

Nominee: Kevin Kincaid, Knoxville Hospital and Clinics		
Letter of nomination and supporting materials (40 points)	Points possible	Points awarded
Consider: <ul style="list-style-type: none"> Contributions to the advancement of the profession of hospital/health system administration through demonstrated effectiveness at the local, state or national level. Evident community contact and involvement as a leader in the broad spectrum of health care affairs (involvement in AHA activities, other national, state or local health care organizations and community organizations). Record of effectiveness in the management of his or her hospital/health system. 	40	
Candidate's ability to meet the intent of the award (30 points)	Points possible	Points awarded
IHA's Excellence in Leadership Award recognizes an Iowa hospital or health system executive who has demonstrated notable achievement in the management of his or her hospital/health system and has had dynamic involvement in the broad area of health affairs. Candidates also should show effectiveness at state/national efforts, management of their organizations and effectiveness in their communities.	30	
Candidate's IHA participation and engagement (30 points)	Points possible	Points awarded
Consider: <ul style="list-style-type: none"> Attendance and engagement at IHA conferences and signature events (Annual Meeting, Summer Forum, Hospital Day on the Hill, Governance Forum). Attendance at IHA district meetings. Contributions to the IHA PAC. Service on IHA, IHERF and ServiShare boards, councils or committees. 	30	
TOTAL		
Reviewer comments:	Scoring guide:	
	0-10 Very weak 11-20 Weak 21-30 Average 31-40 Strong 41-50 Very strong	
Reviewer name:	Date:	



Kevin Kincaid, FACHE, CEO, Pocahontas Community Hospital

- Years of service at the hospital/organization: 12
- Total years of service in health care: 30

NOMINATION

Kevin Stittsworth, Director of Foundation and Public Relations

Megan Sutter, Executive Assistant

We are writing to support the nomination of Kevin Kincaid for the Iowa Hospital Association Excellence in Leadership Award.

Under Kevin's leadership, Knoxville Hospital & Clinics (KHC) has transformed from a financially struggling organization to one of unprecedented growth and recognized as a Top 100 Critical Access Hospital. Kevin's track record over the past 11 years at the helm of our organization speaks for itself. KHC is one of the few health care organizations in the State of Iowa that is in a financially positive situation.

Kevin is a visionary and is driven by his desire for innovation and excellence. He pushes himself and others to new limits. During his tenure, Kevin has directed the organization to two transformative renovations, including the current \$21 million expansion that will add a new surgical suite, renovate the Emergency Department, and construct the new Don & Margaret Long Infusion Center and Weiler Foundation Specialty Clinic.

Kevin breaks the stereotype of what many define as a CEO. He doesn't "hang his hat" on his title. Rather, his approachable "everyday Joe" humility is one of the many reasons he is a sought-after community leader whom many other community leaders and organizations reach out to for advice or to serve on committees.

Because of his authenticity, Kevin has an innate ability to build and develop personal relationships with anyone he meets. He makes an effort to welcome and get to know every one of his staff. His relationships with two local families were integral in the combined \$6.5 million in donations they gave to the hospital to fund the new infusion center and specialty clinic.

Kevin is a leader within the health care industry. His authenticity, along with his professionalism and business acumen, have earned the respect of health care colleagues and government officials alike. He serves on the Iowa Hospital Association (IHA) Governing Board as well as the IHA Representation and Advocacy Committee. Kevin was a key advocate who helped in the passing of the Tort Reform bill. He is passionate about many health care issues, especially mental health reform that identifies avenues to help care for individuals who struggle with mental health conditions, as well as their families.

Kevin's leadership was a steady and comforting voice during the pandemic. As he balanced the enormous task of sifting through state, federal, and health care mandates during an unprecedented time, his focus was always on his staff and his community. While the majority of the hospital staff was on furlough and confined to their homes during the first six weeks of the pandemic, he realized that communication was critical to stay connected with his team and calm their fears as best he could. He recorded frequent video messages that were sent via text to staff members to keep them updated throughout the 18 months of uncertainty. Now, in a post-pandemic era in which many health care organizations are struggling to fill roles and maintain staff, KHC boasts having only one open nursing position, thanks in part to Kevin's leadership.

In closing, we, the KHC leadership team, do not know of any other leader other than Kevin Kincaid who is more deserving to be recognized with the Excellence in Governance Award.

We appreciate your consideration of Kevin for this incredible honor.

