



Our Vision

Central Texas is a model healthy community.

Our Mission

By caring for those who need it most, Central Health improves the health of our community.

Our Values

Central Health will achieve excellence through:

Stewardship - We maintain public trust through fiscal discipline and open and transparent communication.

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**AD HOC APPOINTMENTS COMMITTEE MEETING
Monday, September 23, 2024, 12:00 p.m.
Videoconference meeting¹**

A quorum of the Committee and the presiding officer will be present at:

Central Health Administrative Offices
1111 E. Cesar Chavez St.
Austin, Texas 78702
Board Room

Members of the public may attend the meeting at the address above, or observe and participate in the meeting by connecting to the Zoom meeting link listed below (copy and paste into your web browser):

<https://us06web.zoom.us/j/86596108404?pwd=1h80DdeAaRUmKPZZYaoUk6P5QsytWK.1>

Meeting ID: 865 9610 8404

Passcode: 677442

Links to livestream video are available at the URL below (copy and paste into your web browser):

<https://www.youtube.com/watch?v=ZEwj9vbpMSM>

Members of the public may also listen and participate by telephone at:

Dial: (346) 248 7799

Meeting ID: 865 9610 8404

Passcode: 677442

The Committee may meet via videoconference with a quorum present in person and will allow public participation via videoconference and telephone as allowed under the Open Meetings Act. Although a quorum of the Committee will be physically present at the location posted in the meeting notice, we strongly encourage all members of the public to observe the meeting virtually and participate in public comment, if desired, through the virtual meeting link or telephone number listed on each meeting notice.

Members of the public who attend in person should conduct a self-assessment before coming to the building to ensure they do not have a high temperature or any symptoms of COVID-19.

Anyone who is symptomatic and/or has a fever should contact their healthcare provider for further instructions. Symptomatic members of the public can still participate, if desired, through the virtual meeting link or telephone number listed on each meeting notice. Resources related to COVID-19 can be found at the following link <https://www.austintexas.gov/covid19>.

A member of the public who wishes to make comments virtually during Public Communication for the Committee meeting must properly register with Central Health **no later than 10:30 a.m. on September 23, 2023**. Registration can be completed in one of three ways:

- Complete the virtual sign-in form at <https://www.centralhealth.net/meeting-sign-up/>;
- Call 512-978-9190. Please leave a voice message with your full name and your request to comment via telephone at the meeting; with the name of the meeting at which you wish to speak; or
- Sign-in at the front desk on the day of the meeting, prior to the start of the meeting.

Individuals who register to speak on the website or by telephone will receive a confirmation email and/or phone call by staff with instructions on how to join the meeting and participate in public communication.

PUBLIC COMMUNICATION

Public Communication rules for Central Health Board and Committee meetings include setting a fixed amount of time per person to speak and limiting Committee responses to public inquiries, if any, to statements of specific factual information or existing policy.

REGULAR AGENDA²

1. Approve the minutes of the Ad Hoc Appointments Committee November 6, 2023 meeting. (*Action Item*)
2. Discuss and take appropriate action on the reappointment of Ms. Molly Hahn, Mr. Juan Garza, and Mr. Jerold McDonald to the Sendero Health Plans Board of Directors.³ (*Action Item*)
3. Discuss and take appropriate action on the reappointment of Mr. Hal Katz and Dr. Guadalupe Zamora to the Integral Care Board of Directors.³ (*Action Item*)
4. Announce a vacancy on the Sendero Health Plans Board of Directors and discuss the application and appointment processes. (*Informational Item*)
5. Confirm the next regular Ad Hoc Appointments Committee meeting date, time, and location. (*Informational Item*)

Notes:

¹ This meeting may include one member of the Ad Hoc Appointments Committee participating by videoconference. It is the intent of the presiding officer to be physically present and preside over the meeting at Central Health Administrative Offices, 1111 E. Cesar Chavez St., Austin, TX 78702, Board Room. This meeting location will be open to the public during the open portions of the meeting, and

any member participating by videoconference shall be both visible and audible to the public whenever the member is speaking. **Members of the public are strongly encouraged to participate remotely through the toll-free videoconference link or telephone number provided.**

² The Ad Hoc Appointments Committee may take items in an order that differs from the posted order and may consider any item posted on the agenda in a closed session if the item involves issues that require consideration in a closed session and the Committee announces that the item will be considered during a closed session. A quorum of Central Health's Board of Managers may convene or participate via videoconference to discuss matters on the Committee agenda. However, Board members who are not Committee members will not vote on any Committee agenda items, nor will any full Board action be taken.

