THE CHILDREN’S TRUST
NOMINATING COMMITTEE MEETING

“VIRTUAL MEETING VIA ZOOM WEBINAR WITH A QUORUM OF
MEMBERS PHYSICALLY PRESENT
AND SOME MEMBERS ATTENDING VIRTUALLY”

The Children’s Trust Board of Directors Committee Meeting was held on February 18, 2021 commencing at 3:00 p.m., with a quorum of members physically present and some members attending virtually. The meeting was called to order by Dr. Daniel Bagner, Chair.

COMMITTEE MEMBERS:

Dr. Daniel Bagner, Chair (Zoom)
Gilda Ferradaz, Vice Chair
Mary Donworth
Steve Hope
Marissa Leichter
Dr. Susan Neimand (Zoom)
Judge Orlando Prescott
Mark Trowbridge
Kenneth C. Hoffman, ex-officio (Zoom)
STAFF:

James R. Haj
Muriel Jeanty
Juana Leon
Lisete Yero
PROCEEDINGS

(Recording of the meeting began at 3:15 p.m.)

DR. BAGNER: Well, maybe we’ll give one more minute or so. I think we’re a minute short.

MR. HAJ: Mr. Chair, all the board members are in attendance.

DR. BAGNER: Oh, great. So, we’ll get started.

Thank you, everyone for joining us. Both in person and virtually. So, we’re going to get started with our committee meeting, our nominating committee today.

As you all know we’re here, we’re going to work on selecting candidates to interview for the one at large position that we had talked about briefly at our previous meeting, and so hopefully you all had a chance to review the applications.

Thank you to the staff and Muriel for setting up the ‘At A Glance’. That was a really helpful way to review the applications.

So, I think the best way to do this, I think we did this a couple of years -- a year or so ago when we selected a couple of other at large members, is to go through all the committee members and have everyone provide, maybe their top -- I'm
thinking top five candidates if that sounds reasonable, and then we could see how many received several votes, or how many received the most votes.

And I think we’re probably aiming towards somewhere between five and seven candidates to interview on, I believe we have March -- the afternoon, March 1st is the day that we’re planning on conducting those interviews. So, is there any objection to that? Everyone, does that sound reasonable to everyone?

MR. HOFFMAN: Dan?

MS. DONWORTH: Could I? I'm sorry. Can I just ask a question? Is there identified sort of gaps that we want to target because I know --

DR. BAGNER: Yeah. So --

MS. DONWORTH: Someone had mentioned, like, somebody with a finance background and we also don’t have a doctor.

DR. BAGNER: Yeah, that’s a really good question. I think we spent a little bit of time last meeting talking about that, so I think there were a couple of things that were brought up and let me know if I'm missing anything.

I do think, you know, this position is replacing Steve Hope who is stepping off, so given
Steve’s expertise in finance, I think that certainly can be helpful although at the same time our, you know, our most recent members that joined that at large I believe have some finance experience.

So, I don't know if we feel like we have to cover that area, but that’s certainly the area we’re losing with Steve in chairing the finance committee.

I think another area that was raised is certainly a physician or healthcare. That that’s something that we would like to pursue and have that representation on the Board.

And finally, I think another important piece to consider, especially in light of the ready discussions that we had as a Board and what we’ll probably going to be talking more about at our upcoming retreat is the importance of racial and ethnic diversity on this -- on our Board.

And so, I think -- I certainly -- when I was reading the applications that was important to me and sticking out to me. So, I think there are a few different priorities and there may be variability in which ones individually we prioritize.
I don't know if they're missing anything or if anyone wants to add anything before, we talk about the applicant -- talk about those that stood out.

MR. HAJ: Mr. Chair? If I may, you had asked, and the committee had asked, if we would bring back the diversity of our current Board and I'd like to have staff pop it up. We have a couple of pie charts as you go into decision making.

So, you had asked about the race. We add gender and age, and the professional fields of our current board members are on the left just at a glance to help guide the discussion.

DR. BAGNER: Great. Thank you for putting that up and putting that together. Yeah, and I did see that in the professional field, and we do have many of the areas covered.

And we do have certainly some racial and ethnic diversity, although I think that can certainly be enhanced on our Board. Any other thoughts or comments before we jump into identifying potential candidates to review -- to interview?

MR. HOFFMAN: Yeah, I had one question. You said you were looking for five to seven to interview? That seems like a -- well, it's a
statement and a question.

It seems like a lot and then I don’t see my name on the chart. I'm not -- an ex-officio member, but when you’re through with all of them, I'd just to lay in on a couple of them.

DR. BAGNER: Absolutely. Yeah, I think -- I was just throwing that out there. I think seven is quite high. I was trying -- does anyone of the staff know how many we brought in for interviews last year? And I believe last year we were selecting two candidates.

MR. HOFFMAN: I think we had about five for two candidates, if I recall. Maybe five or six, but it wasn’t --

MS. JEANTY: It was eight people.

DR. BAGNER: Eight people for two positions?

MR. HOFFMAN: Okay.

MS. JEANTY: For one position. It was Monique’s position when she came on.

DR. BAGNER: Oh, it was just for one position.

MS. JEANTY: Uh-huh.

DR. BAGNER: Okay.

MR. HOFFMAN: Okay.

DR. BAGNER: Well, I guess that’s up for discussion. I, you know, I mean we could start out
more liberal and have folks just call out, you
know, several names and then kind of see what kind
of consensus we have. Does that sound like a good
--

I mean, just from my own standpoint I have,
let’s see. One, two, three, four, five, six. So,
I think I had identified seven initially, so we can
maybe have everyone identify at first up to seven
people that stood out for them, and then we could
start narrowing it from there if that sounds
reasonable. Any objections to that?

