

The MetroHealth System Board of Trustees

BOARD OF TRUSTEES SPECIAL MEETING

Thursday, September 22, 2022

9:00 – 9:30 am

MetroHealth Board Room (K107) and Via Zoom

Meeting Minutes

Board Members: Ms. Inajo Davis Chappell, Mr. John Corlett, Ms. Maureen Dee, Mr. John Hairston, Mr. Robert Hurwitz, Mr. Terry Monnolly, Mr. John Moss, Dr. JB Silvers, Dr. E. Harry Walker, Ms. Vanessa Whiting

Staff Present: Dr. Akram Boutros, Ms. Laura McBride, Ms. Jane Platten, Ms. Sonja Rajki

Guest: Mr. Jason Petros, Mr. Michael Phillips, Dr. Airica Steed

Ms. Whiting called the meeting to order at 9:00 am.

Ms. Whiting indicated the purpose of the meeting is to vote on the next President & CEO of The MetroHealth System.

Ms. Whiting thanked the following people, who were instrumental in assisting with the search process:

- Dr. Harry Walker, Chair of the Search Committee, whose overall leadership was critical;
- The Search Committee Members and all Board Members, for their extra time, commitment and dedication;
- Laura McBride;
- The search firms and consultants -- WittKieffer and Prossimo Global Partners;
- Mike Phillips;
- Dr. Boutros; and
- The Advisory Panel members, who also gave their time, advice and input during this process.

Ms. Whiting asked Dr. Walker to describe and explain the process the Board engaged in to recruit a new President and CEO.

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Dr. Walker started by thanking the Search Committee for their dedication and Laura McBride for coordinating the process. The process with the Search Committee went in steps. First, there was an internal and external advisory panel formed. The Search Committee then identified and retained WittKieffer and Prossimo Global Partners to assist the Search Committee. WittKieffer coordinated a national search, presenting 15 potential candidates to the Search Committee. The Search Committee narrowed the initial slate down to 10 potential candidates for initial interviews. From the 10 interviews, the Search Committee further narrowed the pool to six candidates, each of whom met with the Advisory Panel. Based on the Advisory Panel's feedback, along with the Search Committee's own review and feedback, the pool was further narrowed to three finalist candidates, who were scheduled for a site visit to meet Board Members and numerous other internal and external stakeholders. One candidate withdrew prior to the site visit, leaving two finalists. One candidate stood out to the Search Committee, Dr. Airica Steed.

Ms. Dee, a member of the Search Committee, spoke about the background of MetroHealth and how MetroHealth's vision is to move forward, carrying out what Dr. Boutros has laid as a foundation. MetroHealth is looking for that person to carry the torch. Dr. Steed has the understanding, experience and leadership in the areas of population health, health disparities, social determinants of health, building internal provider staff and external community advisory teams. Dr. Steed understands the challenges and is not afraid of the public eye. And she is willing to help set our system apart – all of which makes her ideal for CEO of MetroHealth.

Ms. Chappell, another member of the Search Committee, added how excited she would be to have Dr. Steed join MetroHealth, noting that Dr. Steed has award-winning leadership and experience with community hospital systems.

Dr. Silvers added he is very happy with the choice and agreed with the comments made by Ms. Dee and Ms. Chappell.

Mr. Monnolly, who was attending remotely, noted that while he had to leave the meeting prior to a vote, he supported Dr. Steed's appointment. Mr. Monnolly then left the meeting.

Ms. Whiting echoed the sentiments adding that this is a great day for MetroHealth. Dr. Steed has lived the mission of MetroHealth and throughout her career has served the underserved community.

Ms. Whiting asked for additional questions from the Board, which there were none.

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Ms. Whiting submitted for approval the recommendation that the Board approve the retention of Dr. Airica Steed as President and Chief Executive Officer of The MetroHealth System effective January 1, 2023. Ms. Whiting noted that the Board of Trustees was provided a copy of the Resolution for the Approval to Enter into an Employment Agreement with the New Chief Executive Officer and President and the proposed employment agreement.

The motion was moved and seconded. Upon unanimous roll call vote, the Board approved the Employment Agreement with the New Chief Executive Officer and President
RESOLUTION NO. 19498.

Ms. Whiting presented Dr. Airica Steed for remarks.

Dr. Steed remarked that she is overjoyed and very humbled for the opportunity and trust that the Board and MetroHealth are giving her. She knows there are big shoes to fill, however, she is very confident that the foundation of MetroHealth's success to-date will allow for a successful future. Dr. Steed is looking forward to learning more about MetroHealth and the City of Cleveland. She is extremely excited to continue the vision that has been set before her.

Ms. Whiting again thanked the Board members for making additional time during this process and today for adjusting their schedules. Ms. Whiting invited the Board Members to stay, if possible, as they speak and introduce Dr. Steed with MetroHealth's leadership teams.

There being no further business to bring before the Board, the meeting was adjourned at approximately 9:22 a.m.

Respectfully submitted,

THE METROHEALTH SYSTEM

Vanessa Whiting, Chairperson

Akram Boutros, MD, FACHE
President & CEO