



## Arizona Medical Board

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### DRAFT MINUTES FOR THE MEETING OF THE EXECUTIVE DIRECTOR SELECTION AND RETENTION COMMITTEE

Held on Thursday, April 8, 2021

1740 W. Adams St., Board Room A • Phoenix, Arizona

#### *Committee Members*

Jodi A. Bain, M.A., J.D., LL.M.

Bruce A. Bethancourt, M.D., F.A.C.P.

David C. Beyer, M.D., F.A.C.R., F.A.S.T.R.O.

Laura Dorrell, M.S.N., R.N.

R. Screven Farmer, M.D.

Gary R. Figge, M.D.

James M. Gillard, M.D., M.S., F.A.C.E.P., F.A.A.E.M.

Pamela E. Jones

Lois E. Krahn, M.D.

Eileen M. Oswald

Susan Reina, P.A.-C.

Myles A. Whitfield, P.A.-C.

#### GENERAL BUSINESS

##### A. CALL TO ORDER

Dr. Farmer called the teleconference to order at 8:08 a.m.

##### B. ROLL CALL

The following Committee members participated in the teleconference: Ms. Bain, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, Dr. Gillard, Ms. Jones, Dr. Krahn, PA Reina and PA Whitfield. The following Committee member was absent: Ms. Oswald.

##### ALSO PRESENT

The following Board staff and Assistant Attorney(s) General participated in the teleconference: Patricia McSorley, Executive Director; Kristina Fredericksen, Deputy Director; Carrie Smith, Assistant Attorney General (“AAG”); Evangeline Webster, Business Operations Manager; Michelle Robles, Board Operations Manager; and, Andrea Cisneros, Minutes Administrator.

##### C. APPROVAL OF MINUTES

- December 5, 2018 Executive Director Selection and Retention Committee

**MOTION:** Dr. Bethancourt moved for the Committee to approve the December 5, 2018 Executive Director Selection and Retention Committee minutes.

**SECOND:** Dr. Gillard

**VOTE:** The following Committee members voted in favor of the motion: Ms. Bain, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, Dr. Gillard, Ms. Jones, Dr. Krahn, PA Reina and PA Whitfield.

The following Committee member was absent: Ms. Oswald.

**VOTE:** 11-yay, 0-nay, 0-abstain, 0-recuse, 1-absent.

**MOTION PASSED.**

## **D. ELECTION OF CHAIR AND VICE CHAIR**

PA Whitfield recalled that the Committee in the past has elected for the Chairs of the AMB and ARBoPA to serve as the Committee's Chair and Vice-Chair.

**MOTION: PA Whitfield moved to nominate the Chairs of the AMB and ARBoPA for Committee Chair and Vice-Chair, respectively.**

**SECOND: Dr. Krahn**

**VOTE: The following Committee members voted in favor of the motion: Ms. Bain, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, Dr. Gillard, Ms. Jones, Dr. Krahn, PA Reina and PA Whitfield.**

**The following Committee member was absent: Ms. Oswald.**

**VOTE: 11-yay, 0-nay, 0-abstain, 0-recuse, 1-absent.**

**MOTION PASSED.**

## **E. DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING EXECUTIVE DIRECTOR'S PERFORMANCE AND COMPENSATION**

Dr. Farmer stated that Executive Director McSorley has done an outstanding job running the Agency flawlessly while handling rapid changes in the regulatory environment in light of the pandemic and having to transition staff to work remotely while remaining productive. Dr. Farmer stated that Executive Director McSorley is extremely well qualified for her position given her experience and years of public service, and pointed out that she is a licensed attorney. Dr. Farmer stated that the Agency benefits from her leadership.

Dr. Krahn stated her appreciation for the Executive Director taking a personal interest in the wellbeing of her staff, Board members, and the regulated community, which she stated is an extraordinarily important and welcomed dimension for a State agency. Dr. Krahn also recognized the Executive Director's efforts relating to the Physician Health Program and echoed Dr. Farmer's comments that the Agency is very fortunate for her leadership. Dr. Gillard rated the Executive Director's performance as excellent and stated she should be highly compensated to the maximum amount allowed.