MS. JEANTY: -- there -- yes.

MR. HOPE: Mr. Chair, Steve Hope here.

DR. BAGNER: Yes, Steve.

MR. HOPE: Yeah, so when I looked at the
package that was sent, one of the things I think --
I’ve noticed over the years is that when it comes
for mental health, I don’t think we have anyone on
the Board that has that area of specialization.

And in looking at issues affecting a lot of
youth, I've come across, frequently, issues of the
impact on mental health on a lot of our youth,
particularly at-risk youth.

And you know, over the past year with Covid-
19, there are studies that have shown that a
significant number of our youth may need to have access to some type of mental health counseling.

And I think it might be helpful to have someone on the Board that brings that kind of background so that would be one of the areas that I would advocate for.

DR. NEIMAND: This is --

MR. TROWBRIDGE: Isn’t that Monique’s background?

DR. NEIMAND: Yeah. Monique is a psychologist and so is Tiombe.

MR. TROWBRIDGE: Correct.

DR. BAGNER: And so am I.

DR. NEIMAND: And there you go.

MR. HOPE: But I get -- no, so we have the expertise.

DR. BAGNER: But I do think you raise an important point, Steve, and I think some of the applicants certainly brought this up that given the current crisis, particularly related to Covid, that I don’t think it could be understated how critical mental health is at this point. So, I think it’s certainly an important consideration. Susan, I see your hand up.

DR. NEIMAND: Yes. I wanted to share that we
have a lot of educators on our Board. And so, when
I looked at the list of people, I sort of
deselected them because we have school board
people, we have union people, we have university
people.

We have a lot of people representing the
education sphere. So, that might be something that
we deselected in terms of the people that we’re going
to interview.

DR. BAGNER: Thank you, Susan. Yeah, I do
think we have a good amount of educators, although
I think we could think about education as across
the spectrum.

So, there may be some, you know, some
educators in certain areas that maybe want to use
their -- that their expertise might be valuable for
the Board.

So, great. Any other comments before -- I
think it would be helpful to just jump in and see
what kind of consensus we have as a committee. So,
maybe I’ll just -- I’ll start. I’ll start off.

I’m going to just read off the names of the --
I had seven, but I identified ones as I would be
interested potentially in interviewing. And I
think someone is going to be keeping track as we
read them off; is that right?

MS. JEANTY: Yes, yes. Will do.

MR. HAJ: Mr. Chair, we’ll keep tally.

DR. BAGNER: Okay, great. So, I’ll start and then we’ll go around the committee members. So, the ones I identified, Patricia Aires-Romero, Heather Bins, Kevin Bumpers, Brittany Fields, Clarence Jones, Annette La Greca, and Justin Pin.

Okay. So, I'm going just -- this is in no special order. I'm just go in order of how you’re on my screen. So, I'm going to start -- Dr. Neimand, we’ll start with you. You’re on mute.

DR. NEIMAND: So, yeah. I noticed that. I also agreed with Patricia Aires-Romero. I have included Brittany Fields. I have Leslie Fraser. I have Jose Pagliery. I have Maria Alana-Ramon-Coton, and Natalie Williams.

MS. JEANTY: Oh. Can you -- between -- for you.

DR. BAGNER: Thank you, Dr. Neimand. Judge Prescott?

MR. HAJ: Mr. Chair? Can we go back to Dr. Neimand to repeat those once again just to confirm?

DR. BAGNER: Sure.

DR. NEIMAND: My papers all got shuffled up.

DR. BAGNER: Great. Thank you for clarifying, Dr. Neimand.

MR. TROWBRIDGE: Just to confirm, she had six, correct?


JUDGE PRESCOTT: Go beyond me, please.

DR. BAGNER: Okay. Mary?

MS. DONWORTH: All right. I had Edward Abraham, Patricia Ares-Romero, Trevor Beaney, Lorenza --

MS. JEANTY: -- can’t put it. -- while you are --

MS. DONWORTH: Sure.

DR. BAGNER: I don’t think they’re keeping up with you, Mary.

MS. DONWORTH: Ready?

DR. BAGNER: Okay.

MS. DONWORTH: Edward Abraham, Patricia Ares-Romero, Trevor Beaney, Lorenza Cobiella or Cobiella, and Jose Pagliery.
DR. BAGNER: Great. Thank you, Mary. So, that’s one, two, three, confirming five; is that correct?

MR. TROWBRIDGE: Confirming, five, correct?

MS. DONWORTH: Five, correct.

MR. TROWBRIDGE: Great.

DR. BAGNER: Great. Okay. Gilda?

MS. FERRADAZ: --

MS. JEANTY: Hold on, hold on. We -- Gilda, I don’t think --

DR. BAGNER: Yeah, I can’t hear Gilda, but I'm not sure if you, in person, can.

MS. FERRADAZ: Oh, sorry. I didn’t turn on my microphone.

MR. TROWBRIDGE: Pull it down a little bit, Gilda.

MS. FERRADAZ: What?

MR. TROWBRIDGE: Just pull it down a little.

MS. FERRADAZ: Okay. Patricia Ares-Romero, Trevor Beaney, Heather Binz, Kevin Bumpers, Leslie Fraser, Clarence Jones, Annette Maria La Greca. I'm not sure how many I have. And Sylvia Valdez. I'm not sure how many I picked. Did I go over?

