

**BOARD OF TRUSTEES MEETING MINUTES**  
**APRIL 26, 2023**

**Members Present:** Tom Sloan (Chair), Pat Miller (Vice-Chair), Rob Chestnut (Treasurer), Dr. Shari Quick (Secretary), Beth Llewellyn, Bob Moody, Tamara Cash, Kristin Salmans, Dr. Beth Roselyn, Dr. Jon Heeb, Dr. Lee Reussner and Dr. Scott Thellman

**Staff Members Present:** Russ Johnson, Sheryle D'Amico, Traci Hoopingarner, Deb Cartwright, Krys Claymore, Colleen Browne, Jared Abel, Rebecca Smith, Michael Williams, Brian Bradfield, Danae Johnson, Amy Northrop, Autumn Bell and Erica Hill

**Others Present:** Andy Reed and Stacy Harper, Hospital Counsel from Spencer Fane and Sara MacCarthy, Hospital Counsel from Hall Render

**Call to Order**

The meeting was called to order at 8:32 a.m.

**Approval of Consent Agenda**

The consent agenda (see below) for the April 26, 2023 meeting was presented for review with approval requested:

- Board of Trustees Meeting Minutes, Mar. 29, 2023
- Finance Committee Meeting Minutes, Apr. 21, 2023
- Human Resources Quarterly Dashboard – Q1 2023
- Medical Executive Committee Recommendations

A modification to the Medical Executive Committee Recommendations was requested from the Medical Executive Committee:

- Removal of Monica Hart, APRN (Lawrence Spine Care) from the privilege &/or status changes and resignations list.

MOTION to approve the consent agenda with the modifications requested.

Made by Beth Llewellyn,

Seconded by Rob Chestnut.

Motion carried.

**Chairperson of the Board Report**

Tom Sloan, Chair, welcomed the new committee members and interim CFO. Mr. Sloan also recognized Trustee Tamara Cash for the Wally Galluzzi Volunteer Award she was presented from the Lawrence Chamber of Commerce.

**Chief of Staff Report**

Dr. Jon Heeb commented on the mural that is being created on the rooftop terrace at the main hospital. The mural is a special addition to the terrace and adds joy to that space.

**CEO Report and Executive Team Report**

- At the beginning of his report, Mr. Johnson requested an amendment to the meeting agenda that would allow for a third executive session at the end of the meeting. The Board approved this amendment.
- **CEO Comments** - Russ Johnson reported on the following:
  - **Rock the Block:** Thank you to those who attended the LMH Health Foundation's Rock the Block – Kick Cancer fundraiser on April 15. The Foundation team appreciated seeing so many Trustees and

physicians there. Donors gave nearly \$50,000 for oncology programs, direct patient care, and cancer prevention and screening for patients in need.

- **CFO recruitment:** LMH is pleased to welcome Krys Claymore, former Chief Financial Officer for Olathe Health, as interim CFO. She has worked in finance roles for 23 years and has enjoyed her work with independent community hospitals and health systems in Nebraska, Illinois and Kansas. The search for a permanent CFO is underway.
- **Physician and workforce recruitment:** LMH is looking forward to a third neurosurgeon, Dr. Kelly Crabtree-Wilson, joining Lawrence Spine Care on May 30. LMH also continues to support independent practices in physician recruitment, including ENTs for Lawrence Otolaryngology Associates and as Lawrence Family Practice hired a new partner into their practice.
  - In the area of workforce recruitment, Mr. Johnson gave a number of updates about turnover rates, retention and recruitment efforts:
    - Turnover rates: In the past five years, the average hospital turned over 101.4% of their RN workforce. As of April 3, the overall voluntary turnover rate at LMH Health is 4.1%, with first year voluntary turnover at 9.32% YTD. For RNs, the first year voluntary turnover rate is 7.32%. For nurses specifically, the organization is projecting the voluntary turnover rate for nurses to be 15.4% this year, compared to the national turnover rate at 18.2%.
    - Retention efforts: In February, directors began working with their teams to develop action plans to help improve department engagement and drive retention. Additionally, HR and Education and Learning Services have leaned into focusing on training for effective talent management and has held two courses with follow up sessions on hiring without bias and onboarding and orientation.
    - Recruitment efforts: In terms of recruitment, the overall vacancy rate at LMH Health is 7.26%. For registered nurses, that rate is 12.30%. The organization has filled 214 open positions and currently have approximately 150 openings. A number of recruitment efforts are underway, including Virtual Career Fairs, walk-in interviews on Thursdays and college career fairs. HR staff have attended nine college career fairs including Haskell University, the University of Kansas, Washburn University and Kansas City Kansas Community College.

### **Emergency Department Renovations**

Brian Bradfield, Vice President of Ancillary and Support Services, provided an update about the ongoing renovations to the emergency department waiting area.

A metal detector was implemented for entry into the LMH Health ED approximately six months ago, allowing the organization to secure the department, which accounts for over 90% of security incidents within the hospital. :MH has also seen an increase in volumes and wait times, which has caused patients to wait in the hallway outside of the waiting area. When staff are separated from patients, they are unable to see if their status deteriorates and needs immediate intervention.

