

LMH Health Trustee Job Description

Major Responsibilities

Our trustees are responsible for overseeing the progress and success of LMH Health. The board of trustees must ensure that LMH Health fulfills its purpose of being **a partner for lifelong health** for our community. The board also assists in the development and approval of LMH Health's strategic plan, evaluation of the plan's implementation and taking corrective action when necessary. LMH Health's board of trustees is responsible for hiring, determining the compensation of and evaluating the CEO. The board of trustees assumes ultimate responsibility for the quality of care and patient safety provided by the hospital, and is accountable for the financial soundness and success of LMH Health.

Key duties include:

- Identifying important community constituencies and designing a plan for trustee involvement that advances the hospital's image, reputation and market awareness levels; including resource requirements, objectives and projected outcomes.
- Ensuring that the board has a clear and consensus-driven understanding of the most important community health needs and issues.
- Defining and measuring improvement in the community's health.
- Regularly measuring the public's perceptions of the hospital's programs and services, community contribution, perceived trust, economic impact and overall value as a community health asset.
- Working with others in the community to develop collaborative partnerships in building a healthier community.
- Establishing a process for eliciting community input and viewpoints about the value and appropriateness of current services, and future service needs and opportunities; solicit community ideas for ways the hospital can best achieve its mission and vision.
- Relating with other community service organizations, schools and social agencies.
- Developing opportunities for trustees to interact with the public on local health care issues, and demonstrate strong, competent leadership, serving as well-informed "ambassadors" or spokespersons on behalf of the hospital.
- Developing a strategy to ensure that the hospital's objectives, priorities and challenges are successfully shared with the community, engaging leaders and residents and building community advocates.
- Being well educated on public policy, the board's role in providing healthy community leadership and other health care advocacy issues that are critical to hospital success; engaging trustees in a focused advocacy plan of action, when required.
- Acting as a liaison with the institution's local, state and federal government representatives and agencies.
- Ensuring that patient satisfaction assessments are performed continuously, and that improvement objectives are defined, measured and reported.

Trustee Success Factors

Trustees should have strong interpersonal skills and be comfortable interacting with other board members, the CEO, medical staff leaders and the hospital's executive team. Trustees must commit the time necessary for successful board service (see below), have a desire to learn and understand the complexities of the health care environment and the challenges of meeting LMH Health's patient and community needs. The ability to constructively challenge the status quo, understand and evaluate financial information and collaborate with a broad range of diverse stakeholder groups is key to the success of our trustees. It is vital that trustees understand and follow their fiduciary obligations to the organization and not serve any individual constituency or group.

Time Commitment

The time commitment that an individual trustee makes is crucial to his or her success as an LMH board member and the growth and success of LMH. Most are surprised to learn that on average, our board members dedicate 7-10 hours per month (4-6 hours for meetings including board, committee, and another 2.5-3.5 hours to prepare for those meetings). The full board meets once per month for 1.5 hours at Joint Conference Committee and 1.5-2.5 for Board meetings. The on-boarding process for new trustees takes about four months with a commitment of 3-5 hours per month in addition to aforementioned meeting times.

Necessary Personal Skills and Assets

LMH Health trustees must build positive relationships with other board members, the hospital's executive team, medical staff leaders and the organization's other key stakeholders. Adaptability, flexibility, organization, initiative, leadership and analytical skills are key qualities which enable our trustees to be successful. Other important personal assets include sound, independent judgments and decisions; the ability to analyze complex issues and develop effective solutions; and the ability to create a vision for the future, given the many uncertainties prevalent in today's health care environment. Trustees should have a basic general understanding of the health care field, be committed to preparing for active insightful involvement in board and committee meetings and be able to read, understand, and apply industry information and financial acumen to strategic decisions. Strong communication skills are essential. Trustees must be deeply committed to the hospital and the community we serve and have no irresolvable conflicts of interest with LMH Health's operations or key stakeholders. When conflicts of interest do arise, trustees must abstain from discussions and votes surrounding the issue.