³ Possible closed session discussion under Texas Government Code §551.074 (Personnel Matters).

Any individual with a disability who plans to attend this meeting and requires auxiliary aids or services should notify Central Health at least two days in advance, so that appropriate arrangements can be made. Notice should be given to the Board Governance Manager by telephone at (512) 978-8049.

Cualquier persona con una discapacidad que planea asistir o ver esta reunión y requiera ayudas o servicios auxiliares debe notificar a Central Health con la mayor anticipación posible de la reunión, pero no menos de dos días de anticipación, para que se puedan hacer los arreglos apropiados. Se debe notificar al Gerente de Gobierno de la Junta por teléfono al (512) 978-8049.

Consecutive interpretation services from Spanish to English are available during Public Communication or when public comment is invited. Please notify the Board Governance Manager by telephone at (512) 978-8049 if services are needed.

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Came to hand and posted on a Bulletin Board in the
County Recording Office, Austin, Travis County, Texas on this the
19 day of September 2024

Dyana Limon-Mercado
County Clerk, Travis County, Texas
By [Signature] Deputy

E. MARTINEZ



FILED AND RECORDED
OFFICIAL PUBLIC RECORDS

[Signature]
Dyana Limon-Mercado, County Clerk
Travis County, Texas

202481274

Sep 19, 2024 04:48 PM

Fee: \$0.00

MARTINE

Central Health Board of Managers Shared Commitments **Agreed adopted on June 30, 2021**

Whereas, the Board of Managers of Central Health has come together as a governing body to ensure the Vision of Central Health: Central Texas is a model health Community;

Whereas, the Board of Managers of Central Health bring this vision into reality by enacting the mission of caring for those who need it most and thereby improving the health of our community;

Whereas, the Board of Managers of Central Health achieves excellence toward this vision and mission through the stated values of Stewardship, Innovation, Respect, and Collaboration;

Whereas, the Board of Managers of Central Health further known as we in this document understand that systemic racism is the root of health inequities that emerge from a history of racism in Texas including Travis County that contributes to the social determinants of health that play a primary role in producing inequitable health outcomes;

Whereas, as an organization, Central Health is anti-racist and committed to a diverse and inclusive culture that seeks equity and social justice in the pursuit of its mission:

1. We Commit to informing all of our actions as Board Managers with the understanding that we are accountable to recognizing and to interrupting systems of oppression. This includes understanding the power structure in the United States, and Texas, and Travis County, that advantages certain community members and has historically disadvantaged other community members based on the color of their skin, race, ethnicity, language, and/or other characteristics. We further understand that to disrupt this power structure and the health inequities it produces, we must collaborate to collectively respond to the lived realities of all ethnicities, races, and identities disadvantaged within this system and all historically oppressed identities and communities disadvantaged within this system. We Commit to understanding that when disadvantaged communities compete against each other, we all lose in this system, and the only way forward is to work together for the benefit of all oppressed communities collectively.
2. We Commit to a model of Generative Leadership which requires us to understand and practice collaboration and accountability demonstrated by following our agreed upon meeting procedures and ensuring all members have the opportunity for comparable speaking time. We further Commit to intentionality prior to speaking including: considering: what is the goal of what I

want to share; is this the right time to share it; and is this in keeping with our collective goal for this particular moment within this particular meeting?

