Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, November 1, 2023, scheduled for 12:00 p.m. in the WISH Building Executive Conference Room (02-175) at Parkland Health and via Webex. These minutes do not constitute a certified agenda from the meeting.

I. Attendance and Call to Order

Committee Chair Lisa Sutter noted a quorum was physically present and called the meeting to order at 12:01 p.m. Committee members Reina Gonzalez, JD; Vincent Hall; Farida Minner, RN; and Elizabeth Palacios, MD, were present.

Board Member attendees included: Ramon Miguez, PE.

Staff Present (via Webex and in-person) included:

Carolyn Foster, Deputy General Counsel
Daniel Enright, Director Talent Management Analytics (in-person)
DeLancey Johnson, SVP & Associate Chief Talent Officer (in-person)
Donna Richardson, EVP Chief Nursing Executive (in-person)
Edmundo Castañeda, EVP & Chief Operating Officer (in-person)
Felicia Miller, EVP & Chief Talent Officer (in-person)
Forrest Stovall, Governance Program Manager (in-person)
Fred Cerise, President & Chief Executive Officer (in-person)
Jessica Hernandez, SVP Chief DEI Officer
Kellee Boardingham, Executive Assistant (in-person)
Lauryn Minter, Director Workforce Equity (in-person)
Melanie Roberts, SVP Chief Compliance and Ethics Officer (in-person)
Rick Humphrey, EVP & Chief Financial Officer
Roberto de la Cruz, EVP Chief Clinical Officer
Saul Cordero, SVP Chief Governance & Strategy Officer (in-person)
Sean Gorman, Manager OTM Communications
Sharon Chisholm, Administrative Director OTM
Shauntee Mayfield, VP & Chief Experience Officer (in-person)
Stacy Dorsey, SVP & Chief Workforce Officer/Talent Acquisition (in-person)
Stephanie Speights, SVP Talent Mgmt Development (in-person)
Steven Roth, EVP & Chief Legal Officer (in-person)
Vic Summers, SVP Internal Audit

Other Attendees:
Shannon Ferrari, SullivanCotter

II. Mission Statement

Committee Chair began the meeting by stating the mission statement:

Advance Wellness | Relieve Suffering | Develop and Educate

III. Public Comments Regarding Agenda Items

No members of the public registered for comments regarding the agenda items.

IV. Conflicts of Interest

After review of the agenda, the Chair noted zero conflicts of interest for Board Members present.

V. Reports Requiring Deliberation(s) or Approval(s)

A. Office of Talent Management Year in Review

Felicia Miller provided the Office of Talent Management (OTM) Year in Review. She reviewed the key focus areas of OTM in 2023 with a focus on reducing first-year turnover. She also reported on challenges expected in 2024 including recruitment, total rewards, engagement, and development of employees. Felicia also highlighted the Open Enrollment metrics, annual market review timelines, and new retention practices.

The Committee members asked questions and received additional information related to the Office of Talent Management Year in Review. The Committee also asked questions and received additional information related to referral incentives for current employees.

B. Looking Ahead to FY24 Focus Areas

Felicia Miller presented the FY2024 Focus Areas. Next, Dr. Shauntee Mayfield presented patient experience metrics and key focus areas for the future.

The Committee members asked questions and received additional information related to the FY24 Focus Areas.

C. ONE Survey Results & Next Steps

Dr. Shauntee Mayfield presented the ONE Survey Results & Next Steps. She reviewed the Key Driver Matrix which shows the individual questions that impact the engagement scores the most. Next, she reviewed individual questions and how Parkland scored in comparison to the national averages. Dr. Mayfield also reviewed the Leader Index which shows the correlation of manager effectiveness and the overall health of the team. She also noted the focus areas and focus questions moving forward which will be measured by Pulse Surveys.

The Committee members asked questions and received additional information related to the ONE Survey Results & Next Steps. The Committee also asked questions and received additional information related to the medical staff engagement scores.

Lastly, Dan Enright presented the People Metrics Summary.

VI. Executive Session

At 1:17 p.m., the Committee went into executive session to discuss the items on the Executive Session agenda.

A. CEO Performance Appraisal Discussion

Members of management in executive session attendance included:

Felicia Miller and Fred Cerise

Committee Chair Lisa Sutter adjourned Executive Session and moved into Open Session at 2:11 p.m.

VII. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 2:11 p.m.

SO RECORDED:

Lisa Sutter
Lisa Sutter (Dec 21, 2023 21:30 CST)

Lisa Sutter
Committee Chair

Steven J Roth
Steven J Roth (Dec 21, 2023 14:27 CST)

Steve Roth, JD, MPH
Assistant Secretary