



# CENTRAL HEALTH

## **Our Vision**

Central Texas is a model healthy community.

## **Our Mission**

By caring for those who need it most, Central Health improves the health of our community.

## **Our Values**

Central Health will achieve excellence through:

*Stewardship* - We maintain public trust through fiscal discipline and open and transparent communication.

*Innovation* - We create solutions to improve healthcare access.

*Right by All* - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

*Collaboration* - We partner with others to improve the health of our community.

## **AD HOC SUCCESSION COMMITTEE MEETING**

**Tuesday, September 5, 2023, 3:00 p.m.**

**Videoconference meeting<sup>1</sup>**

**A quorum of the Committee and the presiding officer will be present at:**

Central Health Administrative Offices  
1111 E. Cesar Chavez St.  
Austin, Texas 78702  
Board Room

Members of the public may attend the meeting at the address above, or observe and participate in the meeting by connecting to the Zoom meeting link listed below (copy and paste into your web browser):

<https://us06web.zoom.us/j/85154236191?pwd=c3NzSjIjBd250Z1JLTIZLRWphNVN0Zz09>

Meeting ID: 851 5423 6191

Passcode: 907808

Links to livestream video are available at the URL below (copy and paste into your web browser):

<https://www.youtube.com/watch?v=ZpcQuR43rsw>

Or to participate by telephone only:

Dial: (346) 248 7799

Meeting ID: 851 5423 6191

Passcode: 907808

The Committee may meet via videoconference with a quorum present in person and will allow public participation via videoconference and telephone as allowed under the Open Meetings Act. Although a quorum of the Committee will be physically present at the location posted in the meeting notice, we strongly encourage all members of the public to observe the meeting virtually and participate in public comment, if desired, through the virtual meeting link or telephone number listed on each meeting notice.

Members of the public who attend in person should conduct a self-assessment before coming to the building to ensure they do not have a high temperature or any symptoms of COVID-19.

Anyone who is symptomatic and/or has a fever should contact their healthcare provider for further instructions. Symptomatic members of the public can still participate, if desired, through the virtual meeting link or telephone number listed on each meeting notice. Resources related to COVID-19 can be found at the following link <https://www.austintexas.gov/covid19>.

A member of the public who wishes to make comments virtually during Public Communication for the Committee meeting must properly register with Central Health **no later than 1:30 p.m. on September 5, 2023** Registration can be completed in one of three ways:

- Complete the virtual sign-in form at <https://www.centralhealth.net/meeting-sign-up/>;
- Call 512-978-9190. Please leave a voice message with your full name and your request to comment via telephone at the meeting; with the name of the meeting at which you wish to speak; or
- Sign-in at the front desk on the day of the meeting, prior to the start of the meeting.

Individuals who register to speak on the website or by telephone will receive a confirmation email and/or phone call by staff with instructions on how to join the meeting and participate in public communication.

## **PUBLIC COMMUNICATION**

Public Communication rules for Central Health Board and Committee meetings include setting a fixed amount of time per person to speak and limiting Committee responses to public inquiries, if any, to statements of specific factual information or existing policy.

## **REGULAR AGENDA<sup>2</sup>**

1. Approve the minutes of the Central Health Ad Hoc Succession Committee June 26, 2023 meeting. (*Action Item*)
2. Receive and discuss a presentation on the President & CEO survey results. (*Informational Item*)
3. Discuss and take appropriate action on a presentation of the proposed candidate prospectus for the President & CEO position.<sup>3</sup> (*Action Item*)
4. Discuss and take appropriate action on processes and timelines for the selection of the Central Health President & CEO.<sup>3</sup> (*Action Item*)
5. Confirm the next regular Ad Hoc Succession Committee meeting date, time, and location. (*Informational Item*)

Notes:

<sup>1</sup> This meeting may include one member of the Ad Hoc Succession Committee participating by videoconference. It is the intent of the presiding officer to be physically present and preside over the meeting at Central Health Administrative Offices, 1111 E. Cesar Chavez St., Austin, TX 78702, Board Room. This meeting location will be open to the public during the open portions of the meeting, and any member participating by videoconference shall be both visible and audible to the public whenever the member is speaking. **Members of the public are strongly encouraged to participate remotely through the toll-free videoconference link or telephone number provided.**

- <sup>2</sup> The Ad Hoc Succession Committee may take items in an order that differs from the posted order and may consider any item posted on the agenda in a closed session if the item involves issues that require consideration in a closed session and the Committee announces that the item will be considered during a closed session. A quorum of Central Health's Board of Managers may convene or participate via videoconference to discuss matters on the Committee agenda. However, Board members who are not Committee members will not vote on any Committee agenda items, nor will any full Board action be taken.
- <sup>3</sup> Possible closed session discussion under Texas Government Code §551.074 (Personnel Matters) and/or Texas Government Code §551.071 (Consultation with Attorney).

Any individual with a disability who plans to attend this meeting and requires auxiliary aids or services should notify Central Health at least two days in advance, so that appropriate arrangements can be made. Notice should be given to the Board Governance Manager by telephone at (512) 978-8049.

Cualquier persona con una discapacidad que planee asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

Consecutive interpretation services from Spanish to English are available during Public Communication or when public comment is invited. Please notify the Board Governance Manager by telephone at (512) 978-8049 if services are needed.

Servicios de interpretación consecutiva del español al inglés están disponibles durante la Comunicación Pública o cuando se le invita al público a comentar. Notifique al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049 si necesita servicios.

## **Central Health Board of Managers Shared Commitments** **Agreed adopted on June 30, 2021**

Whereas, the Board of Managers of Central Health has come together as a governing body to ensure the Vision of Central Health: Central Texas is a model health Community;

Whereas, the Board of Managers of Central Health bring this vision into reality by enacting the mission of caring for those who need it most and thereby improving the health of our community;

Whereas, the Board of Managers of Central Health achieves excellence toward this vision and mission through the stated values of Stewardship, Innovation, Respect, and Collaboration;

Whereas, the Board of Managers of Central Health further known as we in this document understand that systemic racism is the root of health inequities that emerge from a history of racism in Texas including Travis County that contributes to the social determinants of health that play a primary role in producing inequitable health outcomes;

Whereas, as an organization, Central Health is anti-racist and committed to a diverse and inclusive culture that seeks equity and social justice in the pursuit of its mission:

1. We Commit to informing all of our actions as Board Managers with the understanding that we are accountable to recognizing and to interrupting systems of oppression. This includes understanding the power structure in the United States, and Texas, and Travis County, that advantages certain community members and has historically disadvantaged other community members based on the color of their skin, race, ethnicity, language, and/or other characteristics. We further understand that to disrupt this power structure and the health inequities it produces, we must collaborate to collectively respond to the lived realities of all ethnicities, races, and identities disadvantaged within this system and all historically oppressed identities and communities disadvantaged within this system. We Commit to understanding that when disadvantaged communities compete against each other, we all lose in this system, and the only way forward is to work together for the benefit of all oppressed communities collectively.
2. We Commit to a model of Generative Leadership which requires us to understand and practice collaboration and accountability demonstrated by following our agreed upon meeting procedures and ensuring all members have the opportunity for comparable speaking time. We further Commit to intentionality prior to speaking including: considering: what is the goal of what I

want to share; is this the right time to share it; and is this in keeping with our collective goal for this particular moment within this particular meeting?