DR. BAGNER: I think we didn’t have a real strict limit, here. Anywhere between, like, five
and seven I think initially. So, you had one, two

--

MS. FERRADAZ: Okay, sorry. I hope.

DR. BAGNER: And eight? Is that -- is eight -- that’s okay. Is that how many you got? Just to make sure we had it correct?

MS. FERRADAZ: Yeah.

DR. BAGNER: Okay, great. Marissa?

MS. LEICHTER: I need, like, a few minutes as well.

DR. BAGNER: No worries. We’ll come back to you. Steve, did you compile a list?

MR. HOPE: Patricia Romero, Heather Bins, Norman Gerstein, Jose Pagliery, and Maria Ramone -- Jose Pagliery, and Maria Ramon-Coton.

MS. JEANTY: Gerstein?

MR. HOPE: Yeah. So, I have five.

MR. TROWBRIDGE: You’re missing one.

MR. HOPE: I'm sorry.

DR. BAGNER: Yeah, there’s one missing on the XL file. Because we have Patricia, Heather Bins, Jose Pagliery, and Maria-Colin Roman. What’s the fifth one?

MS. JEANTY: Norman Gerstein, --

MR. HOPE: If I may ask, the process is look
through the candidates that all the committee
members have been coming first. Is that the
approach?

DR. BAGNER: Correct.

MR. HOPE: Okay.

DR. BAGNER: Just to see how much consent.

So, did you have a fifth one that we missed, or did
you only have four?

MR. HOPE: No, I had five.

DR. BAGNER: Okay. So, I think we’re missing
one on the XL file that they’re keeping track of.

MS. JEANTY: You have five. Gerstein.

MR. HOPE: Romero, Bins, Gerstein, Pagliery,
Bins, and Maria Ramon-Coton.

MS. JEANTY: Gerstein.

DR. BAGNER: Yeah. I think it was Gerstein
was the one that we missed. You’re ready on that
one. I think you should just put a one in there.

There you go. Okay. Mark?

MR. TROWBRIDGE: Good afternoon.

DR. BAGNER: Good afternoon.

MR. TROWBRIDGE: I have the following: Edward
Abraham, Patricia Ares-Romero, Heather Bins,
Brittany Fields, Clarence Jones, Jr., Jose
Pagliery, and Maria Elena Ramon-Coton.
DR. BAGNER: And thank you, Mark.

MR. TROWBRIDGE: Thank you.

DR. BAGNER: And Ken, and then we’ll go --

MR. TROWBRIDGE: And thank you, Muriel.

DR. BAGNER: Yes, thanks Muriel. Ken and then
we’ll loop back to Judge and Marissa.

MR. HOFFMAN: Yeah, I only wrote three down. I
mean, I had a few that were sort of second
contention, but I’ll just give you three names. Patricia Ares-Romero, Clarence Jones, Jr. I’ll
wait until you get there, and then Annette La
Greca.

MR. TROWBRIDGE: Go slow.

MS. LEICHTER: I can go.

MR. TROWBRIDGE: Enunciate. It gives Muriel
time.

DR. BAGNER: Okay, Marissa. Are you ready?

MS. LEICHTER: Yeah. I might have more than
six, but it’s around that number.

DR. BAGNER: That’s okay.


MR. TROWBRIDGE: She has 32.

MS. LEICHTER: Edward Abraham, Patricia Ares-
Romero, Kevin Bumpers, Dannelle Fleites Esquivel.
I have some new ones. Dannelle Fleites Esquivel,
Clarence Jones, Jr., Jose Pagliery, and Justin Pin.

DR. BAGNER: Okay. Thank you, Marissa.

MS. LEICHTER: Oh, wait. Sorry, I have one more. I have one more. Marisol Zenteno. How many was that?

DR. BAGNER: Thank you, Marissa.

MR. HOFFMAN: If there’s --

DR. BAGNER: Oh, yes. Ken, go ahead.

MR. HOFFMAN: If I can interject for a minute, and I know this is not -- this is a very distinguished crew, so I'm not suggesting this as a fixed process, but it doesn’t look like the numbers are adding up in some of the columns.

So, for example under Jose they’re not -- like, La Greca had three or five. Were you -- okay. You’re just not including mine. That’s fine.

MR. HAJ: Ken, I think yours is just not tallying.

MR. HOFFMAN: That’s fine.

DR. BAGNER: Yeah. No, we want all of them -- I think we want all of them to tally, so if we make sure. Muriel, if you go to the first one, at Patricia and do what you’re doing now on that first one.
MS. JEANTY: Right, right.

MR. HOFFMAN: We’ll do it on all of them, I think.

DR. BAGNER: Yeah, well then you could scroll down to all of them. If we first do it -- yes, and now I would go on that cell that says eight, and then pull it all the way to the end and that should do it.

MR. HOFFMAN: Okay.


JUDGE PRESCOTT: I said I didn’t have seven.

MR. TROWBRIDGE: It’s all right. Take your time.

JUDGE PRESCOTT: I started with Dr. Abrahm, Abraham, Ares-Romero, Bins, Greca, Gerstein.

MR. HOFFMAN: Wait. She didn’t catch up.

DR. BAGNER: Muriel, it’s La Greca that’s why you didn’t see it.

JUDGE PRESCOTT: I'm sorry.

DR. BAGNER: That’s okay. Column U.

JUDGE PRESCOTT: And the last -- I threw in Miss -- the young lady Jessica Yates.

MS. JEANTY: For the --

JUDGE PRESCOTT: Yes.
MS. JEANTY: -- one.