Sincerely,

Maggie Hamilton-Beyer, CFO, Knoxville Hospital & Clinics

Jan Myers, CNO, Knoxville Hospital & Clinics

Mark Worrall, Director of Operations, Knoxville Hospital & Clinics

Summary

Kevin Kincaid joined Knoxville Hospital & Clinics in August 2011 as the Chief Executive Officer. He brought with him a diverse background in healthcare leadership and managerial expertise. Kevin has a stellar track record in identifying strategies, initiatives, and administrative practices to support growth, service excellence, and employee/community relations. He has over 30 years of experience working in hospitals both large and small and has served in numerous capacities with key results and is active on the State and Federal level in healthcare advocacy efforts. Kevin holds a master's degree in health administration through Des Moines University and is a fellow through the American College of Healthcare Executives. He has been the State of Iowa Regent for the ACHE, served on the Iowa Hospital Association Governing Board and is an Adjunct Professor for the University of Iowa's Executive Master of Health Administration program. In addition, he is a veteran of the United State Navy where he served as a Hospital Corpsman; Nuclear Submarines, USS Alexander Hamilton/USS Tunny and Balboa Naval Hospital. Kevin is married to Tricia and they have two children.

IHA involvement

- Council on Representation and Advocacy, Chair, Current since 2012.
- IHA PAC Committee, Chair, Current since 2023.
- IHA Board of Officers and Trustees, AHA Delegate, Current since 2021.
- IHA Executive Committee, Chair-elect, Current since 2022.
- IHA Budget and Audit Committee, Chair-elect, Current since 2022.
- IHA Board of Officer and Trustees, Chair-elect, Current since 2022.
- IHA PAC Committee, Vice Chair, 2022.
- IHA Governance Committee, Member, 2021-2022.
- IHA Board of Officers and Trustees, Treasurer, 2022.
- IHA PAC Committee, Chair, 2021.
- IHA Board of Officers and Trustees, Trustee, 2018-2021.
- IHA Board of Directors, Director, 2015-2018.
- Council on Education and Member Services, Member, 2010-2013.
- Attends All District Meeting, IHA Tee Off Classic, Summer Leadership Forum, IHERF Swinging for Scholars, Hospital Day on the Hill, Critical Access Forum, Annual Meeting.
- IHA PAC - Ben Franklin Club (\$1,000+), Chairman's Circle (\$500-\$999), Capitol Club (\$350-\$499).

Excellence in Governance Award
Iowa Hospital Association
100 East Grand, Suite 100
Des Moines, IA 50309-1835

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Sincerely,

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Jan Myers, CNO, Knoxville Hospital & Clinics

Mark Worrall, Director of Operations, Knoxville Hospital & Clinics

STATE OF IOWA DEPARTMENT OF
Health AND **Human**
SERVICES

Kim Reynolds
GOVERNOR

Adam Gregg
LT. GOVERNOR

Kelly Garcia
DIRECTOR

May 22, 2023

To whom it may concern,

I write to support the nomination of Kevin Kincaid for the Excellence in Leadership Award. As the Director of the Department of Health and Human Services, I have worked with Kevin for several years and found him to be a unique leader in Iowa's health care community.

Kevin and I have collaborated on a broad range of issues that Iowa hospitals are facing, in particular the needs of our more rural hospitals. I have also worked with Kevin to navigate specific cases with unique circumstances. In both examples I have found him to show excellent leadership and perspective.

Kevin is an advocate for and leader on many health care issues, including mental health care and the recent passing of the Tort Reform bill. Additionally, Kevin has been an influential community leader and recently led a \$21 million expansion for the Knoxville Hospital & Clinics.

As HHS continues to transform the way we deliver services and partner with agencies throughout the state, I know Kevin will continue to be a collaborative and innovative leader in that conversation.

I look forward to working with Kevin in the future and whole heartedly support his nomination for the Iowa Hospital Association's Excellence in Leadership Award.

All my best,



Kelly Garcia, Director
Iowa Department of Health Human Services

I write to support the nomination of Kevin Kincaid for the Excellence in Leadership Award. I have worked with Kevin in several different capacities, including community organizations, business groups and as a member of the Knoxville Hospital and Clinics Board of Directors.

This letter of support and recommendation is due mainly to the work I have personally witnessed Kevin performance as CEO. As I'm sure you are aware, Rural Hospitals struggle to provide and maintain excellent patient care while making sure that Rural Hospitals are adequately, if not fully staffed all while trying to maintain the facility profitably. Kevin Kincaid exemplifies these accomplishments. Kevin has put together an amazingly talented administrative staff that has not only maintained profitability but has grown the hospital. We have completed one expansion and are in the process of a second expansion. The fund raising for this expansion has achieved over \$7,500,000 and nearly \$7,000,000 was a direct result of Kevin working with several local donors.