3. We Commit to Generative Conflict which includes engaging in disagreements and differences in perspective in a way that deepens relationships and trust by expanding knowledge and understanding of each other, including expecting our ideas to be expanded and enriched by learning and engaging with other Board Manager ideas, choosing curiosity over competition of ideas, and anchoring our conversations in our common purpose.
4. We Commit to practicing emotional intelligence as leaders which includes being aware of our own emotions and reactions and managing them, as well as being aware of our impact on others and managing this impact for the collective good when we are in our role as Board Managers.
5. We Commit to being aware of our own privileges and advantages in the sociopolitical and economic structure of the United States, Texas, and Travis County to use these for the benefit of interrupting inequities across historically disadvantaged identities.
6. We Commit to preventing the commission of microaggressions through the awareness of the history and oppression of diverse identities and communities. To this end, we Commit to strive to learn the historical context informing the lived realities of all historically oppressed identities and communities, and to use this to prevent use of language and commission of actions that can be harmful given these histories.
7. If we inadvertently commit a microaggression, we strive to immediately become aware on our own of the harm we have caused. If another Board Manager generously helps us become aware of a microaggression we have committed we welcome the support in our learning and growing process as a leader and immediately express appreciation for having made us aware, own the mistake we have made, acknowledge the impact of the harm we have caused, and engage repair through apology and the articulation of what we will do to avoid the repetition of such harm in the future.
8. If we observe one of our fellow Board Managers commit a microaggression, we Commit to calling them in by letting them know in a respectful and kind manner of the mistake that has been made.
9. We understand that many of us, as survivors of historically oppressed identities and communities, carry internalized narratives of oppression, and we can inadvertently express these oppressions against others in ways that cause harm and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.
10. We understand that even without the history of oppression potentiating the weight of harm, expressions of prejudice and rudeness can also cause harm to our shared aims, and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.

11. We Commit to using our Racial and Social Justice Framework (next page) for decision-making as we work together for the collective good of our communities as we eradicate health inequities and create a model healthy community.
12. We understand that we are entrusted with a vital responsibility for our communities and are accountable stewards for the time and resources available to our Board of Managers. We understand that these commitments are entered into to ensure responsible stewardship of this time and resources through generative collaborative processes to reach our vision and mission and we agree that if we do not follow any one of these commitments we welcome our Board Manager colleagues to bring this to our attention through the agreed upon process reflected here and when this occurs, we commit to immediately acknowledging the mistake and engaging in a repair and correction process as indicated in these commitments so that our work to dismantle systemic racism and resulting barriers and achieve health equity can move forward.

Be it adopted that the above agreements will be honored and acted upon by each Board Manager as of 6/30/2021 and henceforth forward as indicated by signature below.

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Board Manager Signature

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Date

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Board Manager Printed Name

# Calling In and Repairing Harm

## Calling In after Harm in Groups with Shared Values and Aims Stance

Hey, this thing you said/did hurt some folks or could hurt some folks.

A) Here's why that can be hurtful or,

B) Please do some research to learn the history of why that's hurtful.

Implied message: I know you are good and are on this journey with us and we are all going to make mistakes as we unlearn things.

## Calling In after Harm in Groups with Shared Values and Aims Sample Language

- I know it wasn't your intention, but what you just said minimizes the horror of \_\_\_\_\_ e.g. the history of racism, enslavement, the holocaust, etc.
- I know it wasn't your intention but what you just said has the impact of implying that \_\_\_\_\_ are not competent or as intelligent as others.
- What you just said suggests that \_\_\_\_\_ people don't belong.
- That phrase has been identified as being disrespectful and painful to \_\_\_\_\_ people and it's important that we not use it.
- Oh, I have also used that term, but I have now learned that when we use it we are leaving out people who \_\_\_\_\_ or we are implying that \_\_\_\_\_ and the word people are learning to use now is \_\_\_\_\_.
- The term used now by people living with that identity is \_\_\_\_\_.

## Repairing Harm after Microaggressions, Mistakes, and expressions of Prejudice

- Own / Name it
- Recognize the Impact
- Apologize (Do not share context or explanations)
- Make any amends that are possible
- State what you are going to do to learn and do better in the future.

Sample Language: Thank you so much for letting me know. You are right, I used this term or said that phrase and realize that it has the impact of minimizing the experience of \_\_\_\_\_ or implying that \_\_\_\_\_. I am deeply sorry and will practice learning the correct language and will research and learn more about this to ensure that I do not make this mistake and cause this harm in the future.



# RACIAL and SOCIAL JUSTICE FRAMEWORK

## Values and Anti-Racism/Anti-Oppression

- Is this consistent with our values?
- Are we taking steps so we cannot predict outcomes by race and other systemically disadvantaged characteristics?

## Intentional and Accountable Storytelling

- What data are we using and has it been disaggregated by race? What is the source of the data? Who is it making visible and invisible? Whose experience is being centralized and whose is being marginalized in the data? Does the way we are using the data reflect the complexity of the issues and reflect the issues accurately?
- What are the stories and narratives we are telling? What is the purpose? Who is interpreting the meaning? Who's it meant for? Who's impacted and how?
- Are we refusing to be ahistorical? Are we fully considering history and the impacts of the historical context?

## Power Analysis

- What are the power dynamics in this situation? What are the intersecting spheres of oppression at work in this situation?
- What are the cultural norms of white supremacy at work in this situation?
- Who would benefit and who would be harmed by this action/decision?
- Does this interrupt/disrupt or collude with/reinforce oppressive systems/power structures?
- If this is attempting a solution, where are we locating the problem?
- Does the solution/strategy we are proposing change the system or the individual?
- Who are we asking to change and why?

## Relationships

- Who is in the room and who isn't and why? Who is sharing and who is not and why?
- Whose perspective is represented/who is left out? And who is doing the representing? Who do we believe, who do we find credible? Why? Why not?
- Whose experience is being centralized and whose experience is being marginalized? Who is gazing and who is being gazed upon?
- Are we boldly leading toward our racial justice aim by building a broad coalition of support?
- Are we operating from a similar/shared understanding of anti-racism work? Do we have a shared anti-racist understanding of where the problem is located and a shared anti-racist theory of change to generate a solution? Have we agreed upon a shared goal?





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## **CENTRAL HEALTH BOARD OF MANAGERS AD HOC SUCCESSION COMMITTEE**

### **September 5, 2023**

## **AGENDA ITEM 1**

Approve the minutes of the Central Health Ad Hoc Succession Committee June 26, 2023 meeting. (*Action Item*)

MINUTES OF MEETING – JUNE 26, 2023  
CENTRAL HEALTH  
AD HOC SUCCESSION COMMITTEE

On Monday, June 26, 2023, a meeting of the Central Health Ad Hoc Succession Committee convened in open session at 4:01 p.m. in person at the Central Health Administrative Offices and remotely by toll-free videoconference. Clerk for the meeting was Briana Yanes.

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**Committee members present in person:** Chair Kitchen, Manager Brinson, and Manager Motwani

**Board members present via audio and video or in person:** Manager Martin, Manager Valadez, Manager Jones, and Manager Museitif

**Absent:** Manager Zamora

**PUBLIC COMMUNICATION**

**Clerk's Notes:** Public Communication began at 4:03 p.m. Christian Nelson announced that no speakers signed up for Public Communication.

**COMMITTEE AGENDA**

- 1. Approve the minutes of the Central Health Ad Hoc Succession Committee June 12, 2023 meeting.**

**Clerk's Notes:** Discussion on this item began at 4:03 p.m.

Manager Motwani moved that the Committee approve the minutes of the Central Health Ad Hoc Succession Committee June 12, 2023 meeting.

