following: office space for primary care, pediatric and specialty physicians, outpatient surgery, diagnostic imaging and lab services, urgent care, primary care and specialty outpatient services such as cardiac, oncology, physical rehabilitation, and women's health. The system also plans to focus on the overall health and wellness of the community, not only through

clinical services but also by providing services such as chronic disease management, complementary medicine, screenings, fitness programs, and education.

Currently, there are five large full-service Health Parks, including the Acworth Health Park, the East Cobb Health Park, the Vinings Health Park, the Avalon Health Park, and the Cherokee Health Park. Additional facilities and services include 17 urgent care centers and 20 diagnostic imaging centers. Many of these are integrated with Wellstar Medical Group clinic sites.

Wellstar Medical Group

With more than 400 locations, Wellstar Medical Group is a physician-led medical group and includes more than 2,000 community-based employed providers representing 40+ specialties. In fiscal year 2023, Wellstar Medical Group had 2.8 million patient encounters, with over 40 percent occurring in primary care, 35 percent in medical and surgical specialties, and the balance in hospital-based specialties

The medical group's roots started in 1994, when Wellstar Health System launched Wellstar Physicians Group with the goal of creating a truly integrated health system where hospital-employed physicians work together with System leaders towards common goals. As a commitment to its physicians, the Physician Leadership Academy provides support in developing the next generation of physician leaders.

More than two decades later, the Wellstar Medical Group serves as a seamless continuum of healthcare services, including primary and specialty care, acute care, and ambulatory care, set in easily accessible ambulatory locations. For the patient, this means better care coordination, the convenience of scheduling, co-location of specialties, and the elimination of duplication through the sharing of key demographic and clinical information.

Included are the following:

- 400+ patient care locations
- Over 2,000 employed providers
- Approximately 5,300 total employees
- Over 40 specialties
- 18 urgent care centers
- Outpatient services including medical imaging, wound care, physical and cardiac rehabilitation
- On-site employee childcare center

Wellstar Health Partners (Clinically Integrated Network)

Wellstar Health Network has been selected to participate in the Medicare Shared Savings Program, Accountable Care Organization (ACO), a multifaceted new program sponsored by the Centers for Medicare and Medicaid Services (CMS). Through the Shared Savings Program, Wellstar Health Network will work with CMS to provide Medicare fee-for-service beneficiaries with high-quality service. The program includes both Wellstar Medical Group physicians and non-employed physicians who wish to participate with Wellstar on these initiatives.

Wellstar Mayo Clinic Care Network

WellStar has joined the Mayo Clinic Care Network, a growing network of like-minded organizations that share a commitment to better serving patients and their families. WellStar providers will now have round-the-clock access to Mayo-vetted medical information and guidelines through a web-based provider resource.

Wellstar Health Plan

In 2023, WellStar made a strategic decision that the time was right to launch its own health plan. The population in WellStar's service area is approximately 1.2 million, many of whom use Wellstar providers and sites for their

health care needs. Wellstar believes its own health plan can serve an unmet need in the marketplace for a high-quality plan at a reasonable cost that takes advantage of its broad network of services and providers. Wellstar has invested over \$500 million into its digital operating model that the health plan can leverage to better serve patients and members through its product offerings.

Wellstar Research Institute

Wellstar's clinical research program strives to improve the lives of its patients, physicians, and community. Since 2011, the Wellstar Research Institute (WRI) has been the centralized research administration arm of Wellstar Health System. Its work contributes to the development of innovative therapies and the overall advancement of medical science. WRI supports all Wellstar team members and its Wellstar Clinical Partner (WCP) affiliates who conduct research. WRI also advocates for the protection of patients who heroically volunteer as research subjects in clinical trials. Wellstar team members have many years of experience in research, and these studies have led to important new ways to treat diseases and enhance practice. Today, more than 100 Wellstar team members and affiliate partners are involved in more than 300 research projects.

