

**BOARD OF TRUSTEES MEETING MINUTES
DECEMBER 15, 2021**

Members present via Zoom: Beth Llewellyn (Chair), Tom Sloan (Vice-Chair), Rob Chestnut (Treasurer), Pat Miller (Secretary), Bob Moody, Larry McElwain, Jim Brooke, Dr. Shari Quick, Dr. Beth Roselyn, Russ Johnson, Sheryle D'Amico, Traci Hoopingarner, Janette Kirkpatrick, Deb Cartwright, Brian Bradfield, Colleen Browne, Jared Abel, Michael Williams, Rebecca Smith, Dr. Stuart Thomas, Dr. Jim Mandigo, Dr. Lee Reussner and Andy Ramirez (Hospital Counsel)

Other attendees via Zoom: Danae Johnson, Amy Northrop, Autumn Bishop, Korianne Kaleikini, Erica Hill and Chad Lawhorn (LJ World)

Call to Order

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

Opening Statement

The following opening statement was read by Danae Johnson, Director – Executive Administration:

“Good morning. Thank you for joining the LMH Health Board of Trustees meeting. Before we get started, we’d like to outline a few important procedural details for this meeting:

- LMH Health Board of Trustees welcomes community feedback on policies and issues affecting its clinics and the hospital. In order to ensure time is used efficiently, we will not take public comments during the meeting. However, comments may be shared with board members in a number of different ways, including the comments section of our webpage, by emailing trustees@lmh.org, by calling 785-505-6138, or by contacting individual trustees with the contact information listed on our website at lmh.org.
- During the meeting, each meeting participant will identify themselves using their first and last name prior to commenting.
- Roll call will be taken for voting on each item requiring board action.
- We will not be having an executive session at this meeting.
- If members of the public wish to obtain meeting materials, please contact email trustees@lmh.org or call 785-505-6138.”

Approval of Agenda and Consent Agenda

The agenda for the December 15, 2021 meeting and consent agenda (see below) were presented for review with approval requested.

- The following were presented for approval as part of the consent agenda:
 - Board of Trustees Meeting Minutes, Nov. 17, 2021
 - Medical Executive Committee Recommendations:

MEDICAL STAFF & ALLIED HEALTH PROFESSIONAL STAFF - New Appointments:

Charis Grosdidier, APRN (LMH Employee; Sponsors: Cardiovascular Specialists of Lawrence) - Initial appointment 12/15/2021 not to exceed 2 years.

Crystal Neises, APRN (APP; Sponsors: Lawrence Emergency Medicine) - Initial appointment 12/15/2021 not to exceed 2 years.

Travis Palmer, CRNA (APP; Sponsors: Lawrence Anaesthesia) - Initial appointment 12/15/2021 not to exceed 2 years

Margaret Williams, APRN (APP; Sponsors: PANDA Pediatrics) - Initial appointment 12/15/2021 not to exceed 2 years

MEDICAL & LMH EMPLOYEE/ALLIED HEALTH PROFESSIONAL STAFF – Reappointments:

Christopher Follansbee, MD (Consulting; Pediatrics) - Reappointment 12/1/21 not to exceed 2 years.
Jeffrey Hicklin, MD (Consulting; Radiology) - Reappointment 12/1/21 not to exceed 2 years.
Stephen Hinton, MD (Active Admitting; Surgery) - Reappointment 12/1/21 not to exceed 2 years.
Shani Norberg, MD (Consulting; Medicine) - Reappointment 12/1/21 not to exceed 2 years.
James Otten, DDS (Active Non-Admitting; Surgery) - Reappointment 12/1/21 not to exceed 2 years.
Michael Thompson, MD (Active Admitting; Pathology) - Reappointment 12/1/21 not to exceed 2 years.
Luke Wilson, MD (Consulting; Radiology) - Reappointment 12/1/21 not to exceed 2 years.
Stacey Dines, APRN (LMH Employ; Family Practice) - Reappointment 12/1/21 not to exceed 2 years.
Jana Glass, APRN (APP; ED) - Reappointment 12/1/21 not to exceed 2 years.
Kelly Jimenez, APRN (LMH Employ; OBGYN) - Reappointment 12/1/21 not to exceed 2 years.
Michelle Melvin, APRN (LMH Employ; Int. Med.) - Reappointment 12/1/21 not to exceed 2 years.
C. Scott Roberts, CRNA (APP; Anesthesia) - Reappointment 12/1/21 not to exceed 2 years.
Jacqueline Urban, CRNA (APP; Anesthesia) - Reappointment 12/1/21 not to exceed 2 years.