3. We Commit to Generative Conflict which includes engaging in disagreements and differences in perspective in a way that deepens relationships and trust by expanding knowledge and understanding of each other, including expecting our ideas to be expanded and enriched by learning and engaging with other Board Manager ideas, choosing curiosity over competition of ideas, and anchoring our conversations in our common purpose.
4. We Commit to practicing emotional intelligence as leaders which includes being aware of our own emotions and reactions and managing them, as well as being aware of our impact on others and managing this impact for the collective good when we are in our role as Board Managers.
5. We Commit to being aware of our own privileges and advantages in the sociopolitical and economic structure of the United States, Texas, and Travis County to use these for the benefit of interrupting inequities across historically disadvantaged identities.
6. We Commit to preventing the commission of microaggressions through the awareness of the history and oppression of diverse identities and communities. To this end, we Commit to strive to learn the historical context informing the lived realities of all historically oppressed identities and communities, and to use this to prevent use of language and commission of actions that can be harmful given these histories.
7. If we inadvertently commit a microaggression, we strive to immediately become aware on our own of the harm we have caused. If another Board Manager generously helps us become aware of a microaggression we have committed we welcome the support in our learning and growing process as a leader and immediately express appreciation for having made us aware, own the mistake we have made, acknowledge the impact of the harm we have caused, and engage repair through apology and the articulation of what we will do to avoid the repetition of such harm in the future.
8. If we observe one of our fellow Board Managers commit a microaggression, we Commit to calling them in by letting them know in a respectful and kind manner of the mistake that has been made.
9. We understand that many of us, as survivors of historically oppressed identities and communities, carry internalized narratives of oppression, and we can inadvertently express these oppressions against others in ways that cause harm and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.
10. We understand that even without the history of oppression potentiating the weight of harm, expressions of prejudice and rudeness can also cause harm to our shared aims, and we Commit to the same process identified in 7 and 8 to engage repair and return to generative collaborative processes.

11. We Commit to using our Racial and Social Justice Framework (next page) for decision-making as we work together for the collective good of our communities as we eradicate health inequities and create a model healthy community.
12. We understand that we are entrusted with a vital responsibility for our communities and are accountable stewards for the time and resources available to our Board of Managers. We understand that these commitments are entered into to ensure responsible stewardship of this time and resources through generative collaborative processes to reach our vision and mission and we agree that if we do not follow any one of these commitments we welcome our Board Manager colleagues to bring this to our attention through the agreed upon process reflected here and when this occurs, we commit to immediately acknowledging the mistake and engaging in a repair and correction process as indicated in these commitments so that our work to dismantle systemic racism and resulting barriers and achieve health equity can move forward.

Be it adopted that the above agreements will be honored and acted upon by each Board Manager as of 6/30/2021 and henceforth forward as indicated by signature below.

Board Manager Signature

Date

Board Manager Printed Name

Calling In and Repairing Harm

Calling In after Harm in Groups with Shared Values and Aims Stance

Hey, this thing you said/did hurt some folks or could hurt some folks.

A) Here's why that can be hurtful or,

B) Please do some research to learn the history of why that's hurtful.

Implied message: I know you are good and are on this journey with us and we are all going to make mistakes as we unlearn things.

Calling In after Harm in Groups with Shared Values and Aims Sample Language

- I know it wasn't your intention, but what you just said minimizes the horror of _____ e.g. the history of racism, enslavement, the holocaust, etc.
- I know it wasn't your intention but what you just said has the impact of implying that _____ are not competent or as intelligent as others.
- What you just said suggests that _____ people don't belong.
- That phrase has been identified as being disrespectful and painful to _____ people and it's important that we not use it.
- Oh, I have also used that term, but I have now learned that when we use it we are leaving out people who _____ or we are implying that _____ and the word people are learning to use now is _____.
- The term used now by people living with that identity is _____.

Repairing Harm after Microaggressions, Mistakes, and expressions of Prejudice

- Own / Name it
- Recognize the Impact
- Apologize (Do not share context or explanations)
- Make any amends that are possible
- State what you are going to do to learn and do better in the future.

Sample Language: Thank you so much for letting me know. You are right, I used this term or said that phrase and realize that it has the impact of minimizing the experience of _____ or implying that _____. I am deeply sorry and will practice learning the correct language and will research and learn more about this to ensure that I do not make this mistake and cause this harm in the future.

RACIAL and SOCIAL JUSTICE FRAMEWORK

Values and Anti-Racism/Anti-Oppression

- Is this consistent with our values?
- Are we taking steps so we cannot predict outcomes by race and other systemically disadvantaged characteristics?

Intentional and Accountable Storytelling

- What data are we using and has it been disaggregated by race? What is the source of the data? Who is it making visible and invisible? Whose experience is being centralized and whose is being marginalized in the data? Does the way we are using the data reflect the complexity of the issues and reflect the issues accurately?
- What are the stories and narratives we are telling? What is the purpose? Who is interpreting the meaning? Who's it meant for? Who's impacted and how?
- Are we refusing to be ahistorical? Are we fully considering history and the impacts of the historical context?