Manager Brinson seconded the motion.

Chairperson Kitchen	For
Manager Brinson	For
Manager Motwani	For
Manager Zamora	Absent

- 2. Discuss and provide input on finalist search firms assisting in the selection of the Central Health CEO.**

**Clerk's Notes:** Discussion on this item began at 4:04 p.m.

At 4:06 p.m. Chair Kitchen announced that the Committee was convening in closed session to discuss agenda item 2 under Texas Government Code §551.074 Personnel Matters and/or Texas Government Code §551.071 Consultation with Attorney.

The Committee returned from closed session at 4:55 p.m.

- 3. Confirm the next regular Ad Hoc Succession Committee meeting date, time, and location.**

Manager Brinson moved that the Committee adjourn.

Manager Motwani seconded the motion.

Chairperson Kitchen	For
Manager Brinson	For
Manager Motwani	For
Manager Zamora	Absent

The meeting was adjourned at 4:58 p.m.

ATTESTED TO BY:

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Ann Kitchen, Chairperson  
Central Health Ad Hoc Succession Committee

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Cynthia Valadez, Secretary  
Central Health Board of Managers



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## **CENTRAL HEALTH BOARD OF MANAGERS AD HOC SUCCESSION COMMITTEE**

### **September 5, 2023**

## **AGENDA ITEM 2**

Receive and discuss a presentation on the President & CEO survey results. (*Informational Item*)



**AGENDA ITEM SUBMISSION FORM**

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date 09/05/23 – Ad Hoc Succession Committee Meeting

Who will present the agenda item? (Name, Title) Jeannie Virden, Enterprise CHRO & AMN Search Team

General Item Description Receive and discuss a presentation on the President & CEO survey results.

Is this an informational or action item? Informational

Fiscal Impact N/A

Recommended Motion (if needed – action item) N/A

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) Committee will review the recent survey results related to the search for a new President & CEO
- 2) \_\_\_\_\_

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) No backup – Jeannie will share the proposed tool with the Board during the meeting

Estimated time needed for presentation & questions? 10 minutes to review and discuss the tool.

Is closed session recommended? (Consult with attorneys.) Open session

Form Prepared By/Date Submitted: Jeannie Virden – August 30, 2023

# CEO SEARCH

Community Survey Results

Central Health Board of  
Managers Ad Hoc Succession  
Committee

Ted Burton, Chief  
Communications Officer

Sept. 5, 2023



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# FINDING A NEW CEO THE PROCESS



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# COMMUNITY ENGAGEMENT SURVEY



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## Objective

Give the community a voice in the search process regarding the most important values and qualifications needed in a new CEO.

## Research Design

1. Used Likert scale survey to capture and measure opinions (1/not at all important – 5/very important).
2. Fielded survey online, telephone with MAP members, and in person at Community Conversations.
3. Participation goal: 200+ completes (This research is not a scientifically representative sample of Travis County).
4. Fielded Aug. 14 – 28

# COMMUNITY ENGAGEMENT SURVEY RESPONSE



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## 225 Completed Surveys

### Online:

- 217 English
- 8 Spanish

**Note:** Seven surveys were conducted by phone in the following languages:

- 3 Vietnamese
- 2 Spanish
- 1 Burmese
- 1 English

# COMMUNITY ENGAGEMENT SURVEY QUESTIONS

(1 of 2)



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- Q1. Has worked as a CEO or other top-level leadership role.
- Q2. Has worked in a hospital or healthcare system that cared for uninsured patients of diverse racial and cultural backgrounds.
- Q3. Understands direct healthcare delivery and/or has experience in clinical care, including primary care and/or behavioral health.
- Q4. Understands the local issues that are important to Travis County residents.
- Q5. Is committed to ensuring that every person, no matter their skin color, place of birth, gender identity and sexual orientation, or income level can see a doctor and get quality care when they're sick.
- Q6. Has successfully led workplace teams with members from various backgrounds who share the goal of ensuring healthcare for all.

# COMMUNITY ENGAGEMENT SURVEY QUESTIONS *(2 of 2)*



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Q7. Understands the finances of complex organizations and knows how to manage large, taxpayer-funded government budgets and explain healthcare, financial, and legal topics to various audiences.

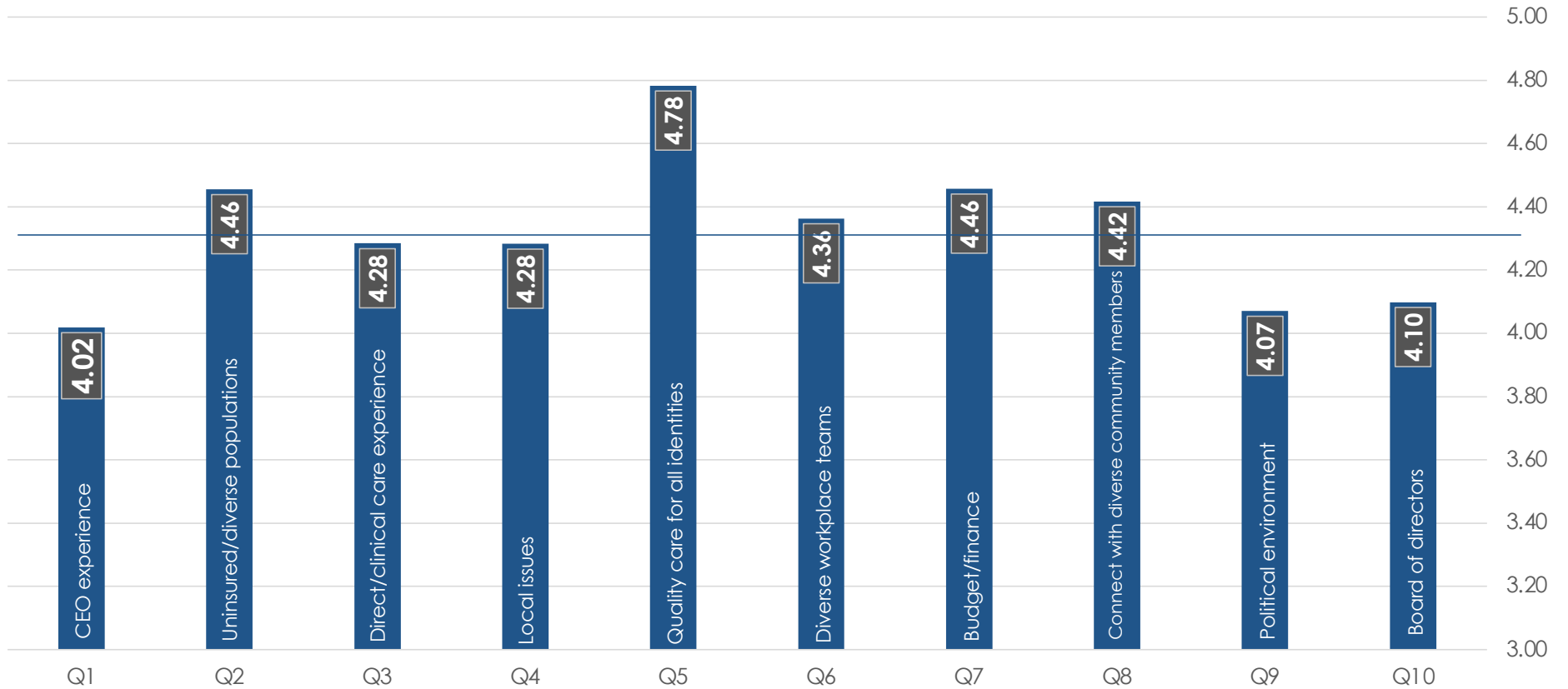
Q8. Understands and can connect with community members from different racial and cultural backgrounds, education and income levels.