DR. BAGNER: Okay, great. So, just from our quick look, it looks like we have some clear candidates who are standing out. I have to get close here. Let me -- hold on one second.

So, it looks like Patricia Ares-Romero with nine -- everyone voted for her. And then it looks like we have two other candidates with five votes. Heather Bins and Clarence Jones, Jr., and Jose Pagliery. So, that would be four.

MS. LEICHTER: I feel like I heard Abraham’s name.

DR. BAGNER: What name?

MS. LEICHTER: Did I hear Abraham’s name a lot?

DR. BAGNER: So, he had -- it looks like he had four.

MS. LEICHTER: Okay.

DR. BAGNER: So, we stick to the nine -- so, one had nine and then three and five. So, that’s four candidates. If we go down to four votes everyone, then that would bring us one, two -- two more. Annette La Greca and Edward Abraham.

So, we could, you know, I'd be open certainly to feedback whether or not we want to bring in the
one, two, three -- wait. We could have the top three candidates, or we could expand it to include those with four votes. I'm sorry, top four or top six.

DR. NEIMAND: How many seats are we replacing?

DR. BAGNER: Just one seat.

MS. LEICHTER: How much time did we leave for interviews and how long are we wanting to have each interview?

DR. BAGNER: So, I believe we have three hours allotted, two to five on the first. That’s what I have in my calendar. Is that what we have?

MS. JEANTY: Yeah.

DR. BAGNER: Does everyone else have that? Three hours?

MS. LEICHER: So, I mean, if we just want to be really practical about it, we can kind of use that as the determine -- the determining factor of how many people we want to bring in or create more time or whatever everyone wants to do.

DR. NEIMAND: I think the top four makes sense.

DR. BAGNER: Okay. I mean, -- if for the two that had four, Edward Abraham and Annette La Greca, if folks feel strongly with either of those. I can
speak actually about Annette La Greca.

She is a psychologist. I know her somewhat well. Not very well personally, but I know her in the field. She’s a very well-known clinical child psychologist. She’s been at the University of Miami for, I think most of her career.

She’s been the director of their clinical training program for many years as well and she’s highly established and highly regarded in the field.

So, I would certainly support bringing her in if we wanted to expand the number of people we want to interview from four to six. I don’t know if anyone wants to speak about --

MR. TROWBRIDGE: Speaking of clarification Mr. Chair, do they have to live or work or both in Miami-Dade County or is that not a residency requirement? I'm just asking with regard to Heather Bins.

DR. BAGNER: Yeah. I actually had the same question, but I think it depends on the position so like for my position, I don’t actually -- don’t live in Miami-Dade but I'm allowed because of my position is the representative of FIU.

MR. TROWBRIDGE: Correct.
DR. BAGNER: I believe for this position --

MR. TROWBRIDGE: Since -- at large --

DR. BAGNER: I think at large they need to live and work or at least live, I don't know about work.

MR. TROWBRIDGE: Can we clarify that, Muriel? Because it’s not included on the grid, but just check that for Heather Bins, her residency.

MR. HAJ: Mr. Chair, they must reside in Miami-Dade.

DR. BAGNER: From my understanding Mark, I think Heather lives in Miami, but works in Broward, right?

MR. TROWBRIDGE: Okay.

DR. BAGNER: Is that correct?

MR. TROWBRIDGE: Yeah, I'm just asking because it’s not clear, but it shows she works for the Broward County Public Schools.

DR. BAGNER: Yeah. I had checked that. If someone want to maybe -- if anyone can verify, Muriel, but I think when I skimmed -- I had the same question as you, Mark and when I was looking through it, I saw her address seemed to be in Miami.

MR. TROWBRIDGE: Okay.
JUDGE PRESCOTT: Yeah, I think --

MR. TROWBRIDGE: And by the way, the moving truck is backing up to your house right now.

MR. HOPE: When I look at the schedule, I think the zip code is a Miami-Dade zip code, so.

MR. TROWBRIDGE: I'm sure it’s on the application.

DR. BAGNER: Yeah. Does anyone want to speak about Edward Abraham? Anyone who --

MR. TROWBRIDGE: I'm familiar with him slightly. He was the dean of the medical school at Miami, and then he was promoted to executive vice-president and CEO of U-Health before he retired. He worked directly under Julio Frank.

And he was one of the primary architects along with Steven Niger (ph) for the NCI designation for the Sylvester.

DR. BAGNER: Great. Thanks, Mark.

MR. HOFFMAN: I didn’t bring him up because he would have been in that second category which included about five or six, but certainly from the experience background, he’d be something -- someone who, you know, might have something different to add.

And I did bring up -- you asked about Annette
La Greca. I don’t know her personally. My wife works in the neuroscience department. She told me that she’s just a rock’s -- one of the rock stars at the university.

And in fact, when you -- I'm not used to in my field looking at 50-something page bios and -- but she is obviously well written in directly in our field, in children and families, racial and ethnic differences and the reasons why.

And I just thought, apart from what Dr. Neimand said earlier which I do understand, we have representatives of institutions. We don’t really, you know, that would be an area that I thought that she was incredibly accomplished and an interesting person if not to get involved in the Board, maybe to get involved with the Trust in some other capacity.

As a -- whether it’s a consultant or just, you know, associating with the University of Miami as well on those things because again, she just has a stellar background in what we do.

DR. BAGNER: Yes, thank you, Ken for that. Yeah, to reiterate she is really the -- a lead expert in the field of children’s mental health. And in particular, she brings expertise to -- she’s
done a lot of research on natural disasters.

