Karl D. Hittle, DBA, MHA, BBA, LFACHE

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A proven healthcare executive with comprehensive experience in all facets of acute care hospital operations, spanning public, non-profit, and for-profit sectors. Recently earned a doctoral degree and am seeking part-time opportunities to teach at the graduate level.

Education

University of the Incarnate Word, San Antonio, Texas
Doctor of Business Administration
Trinity University, San Antonio, Texas
Master of Science, Health Care Administration
Texas Tech University, Lubbock, Texas
Bachelor of Business Administration

Teaching Interests

Healthcare Organizational Behavior, Human Resources, Strategic Planning, Productivity, Leadership, and Qualitative Research.

Dissertation Topic

"Exploring Effective Leadership Qualities of Rural Hospital CEOs: A Qualitative Investigation."

A qualitative research study to determine the leadership characteristics of successful rural hospital CEOs using information gleaned from those who are successful leaders in the rural healthcare sector. Key research questions answered include what characteristics successful rural hospital CEOs possess, what advanced skills are necessary to be successful as the leader of a rural hospital, do successful rural healthcare executives possess Transformational Leadership Theory characteristics, and do participants in the study value integrity, self-awareness, transparency, and humility. A qualitative phenomenological approach to research was used with the intentional selection of ten subjects for in-person interviews. Interview questions were designed to solicit in-depth, personal responses from those who have achieved success leading medical centers in rural Texas. The data gathered was reviewed, analyzed, and categorized into themes used to develop a practical list of characteristics of successful rural healthcare executives. The study provides a resource that does not currently exist for hospital boards seeking to develop or recruit a CEO to lead their organization.

Teaching Experience

University Mary Hardin–Baylor- Healthcare Administration, Belton, Texas
Adjunct Faculty, 1995
Ambulatory Healthcare Management

Professional Experience

2010-Present Endeavor Healthcare, New Braunfels, Texas
Chief Executive Officer and Managing Partner responsible for management and billing services provided to hospitals and physician clients. Clients include 10 small community/rural hospitals.

2008-2010 Blackhawk Healthcare, Austin, Texas
Executive Vice President for a four-hospital system with seven clinics and a Non-Profit Health Corporation-501(a) physician group serving rural Texas.

2008 CHRISTUS Santa Rosa Healthcare, San Antonio, Texas
Regional Vice President/ Administrator responsible for CHRISTUS Santa Rosa Hospital–New Braunfels, a 132-bed, acute care medical center (CHRISTUS acquired McKenna).

2002-2008 McKenna Health System, New Braunfels, Texas
Chief Operations Officer responsible for all operational aspects of McKenna Memorial Hospital, a 132-bed, acute care medical center.

1997-2002 Tenet Health System, Dallas, Texas
Senior Vice President, Operations responsible for all operational aspects of Trinity Medical Center, a 137-bed, acute care medical center, and RHD Memorial Medical Center, a 150-bed, acute care medical center.

1990-1997 Hillcrest Baptist Medical Center, Waco, Texas
Vice President responsible for ten departments and 210 FTEs. HBMC is a 404-bed acute care medical center that owned an HMO, PPO, and a Non-Profit Health Corporation-501(a).

References

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