Q9. Has experience working in a political environment, engaging with elected officials and community opinion leaders, and participating in public events.

Q10. Has experience working with and reporting to a board of directors to plan for the future, manage resources, and achieve organizational goals.

Q11. [Open-ended] Are there any other attributes you think we should be looking for?

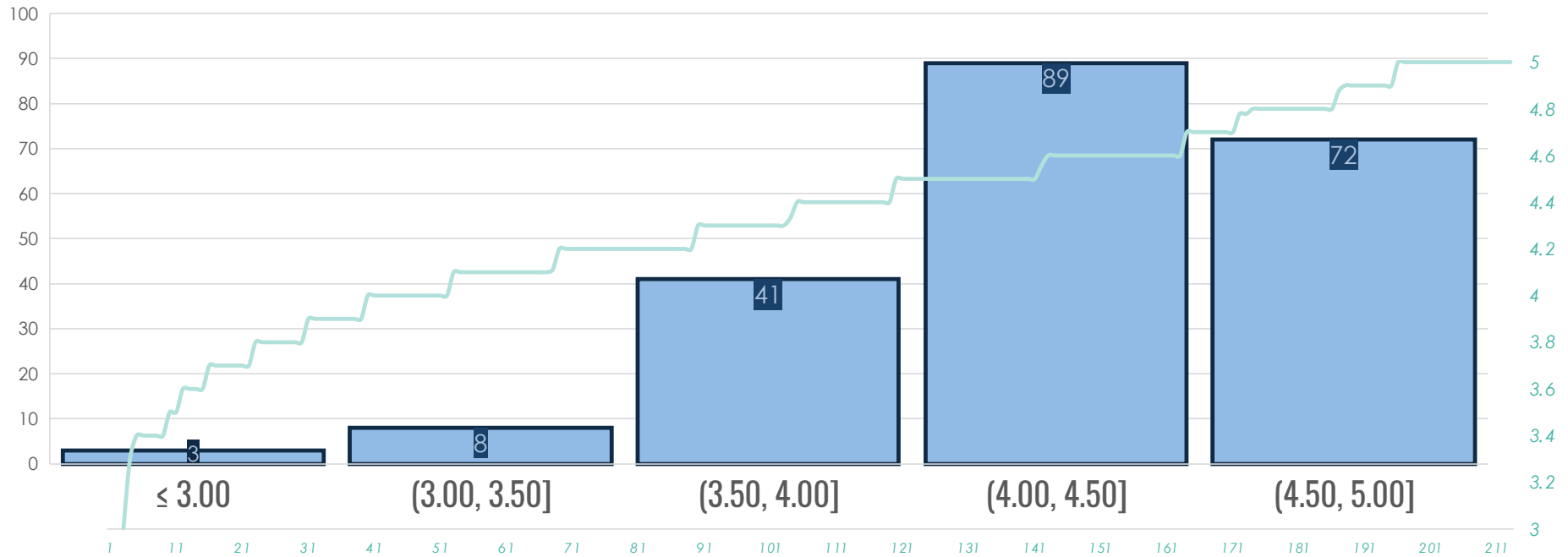
## Results: Average Score for Each Question (overall average = 4.32)



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### Results: Average Score on All Questions for Each Respondent

Blue bars: histogram of responses (left axis). Green line – scores in ascending order (right axis)



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# COMMUNICATION CHANNELS



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- **Internal communications** (The Pulse, email, department/team meetings)
- **CentralHealth.net** (Newsroom, featured content)
- **Central Health Owned Social Media Channels** (may include paid social to promote Community Conversation)
- **Affiliates and Partners** (i.e. CommUnityCare, Sendero, Travis County, Austin Public Health, Dell Med)
- **Stakeholders, Influencers, Partners**  
**Event Attendees** (i.e. Health Champions, Equity Policy Council, Patient-facing Advocacy Groups)
- **Direct email campaigns** (apprx. 7000 subscribers)
- **Media relations** with local, Texas, business, and health outlets

QUESTIONS



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Thank you

# APPENDIX

Q11. Open-ended responses (n=124)



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- A CEO that allows people flexible working environments.
- A CEO who has already led a hospital system, not a clinic, or just worked at a hospital. We need an experienced CEO from a community-based hospital system.
- A commitment to making public service the "gold standard" and not an option of last resort. Serve people who have no other option but make it so good that people who could afford a private option prefer to use (and fund) the public one.
- A deep understanding of the community they serve. Empathy
- A physician who will focus on healthcare for the indigent first and not infrastructure. Not a separate healthcare system but using an all-inclusive system that exists.
- acceptance of all patients to financial capacity and create a payment scale based upon individual tax filings irrespective of skin color.
- Accountability, transparency, and adhering to statutory authority granted to the healthcare district.
- Actually be a physician first, businessperson second.
- add to Item 9--Share goals and future programs to selected Community Leaders
- An Honest and respected member of public service
- Authentic, genuine, transparent, servant leader.
- balanced and reasonable under duress
- Balanced, determined, energetic to meet the demands of the position. Demonstrated experience working with diverse groups and coalitions. Central Health's mission and work need strong patient and taxpayer advocacy, true value. Not all will be happy, but service will be provided to those who need it and that's ok.
- Bilingual and kind
- Black
- Budget and eco, delivery of results, conscious
- Can focus on delivery of funding for poor/vulnerable programs and end the unnecessary feud with Seton.
- Cares about how taxpayer money is being spent; somebody who can actually implement and help operationalize projects/ideas rather than just talk about strategy; somebody with strong emotional intelligence and strong communication skills; empathy.
- Comes from a typically underserved community themselves.
- Commitment and or previous experience/involvement with the significant work that has occurred over the past few years with our current Board and consultants so that the strategic plan that is in place will continue, and not be delayed due to a potential transition in leadership.
- Committed
- Committed to advancing the unique needs of Travis County residences—even in the face of opposition from state leadership.
- Communicates well with the community and responds to their needs.
- Communication skills, experience in healthcare technology
- Compassion for the undeserved, uninsured and under insured. Believe in the vision and mission of this community. Works to ensure tax dollars are well spent and properly distributed.
- Compassion, people skills, leadership skills, inclusive.
- Consider the taxpayers paying for this care, and make sure Eligibility is properly managed and enroll those according to the rules and regulations. Also incorporate the ability to check people's income and CONFIRM ELIGIBILITY, WHICH IS LACKING NOW.
- Dedicated to ending homelessness and SMIs. Understands that SUD is a healthcare issue, not a legal one.
- Diversity, to reflect the persons they are required to serve. Need to build trust not saviors.
- does not mind getting their hands dirty by working with the nitty gritty.
- Down to earth, caring, easily approachable for all.
- Driven by idealism and career in direct care until now.
- Effective and efficient administration
- Empathetic and kind
- empathy
- Endurance, stamina, and resilience. Many objectives set by Central Health are long term ones and requires leadership from someone who's in it for the long-haul is important to see through some goals already set for the enterprise.
- Essential: must be an honest individual who will ensure that people experiencing poverty receive adequate care. Also essential: that they ensure that the number of persons experiencing poverty who receive care each year is at or close to the number of persons of limited means receiving care under current management.
- Exceptional leadership experience in a diverse community that is comparable to Austin. Cultural & economically diversity Exec level management responsibility is very important.
- Find someone local. Many talented people in Austin that are sidelined by age discrimination.
- From the local area
- Get American M.D.'s not cut-rate M.D. from India who can't speak English!! Experienced M.D.'s and not right out of Med School
- Has demonstrated compassion.
- Has empathy for people who need help navigating the system to determine how and who will be able to help with their health care and plan services accordingly.
- Has experience with other Public Entity models.
- Has or is interested in building strong connections with community orgs that overlap in providing care and services to Community Care patients.
- Have a demonstrated track record of successful collaborative relationships.
- Healthcare is a Billion almost trillion-dollar industry yet its s not affordable for anyone especially low-income families.
- History of collaboration to ensure what's best for the community, sometimes putting mission before profit.
- Honest and trustworthy
- Honest, transparent
- Honesty, integrity and agrees to follow the law and Texas Constitution and NOT the UT Board of Regents!!
- Honesty, integrity, good & solid moral ethics. Someone who hasn't embezzled, scammed, hidden, mismanaged, stolen, etc. EVER. Austin City Council is full of selfish crooks who (many, oh so many) don't give a flip about their constituents or the specialness of Austin (that's been destroyed!)