So, you know, she’s written a lot about how kids did after Hurricane Andrew for example, and other related natural disasters. So, I think especially as it relates to the pandemic, I think that she would bring an important voice as well.

MR. TROWBRIDGE: And if I recall when we were doing the interviews, the last round for at large, we had a long discussion about the fact that Dr. Esilene (ph) is leaving the Board with this sort of medical expertise and the University of Miami connections, so it’s just a nice thought.

MS. LEICHTER: Well, that’s why I was kind of looking more at Dr. Abraham for medical.

MR. TROWBRIDGE: Yeah.

MS. LEICHTER: I mean, not to say that La Greca isn’t, but --

MR. TROWBRIDGE: Sure.

MS. LEICHTER: But she seems more like a psychologist background. Not to say we shouldn’t bring them both in, but yes. I had the same thought as you, Mark.

MR. TROWBRIDGE: Frightening.

DR. BAGNER: Well, I'm hearing a lot of enthusiasm. If you do the math -- I did the math
real quickly while folks were talking, so it would be the difference between 30 minutes an interview versus 45 minutes.

Of course, it doesn’t account for a little break in between each one. But I would be certainly open to bring all six in for an interview.

JUDGE PRESCOTT: I agree.

MR. TROWBRIDGE: I agree, and I think, you know, the difference of the time frame is inconsequential even if we run a little bit late. The other thing I would say is, we can look down the pipeline of the Board in general and see other future openings that may be coming, and we also recommend for other seats.

So, the more folks I think we see in an interview, we become more familiar with really great candidates we wouldn’t normally have interaction with.

So, see it as an opportunity to talk with some folks one on one, that then we can utilize maybe in a future Board seat that opens.

DR. BAGNER: All right. Thank you, Mark. So, I’m hearing no objections to bringing in six?

MR. TROWBRIDGE: No.
MS. LEICHTER: No.

MS. FERRADAZ: No objections.

JUDGE PRESCOTT: No objections.

MR. TROWBRIDGE: No.

MS. FERRADAZ: I just --

DR. BAGNER: Great.

MS. FERRADAZ: -- have a question for clarification. So, I don’t believe there’s anyone on the list who has a finance background. Are we okay with that?

MR. TROWBRIDGE: Yeah, we brought in two I think within the last two years. Both Matthew and I also think we brought in Javier.

MS. LEICHTER: Exactly.

MR. TROWBRIDGE: Both have very strong finance backgrounds, but that’s a great reminder in terms of that.

DR. NEIMAND: What time are the interviews going to be? I don’t have it on my calendar, and I want to make sure to have it on my calendar.

DR. BAGNER: Two to five p.m. on March -- Monday, March 1st.

DR. NEIMAND: Okay.

JUDGE PRESCOTT: Two to five?

DR. BAGNER: And I -- am I correct in that we
could do all that remote or do we need to have members of the committee at least a quorum in person?

MS. LEICHTER: I think the county attorney was supposed to look that up because --

MR. TROWBRIDGE: But that was a different requirement.

MS. LEICHTER: I think for the --

MR. TROWBRIDGE: In a standing meeting.

MS. LEICHTER: I think for the interviewees it's okay, but I'm not sure for us. I think it has to be a meeting.

MR. HAJ: No. My understanding Mr. Chair, is that it's a similar format we're doing today that we're going to have the Board quorum, but the board members we're interviewing, the potential board members we're interviewing to do it virtually.

MR. TROWBRIDGE: We'll be wanting to then have a consistency in terms of the interviews, so all six would be on Zoom. Nobody coming in person, no hybrid, just for consistency's sake.

MR. HAJ: If that's the will of the Board.

DR. BADNER: Yeah.

MS. LEICHTER: I think that's fair.

DR. BAGNER: I agree with that. Yeah, the
last time we did this, we had a couple call in due
to circumstances, and I think that didn’t really
level the playing field.

It was harder to get a sense for people that
called in. So, I think we’re if we’re going to do
remote for somebody, I agree that we should do
remote for all of them.

MS. LEICHTER: Should we see if they all want
to come in or just kind of be like, everyone be
remote to begin with?

DR. BAGNER: I would advocate for remote for
everyone so we’re not putting anyone in a difficult
situation to feel pressured one way or the other.

MS. LEICHTER: And it makes it easier for
Muriel, I’m guessing too, so I’m all in. Because
then she’d have to call everyone and then if it’s
good, and then go back, so okay.

DR. BAGNER: Yeah, I think it’s very easy to
just bring people into the Zoom session in an
effort to maintain more social distance. I think
it’s a good thing to just have them all remote in
on Zoom. Wonderful.

Well, is there any other comments? Thoughts?
Anyone we left out of this group that anyone feels
extremely strongly about that we should be
considering from the list?

MR. TROWBRIDGE: If you don’t mind, I just had one. I know that she only received three votes and that was Dr. Maria Ramon-Coton.

I think what jumped off the page for me besides the medical background, was the connection to Nicklaus. Now which we’ve not typically had a connection with like we had with some of the other health systems.

So, just a point of reference there, so I know Dr. Neimand I believe, voted for her along with Steve Hope. So, it’s just a thought. Let me thank you for your candor.

DR. BAGNER: Thank you, for that, Mark.

MR. TROWBRIDGE: Let me thank you for your, candor.

DR. BAGNER: Yeah, in truth I was really looking forward to her application for the reasons you stated. I personally, I wasn’t very impressed with her responses. I felt they were very brief which led me to not select her.

