



RUDISH HEALTH

Leadership Profile

**Vice President of Patient Care Services
and Chief Nursing Officer
McLaren Greater Lansing Hospital**



HEALTH CARE

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Position	VP of Patient Care Services and Chief Nursing Officer
Organization	McLaren Greater Lansing
Location	Lansing, Michigan
Website	www.mclaren.org/lansing

Opportunity

McLaren Health Care, a premier \$7B integrated delivery system serving Michigan, is seeking an operationally adept Chief Nursing Officer (CNO) over its state-of-the-art Greater Lansing Hospital, which opened its new campus in 2022.

Reporting directly to the McLaren Greater Lansing Chief Executive Officer, this executive will partner with hospital leadership and the system CNO to drive quality, efficiency, and standardization across all nursing functions within the 224-bed tertiary teaching hospital. Key priorities include working with Human Resources to improve nursing employee engagement as well as identifying and leading initiatives that drive Greater Lansing to the next level of nursing outcomes and service standards including throughput, discharge planning, and patient satisfaction.

A culture carrier, the next CNO will inspire trust and foster collaboration both within nursing and across McLaren Greater Lansing's care footprint, which is situated in the highly competitive and growing Lansing market.

McLaren Health Care

McLaren Greater Lansing

McLaren Greater Lansing is a 224-bed tertiary teaching hospital located in Lansing, Michigan, serving Ingham, Eaton, and Clinton counties for over 100 years. Part of the statewide McLaren Health Care, Greater Lansing provides a range of patient-centered care offerings across primary care, preventive and diagnostic services, trauma (verified Level III) and emergency medicine, and specialty care, including surgical, cardiovascular, orthopedics, bariatrics, and women’s health.



McLaren Greater Lansing

The current hospital opened in 2022, reflecting McLaren’s investment in providing compassionate care and medical innovation to this growing community. The hospital also operates McLaren Grand Ledge, a multidisciplinary medical campus and freestanding emergency department.

An ACGME-accredited facility, the hospital’s graduate medical education department trains dozens of tomorrow’s health care providers across six residency and four fellowship programs. McLaren Greater Lansing is accredited by The Joint Commission and has a rich history of providing high-quality, compassionate care and holds a trusted position in the community it is privileged to serve.

Parent Company

McLaren Health Care, headquartered in Grand Blanc, Michigan, is a \$7 billion, fully integrated health care delivery system committed to quality, evidence-based patient care and cost efficiency. The McLaren system includes 12 hospitals in Michigan, ambulatory surgery centers, imaging centers, a 640-member employed primary and specialty care physician network, commercial and Medicaid HMOs, home health, infusion and hospice providers, pharmacy services, a clinical laboratory network and a wholly owned medical malpractice insurance company.

McLaren operates Michigan’s largest network of cancer centers and providers, anchored by the Karmanos Cancer Institute, a National Cancer Institute-designated comprehensive cancer center.

Key Statistics

McLaren Health Care

System Net Revenue: \$6.9B
 Licensed Beds: 3,100
 ER Visits: 398,705

Hospitals: 12
 Discharges: 85,925
 Amb & Home Care Visits: 3.7M

McLaren Greater Lansing

Hospital Net Revenue: \$500M
 Staffed Beds: 224
 Discharges: 11,000
 Surgeries: 15,000

ER Visits: 48,000
 Case Mix Index: 1.78
 Average Length of Stay: 4.70
 Outpatient Visits: 500,000

Sources: MGL Human Resources, McLaren Key Operational Statistics (2024) and Definitive Healthcare

Mission and Vision

Mission: McLaren Health Care will be the best value in health care as defined by quality outcomes and cost.

Vision: McLaren will be the recognized leader and preferred provider of health care services to the communities we serve.

Guiding Principle: To provide health care as we expect for our own family.

Values:

- T**rust
- E**xcellence
- A**ccountability
- M**otivation
- W**elcome
- O**rganization
- R**espect
- K**indness



McLaren's Service Area

Awards and Recognition

McLaren Health Care and its physicians are proud recipients of numerous quality awards and recognition, including the illustrative designations below.



Quality at McLaren Greater Lansing is not just a measurement, but a goal of continuous improvement. In addition to internal programs, McLaren Greater Lansing participates in collaborative quality initiatives dedicated to providing no less than exceptional safety, quality and service for every patient, every time.

