BOARD MEETING

Wednesday, October 22, 2025
3:00pm - 5:30pm
MetroHealth Cleveland Heights (A2-2016) and Virtual

Meeting Minutes

Trustees: Artis Arnold, III-I, John Corlett-R, Sharon Dumas-I, Ronald Dziedzicki-I, Dolores (Lola) Garcia-I, Adam Jacobs, Ph.D.-I, Nancy Mendez-I, John Moss-I, Michael Summers-I, E. Harry Walker, M.D.-I[1]

Staff: Christine Alexander-Rager, M.D.-I, Rita Andolsen-I, Bridget Barrett-I, Peter Benkowski-I, James Bicak-I, Michelle Block-I, Romona Brazile-I, Nabil Chehade, M.D.-I, Joe Frolik-I, Joseph Golob, M.D.-I, Ryan Johnson-R, Kinsey Jolliff-R, Natalie Joseph, M.D.-R, Dr. Candy Mori-I, Kate Nagel-I, Sarah Partington-I, Allison Poulios-I, Jeff Rooney-I, Tamiyka Rose-I, Aparna Roy, M.D.-I, Deborah Southerington-R, David Stepnick, M.D.-I, James Wellons-I[1]

Invited Guests: None

Other Guests: Guests not personally invited to the meeting by the Board Chair are not listed as they are members of the public and some were not appropriately identified.

Dr. Walker called the meeting to order at 3:03pm, in accordance with Section 339.02(K) of the Ohio Revised Code with a quorum present.

(The minutes are written in a format conforming to the printed meeting agenda for the convenience of correlation, recognizing that some of the items were discussed out of sequence.)

I. Approval of Minutes

Dr. Walker requested a motion to approve the minutes of the September 30, 2025 meeting as presented, which was given, seconded, and unanimously approved. RESOLUTION NO. 19704

II. Mission Moment

Dr. Walker introduced Bridget Barrett, VP Chief Marketing Officer, who shared the recent relaunch of the MetroHealth.org website; noting that it was the first comprehensive update since 2017. Ms. Barrett emphasized the website is a mobile-first design. The redesign focuses on patient-centered functionality, with

[1] I-In-person, R-Remote

streamlined access to provider search, location mapping, and appointment scheduling. Ms. Barrett highlighted the strategic alignment of the website with MetroHealth's five-year plan to become Northeast Ohio's "home for health". The new site aims to ensure MetroHealth's content is accessible and relevant in this evolving digital landscape.

III. **Committee Reports**

A. Audit and Compliance – S. Dumas

Dr. Walker asked Ms. Dumas to provide the Audit and Compliance report at the next meeting.

B. Population and Community Health Committee – *N. Mendez*

Ms. Mendez reported on the September 17, 2025, Population and Community Health meeting, thanking Dr. Chehade and his team for efficiency and strategic depth. The meeting presented a new structure based on four pillars: (1) Patient-Centered Workforce, led by Dr. Moreland; (2) Barriers to Health, led by Karen Cook; (3) Quality Outcomes and Performance Improvement, led by Nisreen Khazaal; and (4) Community Engagement, led by Ramona Brazile. Each pillar aims to address systemic challenges through data-driven, solution-oriented approaches. The four-pillar strategy seeks to enhance cross-departmental collaboration and alignment with MetroHealth's strategic goals. Ms. Mendez concluded that the new framework would unify efforts across the system, enhance accountability, and improve health outcomes through targeted initiatives.

C. Executive Committee – *Dr. Walker*

Dr. Walker summarized the Executive Committee meeting, held on September 17, 2025, noting that the primary focus was the extension of the CEO's contract. The Committee reviewed national compensation data for comparable organizations and engaged legal counsel to prepare a formal contract proposal. Additionally, the Committee discussed the committee charter, particularly voting procedures, deferring final decisions to the Governance Committee.

D. Human Resources & Compensation Committee – *J. Corlett*

Mr. Corlett provided a summary of the Human Resources & Compensation Committee meeting held on October 8, 2025. The Committee reviewed its charter and proposed amendments, which will be forwarded to the Governance Committee. The Committee also examined workforce metrics, including turnover rates and staffing levels, especially considering the recent reduction in force. Recruitment strategies for hard-to-fill positions were discussed, with emphasis on innovative Human Resources approaches. The Committee entered executive session and subsequently recommended suspending the Performance-Based Variable

Compensation Program for the 2025 plan year. The recommendation was added to the consent agenda for board approval.

E. Quality, Safety & Experience Committee – *R. Dziedzicki*
Mr. Dziedzicki provided a summary of the Quality, Safety & Experience held earlier in the day. The meeting began with a patient experience story, focusing on group medical appointments that enhance care delivery. The Committee received an annual infection prevention update, highlighting reductions in mortality and infection rates, and a legal update was also provided. Mr. Dziedzicki proudly announced that MetroHealth ranked in the top 2% nationally for socially responsible hospitals, as reported by the Lown Institute. This recognition was attributed to the leadership team's commitment to quality care and community impact.