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- I firmly believe that health care is a privilege that should be accessible to everyone.
- I think it is important that this person be a servant leader and not a bureaucrat.
- I think you covered what important to me.
- I would think there are internal candidates who want to be CEO. There are some executives there, who are simply poor leaders. For any internal candidates, I recommend reviewing their employee retention record.
- I'd like to see a new CEO that follows the law. Taxes collected for Central Health should be used exclusively for indigent health care.
- In a perfect world, I think the CEO should have been a Travis country resident in their adolescents, has a solid volunteer background, and regardless of CEO experience - is willing to learn from those below them.
- In addition to those above, they should also be a physician with clinical experience. They should be a person of color and not a cis man.
- Innovative and collaborative
- INTEGRITY / HONESTY / TRANSPARENCY / COMPETENCE/ ACCOUNTABLE / Provide GOOD GOVERNANCE
- Integrity and sound business acumen. Strong understanding of leading through example and collaboration with key stakeholders.
- Is strongly in support of fully remote work for those that can work remotely.
- Knows how to connect with CH staff and executive leadership on a forward-facing level. Not a CEO who is disengaged from all staff levels.
- Leads with trust and empathy.
- Make a diverse pool, including women, people of color and veterans.
- Maximum Compassion
- Medical doctors
- Mike's shoes are going to be hard to fill. I would love our future CEO to have a similar mindset of community first, being humble, and equality among all staff. I've seen Mike take a knee to be at the same level as a patient in a wheelchair at a community event and that has really stood out to me as not just an example of how to build rapport with patients, but how a true leader leads by example.
- Mindful of including all clinical leaders not just physicians. Central Health need nursing leadership presence.
- Minority, preferably Hispanic
- Mr. Geeslin set a great example of humble servant leadership - he was approachable, empathetic, and created a culture of respect and focus on the people we serve. Please screen for egos and the types of cultures the applicant has fostered.
- Must have great empathy for the patient population.
- Needs to be comfortable working with people with disabilities.
- On one hand, previous experience in the general realm adds value and expertise, but I also believe that having less specific experience adds a brand, new perspective that can foster innovative ideas and solutions. For the applicable questions, I would say it depends on the specific candidate as well as their vision and strategy.
- Organizational change management.
- Outside the Box thinker. Someone who understands "Best Practices" from similar organizations. Interactive Communicator with the Community. Great Listener and Follower. Willing to make tough but fair decisions with current Central Health leadership. Gets Digital Health and how Transformative it can be.
- Political neutral
- Previous experience with Travis County Medical Access Program.
- Previous leadership and experience with hospital districts that have hospital and clinic branches are very important.
- Pro union/labor/workforce!! Someone who believes in universal healthcare for all, universal housing for all, universal basic income. People over profits.
- Proven leadership capabilities, clear and engaging speaking presence, willingness to be on the front lines hearing from and communicating directly with patients and community members, active participation and investment in CH initiatives and events.
- Proven success at shepherding organizations through periods of significant growth; places importance on identifying and growing successors; leads with a bottom-up mentality (i.e. trusting the folks on the ground and those that are front-facing); competent at breaking down silos/creating unity and transparency across a large (and growing) organization.
- Should be an advocate for Cyber Security and the protection of worker and patient data.
- should be honest and understand this is for PUBLIC healthcare for POOR people.
- Should be interested in the workers' healthcare that work for Central Health
- Shows empathy to others in hard times.
- Somebody who adheres to the contract with elected bodies and the taxpayers.
- someone of color, not another white CEO please
- Someone who can resist the urge to accommodate every bit of direction from the public, who probably know very little about how to run a company or health care. Listen, but don't kowtow.
- Someone who can stop the squabble with Seton. Someone with an ocean of compassion, and loyalty to community; someone who understands low income and poverty.
- Someone who has experience in middle management or being a working manager.
- Someone who has reinvented processes or chartered significant change on an organizational level. Someone not paralyzed by status quo.
- Someone who is secure enough not to come in and scrap projects that are already in the que.
- Someone who thinks outside the box, is creative. Is a problem solver and consensus builder!
- Someone who understands the importance of work-life balance and having an open-door policy in which anyone in the company can get in contact with them, regardless of department level. Finally, someone who understands the importance of a diverse, equitable, and inclusive environment, not just for the community we serve, but also the organization's workforce.
- Someone who understands unique challenges/barriers that low-income Travis County residents are facing.
- Someone with experience, leadership, and demonstrates excellence with common issues, including care for the homeless, healthcare transitions for individuals returning to the community from incarceration, and care for immigrant populations. I do not believe our previous CEO met these attributes.
- Someone with flexibility in working styles and is willing to adapt to changing work dynamics such as remote work (it's also being a good steward of tax dollars).



CENTRAL HEALTH

- Speaks Spanish and has international experience either extensive travel, work or living in a foreign country.
- Stop using the traditional Federal Poverty Guidelines to determine people's eligibility. We should implement a more realistic income verification formula based on take home income pay instead of Gross income. Using the old formula to verify eligibility is outdated and very deceiving. It keeps a large group of Travis County residents from accessing the healthcare that they need.
- Strong communication skills, ethical, single focus on efficient/effective healthcare.
- Strongly consider Kate Henderson.
- Texas connection would be helpful I think given issues in our state.
- The ability and desire to work with outside agencies who can help support the overall wellness of our community.
- The applicant should have a graduate degree and strong interpersonal skills.
- The new CEO should bring a fresh perspective to the organization, just like the current CEO (not an internal candidate)
- They should Medicare for all.
- This is a pointless survey.
- Tough negotiator, perform high level financial forecasting, experience developing health care facilities, legislative experience.
- Transparency
- Understand the community and their needs.
- Understands enterprise relationships at a large scale. Experience with HR and IT a plus.
- Understands governance, healthcare finance and community relationships.
- Understands quality of care as it pertains to health equity.
- Understands the corporatocracy of the U.S. means the public is being poisoned within federal guidelines that don't call it harmful. And the economic rug is being pulled out from under us.
- Understands the impact of social determinants of health and brings creative ideas to close the gaps in social determinants.
- Values behavioral health as healthcare. Has the ability to work collaboratively with key stakeholders working in the healthcare space to ensure a strong system of care is supported.
- While it is important that individuals understand Travis County. Someone who hires well and has a track record for successful community engagement is just as good. Healthcare knowledge is the most import, given the number of initiatives CH is trying to operationalize.
- Will comply with state law that central health's is health care for the poor.
- Willingness to listen to folks trying and failing to receive services.
- Wind it down.
- Would be great if it is an MD who either has an MBA or MPH.
- Yes, 1-2 years ago I had attended various meetings on our health care. They have not been addressed yet? I spoke about what was needed doing those various informative meetings. They have not been attempted or done yet? When is this going to take place or see changes? I would like to be considered a contact 512-720-940 & email: alisia.r6414@gmail.com Thank you.