Power Analysis

- What are the power dynamics in this situation? What are the intersecting spheres of oppression at work in this situation?
- What are the cultural norms of white supremacy at work in this situation?
- Who would benefit and who would be harmed by this action/decision?
- Does this interrupt/disrupt or collude with/reinforce oppressive systems/power structures?
- If this is attempting a solution, where are we locating the problem?
- Does the solution/strategy we are proposing change the system or the individual?
- Who are we asking to change and why?

Relationships

- Who is in the room and who isn't and why? Who is sharing and who is not and why?
- Whose perspective is represented/who is left out? And who is doing the representing? Who do we believe, who do we find credible? Why? Why not?
- Whose experience is being centralized and whose experience is being marginalized? Who is gazing and who is being gazed upon?
- Are we boldly leading toward our racial justice aim by building a broad coalition of support?
- Are we operating from a similar/shared understanding of anti-racism work? Do we have a shared anti-racist understanding of where the problem is located and a shared anti-racist theory of change to generate a solution? Have we agreed upon a shared goal?



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AD HOC BOARD APPOINTMENTS COMMITTEE

September 23, 2024

AGENDA ITEM 1

Approve the minutes of the Ad Hoc Appointments Committee November 6, 2023 meeting.
(Action Item)

MINUTES OF MEETING – NOVEMBER 6, 2023
CENTRAL HEALTH
AD HOC APPOINTMENTS COMMITTEE

On Monday, November 6, 2023, a meeting of the Central Health Ad Hoc Appointments Committee convened in open session at 3:00 p.m. in person at the Central Health Administrative Offices and remotely by toll-free videoconference. Clerk for the meeting was Briana Yanes.

Committee members present in person: Chair Martin, Manager Jones, and Manager Valadez

Board members present via audio and video or in person: Manager Brinson

Absent: Manager Museitif

PUBLIC COMMUNICATION

Clerk's Notes: Public Communication began at 3:00 p.m. Briana Yanes announced that no speakers signed up for Public Communication.

COMMITTEE AGENDA

1. Approve the minutes of the Ad Hoc Appointments Committee September 11, 2023 meeting.

Clerk's Notes: Discussion on this item began at 3:01 p.m.

Manager Brinson moved that the Committee approve the minutes of the Ad Hoc Appointments Committee September 11, 2023 meeting.

Manager Valadez seconded the motion.

Chairperson Martin	For
Manager Jones	For
Manager Museitif	Absent
Manager Valadez	For

2. Discuss and take appropriate action on the reappointment of Mr. Amit Motwani and Mr. Jeff Knodel to the Sendero Health Plans Board of Directors.

Clerk's Notes: Discussion on this item began at 3:03 p.m. Manager Amit Motwani shared insights into his experience, contributions, and vision on the Sendero Health Plans Board of Directors. Mr. Jeff Knodel could not be at the meeting.

Manager Valadez moved that the Committee recommend that the Board approve the reappointment of Mr. Amit Motwani and Mr. Jeff Knodel to the Sendero Health Plans Board of Directors.

Manager Brinson seconded the motion.

Chairperson Martin	For
Manager Jones	For
Manager Museitif	Absent
Manager Valadez	For

3. Discuss and take appropriate action on the reappointment of Ms. Patricia Young Brown to the Integral Care Board of Directors.

Clerk's Notes: Discussion on this item began at 3:23 p.m.

At 3:23 p.m. Chairperson Martin announced that the Committee was convening in closed session to discuss agenda item 3 under Texas Government Code §551.074 Personnel Matters.

At 3:58 p.m. the Committee returned to open session.

Manager Valadez moved that the Committee recommend that the Board approve the reappointment of Ms. Patricia Young Brown to the Integral Care Board of Directors.

Manager Brinson seconded the motion.

Chairperson Martin	For
Manager Jones	For
Manager Museitif	Absent
Manager Valadez	For

4. Confirm the next regular Ad Hoc Succession Committee meeting date, time, and location.

Manager Brinson moved that the Committee adjourn.