Construction is now underway to increase the capacity of the ED waiting room to help alleviate these concerns. The project also provides the opportunity to increase patient, staff and volunteer safety by controlling access from the waiting area to other areas of the Main Campus.

The general public will lose access from the emergency department to the hospital, but staff will continue to have badge access.

### **Strategic Clinical Relationship update**

Sheryle D'Amico, SVP - Strategy Integration, provided an update on the current areas of the strategic clinical relationship with The University of Kansas Health System (TUKHS). The organizations continue to work hard on the three service lines that have been identified – maternal fetal medicine, vascular surgery and sports medicine.

Through the first quarter of 2023, the maternal fetal medicine clinic had 100 patient visits and performed 150 sonograms. Lawrence Vascular Surgery has performed 56 surgeries in that same time frame. LMH continues to get great feedback about having these services available locally so that patients don't have to travel to the metro to get care.

Discovery about the way patients get referred and transferred to TUKHS also continues. Ms. D'Amico explained that once patients receive care in the metro, both organizations are looking at ways to ensure that those patients return to the community for local care. Getting to know the people on both sides – physicians, care navigators and social workers, to name a few – is paramount to this effort. LMH is already seeing gains in some areas and look forward to continuing these conversations.

Jared Abel, Associate VP - Strategy and Service Lines, discussed Kansas Sports Medicine and recent comments about the Gateway Expansion discussions currently underway at The University of Kansas. He explained that during the formation of Kansas Team Health, one of the components of those discussions was how to expand the commitment of Kansas Team Health and KU Athletics to high-quality care and treatment for student-athletes. That included mentions of how that could be provided through a shared clinic space on the KU campus.

LMH is working with colleagues at TUKHS and KU Athletics to look at the broader design and development plan, and to put together some programming opportunities and operational concepts about how the organizations could move forward with a clinic that would be very near the stadium or Gateway Project. This is very much in the planning process and there are no specifics to report at this time.

Any potential clinic would be staffed by the group at Kansas Sports Medicine, comprised of physicians from LMH Health and TUKHS. This would allow for increased ease of access for student athletes into the clinic environment and allow providers to care for community members without detracting from their current practice.

### **Open Discussion**

Russ Johnson, President and CEO, expressed his thanks to Deb Cartwright for her service to LMH Health as CFO over the last three years.

### **Executive Session 1**

Motion was made to recess into executive session. The subject matter of the executive session will be to discuss with legal counsel 1) the legal requirements of HIPAA, 2) and legal risks associated with the operations of the hospital as authorized by Sections 75-4319(b)(2) of the Kansas Open Meetings Act which authorizes consultation with the hospital's attorney on matters deemed privileged by the attorney-client privilege. The executive session will include the Trustees, the CEO and members of the Senior Leadership Team and Danel Cupps, and legal counsel from Spencer Fane LLP. The open meeting will reconvene at 9:55 am.

MOTION made by Pat Miller,  
Seconded by Bob Moody.  
Motion carried.

### **Executive Session 2**

Motion was made to recess into executive session. The subject matter of the executive session will be to discuss with legal counsel 1) Legal claims for past due services, 2) and next step for collection of the same as authorized by Sections 75-4319(b)(2) of the Kansas Open Meetings Act which authorizes consultation with the hospital's attorney on matters deemed privileged by the attorney-client privilege. The executive session will include the Trustees, the CEO and members of the Senior Leadership Team and legal counsel from Spencer Fane LLP. The open meeting will reconvene at 10:10 am.

MOTION made by Pat Miller,  
Seconded by Rob Chestnut.  
Motion carried.

### **Extension – Executive Session 2**

Motion was made to extend the executive session. The subject matter of the executive session will be to discuss with legal counsel 1) Legal claims for past due services, 2) and next step for collection of the same as authorized by Sections 75-4319(b)(2) of the Kansas Open Meetings Act which authorizes consultation with the hospital's attorney on matters deemed privileged by the attorney-client privilege. The executive session will include the Trustees, the CEO and members of the Senior Leadership Team and legal counsel from Spencer Fane LLP. The open meeting will reconvene at 10:10 am.

MOTION made by Pat Miller,  
Seconded by Bob Moody.  
Motion carried.

### **Executive Session 3**

Motion was made to recess into executive session. The subject matter of the executive session will be to discuss revisions to a preliminary draft legal agreement with a payer with legal counsel as authorized by Sections 75-4319(b)(2) of the Kansas Open Meetings Act which authorizes consultation with the hospital's attorney on matters deemed privileged by the attorney-client privilege. This executive session will include the Board of Trustees, the CEO, members of the Senior Leadership Team and hospital counsel from Hall Render. The open meeting will reconvene at 10:40 am.

MOTION made by Pat Miller,  
Seconded by Bob Moody.  
Motion carried.

### **Adjournment**

With no further business presented, a motion was made to adjourn the meeting at 10:48 a.m.

MOTION made by Bob Moody,  
Seconded by Pat Miller.  
Motion carried.

Respectfully submitted,

A handwritten signature in blue ink that reads "Shari Quick" with a stylized flourish at the end.

Dr. Shari Quick, Secretary of the Board