

The Consolidation Board of Cuyahoga County (working title)

To: Executive Steering Committee

From: Consolidation CEO Selection Task Group
Darlene Darby Baldwin, Co-chair
Lisa Thomas, Co-chair

Date: August 25, 2008

Re: Task Group Report

Other Members

Kathryn Gambatese, Chair, CCCMHB
Ericka Thoms, CCCMHB
Thomas Walter, ADASBCC

Consultant: Marlene Stoiber, Ph.D.

Purpose of Task Group

To collect information and exchange ideas regarding the CEO for the new consolidated board with provisional authority.

Status of the Selection Process and the Purpose of Information Gathering

Given the expressed sentiment of the board to limit the CEO selection to the two existing CEOs at the joint board retreat in June, the Task Group has clarified the purpose of the information gathering and articulates it as follows:

Our tendency is to limit the selection of the CEO of the consolidated board to the two existing CEOs because they are highly respected, understand Cuyahoga County, have the qualities that would be looked for in a broader search, carry institutional memory, and reflect the principle of continuity applied to selection of new consolidated board members and staff. In addition, this approach would offer further stability to the transitory nature of consolidating the two boards.

However, a decision has not been made. We do not want to assume that this view is widely held as there could be other perceptions in the community that could influence the decision making of the provisional authority. The Board Consolidation CEO Selection Task Group will present information and options to the Executive Steering Committee which will present the information to the new consolidated board with provisional authority when it is functioning. The Task Group is not making recommendations, but wants to consider every possibility to remain transparent and to stay true to its course.

Within this context, the purpose of the information gathering is:

- To assist both the provisional authority in making the selection of the new CEO and the new CEO in taking over management of the consolidated board.
- To gather the facts that will enable the Task Group to present a full and defensible set of options/scenarios for use by the provisional authority in its deliberations.
- To fully understand the community dynamics surrounding the selection of the new CEO.
- To engage in an open process for gathering feedback from the various stakeholder groups.

Information Gathering Activities (Actual or Planned) to Date

- 1) The Task Group has conducted a mini-survey of the ADASBCC and CCCMHB board members to learn more about options for the selection of the new CEO (limiting to the two current CEOs, opening to a broader local search, or opening to a national search). Findings of the survey will be discussed at the next Task Group meeting.
- 2) The Task Group has scheduled transition interviews (NOT employment interviews) with Dr. Kaye and Mr. Denihan to learn of their interest in the CEO position and to discuss other transitional issues. The Task Group will finalize questions for these interviews at its next meeting.
- 3) The Task Group requests that a portion of the retreat with providers on 9-15-08 and the consumers meeting in September be set aside to obtain input on the CEO selection, perhaps in a break-out group at each meeting.
- 4) CEO job descriptions and salary ranges from other joint boards in Ohio and Michigan have been gathered.
- 5) A list of leadership characteristics of the CEO of a consolidated board has been developed, but not yet discussed thoroughly at the Task Group meeting. A draft job description based on the existing ones and those gathered from other consolidated boards is being developed.

Other Information Gathering Methods under Consideration

- 1) The Task Group is considering developing and disseminating a survey to providers, other county directors, and staff, if deemed necessary after the information noted previously is gathered.