

Bartlett Regional Hospital

AGENDA
COMMITTEE OF THE WHOLE MEETING
Thursday, December 9, 2021; 5:15 p.m.
BRH Boardroom and Zoom/Teleconference

Board members and designated staff will meet in person to the extent possible.
Public, staff and Board members wishing to attend virtually may access the meeting via the
following link: <https://bartletthospital.zoom.us/j/92911723570>

or call
1-253-215-8782 and enter webinar ID 929 1172 3570

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVE AGENDA**
- IV. PUBLIC PARTICIPATION**
- V. APPROVAL OF THE MINUTES – [October 29, 2021](#)** (Pg.2)
- VI. BOARD EDUCATION**
 - A. Loren Jones—Prior experience with a management agreement**
 - B. Kim Russel—[CEO search considerations](#)** (Pg.5)
- VII. DISCUSSION**

Board discussion and direction to the President and HR Director regarding selection and recruitment process.
- VIII. ADJOURNMENT**

Bartlett Regional Hospital

3260 Hospital Drive, Juneau, Alaska 99801 907.796.8900 www.bartletthospital.org

Minutes COMMITTEE OF THE WHOLE MEETING October 29, 2021 – 12:00 p.m. BRH Boardroom / Zoom Videoconference

Called to order at 12:02 p.m., by Kenny Solomon-Gross, Board President

Board Members Present: Kenny Solomon-Gross; Board President, Rosemary Hagevig; Vice-President, Mark Johnson; Secretary, Hal Geiger, Brenda Knapp, Lindy Jones, MD, and *Lance Stevens*

Also Present: Jerel Humphrey; Interim CEO, Dallas Hargrave; HR Director, Anita Moffitt; Executive Assistant, Robert Palmer, City Attorney, Dan Bleidon, CBJ Lands Manager

Mr. Solomon-Gross identified himself, Mr. Johnson, Ms. Hagevig, Ms. Knapp, Mr. Geiger, Mr. Humphrey and Ms. Moffitt as attendees in the boardroom. Mr. Stevens, Mr. Palmer, Mr. Hargrave, Mr. Bleidon and Dr. Jones were identified as virtual attendees.

APPROVAL OF THE AGENDA - *MOTION by Ms. Hagevig to approve the agenda as written. Mr. Johnson seconded. Agenda approved.*

PUBLIC PARTICIPATION – None

APPROVAL OF THE MINUTES - *MOTION by Ms. Hagevig to approve the minutes as written. Mr. Johnson seconded. There being no objections, September 10, 2021 Committee of the Whole meeting minutes approved.*

ROUNDTABLE INTRODUCTIONS

Mr. Johnson introduced himself. He stated that he is retired from the State's Department Public Health. He's been in Alaska for 43 years and on the Hospital Board for 8 years.

Ms. Hagevig served a couple of years on the Planning Commission in the early 90's., served two terms on the Borough Assembly, retired after 30 years in the State's Department of Education, retired as CEO of regional non-profit, Catholic Community Services of Southeast Alaska after serving 13.5 years and has served on the BRH board for 4 years. She has been involved with the Southeast Conference for 10 years and is appointed to the Older Alaskans Commission.

Mr. Solomon-Gross is the President of the Board and is in the 3rd year serving on the board. He currently operates the family business, Gross Alaska Theaters, is past president of the Rotary club, and serves on other city boards. He has a couple of kids, three grandkids and a couple of puppies.

Ms. Knapp is in her 7th year on the board, two of those as President. She is retired from the State, has worked for state government, non-profits, tribal organizations and the university. She served 14 years as director of Juneau Alliance for Mental Health (JAMHI), has worked in community development as the Deputy Director of Tourism with the state and as

Director of Planning for Tlingit and Haida (T&H) Indian Tribes of Alaska. She has lived almost all of her adult life in Juneau, has 2 sons and 3 grandchildren living here and has one dog.

Mr. Geiger moved here in 1982 to take a job with Alaska Fish and Game. He is married with 2 children, has a Master's Degree in statistics from Oregon State University and a Ph.D. from University of Alaska Fairbanks, College of Fisheries and Ocean Science. He has worked most of his life in bio statistics and quantitative things. He retired in 2007 and until last year, had a bio statistical consulting firm. He's on the Alaska Board of Veterinary Examiners and has almost 20 years' involvement with the Foundation of End of Life Care. He is in his first year serving on the BRH board.

Mr. Stevens is in his 5th year serving on the BRH board, two of those as President. He has lived in Juneau for 13 years, is past president for United Way Southeast AK and the Juneau Chamber of Commerce. He's married with 2 kids. He is currently on temporary assignment in Anchorage with the company he works for, Alaska USA Federal Credit Union.