Manager Valadez seconded the motion.

Chairperson Martin	For
Manager Jones	For
Manager Museitif	Absent
Manager Valadez	For

The meeting was adjourned at 4:00 p.m.

ATTESTED TO BY:

Manuel Martin, Chairperson
Central Health Ad Hoc Appointments Committee

Cynthia Valadez, Secretary
Central Health Board of Managers



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AD HOC APPOINTMENTS COMMITTEE

September 23, 2024

AGENDA ITEM 2

Discuss and take appropriate action on the reappointment of Ms. Molly Hahn, Mr. Juan Garza, and Mr. Jerold McDonald to the Sendero Health Plans Board of Directors.³ (*Action Item*)



AGENDA ITEM SUBMISSION FORM

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date September 23, 2023

Who will present the agenda item? (Name, Title) Chair Martin

General Item Description Discuss and take appropriate action on the reappointment of Ms. Molly Hahn, Mr. Juan Garza and Mr. Jerold McDonald to the Sendero Health Plans Board of Directors.

Is this an informational or action item? Action

Fiscal Impact N/A

Recommended Motion (if needed – action item) Approve the reappointment of Ms. Molly Hahn, Mr. Juan Garza and Mr. Jerold McDonald.

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) Mr. Juan Garza has served as a Sendero Health Plans Board Member January 2014 and is the current Chair.
- 2) Ms. Molly Hahn has served as a Sendero Health Plans Board Member since December 2022.
- 3) Mr. Jerold McDonald has served as a Sendero Health Plans Board Member since December 2022 and is the current Co-Chair.
- 4) They are all seeking reappointment for an additional two-year term. Their current term ends September 30, 2024. The Sendero Bylaws do not limit terms.

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) Resume or bio will be provided

Estimated time needed for presentation & questions? 30 minutes

Is closed session recommended? (Consult with attorneys.) No

Form Prepared By/Date Submitted: September 16, 2024/ Briana Yanes

Procedure for Making REAPPOINTMENTS to Governing Boards and Advisory Groups by the Central Health Board of Managers

Introduction:

The process for reappointing members to the external governing boards will require a review of their service, adherence to by-laws, and their reiterated interest in continuing to contribute to the board of the organization that they are currently appointed.

1. Expressing Interest for Reappointment:

The Central Health administrative staff should solicit the current board member's intention and willingness for reappointment.

2. A By-Law Review:

A review of the by-laws of the governing board to which the individual will be reappointed will be performed. This review will ensure compliance with organizational by-laws related to term limits and other conditions that might impact reappointment.

3. Convene an ad Hoc Appointments Committee Meeting:

An ad hoc Appointments Committee meeting will be scheduled to facilitate a dialogue with the potential re-appointee regarding their previous term(s). In this discourse, the individual being considered for reappointment should share insights into their experience, contributions, and vision, providing the Committee with information to make an informed decision regarding their reappointment.

The Committee may review with the potential re-appointee any responsibilities outlined in the *Minimal Experience of Board Appointees to Warrant Consideration* document.

At the end of this interview the ad hoc Appointments Committee will vote on a motion to “recommend appointment”

4. Submission for Approval:

The ad hoc Appointments Committee then submits their recommendation for reappointment to the Central Health Board of Managers for approval.

Jerold McDonald



Jerold McDonald is the current Co-Chair of the Sendero Board of Directors.

Jerold is an executive with transformational leadership experience in many of America's preeminent health systems, consulting & healthcare technology. His expertise spans operations, strategy, process improvement, product, change management, and scaling impact.

Jerold currently serves as the Co-Founder + CEO of [Omaiven Health](#), an intelligent automation company that supports clinics overwhelmed by staffing, burnout, and access challenges.

His deep connection with Austin and passion for the community started 20 years ago, as a student at The University of Texas at Austin, where he earned bachelor's degrees. He later received a master's degree from Trinity University's Health Care Administration program.

Jerold is an active speaker and community member serving as a Board Director for corporations & community organizations advancing maternal health and the pursuit of a world without HIV/AIDS, where he brings a passion and skill set focused on driving humanity and greater access for all.