PRIVILEGE &/or STATUS CHANGES & RESIGNATIONS:

Justin Goodnight, MD - Active Admitting/PANDA Pediatrics – Leave of absence from 11/8/21 – 12/3/21.
John Gravino, DO – Active Non-Admitting/Mt. Oread Family Practice – Resignation/Retirement effective 12/31/21.
Steven Hender, MD – Active Admitting/Partners in Rehab Medicine – Resignation/Retirement effective 12/31/21.
Jason Kidd, CRNA – APP/Sponsoring Physicians: Lawrence Anaesthesia – Resignation effective 12/31/21.
Dan Severa, MD – Active Non-Admitting/Family Medicine Associates – Resignation effective 11/22/21.
Stuart Thomas, MD – Active Admitting/Lawrence GI Consultants – Requests privilege additions of “Esophageal Manometry, Impedance Testing, Anorectal Manometry & Interpretation of pH Monitoring Study.”
Kenneth Wertzberger, MD – Active Non-Admitting/Ransom Memorial Hospital – Resignation/Retirement effective 11/8/21.
Ravi Yarlagadda, MD – Active Non-Admitting/Cardiovascular Specialists of Lawrence – Requests privilege deletion of “Moderate Sedation” effective 11/12/21.

MOTION to approve the agenda and consent agenda.
Made by Tom Sloan,
Seconded by Pat Miller.
Motion carried.

Chairperson of the Board Report

Beth Llewellyn, Chair, expressed deep appreciation on behalf of the Board of Trustees LMH’s staff. She recognized the sacrifices that staff has made and wanted to assure staff that the trustees work closely with the Senior Leadership Team to create a warm working environment where all employees have a sense of belonging, and a sense of work contribution.

Forecasted Financial Results and Organizational Achievement Award**Financial Update:**

- Russ Johnson, President and CEO, and Deb Cartwright, SVP and CFO reported on the November finances. They shared that the health system realized a \$1.8 million loss in November. This was driven by two factors, both of which are industry-wide and related to the pandemic – lower than anticipated reimbursements for inpatient care and workforce challenges and costs.
- Lower than anticipated reimbursements for inpatient care represent about 25% of the financial loss for the organization. This loss is related to our pandemic response and is not uncommon across the country. The

length of stay required was significant given patient needs, but severity of illness was assessed lower than anticipated. We are monitoring these industry shifts, but ultimately, we will uphold our standard of care no matter the cost.

- Workforce challenges and staffing costs represent about 75 percent of the overall loss. This is due to costs for contract and agency labor, with traveling nurses making up about 90% of that figure. Costs are highest for ICU nursing and current COVID numbers are exacerbating the situation.
- At LMH, our preference is to staff with existing team members, but LMH is not immune to industry challenges. Recruiting is lagging as applicant volume has dropped; larger hospitals create a bidding war for talent; and turnover is high given the stress and strain of the pandemic. The market will eventually correct this situation, but it will take time.

Organizational Achievement Award (OAA)

- Mr. Johnson briefly refreshed the board on LMH's OAA and reviewed a his recommendation for the 2021 award:
 - Though the outcome of December's financials are unknown, it's important to recognize the hard work and contributions of the team members at LMH Health. As such, hospital leaders have decided to grant the OAA for 2021.
 - In recognition of a truly stellar response to the COVID-19 pandemic and overall strong performance during the past year, non-contracted full-time employees will receive \$500, and eligible part-time employees will receive \$250. While awards are typically distributed after the first of the year, we will accelerate this schedule for 2021; as such, awards will be included in December 31 paychecks.
 - Mr. Johnson stated that LMH is truly grateful for the character and determination employees have shown over the past year. LMH hopes our employees to feel pride in all that they have accomplished, this early award signals our appreciation for their commitment during this remarkable experience. LMH and our community are stronger because of our employees.

