



Robin Therme

President

CIVCO Medical Solutions

Robin Therme is the president of CIVCO Medical Solutions, a leading global supplier of specialty medical devices with a mission to make image-guided procedures safer.

Therme joined CIVCO in 1991, when it was a founder-led privately held start-up, launched by a University of Iowa sonographer. Her first position was leading the company's marketing department and overseeing branding, promotions, PR, merchandising, and advertising. CIVCO enjoyed rapid growth, and Therme held leadership roles in OEM business development, international market expansion, and new product development. She was instrumental in several CIVCO strategic acquisitions, leading due diligence and integration efforts. She served as GM of CIVCO's MMI business unit and was the driver and executive sponsor overseeing the launch of CIVCO's first international manufacturing operation in Juarez, Mexico.

Therme was named CIVCO president in April 2017, embarking on an initiative to better define the company mission, vision, culture, and community engagement. Since then, CIVCO has been named the "Coolest Place to Work" by the *Corridor Business Journal*, and employee engagement scores, measured by Gallup, have reached world-class levels.

Under her leadership, CIVCO has been active in supporting local organizations including the Johnson County and Washington County United Way, Coralville Food Pantry, March of Dimes, and Shelter House.

Therme is also personally engaged in community activities, serving on the Iowa City Area Development (ICAD) board chair, executive leadership as well as the ICAD Board of Directors, The Iowa City Area Business Partnership executive leadership and board. She has also been involved with the American Heart Association's Go Red for Women Executive Committee and Circle of Red Committee. In addition, Therme was recently an adjunct professor, co-teaching a leadership and personal development class for the Tippie College of Business's online MBA program.

In 2022, Therme took over as chair of the ICAD Board and will do the same for the Iowa City Area Business Partnership Board in 2023. She is also a member of the State of Iowa's IEDA Iowa Innovation Council.

Therme holds an MBA from the University of Iowa's Tippie College of Business and a BA from Iowa Wesleyan University where she was also on the women's basketball team. She has a daughter, Shelby Kovach, a recent MBA graduate of the University of Iowa Tippie College of Business. She and her husband Dave reside in Coralville.