Read more about recent awards and recognition for McLaren Greater Lansing [here](#), which include:

- Chest Pain Center Accreditation
- Maternal Levels of Care Verification
- American Health Association's Get with the Guidelines Stroke Silver Plus Award
- Michigan Alliance for Innovation on Maternal Health Platinum Quality Improvement Designation
- Healogics Center of Distinction
- Michigan Oncology Quality Consortium Excellence in Quality Certification

Greater Lansing

Greater Lansing, anchored by Lansing and East Lansing, offers a dynamic blend of government, education, and innovation. As Michigan’s capital region, it is home to the State of Michigan headquarters and a diverse economy supported by public service, healthcare, manufacturing, and a growing technology sector. Michigan State University – one of the nation’s leading research institutions – drives talent development, cultural vibrancy, and global engagement, contributing to a highly educated workforce and a steady pipeline of emerging professionals.



Michigan State University
East Lansing, MI

The region pairs economic strength with a strong quality of life. Residents enjoy expansive green spaces like River Trail, a thriving arts and culture scene, and year-round events that foster community connection. Greater Lansing’s central location provides convenient access to major Midwest markets, while maintaining a cost of living that is notably affordable compared to larger metropolitan areas.

Greater Lansing’s residential landscape is equally diverse, offering a range of neighborhoods that appeal to different lifestyles and life stages. From the historic charm and tree-lined streets of Lansing’s older districts to the vibrant, collegiate energy of East Lansing, residents can find options that balance character, convenience, and affordability. Suburban communities such as Okemos, Haslett, and DeWitt are especially popular for their newer housing developments, strong local amenities, and highly regarded public schools. The region is served by a mix of well-performing school districts and private education options, many of which benefit from proximity to Michigan State University’s educational resources and community partnerships. Together, these neighborhoods and schools contribute to Greater Lansing’s reputation as a welcoming and family-friendly place to call home.

With its collaborative business environment, welcoming community, and balance of urban amenities and natural beauty, Greater Lansing is a thriving, growing community.

Reporting Structure

The Vice President of Patient Care Services and CNO of McLaren Greater Lansing will report to the Hospital CEO with a dotted line to the System CNO.

Dean Mazzone

Hospital Chief Executive Officer

Dean Mazzone is a seasoned healthcare executive with over 20 years of senior leadership experience driving strategic growth and clinical excellence. Dean joined McLaren in March 2026, most recently having served as President and CEO of Franciscan Alliance's Michigan City Division, where he spearheaded the strategic direction of a multi-site network encompassing an acute care hospital, a 400-member medical staff, and a comprehensive suite of ambulatory and specialized care centers.

A Fellow of the American College of Healthcare Executives (FACHE), Dean combines clinical system expertise with rigorous business acumen. He holds an MBA from the University of Notre Dame, an MPH from the Robert Wood Johnson Medical School, and an undergraduate degree from Johns Hopkins University.

Angie Long

System Senior Vice President and Chief Nursing Officer

Angie Long brings a wealth of expertise back to McLaren, where she previously served as CNO at McLaren St. Luke's. During her initial tenure, she not only improved hospital-wide quality and safety but also pioneered strategic alignment as the leader of the systemwide nursing council. Her journey has since included executive leadership as CNO and COO of Mercy Health West and influential consulting roles for major U.S. health systems.

A lifelong learner, Angie holds a Doctor of Nursing Practice (Chamberlain University), an MSN, MBA, and MHA (University of Phoenix), and a BSN from Ohio University. By combining decades of frontline nursing experience with elite business and administrative training, she continues to drive excellence in both clinical settings and the classroom as a professor at Chamberlain University.

Supervisory Role and Nursing Team

This leader oversees four Directors of Nursing and a broader team of 771 – the largest among the total MGL team of 1,800.

Position Summary

The Vice President of Patient Care Services and CNO has been delegated the authority, responsibility, and accountability by the Chief Executive Officer for providing the leadership and clinical expertise necessary to ensure the successful 24 hour operation of the medical center's nursing services essential to the delivery of health care for McLaren Greater Lansing. In the absence of the Vice President of Patient Care Services, a Patient Care Director or Manager is appointed to act on behalf of VP. In addition, there is an Administrative Nursing Supervisor to cover the organization. The Vice President of Patient Care Services collaborates with MGL leaders to plan, organize, staff, direct, evaluate, and ensure patient care functions, maintaining a collaborative relationship with the medical staff to assist with the development of clinical services and the provision of quality patient care.