COVID and Vaccination Update

Traci Hoopingarner, SVP for Clinical Care and CNO, reported that:

- The 14-day moving average of new cases in Douglas County is reaching levels that we haven't seen since early 2021. All hospitals in the area are at working at their maximum capacity and holding patients in the Emergency Department.

Open Discussion

- **Chief of Staff Report:** In his final report to the board as Chief of Staff, James Mandigo, MD, shared his appreciation for those members of the medical staff who have retired from the LMH Health Medical Staff after many years of service. These include:
 - 22 years: Kenneth Kimmel, MD
 - 27 years: Dan Severa, MD
 - 32 years: Dale Denning, MD
 - 42 years: John Gravino, DO; Ken Wertzberger, MD; Gerald Pees, MD
- **Year in Review:** Mr. Johnson took a look back at 2021 and reviewed some of the highlights from the year:
 - Pandemic response
 - Deployed staff to support Unified Command's efforts to vaccinate the county's healthcare workers.
 - Deployed staff to support the Unified Command Equity Impact Advisors plan designed to address vaccine accessibility for people experiencing barriers to transportation, limited access to internet and social supports, or no connection to a health system.

- Partnered with Lawrence Douglas County Health Department to distribute vaccinations at the Douglas County Fairgrounds.
- Kept our staff, providers and community members informed of the latest in the COVID situation while telling our hospital's story in a meaningful and effective way.
- Patient First
 - Invited the University of Kansas Health System (UKHS) to discuss a potential clinical relationship.
 - Celebrated the one-year anniversary of LMH West Campus, a 25-year strategic investment in our charitable care mission and our community's health.
 - Achieved milestones in orthopedics:
 - Earned Advanced Total Hip and Knee Replacement Certification
 - Granted candidacy for Sports Physical Therapy Residency
 - Announced a sports medicine partnership with Bishop Seabury for the 2021-22 school year.
 - Achieved milestones in Mother/Baby care:
 - Received designation as a Blue Distinction Center + Maternity Care
 - Earned the prestigious international Baby-Friendly designation.
 - Received High 5 for Mom & Baby Premier recognition
- Provider Engagement
 - Welcomed new providers in family practice, interventional cardiology, hospital medicine, Palliative Medicine, LOGS, and other areas.
 - Appointed Dr. Stuart Thomas as Chief Medical Officer.
 - To ensure high equity of care levels for all patients, the ID&E Health Equity Advancement Team, Credentials Committee, and the Medical Executive Committee recommended that effective January 1st, 2022, providers with LMH will be required to complete continuing medical education (CME) pertaining to the social and racial influences of health care.
- Clinical Integration and Excellence
 - Achieved a Grade A from Leapfrog
- Cultural Beliefs
 - Welcomed back Dr. Pasha for 6 additional workshop sessions on Social Determinants of Health and Implicit Bias that were offered to all employees.
 - Developed and delivered 12 Conversation Classes on race, diversity and inclusion for associates on 12 unique topics. Several classes welcomed different speakers and the opportunity for meaningful conversations among staff.
- Workforce Support & Excellence
 - Recognized LMH Health provider Jennifer Schrimsher, MD, who was named one of Ingram's 50 Kansans You Should Know.
 - Recognized LMH Health provider Richard Wendt, MD, who was named one of the 2021 Ingram's Top Doctors.
- Learning & Innovation
 - Completed the first outpatient partial joint replacement using Mako robotic arm.
 - Continued delivery of TeleHealth
- Information Excellence
 - Named 2021 Most Wired
- Financial Stewardship
 - Successfully negotiated an agreement between LMH Health and Blue Cross and Blue Shield of Kansas (BCBSKS).
 - Launched a major fundraising initiative to support Cancer Center expansion.

- Community Leadership
 - Provided ongoing leadership and program development for the Douglas County Crisis Center, working with community partners to evaluate local behavioral health crisis response system needs and develop the service lines and facility design to suit.
 - Coordinated and executed a year-long centennial celebration for LMH Health.

Adjournment

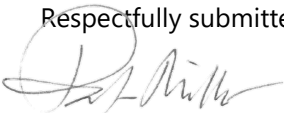
With no further business presented, a motion was made to adjourn the meeting at 10:16 a.m.

MOTION made by Bob Moody,

Seconded by Tom Sloan.

Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Pat Miller".

Pat Miller, Secretary of the Board