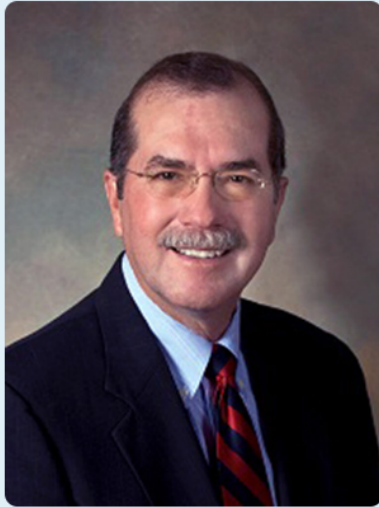
Molly Hahn



Molly Hahn is a Senior Project Manager with Public Consulting Group (PCG), where she works with Medicaid agencies and other public health care providers across the country on cost allocation and federal claiming efforts. In addition to earning a Six Sigma Green Belt in operations management, she is a certified Project Management Professional (PMP). Prior to PCG, Molly managed corporate volunteer engagements at United Way for Greater Austin, including coordinating city-wide Days of Service for thousands of volunteers annually and leading service-learning programs for youth volunteers.

Ms. Hahn was a member of Central Health's Community Health Champions Class of 2020 as well as Leadership Austin's Emerge class of 2019. Ms. Hahn received her Bachelor of Science in Accounting from DePaul University and her Master of Public Affairs from the LBJ School of Public Affairs at University of Texas at Austin. Molly is a former foster parent and long-time volunteer with the Girls Scouts Beyond Bars program who is passionate about improving the well-being of children in her community.

Juan Garza



Mr. Garza is the current Chair of the Sendero Board of Directors and has served on the Board of Directors since January 2014. He served as the Vice President of Finance and Development for Central Health and is currently serving as Director of Finance in which capacity he is leading the master planning project for the reuse/redevelopment of the Central Health Brackenridge Campus.

Mr. Garza was formerly the president of Advance Technology Initiatives for NRG Energy, where he supported NRG Energy's Advanced and Alternative Power projects in Texas. Prior to this position, Mr. Garza was general manager of Pedernales Electric Cooperative, Inc., general manager of Austin Energy, and city manager for the City of Corpus Christi.

Additionally, Juan completed a tour of duty in Vietnam and has earned a B.S. in Mathematics and an MBA from Loyola University. Mr. Garza calls Cotulla, Texas his hometown, but was raised in several parts of the Midwest and the Southwest.



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AD HOC APPOINTMENTS COMMITTEE

September 23, 2024

AGENDA ITEM 3

Discuss and take appropriate action on the reappointment of Mr. Hal Katz and Dr. Guadalupe Zamora to the Integral Care Board of Directors.³ (*Action Item*)



AGENDA ITEM SUBMISSION FORM

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date September 23, 2024

Who will present the agenda item? (Name, Title) Chair Martin

General Item Description Discuss and take appropriate action on the reappointment of Dr. Guadalupe Zamora and Mr. Hal Katz to the Integral Board of Directors.

Is this an informational or action item? Action

Fiscal Impact N/A

Recommended Motion (if needed – action item) Recommend that the Board approve the reappointments of Dr. Guadalupe Zamora and Mr. Hal Katz Brown to the Integral Care Board of Directors.

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- Integral Care’s nine-member volunteer Board of Trustees is appointed by Central Health, the City of Austin and Travis County. Each entity appoints three representatives to reflect the needs of
- 1) the local community.
 - 2) Dr. Guadalupe Zamora has served as an Integral Care Board Member since 2014.
 - 3) Mr. Hal Katz has served as an Integral Care Board Member since 2010.
- They are both seeking reappointment for an additional two-year term. Integral Care Bylaws do
- 3) not set term limits.

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) Resume or bio will be provided

Estimated time needed for presentation & questions? 20 minutes

Is closed session recommended? (Consult with attorneys.) No

Form Prepared By/Date Submitted: September 16, 2024/ Briana Yanes

Procedure for Making REAPPOINTMENTS to Governing Boards and Advisory Groups by the Central Health Board of Managers

Introduction:

The process for reappointing members to the external governing boards will require a review of their service, adherence to by-laws, and their reiterated interest in continuing to contribute to the board of the organization that they are currently appointed.

1. Expressing Interest for Reappointment:

The Central Health administrative staff should solicit the current board member's intention and willingness for reappointment.

