

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: September 22, 2008

Re: Task Group Report

Other Members

Tom Abdow, CCCHMB
Kathryn Gambatese, Chair, CCCMHB
Mary McElrath, Chair, ADASBCC
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 Information Gathering Activities to Date

- 1) The Task Group conducted a mini-survey of the ADASBCC and CCCMHB board members to learn more about options for the selection of the new CEO. One hundred percent of board members responded:
 - a. Limit the selection to the two current CEOs: **17 (68%)**
 - b. Open to a broader local search: **4 (16%)**
 - c. Open to a national search: **4 (16%)**
 - d. Missing: **0 (0%)**

TOTAL: 25 (100%)

Note that the results **do not represent a decision**. Responsibility for decision making around the selection of the CEO of the consolidated board lies with the consolidated board with provisional authority.

- 2) The Task Group held transition discussions (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 information gleaned from those interviews is being fully analyzed and will be incorporated into the final Task Group's final report to the consolidated board with provisional authority.

- 3) The Task Group conducted an e-survey of contracted providers and of staff consolidation team co-chairs asking the following questions:
- a. What do you believe are the needed leadership skills of the CEO of a newly consolidated board?
 - b. What challenges do you foresee that the CEO of a newly consolidated board should be prepared to address in the first few years of operation? What suggestions do you have for meeting those challenges?
 - c. What approaches could be used by the new CEO for managing two disciplines (mental health and substance addictions)?
 - d. What recommendations do you have for how the new CEO can address your concerns about the consolidation?

The deadline for responses was September 12th; however, a few responses are still coming in due to email address issues. The findings of the e-surveys also are in process of being fully analyzed and will be incorporated into the Task Group's final report to the consolidated board with provisional authority.

- 4) One of the break-out groups at the providers retreat on September 15, 2008 discussed the CEO selection process. Their comments will be forthcoming in the retreat report.
- 5) A draft CEO job description has been developed. It will be circulated to the Human Resource Directors of each board and the County Prosecutor's office to ensure that all legalities are included.