Wellstar Foundation

For more than 15 years, the Wellstar Foundation has acted as a supporting organization for Wellstar Health System. As a not-for-profit health system, it is its responsibility to give back to the community. It does this by providing quality care to its patients and through the foundation's support. Of the tax-deductible contributions made to the Foundation, 100 percent is reinvested into services and programs for the underserved in its communities and into enhancing the facilities at Wellstar.

How Wellstar Gives Back

[Wellstar Foundation](#) - Since 1985, the community has invested millions of dollars through the Foundation to ensure that every Georgia resident has access to quality care. As a not-for-profit health system, our passion for people extends beyond our walls and into the communities we serve. Our vision is to ignite the passion of donors and partners to accelerate healthcare **innovation** and **wellness** to **create a healthier future for all**.

Wellstar provides more than \$950 million annually in unreimbursed care to the community - a number that is expected to increase with Wellstar's expanded footprint.

Through a robust [Community Education & Outreach Department](#), Wellstar connects with more than 200,000 community members at Wellstar health fairs, mobile markets, school health programs, car seat safety checks, and other community events each year.

For additional information, visit <http://www.Wellstar.org>.

Procedure for Candidacy

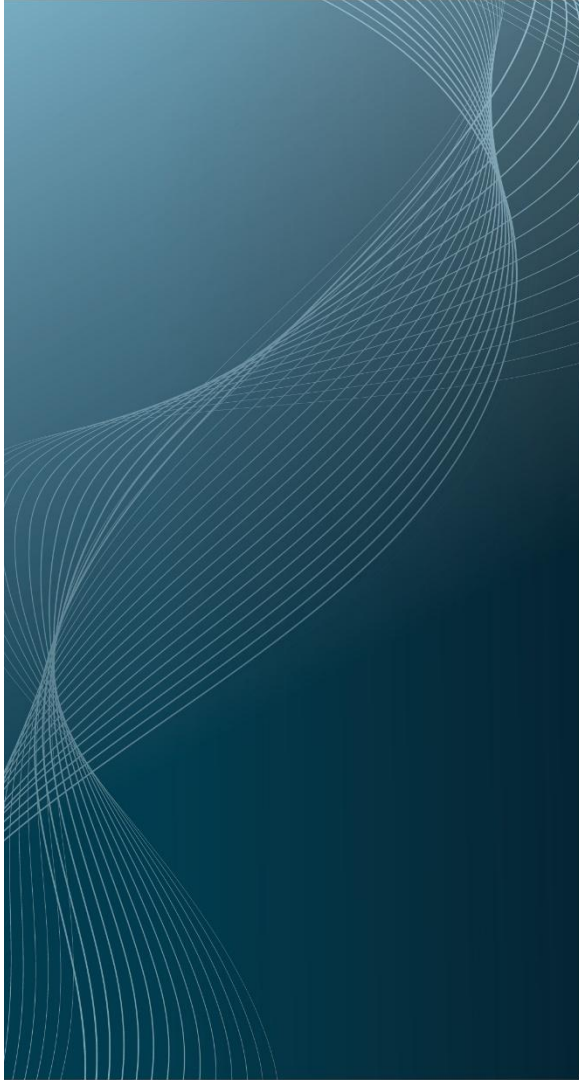
Please direct all nominations and applications to Kyle Wiederhold, Daniel Young, and Katie Mazzuckelli through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com by selecting the "Become a Candidate" button.

<p>Kyle Wiederhold</p> <p>Principal</p> <p>678-302-1570</p> <p>kwiederhold@wittkieffer.com</p>	<p>Daniel Young</p> <p>Senior Partner</p> <p>615-800-2296</p> <p>dyoung@wittkieffer.com</p>	<p>Katie Mazzuckelli</p> <p>Senior Associate</p> <p>(678) 302-1560</p> <p>kmazzuckelli@wittkieffer.com</p>
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Wellstar 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 Wellstar 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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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.

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