IV. **Consent Agenda**

A. Human Resources & Compensation Committee -
The Board approved the Suspension of Performance Based Variable Compensation Program for 2025 Plan Year by unanimous vote. RESOLUTION NO. 19705

V. **President and CEO's Report – *C. Alexander-Rager***

Dr. Alexander-Rager began the President and CEO report by expressing deep appreciation for the Board's support and the dedication of the executive leadership team. Dr. Alexander-Rager directed the board's attention to the written President and CEO's Report to the Board of Trustees for the month of October 2025 which was included in the meeting material.

Key updates included:

- Employee Communication Initiatives: Fireside chats and a new monthly newsletter, "Chrissy's Monthly Rounds," were launched to enhance transparency and engagement.
- Facility Closures and Resource Reallocation: Five sites were closed as announced in August, with resources redirected to offer evening hours for patients.
- Behavioral Health Integration: Recovery Resources clinical staff were fully integrated into MetroHealth as of October 1, expanding behavioral health services.
- APP Week Celebrations: Recognition of Advanced Practice Providers for their vital role in care delivery.
- Funding and Program Updates: Additional funding was secured for the Mother and Child Dependency Program, supporting pregnant women with substance use disorders.
- Breast Amiga Program: Celebrated its 20th anniversary, with accolades to Dr. Jean Stevenson and Dr. Natalie Joseph.

- North Coast 99 Recognition: MetroHealth was named one of the best places to work in Greater Cleveland for the 21st time.

VI. **Medical Staff Report**
Dr. Walker introduced Dr. Joseph to present the medical staff report. Dr. Joseph began with the announcement of five 2025 Medical Hall of Honor recipients and two legacy members. Honorees include Dr. Robert Bilenker, Dr. James Campbell, Dr. John Moore, Dr. Brian Mercer, and Dr. Hunter Peckham. Legacy awards were given to Dr. Louis Karnosh and Mr. William Andrews for their historic contributions. Dr. Joseph also acknowledged recent retirements, including Dr. Roy Ferguson and Dr. Harvey Tucker, and highlighted achievements such as faculty awards and appointments to national commissions. Dr. Joseph provided a detailed overview of the newly formalized peer review process, which now includes a centralized committee, formalized policies, and structured feedback mechanisms. This process ensures continuous improvement and educational value, aligning with Joint Commission expectations. Dr. Joseph directed the Board to the medical staff report included in the meeting material and asked for approval the Medical Staff Providers Appointments, Reappointments, and Actions of the Credentialing Committee for the month of September 2025. Dr. Walker requested a motion to approve the Medical Staff Providers Appointments, Actions and Reappointments for September 2025, which was given, seconded and unanimously approved. RESOLUTION NO. 19706

VII. **Other Business**
A. Discussion to Revise and Codify the Strategic Planning Committee Charter
The Board discussed the need to revise and codify the Strategy Committee Charter. This initiative stemmed from feedback during the recent board retreat, where members expressed a desire to become a more strategic board. The revised committee would expand its scope to include Government Relations, Marketing, and Communications. A voice vote to revise and codify the Strategic Planning Committee Charter was conducted and a motion was made, seconded, and approved unanimously.

B. 2026 Calendar Review
The Board reviewed a draft of the 2026 meeting calendar. Given the discussion to revise and codify the Strategic Planning Committee Charter, the meeting calendar will be updated to integrate the Strategic Planning Committee into the schedule.

VIII. **Executive Session**
Dr. Walker asked for a motion to move into executive session to discuss hospital trade secrets as defined by ORC 1333.61; and to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee,

or the investigation of charges or complaints against a public official, and to conference with the public body's attorney to discuss disputes involving the public body that are the subject of pending or imminent court as defined by ORC 121.22(G). Mr. Summers made a motion and Mr. Arnold seconded. The Board held a roll call vote with all Trustees in attendance voting to approve the motion to go into executive session for the purposes stated by Dr. Walker. Members of the public were excused, and the Board went into executive session to discuss the identified matters at approximately 3:40pm.

Return to Open Meeting

Following the executive session, the meeting reconvened in open session at approximately 5:27pm and welcomed back the public virtually and those members of the public who remained in-person. With no further business to bring before the Board, the meeting adjourned at approximately 5:28pm.

NEXT MEETING: **Wednesday, November 5, 2025 – 3:00 pm - 3:30 pm**
MetroHealth Board Room (K107) or Virtual

Respectfully Submitted,

E. Harry Walker, MD, Chairperson
Board of Trustees

I, the undersigned Corporate Secretary of The MetroHealth System, hereby certify that the foregoing is the text of the minutes adopted by the Board of Trustees of The MetroHealth System at a meeting held on November 5, 2025 , at which a quorum was present.

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James A. Wellons, Esq.
Corporate Secretary