Minutes of the Talent Development and Executive Compensation Committee meeting of the Board of Managers of the Dallas County Hospital District, held Wednesday, May 1, 2024, 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 12:11 p.m. Committee members Reina Gonzalez, JD; Lisa Sutter; Farida Minner, RN; and Elizabeth Palacios, MD, were present.

Board Member attendees included: Ramon Miguez, PE; and Eric G. Bing, MD, PhD.

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

Carolyn Foster, Deputy General Counsel
Dan Enright, Director/Talent Mgmt. Analytics
Donna Richardson, EVP Chief Nursing Executive
Felicia Miller, EVP & Chief Talent Officer
Fred Cerise, President & Chief Executive Officer
Jessica Hernandez, SVP Chief DEI Officer
Kellee Boardingham, Executive Assistant
Lauryn Minter, Director Workforce Equity
Melanie Roberts, SVP Chief Compliance and Ethics Officer
Morgan Simmons, Governance Program Coordinator
Roberto de la Cruz, EVP Chief Clinical Officer
Sean Gorman, Mgr., Communications
Sharon Chisholm, Administrative Director OTM
Shauntee Mayfield, VP & Chief Experience Officer
Stacy Dorsey, SVP Workforce Strategy
Steven Roth, EVP & Chief Legal Officer
Vic Summers, SVP Internal Audit

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. Approve Board Talent Development & Executive Compensation Committee Charter

Chair, Lisa Sutter, asked for item A to be considered for approval.

Elizabeth Palacios, MD, motioned to recommend Board approval of the Board Talent Development & Executive Compensation Committee Charter. Vincent Hall seconded the motion. The motion passed unanimously.

B. Office of Talent Management Overview

Felicia Miller reminded the board of the 2024 goals for the Office of Talent Management. Felicia mentioned the focus this year is on productivity. Felicia presented May's workforce equity focus which is on disability and belonging. She defined the term ableism regarding what the Office of Talent Management is doing to create a more inclusive and welcoming environment surrounding pre-employment, post-employment, and staff growth.

The Committee members asked questions and received additional information related to the Office of Talent Management Overview.

C. Anti-Ableism

Dr. Lauryn Minter presented on the 2024 Anti-Ableism Strategic Plan. Lauryn mentioned Parkland's anti-ableism vision statement as it pertains to workforce equity and inclusivity. Lauryn presented on the most recent disability statistics in Texas and examples of these disabilities categorized as apparent and non-apparent. Lauryn next mentioned the benefits of sourcing and hiring disabled talent and provided insights into serving patients and faculty with disabilities. Lauryn presented Parkland's targeted approach to anti-ableism in Parkland's operations and provided current mechanisms to addressing the needs of disabled employees.

The Committee members asked questions and received additional information related to the Anti-Ableism presentation.

D. Benefits Update

Felicia Miller provided the Benefits Update. Felicia presented on the updated Cigna programs which resolved the recent malfunctions that occurred. She next mentioned the on-site health coaches hired by Cigna who will help in reaching out to patients on specific programs for chronic illnesses such as diabetes. These representatives assist with education individualizing the programs for a specific patient. Felicia updated the board on the recent employee health and wellness efforts regarding the hiring of two social workers who will assist employees in areas of support, resources, and counseling. Felecia finally presented the proposal to amend retirement programs to include step plan annual incentives regarding Parkland physicians.

The Committee members asked questions and received additional information specifically related to the Benefits Update.

E. Nursing and Physician Recruitment

Stacey Dorsey presented the 2024 overall statistics on vacancy rates, number of openings, and contract labor all of which continue to decrease from the 2022 statistics. Stacey reported the improvement in statistics after the collaboration efforts among Nursing and the Office of talent Management. She mentioned a new focus, post-COVID, on quality and candidate-centric talent acquisition. Stacey presented on the recruitment timeline for residents seeking employment and how the recruitment campaigns start far in advance to actual employment.

The Committee members asked questions and received additional information related to the Nursing and Physician Recruitment.

F. Recognition Programs

Felicia Miller presented Parkland-wide recognition efforts that are both internal and external to engage employees.

The Committee members asked questions and received additional information related to the Recognition Programs.

G. Nursing Engagement Survey Results

Donna Richardson presented the Nursing engagement survey results. Donna mentioned there was an 84% participation rate among the nurses. Over 80% of the question categories exceeded the benchmark scores showing significant improvement in overall engagement from 2021 results. Donna presented the areas in nursing that will be used as opportunities to improve.

The Committee members asked questions and received additional information related to the Nursing Engagement Survey Results.

H. People Metrics

Dan Enright presented the detailed percentages and metrics summary on vacancies and turnovers.

The Committee members asked questions and received additional information related to People Metrics.

VI. Adjourn

With no further business to discuss, Committee Chair Lisa Sutter adjourned the meeting at 1:49 p.m.

SO RECORDED:

Lisa sutter
Lisa sutter (Jul 16, 2024 12:16 CDT)

Lisa Sutter
Committee Chair

Steven J Roth
Steven J Roth (Jul 3, 2024 11:38 CDT)

Steve Roth, JD, MPH
Assistant Secretary