



Arizona Medical Board

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FINAL MINUTES FOR THE MEETING OF THE EXECUTIVE DIRECTOR SELECTION AND RETENTION COMMITTEE

Held Virtually on Tuesday, February 18, 2025

1740 W. Adams St., Phoenix, Arizona

Committee Members

Lois E. Krahn, M.D., Chair
Susan Reina, P.A.-C, Vice-Chair
Bruce A. Bethancourt, M.D., F.A.C.P.
Katie S. Artz, M.D., M.S.
Jodi A. Bain, M.A., J.D., LL.M.
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.
Gail Guerrero-Tucker, M.D., M.P.H., F.A.A.F.P., D.A.B.F.M.
Jessyca Leach
John J. Shaff, PA-C, D.F.A.A.P.A

GENERAL BUSINESS

A. CALL TO ORDER

Chair Krahn called the teleconference to order at 4:01 p.m.

B. ROLL CALL

The following Committee members were present: Dr. Krahn, PA Reina, Dr. Bethancourt, Dr. Artz, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, and Dr. Gillard.

The following Committee members were absent: Ms. Bain, Dr. Guerrero- Tucker, Ms. Leach, and PA Shaff.

ALSO PRESENT

The following Board staff participated in the meeting: Patricia McSorley, Executive Director; and Heather Foster, Public Records Coordinator. Carrie Smith, Assistant Attorney General ("AAG") also participated in the meeting.

C. DISCUSSION AND POSSIBLE ACTION REGARDING INTERVIEW QUESTIONS FOR THE HIRING PROCESS OF THE EXECUTIVE DIRECTOR.

Dr. Krahn asked what the requirements are for the process of selection of the Executive Director.

AAG Smith stated that the executive session notification was not placed on the agenda, therefore the Committee cannot go into the executive session to discuss employment issues. AAG Smith recommended discussing the candidates in a more general way using anonymity.

AAG Smith stated that the committee needs to follow the open meeting laws. The committee can delegate duties to a select few committee members. The material and interview information will need to be provided to the rest of the committee members to make an informed decision.

Mr. Westerberg stated it's best to streamline the interviews with a subgroup who can then provide feedback to the committee members to help make a decision on who the next Executive Director will be.

Dr. Bethancourt opined that having the whole committee conducting interviews may be cumbersome and agreed with a subgroup conducting the interviews.

AAG Smith stated a subcommittee would be subject to open meeting laws s.

Dr. Figge agreed in favor of Dr. Bethancourt to delegate the task with a subgroup for conducting the interviews.

Dr. Beyer in favor of delegating the tasks. Opined a public member to join the interviews.

MOTION: PA Reina moved to delegate the task to conduct interviews with Dr. Krahn, PA Reina, Brian Westerberg, Nicole Baker and a public member.

SECOND: Dr. Beyer.

VOTE: The following Board members voted in favor of the motion: Dr. Krahn, PA Reina, Dr. Bethancourt, Dr. Artz, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, and Dr. Gillard.

The following Board members were absent: Ms. Bain, Dr. Guerrero- Tucker, Ms. Leach, and PA Shaff.

VOTE: 9-yay, 0-nay, 0-abstain, 0-recuse, 4-absent.

MOTION PASSED.

Ms. Dorrell opined that a public member should join the subgroup and suggested she can join.

Dr. Gillard and Dr. Bethancourt opined that Ms. Dorrell should join the subgroup.

Dr. Krahn opined the interview questions can be given ahead of time or during the interview. She stated her preference that questions be provided in advance to the applicants.

Dr. Bethancourt states providing the questions ahead of time can be fruitful.

Dr. Kran opined a well thought out answer is more important than spur of the moment answers for the Executive Director's position.

PA Reina opined providing the applicants with questions ahead of time and during the interview can have benefits for both.

Mr. Westerberg suggested that all applicants have the same questions presented to them during the interview process and noted that interviewers can request clarification on the question.

Ms. Baker opined that it would be best to delegate the interview questions to the subgroup who will be interviewing the applicants.

MOTION: Dr. Farmer moved to delegate the review of the interview questions to the subgroup.

SECOND: PA Reina.

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

The following Board members were absent: Dr. Artz, Ms. Bain, Dr. Guerrero- Tucker, Ms. Leach, and PA Shaff.

VOTE: 8-yay, 0-nay, 0-abstain, 0-recuse, 5-absent.

MOTION PASSED.

D. REVIEW OF RESUMES FOR EXECUTIVE DIRECTOR POSITION AND SELECTION OF CANDIDATES FOR INTERVIEW.

Dr. Krahn proposed to interview three applicants out of the five.

Dr. Bethancourt opined to interview three applicants.

Dr. Beyer agreed with Dr. Bethancourt.

PA Reina stated to interview two applicants, and they are well qualified.

Dr. Krahn stated the interviews will be well documented for the committee members. To utilize the small subgroup to interview the applicants. Requested a vote on how many applicants should be interviewed.

Ms. Baker states it is the best practice statewide to interview three applicants.

MOTION: Artz moved to add Dr. Gillard to the subgroup.

SECOND:

Dr. Gillard respectfully declined.

VOTE: The following Board members voted in favor of the motion: Dr. Krahn, PA Reina, Dr. Bethancourt, Dr. Artz, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, and Dr. Gillard.

The following Board members were absent: Ms. Bain, Dr. Guerrero- Tucker, Ms. Leach, and PA Shaff.

VOTE: 9-yay, 0-nay, 0-abstain, 0-recuse, 4-absent.

MOTION FAILED.

Dr. Krahn thanked Ms. McSorley for her hard work and diligence in making the ED Selection and Retention Meetings possible.

E. ADJOURNMENT

MOTION: Bethancourt moved for adjournment.

SECOND: Reina

VOTE: The following Board members voted in favor of the motion: Dr. Krahn, PA Reina, Dr. Bethancourt, Dr. Artz, Dr. Beyer, Ms. Dorrell, Dr. Farmer, Dr. Figge, and Dr. Gillard.

The following Board members were absent: Ms. Bain, Dr. Guerrero- Tucker, Ms. Leach, and PA Shaff.

VOTE: 9-yay, 0-nay, 0-abstain, 0-recuse, 4-absent.

MOTION PASSED.

The meeting adjourned at: 5:06 p.m.



A handwritten signature in cursive script that reads "Lois E. Krahn".

Lois E. Krahn, M.D., Chair