CENTRAL HEALTH



# CENTRAL HEALTH

## **Our Vision**

Central Texas is a model healthy community.

## **Our Mission**

By caring for those who need it most, Central Health improves the health of our community.

## **Our Values**

Central Health will achieve excellence through:

*Stewardship* - We maintain public trust through fiscal discipline and open and transparent communication.

*Innovation* - We create solutions to improve healthcare access.

*Right by All* - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

*Collaboration* - We partner with others to improve the health of our community.

## **CENTRAL HEALTH BOARD OF MANAGERS AD HOC SUCCESSION COMMITTEE**

### **September 5, 2023**

## **AGENDA ITEM 3**

Discuss and take appropriate action on a presentation of the proposed candidate prospectus for the President & CEO position.<sup>3</sup> (*Action Item*)





**AGENDA ITEM SUBMISSION FORM**

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date 09/05/23 – Ad Hoc Succession Committee Meeting

Who will present the agenda item? (Name, Title) Jeannie Virden, Enterprise CHRO & AMN Search Team

General Item Description Presentation & Action on President & CEO Proposed Candidate Prospectus

Is this an informational or action item? Action

Fiscal Impact N/A

Recommended Motion (if needed – action item) Approve the President & CEO Proposed Candidate Prospectus

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) Committee will review and approve the President & CEO proposed candidate prospectus
- 2) \_\_\_\_\_

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) No backup – Jeannie / AMN will share the proposed prospectus with the Committee during the meeting

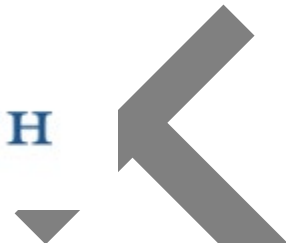
Estimated time needed for presentation & questions? 20 minutes to review and discuss.

Is closed session recommended? (Consult with attorneys.) Closed session

Form Prepared By/Date Submitted: Jeannie Virden – August 30, 2023



CENTRAL HEALTH

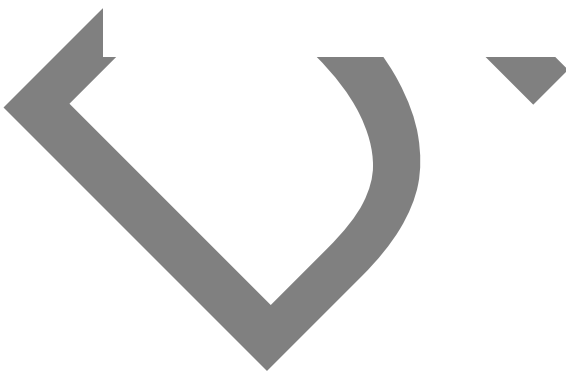


# Prospectus

**Central Health**

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**PRESIDENT AND CHIEF EXECUTIVE OFFICER**



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## Central Health

Central Health, Travis County's hospital district, is building a comprehensive, high-functioning healthcare system for low-income residents who need it most. The district's Healthcare Equity Plan, adopted in early 2022, is guiding up to \$700 million in investments to close the gaps that persist throughout the safety-net healthcare system – in primary care, specialty care, dental and behavioral health, hospital-based care, and post-acute transitions of care. Central Health was created in 2004 by Travis County voters and has since then taken responsibility for making sure residents with low income have access to care.

Central Health is making healthcare better through the direct practice of medicine, through partnerships and collaborations with other providers, and through building facilities where services can be provided that close the gaps in the system.

Central Health owns Sendero Health Plans, a community nonprofit insurer that covers members through the Affordable Care Act Health Insurance Marketplace.

Central Health-affiliated CommUnityCare Health Centers is a federally qualified health center (FQHC) network with more than 27 primary care locations throughout Central Texas.

A network of partners, including Integral Care (local mental health authority), Lone Star Circle of Care (a Federally Qualified Health Center), and the Dell Medical School at The University of Texas at Austin help Central Health extend services deeper into the community.

Central Health's Medical Access Program (MAP) and MAP Basic provide comprehensive health coverage accepted at more than 160 locations in Central Texas. There are approximately 50,000 members enrolled in MAP at any time. Central Health also provides MAP enrollment assistance, community outreach and education about health care and coverage.



The City of Austin and Travis County each appoint four members to the Central Health Board of Managers, in addition to a consensus candidate jointly selected by both entities. For information about City of Austin appointments please contact Stephanie Hall, City of Austin Boards and Commissions Coordinator at [stephanie.hall@austintexas.gov](mailto:stephanie.hall@austintexas.gov).

Travis County and the City of Austin each appoint four members to the Central Health Board of Managers, in addition to a consensus candidate jointly selected by both entities. For information about Travis County joint appointments please contact Julie Wheeler, Intergovernmental Relations Officer, at [julie.wheeler@traviscountytexas.gov](mailto:julie.wheeler@traviscountytexas.gov).

#### Board Managers

- Charles Bell, M.D.
- Cynthia Brinson, M.D.
- Maram Musetif
- Cynthia Valadez
- Ann Kitchen
- Manuel Martin, M.D.

- Shannon Jones
- Amit Motwani
- Guadalupe Zamora, M.D.

### Executive Leadership

- **Mike Geeslin:** President and CEO
- **Perla Cavazos:** Deputy Administrator, Sendero Acting CEO
- **Jonathan Morgan:** Chief Operating Officer
- **Ted Burton:** Chief Communications Officer
- **John F. Clark:** Chief Information Officer
- **Monica Crowley:** VP, Chief Strategy and Planning Officer & Sr. Counsel
- **McKenzie Frazier:** Vice President of Compliance & Compliance Officer
- **Jeff Knodel:** Vice President and Chief Financial Officer
- **Stephanie McDonald:** Vice President of Enterprise Alignment and Coordination
- **Alan Schalscha, MD:** Chief Medical Officer
- **Jeannie Virden:** Enterprise Chief Human Resources Officer

### Locations and services

#### Central Health's Southeast Health and Wellness Center

Address: 2901 Montopolis Dr., Austin, TX 78741

The center offers a full range of clinical services and wellness programs.

#### Central Health's Northeast Resource Center

Address: 6711 Johnny Morris Rd, Austin, TX 78724

Northeast Resource Center provides local support and primary care to residents in the Colony Park-Lakeside community.