The Committee observed that the maximum compensation allowed for the position of the Executive Director is \$150,000. The Committee also noted that the Executive Director was issued a one-time bonus authorized by this Committee a number of years ago and that the Executive Director has not received a raise in some time. Dr. Farmer spoke in support of increasing the Executive Director's salary to the maximum amount allowed given her performance and efforts as discussed. Dr. Bethancourt stated that he supported the other members' comments and stated that the Executive Director's incredible leadership is evident by the efficiency of her staff.

PA Whitfield stated that he echoed other members' comments and acknowledged the leadership team that the Executive Director has developed and the simplicity they make out of a very complicated process. He stated it was wholly appropriate to compensate the Executive Director to the limits available.

**MOTION: PA Whitfield moved for the Committee to advance the Executive Director's salary to \$150,000.**

**SECOND: Dr. Gillard**

Ms. Webster reported that increasing compensation to the salary cap is equivalent to a 13.6% increase.

Ms. Jones spoke in favor of the motion and recognized the Executive Director's hard work and efforts relating to the Agency's relocation in 2018, as well as her leadership through the challenges due to COVID. Dr. Krahn spoke in support of the motion and recognized that the major reworking of the Agency's IT infrastructure went very smoothly. Dr. Beyer stated that he had not seen surveys of comparable positions, and questioned whether the increase should be lowered to 7 or 8%. Dr. Farmer stated that the Executive Director is a very highly trained individual with special educational qualifications who has done an extraordinarily superb performance. He stated that the maximum compensation allowed is merited given her performance and scope of her position.

**MOTION: PA Whitfield moved to call the question and proceed to a vote.**

Dr. Figge pointed out that according to parliamentary procedure, in order to call the question, both sides must have been heard. He noted that there had only been positive feedback regarding the Executive Director's performance and has not heard any negative comments. PA Whitfield withdrew his motion.

Ms. Jones pointed out that Executive Director McSorley serves as the Executive Director to both the AMB and ARBoPA. Dr. Farmer reiterated that the maximum amount allowed is warranted given Executive Director McSorley's performance in the face of a very high workload among other challenges. Dr. Figge stated that the common theme of other members' comments was that the Executive Director has done an incredible job and is underpaid. He stated the Agency is lucky to have her and that she deserves the maximum amount allowed. Dr. Gillard spoke in favor of the motion, and stated that Executive Director McSorley has done a superior job and a salary increase was warranted.

**VOTE: The following Committee members voted in favor of the motion: Ms. Bain, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, Dr. Gillard, Ms. Jones, Dr. Krahn, PA Reina and PA Whitfield.**

**The following Committee member was absent: Ms. Oswald.**

**VOTE: 11-yay, 0-nay, 0-abstain, 0-recuse, 1-absent.**

**MOTION PASSED.**

Dr. Farmer congratulated the Executive Director and stated that she has truly done a superb job. Dr. Farmer also thanked the members for their input and comments. Executive Director McSorley thanked the Committee for its discussion and for recognizing her contributions as well as staff. She stated her appreciation for the hard work and effort by the members as well as Board staff.

## **F. ADJOURNMENT**

**MOTION: PA Whitfield moved to adjourn.**

**SECOND: Ms. Dorrell**

**VOTE: The following Committee members voted in favor of the motion: Ms. Bain, Dr. Bethancourt, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, Dr. Gillard, Ms. Jones, Dr. Krahn, PA Reina and PA Whitfield.**

**The following Committee member was absent: Ms. Oswald.**

**VOTE: 11-yay, 0-nay, 0-abstain, 0-recuse, 1-absent.**

**MOTION PASSED.**

The Committee's meeting adjourned at 8:39 a.m.



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R. Screven Farmer, M.D., Chair