2. A By-Law Review:

A review of the by-laws of the governing board to which the individual will be reappointed will be performed. This review will ensure compliance with organizational by-laws related to term limits and other conditions that might impact reappointment.

3. Convene an ad Hoc Appointments Committee Meeting:

An ad hoc Appointments Committee meeting will be scheduled to facilitate a dialogue with the potential re-appointee regarding their previous term(s). In this discourse, the individual being considered for reappointment should share insights into their experience, contributions, and vision, providing the Committee with information to make an informed decision regarding their reappointment.

The Committee may review with the potential re-appointee any responsibilities outlined in the *Minimal Experience of Board Appointees to Warrant Consideration* document.

At the end of this interview the ad hoc Appointments Committee will vote on a motion to “recommend appointment”

4. Submission for Approval:

The ad hoc Appointments Committee then submits their recommendation for reappointment to the Central Health Board of Managers for approval.

HAL KATZ

APPOINTED 2010

Katz is a partner at Husch Blackwell and is board-certified in healthcare law by the Texas Board of Legal Specialization. He focuses his representation on clients doing business within the healthcare industry. His clients include physicians, hospitals, provider networks, managed care organizations, governmental entities, diagnostic centers and other healthcare providers across the state of Texas. Representation of these clients includes advising on corporate, transactional, regulatory and public policy matters. Katz was Chair of the CommUnityCare board, where he served from 1998-2010, and is the Vice Chair of the Austin Arts Commission. Katz is also on the [Integral Care Foundation](#) Board of Directors.

GUADALUPE ZAMORA, M.D.

APPOINTED 2014

Dr. Zamora has 24 years of experience as a practicing physician. When not on staff at St. David's Medical Center, he works at his own family medicine clinic in East Austin alongside his niece, Dr. Belda Zamora. He has served as the past president, secretary, and treasurer of the Travis County Medical Society, and was formerly on the advisory board for the Medical Access Program (MAP), prior to the existence of Central Health. Most recently, he served as treasurer of Healthy ATX, a local organization that supports the improvement of the local healthcare system.



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AD HOC APPOINTMENTS COMMITTEE

September 23, 2024

AGENDA ITEM 4

Announce a vacancy on the Sendero Health Plans Board of Directors and discuss the application and appointment processes. (*Informational Item*)



AGENDA ITEM SUBMISSION FORM

This form is to provide a general overview of the agenda item in advance of posting for the Board meeting. Proposed motion language is a recommendation only and not final until the meeting and may be changed by the Board Manager making the motion. All information in this form is subject to the Public Information Act.

Agenda Item Meeting Date September 23, 2024

Who will present the agenda item? (Name, Title) Chair Martin

General Item Description Announce a vacancy on the Sendero Health Plans Board of Directors and discuss the application and appointment processes. (*Informational Item*)

Is this an informational or action item? Informational item

Fiscal Impact N/A

Recommended Motion (if needed – action item) N/A

Key takeaways about agenda item, and/or feedback sought from the Board of Managers:

- 1) Chair Martin will review the new appointment process with Managers .
- 2) _____

What backup will be provided, or will this be a verbal update? (Backup is due one week before the meeting.) Verbal update

Estimated time needed for presentation & questions? 10 minutes

Is closed session recommended? (Consult with attorneys.) No

Form Prepared By/Date Submitted: Briana Yanes/ September 20, 2024

Procedure for Making NEW Appointments to External Governing Boards and Advisory Groups by the Central Health Board of Managers.

1. Identification of Needs:

The first step before appointing any member to a Board of Directors is identifying the needs and gaps that currently exist within the Board. This could include industry knowledge, financial expertise, diversity and inclusivity, and strategic leadership skills. Input can be requested from the board chair of the organization requesting the appointment, the Central Health Board of Managers, or the Central Health administrative staff, as well as sources within the community the organization serves.

2. Define the Role:

Once the need has been identified, it's important to clearly define the role and expectations of the new board member. This includes detailing the responsibilities, duties, and time commitment the role will require, as well as any specific skills or qualifications necessary.

