



Caldwell Butler
& Associates



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Carole Gilroy, RN, MSN, MBA, DHA

Carole is a healthcare executive with a diverse background that includes clinical, administrative, and consulting experience. She has been a pioneer in innovating nursing labor improvement breakthroughs encompassing the complex relationship between financial impact and nursing practice assuring high quality while eliminating process waste. A proven leader with consistent success in building highly functional teams to drive results.

With over 30 years of healthcare experience, Carole brings expertise in hospital operations for hospitals, health systems, physician practices, and post-acute care ranging in size from 25 beds to multi-state integrated health networks including academic and community hospitals. Carole has worked with physicians to develop processes necessary for a newly formed accountable care organization, including physician office practices.

Carole brings experience and skills in the following areas:

- Strategic Planning and Alignment
- Leader Development and Change Management
- Hospital Clinical Leadership
- Team Powered Value Based Clinical Processes
- Population Health Process Development
- Workforce Planning
- Clinical Technology and EHR Implementation
- Clinical Program Design Incorporating Change Acceptance

Carole has served in multiple roles across the healthcare continuum. Her most recent position was Vice President and Service Leader for Premier Healthcare Cost Management Division. She was the leader of a large team of employees to drive margin improvement and quality enhancement for supply chain, labor management, and clinical transformation. Carole was also a senior executive for Accenture working with the healthcare solutions division. Additionally, Carole has held positions as department director, shift supervisor in acute and long-term care, hospital educator, and bedside and home care nurse. She has also taught nursing students and international business classes.

Carole received her Doctorate in Healthcare Administration from Capella University, a Master of Business Administration from the Indiana University of Pennsylvania, a Master of Nursing from Indiana University of Pennsylvania, and a Bachelor of Science in Nursing from St. Francis University in Loretta, Pennsylvania.