

**MARY L. HILL BSN, MA, JD**  
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## **PROFILE**

Proactive, engaging and collaborative professional with extensive experience in leadership, operations and clinical practice. Excellence in strategic planning, values-based discernment, performance improvement, written and verbal communication, budget oversight, and administration. Demonstrated commitment to the Catholic social tradition through a life of integrity, service and compassion. Fosters inclusivity, trust and right relationship. Dynamic speaker and facilitator. Reverently humorous.

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## **PROFESSIONAL EXPERIENCE**

### **avera**

**Chief Mission Officer** **May 2018 - Present**

**Vice President of Ethics** **Jan 2015 – May 2018**

Provide executive leadership in support of Catholic moral tradition, identity and social teaching. Responsible for mission and ethics integration throughout Avera.

- Serve as mission ethics resource and trusted thought partner for leaders and clinicians.
- Ethics education and formation for sponsors, employees, medical staff and universities.
- Clinical and organizational ethics consultation, policy development and implementation.
- Interpretation of *Ethical and Religious Directives* for clinical and business situations.
- Guest Lecturer at SD and MN universities on healthcare leadership and ethics topics.
- Catholic Health Association,
  - Mission Advisory Committee, 2019 – Present.
  - Theologian/Ethicist Committee, 2016 – 2019.

### **AQUINAS INSTITUTE OF THEOLOGY**

**Board of Trustees** **July 2021 – Present**

**Adjunct Faculty, Health Care Ethics** **June 2015 – June 2021**

Develop and teach Health Care Ethics course for Master of Arts in Health Care Ministry program

### **FORMATION FACILITATOR AND CONSULTANT**

**Mar 2013 – Present**

Facilitate formation programs for Ascension Health and other Catholic health care systems.

### **CARONDELET HEALTH NETWORK**

**May 2009 – Feb 2013**

**Vice President, Mission Integration**

**Jan 2011 – Feb 2013**

Provided executive leadership supporting shared responsibility for vital Catholic identity of Carondelet Health Network. Fostered clarity about and commitment to the mission, vision and core values.

**Corporate Responsibility Officer**

**May 2009 – Jan 2011**

Promoted culture of integrity throughout Carondelet Health Network. Directed and oversaw the implementation and evaluation of the Corporate Responsibility Program. Reported to Audit Committee of Board. Position was initially contracted through Hall Render law firm then transitioned to CHN.

## **STATE OF INDIANA**

**Nov 2006 – May 2009**

### **Deputy Health Commissioner**

At the request of Health Commissioner with whom I had worked at St. Vincent Health, served in the Administration of Indiana Governor Mitch Daniels. In collaboration with the leadership team, was responsible for direction, operation, and supervision of Indiana State Department of Health, including oversight of \$300 million annual budget, 1000 employees, and special institutions.

- Restructured organization to ensure succession planning and leadership development.
- Reduced operational expenses through reorganization and efficiencies.
- Facilitated improved communication and teamwork among executive staff.
- Represented Department of Health and Administration at events, meetings and speeches.
- Liaison to Governor's Office, legislators and constituents.
- Management Committee, Association of State and Territorial Health Officials.
- National Incident Management System Certification.

## **ST. VINCENT HEALTH/HALL RENDER LAW FIRM**

**Oct 2002 - Nov 2006**

### **Director of Ethics Integration**

In collaboration with the Vice President of Mission Services, Ethics Coordinating Council and Ascension Health, was responsible for overall planning, implementation and evaluation of all ethics functions for the St. Vincent Health system based in Indianapolis. Provided ethics education and consultation to hospitals and health care providers throughout Indiana.

- Clinical and organizational ethics consultation, policy development and implementation.
- Ethics and mission education for Board of Directors, associates and medical staff.
- Interpretation of *Ethical and Religious Directives* for clinical and business situations.
- Participated in hospital committees, including Ethics, Corporate Responsibility and IRB.
- Ethics clinical faculty for medical residency programs, CPE program, and nursing programs.
- Regular communication and meetings with Indiana Bishops.
- Researched emerging issues in health care ethics and Catholic identity.
- Facilitated formation programs and retreats. Certification in Enneagram facilitation.
- Participated in Epiphany Certification Program, based on work of Father Adrian Van Kaam.
- Developed and implemented clinical ethics internship for IU School of Law.
- Guest Lecturer for Indiana University School of Nursing.

## **HALL RENDER LAW FIRM**

**May 1996 – Oct 2002**

### **Associate Attorney, Health and Employment Law Sections**

- Reviewed, negotiated and drafted legal memoranda and agreements.
- Provided advice and counsel to clients on legal and operational issues.
- Researched issues related to employment and health law.
- Court proceedings for mental health commitments and health care treatment orders.
- Participated in hospital committees and educational programs.
- Investigated and responded to EEOC and Department of Labor complaints.
- Conducted federal and state litigation defense of employment matters.
- Provided training on a broad range of health and employment law topics.

**WISHARD HEALTH SERVICES** **1990 – 1996**  
Staff Nurse – Adult Psychiatry Department  
Legal Intern – Risk Management Department

**SAGAMORE HEALTH NETWORK PPO** **1988 – 1990**  
Vice-President of Medical Delivery

- Directed Provider Relations and Utilization Review Departments
- Liaison to insurers, health care providers and clients

**BRIERWOOD HOSPITAL** **1986 – 1988**  
Director of Nursing  
Charge Nurse – Adult Psychiatry

**PAULINE WARFIELD LEWIS CENTER** **1984 - 1986**  
Charge Nurse - Geriatric Psychiatry Unit  
Infection Control Liaison for Geriatric Psychiatry Department

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## **EDUCATION**

**AQUINAS INSTITUTE OF THEOLOGY**  
Master of Arts in Health Care Mission, 2014, GPA 4.0.

**INDIANA UNIVERSITY SCHOOL OF LAW**  
Doctor of Jurisprudence, 1995, *summa cum laude*.

**UNIVERSITY OF CINCINNATI**  
Bachelor of Science in Nursing, 1984, *summa cum laude*.

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## **PRESENTATIONS**

- Catholic Identity, Moral Theology, Clinical and Organizational Ethics
- Spirituality, Formation and Leadership Development
- Public Health and Health Care
- Health Law, Employment Law, and Legal Ethics
- Nursing Leadership, Professional Practice, and Code of Ethics for Nurses

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## **LICENSES**

**Indiana Attorney License** – Licensed since 1996, current status: inactive in good standing.  
**Indiana Registered Nurse** – Licensed since 1990, current status: active in good standing.

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## **PERSONAL**

**Practicing Roman Catholic** – Saint Katharine Drexel Parish, Sioux Falls, SD.  
**Associate** – Sisters of St. Joseph of Carondelet, Los Angeles Province.