Primary Duties and Responsibilities

- Ensures that patient care practice standards are consistent in all areas in which patient care is delivered and based on the needs of patients served.
- Defines and guides nursing practice, including nursing policies and procedures, care giver competencies and credentialing.
- Partners with hospital and system leadership – including the Chief Medical Officer, Chief Quality Officer, Chief Operating Officer and Chief Financial Officer – to drive efficient, effective care delivery, tackling issues including discharge planning, throughput, patient satisfaction, and enhancing care quality and safety.
- Oversees the development, preparation, and approval of the operating and capital budgets for designated functions.
- Monitors performance and initiates corrective action as necessary to maintain budget within appropriate parameters.
- Develops and implements business plans.
- Evaluates existing programs using established productivity standards to improve operations and to gain cost reductions, efficiencies, quality gains and improved services.
- Prepares budgetary performance report for MGL management as requested.
- Maintains responsibility for prioritization for MGL strategies as they related to the MGL vision, mission, and core objectives.
- Fosters a culture of engagement, collaboration, and performance across the nursing team.
- Establishes a staffing system including the types and numbers of nursing personnel necessary to provide nursing care in all areas.
- Provides executive leadership for nursing within the hospital, with responsibility for assisting clinical managers in career growth and development.
- Approves organizational structures for subordinate functions.

- Ensures appropriate resource allocation across the hospital for subordinate functions.
- Assures competent hospital management in subordinate functions through selection, training and development, coaching/mentoring, promotions, disciplines and discharges.
- Assures retention of competent staff through performance appraisals, rewards and recognition of accomplishments, salary administration, etc.
- Counsels with physicians, clinical service groups, HR labor relations, and staff to resolve conflicts and problems impacting patient care.
- In partnership with Human Resources leadership, develops and maintains strong and productive relationships with nursing unions.
- Meets all licensing, regulatory and accreditation requirements.
- Ensures corrective actions are taken in response to deficient regulatory compliance findings with areas of responsibility.
- Represents nursing within the community and nationally.
- Ensures compliance with hospital policies, procedures, and guidelines
- Promotes the values of MGL.
- Performs other related responsibilities as necessary.

Candidate Qualifications

Education and Licensure

- Bachelor's Degree required.
- Master's Degree in Nursing, Health Care Administration or related field completed within one year of assuming this role.
- Licensed Registered Nurse in the State of Michigan, or ability to transfer from another state.

Experience, Knowledge, Skills, and Abilities

- Seven years or more of progressively responsible management in a hospital or health care system or setting.
- Experience in a union model is highly preferred.
- Experience working in a matrixed organization.
- Applied knowledge of (1) hospital organizational structure and function; (2) hospital administration; (3) current developments in health care including current economic and legislative trends; (4) legal and ethical issues relative to patient care services; (5) state-of-the-art modalities and practices in nursing and other patient care areas; (6) budgetary process and budget preparation and evaluation; (7) risk management; (8) and performance improvement.

- Effective ability to direct the work of others, establish and maintain effective working relationships, build culture, and manage rapid change.
- Strong operational orientation with demonstrated success designing, implementing and sustaining performance-improvement initiatives. Creates systems and procedures consistent with the department's scope of practice and the organization's mission, vision, and values.
- Selects, develops, motivates, and retains a highly skilled staff.
- Provides ongoing coaching, counseling, and evaluation of staff.
- Coordinates and oversees the work of staff so that work is performed in a productive and proactive manner.
- Develops and fosters teamwork within the work unit.
- Provides leadership to the work unit by establishing short- and long-term goals and objectives and creating and supporting an environment in which to achieve them.
- Develops, monitors, and administers an annual budget consistent with the organization's financial goals and objectives.
- Continuously monitors and seeks to improve the quality of service provided by the work unit.
- Demonstrates a willingness to both teach and learn from others.
- Demonstrates working knowledge of accreditation standards and ensures compliance.
- Serves as a role model for universal competencies.

Compensation

An attractive compensation, benefits, and relocation package will be offered commensurate with the candidate's experience.

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