

# Appointment of Board Members to the Houston County Healthcare Authority

## Introduction

The Houston County Commission is committed to ensuring the highest standards of governance and oversight for the county's public hospital. The Healthcare Authority Board plays a crucial role in this effort by providing strategic direction, policy oversight, and accountability for Southeast Health.

This policy document outlines the procedures and criteria for appointing board members to the Houston County Healthcare Authority. The primary objective of this policy is to appoint a high-performance board that reflects the makeup of the county and the healthcare professionals who work at Southeast Health. The board members must uphold the highest levels of professionalism, competence, and character.

Through this policy, the Houston County Commission shall ensure that the board is composed of individuals who are not only successful in their respective fields but also committed to the well-being and progress of the county's healthcare system. The policy also establishes a transparent and systematic process for the appointment, evaluation, and reappointment of board members, ensuring that only the most qualified candidates are selected.

This document provides a comprehensive guide to the goals, criteria, and processes involved in the appointment of board members. It is designed to facilitate a fair and rigorous selection process, thereby maintaining the integrity and effectiveness of the Healthcare Authority Board.

## Policy Goals

The primary objective of the policy is to appoint a high-performance board to provide effective oversight and governance for the county's public hospital, Southeast Health. The goals of this policy are as follows:

1. **High-Performance Oversight:**
  - Ensure that the Healthcare Authority Board is composed of highly competent individuals who can provide strategic direction, policy oversight, and accountability for Southeast Health.
  - Maintain the highest standards of governance to support the hospital's mission and vision.
2. **Community Representation:**
  - Appoint board members who reflect the demographics of Houston County, ensuring that the board is representative of the community it serves.
  - Ensure that the board includes individuals with diverse perspectives, backgrounds, and experiences, particularly those from the business and healthcare sectors.

3. **Professionalism and Competence:**
  - Select board members who exhibit the highest levels of professionalism, competence, and character.
  - Prioritize candidates with significant experience in business or healthcare, ensuring they have the skills and knowledge necessary to contribute effectively to the board's work.
4. **Community Engagement:**
  - Foster a strong connection between the board and the community by appointing members who are committed to the well-being and progress of Houston County's healthcare system.
  - Encourage board members to engage with the community and stakeholders to understand their needs and concerns.
5. **Ethical Standards:**
  - Uphold stringent ethical standards by ensuring that board members have no conflicts of interest, particularly those related to employment or affiliations with competing hospitals.
  - Promote a culture of integrity within the board.
6. **Sustainability and Continuity:**
  - Establish clear term limits and reappointment criteria to ensure a continuous influx of new ideas and perspectives while maintaining experienced leadership.
  - Restrict reappointment of board members to no more than three terms to promote fresh insights and prevent stagnation.

By achieving these goals, the Houston County Commission aims to build a robust and effective Healthcare Authority Board that can steer Southeast Health toward continued success and improved healthcare outcomes for the community.

### **Appointment Criteria**

The appointment criteria for board members of the Houston County Healthcare Authority are designed to ensure that only the most qualified and suitable individuals are selected. The criteria are as follows:

1. **Qualifications:**
  - Candidates must be successful business people, executives, or individuals with significant healthcare experience who have displayed a track record of success.
  - Demonstrated leadership, strategic thinking, and decision-making skills.
2. **Professional Restrictions:**
  - Candidates cannot currently be employed by Southeast Health or its affiliates.
  - Candidates cannot be affiliated with any competing hospitals.
3. **Term Limits:**
  - Board members cannot be reappointed if they have already served three terms.

These criteria ensure that board members bring valuable expertise and maintain high ethical standards, contributing effectively to the oversight and governance of Southeast Health.

### **Appointment Process**

The appointment process for board members of the Houston County Healthcare Authority involves a thorough and transparent procedure to ensure the selection of highly qualified candidates. The process includes the following steps:

- 1. Search and Initial Screening:**
  - Each commissioner conducts an extensive search for prospective candidates from within the commissioner's district.
  - Initial interviews are conducted by the commissioner to assess qualifications and suitability.
- 2. Candidate Evaluation:**
  - Selected candidates meet with representatives from the Healthcare Authority Board.
  - Both parties engage in a discussion to ask questions and evaluate the fit for the board.
- 3. Nomination and Decision:**
  - The commissioner discusses the candidates with representatives from the Healthcare Authority Board.
  - The commissioner nominates a candidate to the Houston County Commission.
  - The Houston County Commission votes to approve or reject the nominee.

This process ensures a comprehensive evaluation of candidates, promoting a fair and effective selection for the Healthcare Authority Board.

### **Term Length and Renewal**

Board members of the Houston County Healthcare Authority are appointed for a specified term length to ensure a balance between continuity and the infusion of fresh perspectives. The details are as follows:

- 1. Term Length:**
  - Each appointed board member serves a term of six years as prescribed by law.
- 2. Term Limits:**
  - Board members may serve a maximum of three consecutive terms, totaling eighteen (18) years.
- 3. Reappointment:**
  - Board members are eligible for reappointment after their term expires, provided they have not reached the term limit.
  - The reappointment process follows the same rigorous selection and approval procedure as the initial appointment.

These term limits and renewal policies ensure that the board benefits from both experienced leadership and new insights, contributing to the sustained effectiveness and dynamism of the Healthcare Authority Board.

### **Conclusion**

The Houston County Commission is dedicated to appointing a board for the Houston County Healthcare Authority that possesses the highest levels of professionalism, competence, and character.

This policy underscores the Commission's commitment to upholding the integrity and effectiveness of the Healthcare Authority Board, ultimately benefiting the health and well-being of the entire Houston County community.