But I agree that I actually also -- I have a few physicians that I work closely with in my research at Nicklaus and I tried to encourage them to apply and they just -- they’re very, very busy
and didn’t feel like they could commit.

MR. TROWBRIDGE: Yeah. I have a feeling someone else filled that out unfortunately, and that happens in these worlds.

I recently met with their relatively new CEO and made the pitch to Matt Love about that. It’ll be nice to see somebody, just knowing the work that we do each day, some of the comments that we’ve heard from other members of the nominating committee. And so, you know, maybe that’s good feedback to go back.

We’ll have other positions that open and create maybe a little bit of stronger application.

MS. LEICHTER: Yeah. I also agree with that. You’re pulling me over, Mark.

JUDGE PRESCOTT: I met with Mr. Love and he wants to have -- he wants Nicklaus to have a bigger footprint in Miami-Dade County. He wants everybody to know that that is the children’s hospital.

MR. TROWBRIDGE: That is correct.

DR. NEIMAND: I had the same reaction. It was the application that did not impress me, but the other, I don't know, consideration I guess that I had, we’ve had, doctors who are -- have been volunteers for United Way, and historically they
have no time. And we’ve literally had to go to
Jackson for meetings and schedule them around their
schedules.

So, I was concerned about -- you know, that’s
why at first, I was thinking Dr. Abraham because
he’s retired. But then I asked staff who worked
with Patricia Ares-Romero, I mean, she’s the chief
medical officer at Jackson, right?

Totally committed, phenomenal volunteer. One
meeting she couldn’t make, she made sure she had
all her -- she was reviewing applications. Made
sure all her scores were in. I mean, totally
dedicated.

She’s also a psychiatrist and is very, very
conscend about mental health issues, et cetera and
so I was like, okay, this is somebody who will be
there.

MR. TROWBRIDGE: Agreed. And as I said, there
will be other opportunities, but I just wanted to
make that -- that note because of the conversation
and I'm glad that Judge Prescott had that as well.
Because I think -- that’s great news for all of us
in the community, especially a hospital that has a
footprint like Nicklaus does.

MS. LEICHTER: I'm okay with passing her up
this time, and then like you said, maybe giving them that feedback that next time there’s an at large position or even a, well, gubernatorial is different, but an at large position that someone could take a little bit more time in filling out the application so we can have a little bit more insight on the person.

MR. TROWBRIDGE: I mean, that’s what we have to go on.

MS. LEICHTER: Exactly.

MR. TROWBRIDGE: So, at the end of the day -- DR. BAGNER: Right. Yeah, and thank you.

JUDGE PRESCOTT: Mr. Chair, can I ask this question?

DR. BAGNER: Of course.

JUDGE PRESCOTT: As Mr. Trowbridge had mentioned about keeping applications, keeping those in mind, do we have the mechanism whereby we can ask them on the form, the applicants, that you were not selected this time but do you have any objections to us maintaining your application for the next time around, so they don’t have to resubmit?

DR. BAGNER: We do. We always send out their Board a letter that says, “Thank you for your
interest and we will keep you in mind." But we also do -- when we did this round, we sent it to people who applied last time and say, we -- you don’t have to redo it.

We’ll just resubmit -- update, and you can resubmit so you don’t have to go through the work of filling out the application.

DR. BAGNER: All right. Thank you, Judge. Although in this case, we want her to -- we would her to fill it out a little bit differently next time, but I agree -- I agree with all the sentiments about Nicklaus children.

So, as I said I work closely with them in my research and they not only are they a children’s hospital, but they also serve a large number of underserved children, particularly in their primary care clinics which is where I have worked with them.

So, I think it would be great to have their voice on our Board at some point. Any other questions, comments, thoughts?

MR. HOFFMAN: Yeah, I was going to say that I was actually surprised at how poorly some of the applications were filled out. I did notice and Dr. Ramon-Coton -- it was fine. It was good answers,
but it was really light and again, we can talk about why that might have been her time allocation.

But I thought so many of them -- and maybe we should just look at our application process. I know it’s online, but I was just really surprised that so many people submitted without a resume of some sort or any other type of information or letter that told a little bit more about themselves.

And some of the answers to the -- maybe we ought to look at the questions, but some of the answers to the stock questions were pretty, you know, stock or not really that good. And I'm not saying good from a quality point of view, just that people weren’t answering the questions.

So, maybe for the future, but in particular it’s not always indicative, but it’s nice to, you know, see a biographical history of somebody and some of the -- our applicants didn’t have anything except -- and some of them didn’t even have their current information filled out correctly or completely.

So, I was really surprised at that. And again, I know we get a wide of variety and it’s widely advertised, but I would have expected from
some of the quality people that we got, a little
more care and attention or supplemental materials.

DR. BAGNER: Thank you, Ken. Do we know -- is
there a -- on the application if it’s specified
they need to include some sort of resume or CV? It
does? Muriel’s shaking her head yes.

 Maybe that -- maybe we have to make sure that
that’s being included. I don't know if there’s a
way on the website of ensuring every piece is
entered before it’s submitted.

MR. HOFFMAN: But if that’s the case, then we
shouldn’t have circulated 32 applications if we had
ten incomplete ones, so.

DR. BAGNER: Yeah, so maybe in the future we
just circulate those that are complete and ensure
that up front we’re getting -- we’re making sure
that applicants know if it is indeed incomplete.