As a board member, I visit with KHC Staff who I know, and I have never heard even the smallest complaint about Kevin or the administrative staff. Most staff members are extremely complimentary of Kevin. They are happy to be working at KHC and proud to be a member of the KHC Team.

Doing this on a consistent regular basis is difficult, but to do this during the past 2 years of a worldwide pandemic is especially amazing and Kevin Kincaid has excelled in this department. Kevin is a very good communicator and is constantly keeping board members educated and up to date on changes in the medical world as well as changes in rules and regulations. To be honest, I don't know how he keeps up with everything.

If I had a vote, it would be for Kevin Kincaid to receive the honor.

Sincerely,

Jim Butler
Board Chairperson
Knoxville Hospital & Clinics
Knoxville, Iowa

I write to nominate Kevin Kincaid for the Iowa Hospital Association Excellence in Leadership Award.

Kevin has been Chief Executive Officer of Knoxville Hospital & Clinics for the past 11 years. Located in Knoxville, Iowa, Knoxville Hospital & Clinics is a full-service health care organization serving individuals throughout central and south central Iowa. The quality and reputation of Knoxville Hospitals & Clinics is a direct reflection of Kevin's vision, his commitment to the mission, and his strong leadership. Under his leadership, Knoxville Hospital & Clinics has earned a reputation for excellence in the community and statewide.

In addition to his role as Chief Executive Officer of Knoxville Hospital & Clinics, Kevin also serves as Network Advisor for MercyOne Health System in Iowa. As Network Advisor, Kevin's responsibilities include creating statewide strategies to improve quality, financial performance, operational effectiveness, and physician/employee engagement for twenty-five MercyOne affiliate hospitals across Iowa.

Kevin has a diverse background in healthcare leadership and executive expertise. He has a strong record of accomplishment in identifying strategies, initiatives, and administrative practices to improve quality of care, growth, service excellence, and employee/community relations. He has over thirty years of experience in hospitals, both large and small, and has served in numerous capacities. His most recent accomplishments include recruitment of 26 providers to the rural environment, two electronic health record (EHR) implementations, Surgical Services and Emergency Services facility redesigns, outpatient clinics and services infrastructure replacement, development of an integrated Emergency Room/Hospitalist physician model, and creation of a Healthcare Destination Center for robotic orthopedic surgery. In addition, Kevin is a strong advocate for access to care in rural America by urging small rural hospitals remain focused on their commitment to their communities while also finding ways to improve the performance of smaller rural hospitals.

Kevin is also very active at the State and Federal level in healthcare advocacy efforts. His passion for health policy has directly improved access to care, payment reform and liability reform for Iowa hospitals, with an emphasis on rural health care. He currently serves on the Iowa Hospital Association (IHA) Governing Board, serves on the IHA Representation and Advocacy Committee, and is one of the instructors for the IHA Leadership Academy. His course focuses on Board and Medical Staff relationships/engagement, healthcare redesign, and fundamental leadership principles. He also serves as the State of Iowa Regent for the American College of Healthcare Executives. Kevin holds a Master's degree in health administration through Des Moines University and is a Fellow in the American College of Healthcare Executives. He also serves as an Adjunct Professor for the University of Iowa Masters Level Executive Leadership Program, which is ranked a Top 10 Healthcare Management Program in the U.S. His program curriculum focuses on educational theories around effective governance, medical staff relationships, business development, cultural transitions, and fiscal strategies.

As a veteran of the United States Navy and with his more than thirty years of healthcare experience, he possesses the discipline and leadership of an effective healthcare leader. In my thirty-eight years as a healthcare executive, I have had the pleasure of working with many impressive and highly skilled executives, and I am proud and honored to say Kevin Kincaid is among the very best. Kevin has committed his professional life to service. Service to his nation and service to the system of healthcare nationally and at the state level. He has directly positively impacted the availability of and access to needed health services, especially for small rural communities. Kevin has made the health care system better in Iowa and he has helped each of us be better health care leaders. I would respectfully request your fullest consideration of this nomination for the 2023 Iowa Hospital Association Excellence in Leadership Award.

I would be pleased to answer any questions you may have regarding my experience with Kevin, my observations about his leadership, and his extensive contributions to the healthcare industry in Iowa. I may be reached at (515)480-2947, or bob.ritz@commonspirit.org.

Thank you in advance for your complete consideration of Kevin Kincaid for the Iowa Hospital Association Excellence in Leadership Award.

Sincerely,



Robert P. Ritz
CEO

RPR:ds