### NEW HEALTH CENTERS COMING SOON

#### Central Health Del Valle Health & Wellness Center

Address: 7050 Elroy Rd, Del Valle, TX 78617, opening fall 2023

Services:

- Primary care
- Behavioral Health
- Dental
- Pharmacy
- Accessible Community Gathering Space

#### Central Health Hornsby Bend Health & Wellness Center

Address: 3700 Gilbert Road, Del Valle, TX 78617, opening fall 2023



Services:

- Primary care
- Behavioral Health
- Dental
- Pharmacy
- Accessible Community Gathering Space

Central Health Rosewood-Zaragosa Specialty Care Clinic

Address: 2802 Webberville Rd, Austin, TX 78702, opening Oct. 2023

Services:

- Cardiology
- Gastroenterology
- Nephrology
- Neurology
- Podiatry
- Pulmonology



# President and CEO Position Overview

Under broad general direction from the Board of Managers the President and CEO of Central Health oversees, directs, and manages the operations and employees of the Travis County Healthcare District in accordance with the policies and direction of the Board of Managers. This leader will establish and maintain effective working relationships with the Board, staff, elected and appointed local, state, and federal officials, and industry and community partners in order to leverage support and resources needed to meet strategic business goals. This position reports to the Travis County Healthcare District Board of Managers.

## The Position

### Responsibilities, Priorities, and Challenges:

- Defines, leads, and serves as the role model for an organizational culture that embraces innovation, quality, productivity, process improvement, collaboration, trust, engagement, and accountability.
- Ensures the fulfillment of mission and the achievement of vision through the organization's values.
- Engages the staff through transparent communication and defines organizational vision.
- Leads a successful approach for strategic alignment, partnerships, and community support.
- Defines, motivates, develops, and holds accountable the leadership and middle management teams. Oversees succession planning at all levels of the organization.
- Establishes and maintains a highly visible profile with the employees, partner organizations, and community leaders through assertive interpersonal skills and consistent face-to-face interactions.
- Provides executive leadership to develop and enhance positive public opinion as a provider of excellence in the delivery of innovative and advanced healthcare services.
- Defines and leads strategies for the creation and enhancement of trusted relationships with key internal and external stakeholders.
- Successfully leads the organization through change to at-risk reimbursement and further healthcare changes in response to federal law.
- Maintains a highly visible profile and involvement in community and civic activities.
- Proactively identifies organizational issues and leads collaboratively and decisively in addressing and bringing resolution to these issues.



- Institutes and models an attentive, collaborative leadership approach to service development, growth, and adaptation (as needed) in response to community needs and organizational strategy.
- Demonstrates value-driven commitment to the provision of quality, innovative, “patient/family centric” healthcare services, and serving diverse cultures.

## Direct Reports:

The Chief Executive Officer is responsible for the following direct reports:

- Chief Communications Officer
- Chief Information Officer
- Chief Financial Officer
- Enterprise Chief Human Resources Officer
- Chief Medical Officer
- Chief Operating Officer
- Chief Strategy / Planning Officer
- Deputy Administrator
- VP of Compliance
- VP of Enterprise Alignment
- Board Governance Manager
- Manager of the Executive Office

## Qualifications

### Education and Experience:

- Master's degree in Healthcare Administration, Public Health, Public Policy or related field
- A minimum of ten (10) years of related experience, including a minimum of five (5) years as a Chief Executive Officer. Experience in a public entity setting a plus.
- Any equivalent combination of experience and education may substitute.

### Skill Sets:

- Dedicated to providing opportunity and access to those who are underserved to receive high-quality health and wellness care.
- Thorough understanding of healthcare, including service delivery, operations, finance, quality measurement, and improvement.
- Track record of success leading strong financial and operational outcomes in a hospital district.
- Strong interpersonal, communication, and negotiating skills.

- Transparent leadership style that is honest and fair to all employees.
- Success in establishing relationships at local, state, and federal levels that will support the goals of the organization.
- Success in marketing the organization's healthcare services to the communities served.
- Able to define strategic direction and vision.
- Expert-level skills in verbal one-on-one discussions, large groups, public speaking, as well as advanced written skills.
- Able to effectively manage conflict and confrontation.
- Has specific knowledge of running a fully integrated system.
- Needs to convey the value of being in a system to the community.
- Able to navigate healthcare disparities in the community.
- Demonstrable understanding of public board stewardship.
- Able to bring together strong teams to execute unique new initiatives.
- Unwavering focus on milestones and goals.
- Extremely well-skilled in healthcare economics, including the supply and demand chain.
- Able to inspire confidence and rally momentum.
- Able to truly listen to the public and offer solutions that speak to public concerns.
- Project management skills are crucial.
- Public Health experience and medical knowledge preferred.

## Personal Characteristics:

- Seeking a hands-on leader who understands and engages people on a basic human level.
- Positive change agent who establishes and builds a solid infrastructure and organizational foundation in a time of change.
- A humble leader who is willing and able to change directions if needed.
- Demonstrates perseverance and executive presence.
- Solutions-oriented coupled with the ability to function well in a culture that values relationships and collaborative change.
- Integrity is essential.
- Very driven and positive. Embodies a can-do approach to operations and leadership.
- An influential person who demonstrates and communicates strong vision.
- Able to empathize and relate via shared experience or advanced emotional intelligence.
- Compassionate, caring, and understands the needs of the community.
- Comprehensive understanding of multi-cultural communities and their inequities.

## Board Responsibilities & Requirements

The President and CEO will be held accountable for the management of the District and will ensure that the District's activities are within the limits prescribed by law and the policies adopted by the Board. Except as limited by law, District policy, or action of the Board, the President and CEO or designee will:

- Advise and assist the Board in managing, controlling, and administering the District's business
- Administer and enforce the policies, procedures, and rules necessary for the operation of the District
- Employ, evaluate, and discharge all employees of the District, subject to an annual approved budget
- Develop and maintain personnel policies and practices of the District
- Prepare, revise, and recommend an annual budget that reflects expected revenues and expenditures to the Board and the Commissioners Court for approval
- Spend budgeted funds in accordance with District policies and procedures in order to accomplish the strategic goals of the District
- Make budget transfers between line items within the same Program Budget
- Supervise the District's business affairs to ensure that funds are collected and used to the best possible advantage
- Supervise the purchase of supplies, services, and equipment in accordance with District policies and procedures
- Attend all meetings of the Board and committees thereof
- Execute contracts, amendments, and renewals in accordance with Board approved policies and procedures
- Execute documents on behalf of the Board which do not require individual discretion and are carried out as the result of statutory or regulatory mandates, or established procedures, including but not limited to, the execution of tax resale deeds and license agreements
- Perform such other duties as may be delegated by the Board to serve the best interests of the District
- Make an annual report to the Board, Commissioners Court, the Texas Health and Human Services Commission or its successor, and the comptroller as soon as practicable after the close of the fiscal year as required by Section 281.092 of the Texas Health and Safety Code
- Perform duties as required by Section 281.071, Texas Health and Safety Code, concerning payment and support, as necessary
- Serve as the agent for service of process on behalf of the District
- Oversee and make timely decisions on litigation matters in which the District is or may become named in a legal action, with the exception that the President and CEO may not accept or reject any settlement offer or initiate any legal action without Board approval
- Inform the Board in the most appropriate manner of material operational or financial issues as identified by the Board
- Identify threats and opportunities and make recommendations to the Board
- Meet such other requirements imposed by law or the Board upon the President and CEO.

If the President and CEO is incapacitated, absent for a period of more than 72 hours, or unable to perform his or her duties, the Assistant Administrator as described in Section 281.027, Texas Health

and Safety Code, shall perform any or all of the duties of the President and CEO necessary for the operation of the District.

