



## 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 define better 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 actively supported 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 executive board of the Greater Iowa City Inc. She is also a member of the State of Iowa's IEDA Iowa Innovation Council, an ex-officio Board member for BioConnect Iowa, and serves on the inaugural University of Iowa Health Care Medical Center downtown Campus Advisory Board. In July of 2023, she joined the Eastern Iowa Airport Commission. She has also been involved with the American Heart Association's Go Red for Women Executive Committee. In addition, Therme was an adjunct professor, co-teaching a leadership and personal development class for the Tippie College of Business's online MBA program.

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 and Senior Marketing Specialist for Digital Diagnostics. She and her husband Dave reside in Coralville.