3. Recruitment of Potential Candidates:

After defining the role, potential candidates will be identified. These candidates can come from a variety of sources, including suggestions from current board members of the Board of Directors receiving the new appointee, the Central Health Board of Managers, the Central Health administrative staff, industry contacts, and/or professional organizations. The sources are not limited to those outlined above. Also, recruitment can include using appropriate media and Internet resources.

4. Application process:

A standard application will be sent out to potential candidates. This application will include a standard set of questions to be responded to by the applicant in essay form. A dialog utilizing these questions will take place in the interview process. The application and responses to the questions will be returned to the Central Health administrative staff.

5. Initial Vetting:

An initial vetting of the potential candidates will be performed to ensure candidates have the necessary skills, no legal issues (especially conflicts of interest) that can affect their candidacy, and that they are aligned with the mission and objectives of the receiving organization.

6. Application Review:

Applications will be reviewed by the ad hoc Appointments Committee members and discussed in a committee meeting with a quorum present. At that time a vote will be taken on which candidates to invite for an interview. The Committee may deliberate on an alternate review process if the number of applications exceeds a level that can be efficiently reviewed by the committee members.

7. Interviews:

Candidates selected for interview will be invited to an ad hoc Appointments Committee meeting to discuss the responses to the questions that they submitted responses to in the Application Process (see above). The interview will be carried out by the ad hoc Appointments Committee members and should focus on the questions responded to by the candidates. All Central Health Board of Managers are invited to attend and ask questions that are germane to the responses that the candidates submitted responses to in the Application Process (see above), but only ad hoc Appointments Committee members will vote. Interviews will yield the best candidate of those that applied. This candidate will be forwarded to the full board for approval.

8. Board Approval:

Once the finalist has been selected, the ad hoc Appointments Committee will follow the *Central Health Board of Managers Approval Process for External Governing Board Appointees* for final approval.

9. Appointment Letter:

Upon full board approval, the new board member should be officially appointed through an appointment letter. This letter will be written and signed by the ad hoc Appointments Committee chairperson and it will formalize the role and include details such as term length, specific responsibilities (outlined in the “*Experience of Board Appointees to Warrant Consideration*” document), expected time commitment, etc. The ad hoc Appointments Committee may add additional responsibilities to the “*Experience of Board Appointees to Warrant Consideration*” document to clearly outline the Central Health Board’s expectations of their appointees.

10. Announcement:

Finally, make a public announcement of the new board member appointment. This may involve posting the announcement on Internet sites or other public notification methods.

Application Form

Profile

First Name

Middle Initial

Last Name

Preferred Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Residency and District Information

Are you a City of Austin Resident? *

Primary Phone

Alternate Phone

Cell Phone

Home Phone

Business Phone

Select Your District

Employer

Job Title

Interests & Experiences

Please tell us about yourself and why you want to serve on a board

Why are you interested in serving on a board?

Please attached your resume

Qualifications

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity

Gender

Sexual

Orientation

Date of Birth

Disability or Impairment Information

Do you have an auditory/hearing disability or impairment?

Do you have a visual disability or impairment?

Do you have a mobility disability or impairment?

Do you have a cognitive disability or impairment?

Do you have another disability or impairment you'd like to share?

Board Requirements

Which Boards would you like to apply for?

Some boards have additional requirements for appointees. Additional requirements will appear below as they apply to each board. They may not necessarily exclude a individual from service.

Texas Open Records Act

Board Candidate Questions

- 1.** Outline the aspects of your experience and information provided on your application that you feel would make you a good and valuable member to [Board].
- 2.** What other boards or commissions have you served on in the past and did you hold any executive positions (Chair, Vice, Treasurer, Secretary) on any of them?
- 3.** Tell us about any work activities or personal experience that you have had that aligns with the mission of [Organization]
- 4.** Why are you interested in serving on the board of [Organization]?
- 5.** Do you have any time constraints that may limit your full participation in the required board activities?
- 6.** What qualities do you believe make a great board member? (This is good way to figure out the best role for them.)
- 7.** How do you differentiate the type of leadership at the board level from the executive leadership of the organization?
- 8.** What role do you think you would play on the board, and what perspectives would you contribute?



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AD HOC APPOINTMENTS COMMITTEE

September 23, 2024

AGENDA ITEM 5

Confirm the next regular Ad Hoc Appointments Committee meeting date, time, and location. (*Informational Item*)