



March 1, 2024

HealthCareTN Announces Retirement of Co-CEO and Appointment of New CEO

HealthCareTN today announced the retirement of Cristie Upshaw Travis as Co-Chief Executive Officer effective March 31, 2024. Cristie's commitment and leadership have been instrumental in shaping the success of HealthCareTN and the broader healthcare landscape in Tennessee over the past three decades.

Cristie's groundbreaking initiatives, including her collaboration with The Leapfrog Group on patient safety and quality and the Robert Wood Johnson Foundation's Memphis Aligning Forces for Quality, have raised standards in Tennessee. Her leadership on HealthCareTN's efforts with the Tennessee Department of Health and various local, statewide and national boards and advisory committees has driven meaningful change in healthcare value.

As we bid farewell to Cristie, we are delighted to announce the appointment of Phil Belcher as the incoming Chief Executive Officer, effective April 1, 2024. Phil, currently Co-CEO at HealthCareTN, brings extensive experience and a proven track record in optimizing health benefits for self-funded employers. With a background in benefit design and population health, Phil has successfully collaborated with employers, providers and community organizations to enhance healthcare value. Additionally, he has managed benefit design strategies and cultivated employer relationships as a benefits professional and an account executive in the broker/consultant space. Phil holds an undergraduate degree in engineering from the University of Tennessee and a Master of Arts in Christian Education from Southern Seminary. A native of Tennessee, he resides in upper East Tennessee.

Phil expressed enthusiasm about his new position stating, "I am excited and honored to continue the legacy of improving the quality of healthcare and the health of Tennesseans, started by Cristie and the late Gaye Fortner, HC21 leader and my mentor in the coalition world. Also, a special thanks to Cristie for her commitment to ensuring a smooth and successful transition!"

With Phil's leadership, we are confident in our ability to continue engaging Tennessee's leading employers to influence and transform the healthcare market, delivering exceptional value to our members, and fostering a culture of collaboration and excellence.