Notwithstanding the foregoing, the Board reserves its right to manage, control, and administer the District.

## Community Voice as Expressed Through Survey

1. Quality Care for all Identities
2. Uninsured and Diverse Populations
3. Budget and Finance
4. Connection with Diverse Community Leaders
5. Diverse Workplace Teams
6. Direct Clinical Care Experience
7. Local Community Issues
8. Experience Working with a Board of Directors
9. Political environment
10. CEO Experience



Located in Central Texas on the eastern edge of the American Southwest, Austin is the capital of the state of Texas – the Lone Star State. The City is named for Stephen F. Austin, the “Father of Texas.” It encompasses Travis, Hays, and Williamson counties and has a population of almost a million people.

With a great climate, warm and inviting locals, and exceptional amenities, Austin has so much to offer. The city boasts a vibrant arts scene with lots of live music. Additionally, the green spaces and parks offer plenty of opportunities for outdoor adventure.

Top exciting places to visit are:

- Texas State Capitol
- LBJ Presidential Library
- Lady Bird Lake and Trails
- Texas State History Museum
- The Driskill
- Mount Bonnell Lookout
- Zilker Metropolitan Park
- Lady Bird Johnson Wildflower Center
- The eclectic SoCo District
- Lake Travis
- Blanton Museum of Art
- Barton Springs Pool
- Austin Nature and Science Center
- Mexic-Arte Museum
- McKinney Falls State Park
- Thinkery, children’s museum
- The Contemporary Austin – Laguna Gloria

## EEOC Statement

The Central Health Enterprise (Central Health, CommUnityCare & Sendero) is proud to be an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, gender, gender identity, sexual orientation, national origin, disability status, genetic information, veteran status, or an other characteristics protected by law.

The Central Health Enterprise complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absence, compensation and training.

For additional information about the position or to provide recommendations, please contact:

**Camille Briscoe, VP**

*AMN Leadership Solutions*

*Executive and Physician Leadership Search*

Direct Telephone: 913-752-4547

Email: [Camille.briscoe@amnhealthcare.com](mailto:Camille.briscoe@amnhealthcare.com)

**Hisham Siddiqi, Consultant**

*AMN Leadership Solutions*

*Executive and Physician Leadership Search*

Direct Telephone: 216-534-5318

Email: [Hisham.siddiqi@AMNhealthcare.com](mailto:Hisham.siddiqi@AMNhealthcare.com)

**Mick Ruel, VP**

*AMN Leadership Solutions*

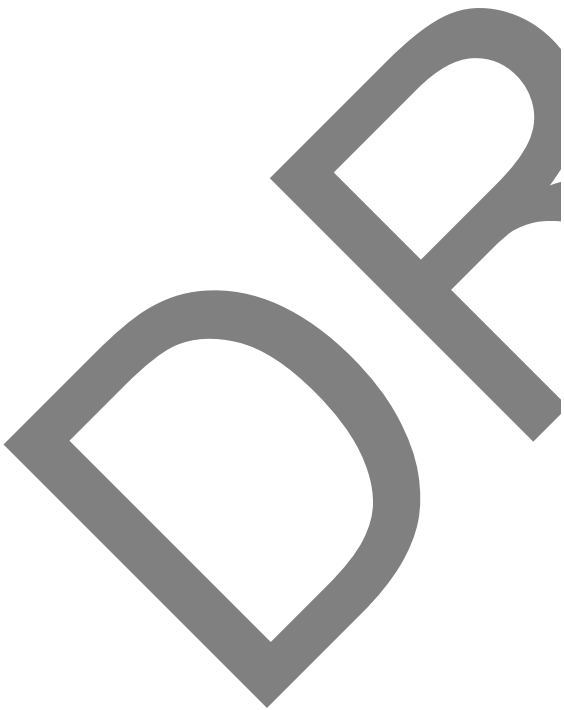
*Executive and Physician Leadership Search*

Direct Telephone: 913-709-8856

Email: [Mick.Ruel@amnhealthcare.com](mailto:Mick.Ruel@amnhealthcare.com)







## AMN Leadership Solutions

At AMN Healthcare, we are guided by the fundamental belief that attaining and supporting the best performing healthcare leadership talent is vital to meet strategic objectives, improve patient care, enable organizational growth, and spur innovation.

AMN Leadership Solutions provides the full depth, experience, and resources of **AMN Healthcare**, **B.E. Smith**, and **Merritt Hawkins** to help healthcare organizations identify and secure those leaders and make those objectives a reality.

As people who have served in healthcare leadership roles, we are a trusted and credible advisor. We know that healthcare leadership is more than a job. It's a responsibility and a passion. It's a calling that has a higher purpose.





# CENTRAL HEALTH

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*Stewardship* - We maintain public trust through fiscal discipline and open and transparent communication.

*Innovation* - We create solutions to improve healthcare access.

*Right by All* - By being open, anti-racist, equity-minded, and respectful in discourse, we honor those around us and do right by all people.

*Collaboration* - We partner with others to improve the health of our community.

## **CENTRAL HEALTH BOARD OF MANAGERS AD HOC SUCCESSION COMMITTEE**

### **September 5, 2023**

## **AGENDA ITEM 4**

Discuss and take appropriate action on processes and timelines for the selection of the Central Health President & CEO.<sup>3</sup> (*Action Item*)



**AGENDA ITEM SUBMISSION FORM**

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date 09/05/23 – Ad Hoc Succession Committee Meeting

Who will present the agenda item? (Name, Title) Jeannie Virden, Enterprise CHRO & AMN Search Team

General Item Description Presentation & Action on President & CEO Proposed Selection Process

Is this an informational or action item? Action

Fiscal Impact N/A

Recommended Motion (if needed – action item) Approve the President & CEO Proposed Selection Process

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) Committee will review and approve the President & CEO proposed selection process.
- 2) \_\_\_\_\_

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) No backup – Jeannie / AMN will share the proposed timeline with the Committee during the meeting

Estimated time needed for presentation & questions? 10 minutes to review and discuss the process.

Is closed session recommended? (Consult with attorneys.) Open session (unless TCAO prefers closed session)

Form Prepared By/Date Submitted: Jeannie Virden – August 30, 2023



## President & CEO Search Recruitment Process and Timeline

TIMEFRAME	TASK
Today	Review & Approve Proposed Candidate & Position Prospectus and the Process and Timeline for the Selection of the Central Health President & CEO
8 – 12 Weeks	Candidate Identification and Validation by the CEO Search Firm
Scheduled for One (1) Day at the End of the Candidate Identification Process	Candidate Presentation to Central Health Ad Hoc Succession Committee
Scheduled for Two (2) Days Approximately Fourteen (14) Days from Candidate Presentation	First Round Interviews with Ad Hoc Succession Committee
Approximately Six (6) Weeks from First Round Interviews	<ul style="list-style-type: none"><li>• Community Conversations with the Finalists</li><li>• Second Round Interviews with Central Health Board Members, Central Health Staff, and Other Key Stakeholders</li></ul>
Approximately One (1) Week from Final Second Round Interview	Final Candidate Selection & Offer



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## **CENTRAL HEALTH BOARD OF MANAGERS AD HOC SUCCESSION COMMITTEE**

### **September 5, 2023**

## **AGENDA ITEM 5**

Confirm the next regular Ad Hoc Succession Committee meeting date, time, and location.  
(*Informational Item*)