



AMERICA'S ESSENTIAL HOSPITALS

Airica Steed, EdD, MBA

CEO and President

The MetroHealth System



Steed is the “first woman, first black person, and first nurse” to be appointed as CEO and president of The MetroHealth System, in Cleveland. The health system comprises \$1.7 billion in net revenue, five acute and specialty care hospitals, 8,000 employees and providers, more than 40 ambulatory care locations, and one of the nation’s most highly regarded academic public health systems.

Steed is renowned for spearheading large-scale transformations encompassing more than \$300 million in combined financial improvements, top decile quality and safety performance outcomes, and healthy profitable growth, as well as advancing health equity and eradicating health care disparities. A proud fourth generation nurse, she fights passionately to zero out the death gap and to make sure that every person has an equal chance at living long and healthy lives, while simultaneously lifting up the wealth in underserved communities.

With more than 20 years of exceptional leadership experience, Steed has been recognized by Modern Healthcare, Diversity MBA Magazine, and Becker’s Hospital Review. She is a strategic and visionary change leader, transformational architect, and international expert in Lean Six Sigma, the Malcolm Baldrige framework, and “Big 4” management consulting across academic medical centers, community and specialty hospitals, safety net organizations, ambulatory clinics and networks, multisite clinically integrated health care systems, and federally qualified health centers.

Steed is an avid international and national speaker, a published author, and a board member and faculty member for several organizations. She holds a doctorate of education in ethical leadership with distinction, a master’s degree in business administration, a bachelor’s degree in nursing, and numerous certifications, including Master Black Belt and International Trainer in Lean Six Sigma and Fellow of the American College of Healthcare Executives. She is currently pursuing a master’s degree in global development from Harvard University.