



Mary Thompson
Ector County Board Member

Medical Center Hospital has provided care to the Permian Basin for 68 years. Opening December 5, 1949 as an 85-bed community hospital, MCH met an important need for Odessa. Over the years, MCH has expanded and added services and technology to meet the growing needs of the community. Today, MCH has grown into a 402-bed Level II Trauma Center with over 2,500 employees and 350 physicians.

The need: Chief Executive Officer

Mary Thompson, an Ector County board member since its creation, chaired the search for the hospital's CEO. The outgoing CEO of 17 years suggested HealthSearch Partners head up the search and Thompson agreed.

"When we began our search, the atmosphere among our board members was divisive due to some internal politics. The employee morale was low. It was a pivotal time in the history of our hospital. Keith came in and interviewed the board and staff members. He was very thorough, and everyone felt they had a voice in the recruitment process."

The candidates that Keith brought to us were top notch, Thompson said:

"He really did his homework. He brought in 5 candidates, and we could have hired any of them. They all had connections to our area and had the qualities we needed to bring our hospital together. We were blown away by what he was able to accomplish in a relatively short time."

Communication was right on target:

"The process was seamless. Keith made all of the arrangements and was prompt on responding to our questions."

In the end, we found the right person for the job:

"We needed someone who brought transparency to the CEO position. We now have a people-oriented CEO who has brought our board together. He challenges our employees to offer solutions to make our hospital a better place."

Would you use HealthSearch Partners again? Absolutely, yes!

"Calling on Keith for assistance was the best decision we could ever make. He did an outstanding job, and we would recommend him to others."



MEDICAL CENTER HOSPITAL'S NEW PRESIDENT / CEO

Rick Napper
President / CEO

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