Dr. Jones has been a physician in Juneau since 1993 providing primary and emergency care services. He recently began providing 100% emergency room care. He is in the 3rd year of his 3rd term on the board and has offered to be on the board one more term if the medical staff appoints him to be their representative. He is married with 2 kids and one dog. He serves on the board because he's extremely interested in the health and wellbeing of the community.

Mr. Humphrey lives in Dallas with his wife of 38 years. They have 3 kids. He has been doing interim management for 7 years, most of his career running hospitals for Memorial Hermann Healthcare Systems in Houston. He ran 3 of their larger hospitals, did work on a for profit side in smaller hospitals and now doing interim work with B.E. Smith. This is his first time to Alaska. He's happy to be in Juneau and is looking forward to learning about it.

Mr. Hargrave is the Human Resources Director for BRH and HR/Risk Management Director for CBJ. He has been in this job for almost 6 years. He is from Juneau, actually born at BRH. He's lived in other places but moved back in 2006 and is happy to be here.

Mr. Palmer has been in the role of City Attorney for 3 years and with the CBJ for almost 8 years. He was in private practice in the Seattle area prior to that. He has an incredible team here to help with all facets of CBJ whether it's the hospital, the school district and any of the more traditional CBJ departments.

A very brief recess was taken to remove disruptive attendee from the meeting.

Mr. Bleidon is the Lands Manager for CBJ. This is his first board meeting. Whenever the hospital looks at acquiring or disposing of property, it would come through his office.

Ms. Moffitt had worked for Safeway for 26 years before calling it quits. She has been working at BRH for 16 years serving as Executive Assistant to many CFO and CEOs during that time.

Mr. Solomon-Gross noted the purpose of this meeting was to introduce Mr. Humphrey to as many of the board members as possible. Ms. Young is out of the country and Ms. Johnston had a work commitment and unable to attend. He encourages Mr. Humphrey to meet with each of the board members, individually, on a quarterly basis to touch base.

Mr. Stevens suggested changing the order of the items listed in executive session so Mr. Bleidon will not have to wait in a waiting room while personnel matters are discussed. There being no objections to the request, campus planning will be discussed before personnel matters.

EXECUTIVE SESSION - MOTION by Ms. Hagevig to recess into executive session for the purposes identified in the agenda with the order reversed as amended:

- *To discuss information presented that the immediate knowledge of which would clearly have an adverse effect upon the finances of BRH; that being a discussion about campus planning.*

And

- *To discuss personnel matters that the immediate knowledge of which would defame or prejudice the character or reputation of any person, specifically employee personnel matters.*

Mr. Johnson seconded. Mr. Hargrave locked the meeting to prevent further disruption during executive session. The committee entered executive session at 12:20 p.m. and returned to regular session at 1:36 p.m.

Comments and Questions – Mr. Solomon-Gross thanked everyone for participating in the meeting.

Adjourned 1:37 p.m.

CEO SEARCH CONSIDERATIONS

Kimberly A. Russel, FACHE

CEO, Russel Advisors

MANAGEMENT CONTRACT

- CEO Recruitment (Including future interim CEOs, if needed)
- Other executive recruitment as needed
- Oversees all operations
- National resources are available
- Shared services are available
- Board maintains oversight of the management contract

THE CEO MARKET

- 2020: CEO Turnover – 16% (Alaska – 10%)
- Job openings exceed the number of candidates
- Relocation reluctance (?)
- Competition from non-traditional sources
- Public hospitals are special!

EXECUTIVE SEARCH FIRM

- Specializes in healthcare executive recruitment
- Offers a detailed search process – including thorough background checks
- National database and contacts
- Manages all aspects and phases of the search
- Keeps the search on schedule and legally compliant
- Typical guarantee is 12 months
- Firm is overseen by Search Committee

THE SEARCH FIRM PROCESS

- Advise on the Board's (formal, written) charge to the Search Committee
- Advise on Search Committee membership
- Educate Search Committee members about roles and responsibilities
- Conduct an organizational/situational assessment
- Conduct a community assessment (through the eyes of potential candidates)
- Based on above feedback, compile a recommended CEO Position Profile
- Search Committee Reviews/Revises/Takes Action on Position Profile

THE SEARCH FIRM PROCESS (CONTINUED)

- Candidate Sourcing
- “Paper” presentation of multiple candidates to Search Committee
- Search Committee screening interviews conducted
- Search Committee selects finalist candidates for on site interviews
- Gathers feedback from all interview participants
- Final Search Committee meeting
- Search Committee recommendation to Board
- Board Review/Action