MS. LEICHTER: Mr. Chair? I have to excuse
myself. I know you have quorum without me. I have
a work obligation at four o’clock. So, I'm going
to leave assuming we’re interviewing six people on
March 1st from two to five.

 Can someone -- I'm sure I’ll learn if that’s
different, but that’s -- I got to go. I was trying
to wait to do the vote, but I know you have quorum,
so I'm -- thank you, everybody and I will see you on the first.

    DR. BAGNER: Thank you, Marissa for coming.
    MS. LEICHTER: Well, sorry. I'm like triple booked today and I came just in case there was no quorum.
    DR. BAGNER: Thank you for coming.
    MS. LEICHTER: And now I'm going to do my training in the Children’s Trust office.
    DR. BAGNER: So, I think the only other thing that I wanted to bring up was just to go over our interview questions. I believe there’s a -- is there a tab for those? Yes, great.

    So, these were the interview questions that we had last time around that we came up with. So, any feedback on whether or not we want to just keep what we have? If we want to edit them or change them in any way?
    MR. TROWBRIDGE: I think we generally have time and we usually ask for all five and then there’s some follow up. But I would say if you’re going to prioritize them, I think question number three is probably question number two just in terms of, you know, major issues. That was the one that was a little bit of a stumper for folks if they
hadn’t done their homework. So, I would like to --

DR. BAGNER: You mean number two?

MR. TROWBRIDGE: Well, question two says
“major issues handling,” instead of asking them
what they know about us first because I think a lot
of folks get a little squeamish about, you know,
anything critical.

And I think the ones we picked were the ones
that, you know, were pretty straight forward with
that, so. I don’t think they’re prioritized. I
just think they’re -- and we usually get to all of
them, so.

DR. BAGNER: Right. I agree actually. I felt
like that was -- I mean, it did highlight if they
did their research or not, or how much they know
about us, but I do see the benefit of seeing moving
number three to number two and switching those
around. Other folks agree with that change?

MR. HOFFMAN: Yeah.

MR. TROWBRIDGE: And I want to go back to
Mary’s comment because I think now that we’re
actually going to be talking to a couple of
physicians and she made the comment about time
which I think is quite relevant. Maybe we ask or
question about time and commitment because --
MS. DONWORTH: Well, I thought we had in the past asked about the question.

MR. TROWBRIDGE: Yeah, it’s just not there. So, I think it’s a good --

MS. DONWORTH: You know, maybe if it’s not a --

MR. TROWBRIDGE: Because it’s not just all board meeting. We require you to serve on at least one committee and some of us, you know, we have working in Ad Hoc Committees and seasonal committees so, just time --

DR. BAGNER: I wonder if number four seems a bit -- could be somewhat redundant to number one, right, because I think if they have served on a Board maybe we could use that as an example, number one or try to integrate that into number. And then number four -- and then we could add one on time commitment.

MR. TROWBRIDGE: I think that’s great.

DR. BAGNER: You folks agree with that?

MR. TROWBRIDGE: And you know if David Lawrence was doing these interviews, he’d want to know what book you were reading.

DR. BAGNER: That’s right.

MR. TROWBRIDGE: I’m sure he did that back in
the day, right?

MR. HOFFMAN: That’s the first question.

MR. TROWBRIDGE: Number one. Be prepared.

DR. BAGNER: So, maybe we could say for number one, what unique qualities or abilities would you bring to the Trust such as experience serving on a Board or volunteering in an agency?

Do you folks agree with that? Because I think sometimes we’ve got the four and then they say, well as I said already and they refer back --

MR. TROWBRIDGE: No. I figured that, but I would still make it a second question.

DR. BAGNER: You would still make it a separate question.

MR. TROWBRIDGE: I’d put them together.

DR. BAGNER: Okay.

MS. DONWORTH: Yeah, it would make it seem that’s the only --

MR. TROWBRIDGE: Shorten the number four but put it in number one. Have you served or --

DR. BAGNER: Okay.

MR. TROWBRIDGE: -- you have any experience.

I mean, we’re a very different Board in the sense that most people don’t serve on public boards, and so there’s not just the time commitment to serve on
the board.

It’s a much more strict conflict of interest policy. You have to take trainings. You have to work in the sunshine. A lot of people serve on a Board like mine in the chamber. I’ve worked with, like, an organization like Steve runs, things like that, so.

MR. HOFFMAN: Are we trying to scare them off?
MR. TROWBRIDGE: No, but they should know.
MR. HOFFMAN: Sure.
MR. TROWBRIDGE: Right?
MR. HOFFMAN: Absolutely.
MR. HAJ: Well Mr. Chair, another question we need to add, and we can either put it on this list or we can ask in advance that they’re not able to serve on two county boards.

So, they got to know in advance that they’re unable to serve on two county boards. So, we can screen them ahead of time, or we can add it.

MR. TROWBRIDGE: I would have Muriel ask that that way we don’t lose --
MR. HOFFMAN: Yeah, that should probably had been on our application, “Are you on another county board?” But we should find --
DR. BAGNER: Yeah, that’s an easy question to
MR. TROWBRIDGE: And Jim, is it any county board or is it -- because there are advisory boards and then there are -- can we clarify that because sometimes you serve -- like, I was on the parks advisory board years ago. Would that create that conflict that we were just an advisory board?

DR. BAGNER: We’ll check with the attorneys.

MR. TROWBRIDGE: Yes. I'm sure they will clarify it.

DR. BAGNER: Okay, great. And Muriel, yeah, if you could ask that question maybe when you schedule their interviews just to clarify if they serve on any other county boards.

So, I'm hearing we’ll move number four to number two and try to reduce it a bit. And Mark was your suggestion to talk about commitments, integrating that into that question or having a fifth question about a time commitment?

MR. TROWBRIDGE: I think a separate question. It gives it some standing.

DR. BAGNER: So, would we want that --

MR. TROWBRIDGE: Think about, like, September. September you’ve also got two required TRIM meetings. I mean, I just think it’s very important
to have that commitment upfront because all of us serve on the board proper and then we’ve done now, it’s our second nominating committee meeting for a single at large seat and there’s interviews to come.

And I think Mary’s absolutely right, you know. A lot of the busiest people end up applying for these opportunities. And so, you know, I don’t think it’s a disqualifier, but it should be at least on the record.

DR. BAGNER: Sure.

MR. TROWBRIDGE: And I’ll do my best not to scare anybody, Ken.

DR. BAGNER: Okay. So, Mary, I don’t know if you’re -- are you on that form there?

MS. DONWORTH: Yes.

DR. BAGNER: Okay. So, we’ll move number four to two and then we’ll add for -- right before five we’ll add another question. Do we want to ask a question of “Are you aware of the time commitment” or do we want to just make it a statement, “Here’s the time commitment for a role on the Trust?”

I mean, sometimes in truth, Mark, I think that -- those questions came up when we asked them what questions you have for us. I think sometimes
candidates ask, “What would the time commitment be? What kind of commitment would it involve?”

MS. DONWORTH: I mean, you can also ask “Given your busy schedule, how have you been able to consistently make time for the commitments that you’ve made to other organizations” and just see how they respond to that.

DR. BAGNER: Or we could say exactly what you said Mary, and just say given your busy schedule how would you prioritize time, the large amount of time that would be a part of being a member of this Board; something like that?

JUDGE PRESCOTT: If I may. If they’re informed of, you know, what they’ll need to do aside from the monthly meetings, the committees -- because I know when I first started on this, I was on a committee that I never was able to meet. They placed me in a committee, and it took place when I was in court all the time, you know?

So, now that I'm on this one, I can juggle this better but the other one was earlier in the day that I couldn’t take off.

MR. TROWBRIDGE: Yeah.

JUDGE PRESCOTT: So, if they knew, you know, what kind of requirements, you know, you’ll be on a
committee and you have to participate in that
committee and things of that nature.

DR. BAGNER: Right. So, we could say that --
MS. JEANTY: -- that too.

DR. BAGNER: Yeah, we could say that the, you
know, the board meeting is, -- obviously is a
requirement, the Thursday at four o’clock. I'm
sorry, the Monday’s -- usually they’re on Monday’s
right, at four o’clock?

MR. TROWBRIDGE: Uh-huh.

DR. BAGNER: It would be a requirement and
then there are other committees that meet at
different -- on different days.

MR. TROWBRIDGE: Uh-huh.

DR. BAGNER: Great. Well, any other
questions, comments, thoughts about the interview
process?

MR. HAJ: Mr. Chair, I just have one more
comment. Since Mr. Hope will be leaving us and he
was the treasurer and the finance chair, the
treasurer position needs to be advertised to the
Board to apply.

So, we have the letter to go out by the end of
the week, and we would hope to bring it back by
March 1st if all the board members were interested
in the finance committee chair/treasure position.

DR. BAGNER: Okay, great. So, do we need to hold the vote now on approving that or would that wait until the March 1st meeting?

MR. HAJ: No. I’ll send out the memo. We’ll gain interest, see who’s interested and get it to the nominating committee before the meeting. And then if it’s just a smaller list we can take action at the meeting in March.

DR. BAGNER: Great.

MR. HAJ: March 1st.

DR. BAGNER: Perfect. So, maybe to make room for that and make room for some breaks, Muriel, maybe when we schedule these interviews, we could do them, like, for 20 minutes each. And then that’ll give a little time in between each one and then also some time at the end to then vote on or at least discuss candidates for the finance chair position.

MR. HOFFMAN: Jim, just a point of clarification. Is Steve with us through the next board meeting or we just say goodbye at the next board meeting?

MR. HAJ: Steve is with us -- his last board meeting will be April.
MR. HOFFMAN: Okay, good.

MR. HAJ: We’ll confirm the deadlines. I thought it was -- yeah.

DR. BAGNER: Okay, great. Anything -- any other comments? Okay. Well, with that can I have a motion to adjourn?

MR. TROWBRIDGE: So, moved.

MS. DONWORTH: Second.

DR. BAGNER: Okay, wonderful. Well, thank you all for your time. Thank you to those of you who came in person to the meeting, and I look forward to seeing you all on the first.

MR. TROWBRIDGE: Do you extraneously object?

DR. NEIMAND: Thank you all for a very well-organized systematic meeting that accomplished a great deal.

DR. BAGNER: Thank you.

MR. HOFFMAN: All right.

DR. BAGNER: All stay safe everyone. Thank you. Nice to see you all.

MS. DONWORTH: Okay.

MR. HOFFMAN: Thanks.

MS. DONWORTH: Bye, everybody.


MR. TROWBRIDGE: Take care, everybody.

(Whereupon, at 3:53 p.m., the meeting was adjourned.)
CERTIFICATE OF TRANSCRIBER

The above and foregoing transcript is a true and correct typed record of the contents of the file, which was digitally recorded in the proceeding identified at the beginning of the transcript, to the best of my ability, knowledge, and belief.

Signed this 11th day of March 2021.

[Signature]

Brenda Saliba, Transcriptionist