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Chief Executive Officer (CEO) Criteria	

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The Board has determined to establish clear and consistent criteria for the selection, appointment, and evaluation of the Chief Executive Officer (CEO) of Kaweah Health in accordance with the District's mission, strategic goals, and fiduciary responsibilities.

The Board of Directors shall appoint a CEO who meets the qualifications and performance expectations set forth in this policy. The Board shall conduct periodic evaluations and provide oversight to ensure effective executive leadership.

The CEO shall possess, at a minimum, the following:

I. Education

- A. A graduate degree in healthcare management is required. Such degree could be from a variety of graduate schools such as a business school, a school of public health, school of public administration or a school with an interdisciplinary program. An equivalency to a graduate degree in health administration will be considered if the candidate has bachelor's and a minimum of ten years' experience in an executive leadership position in a hospital or healthcare system. (Master's degree is preferred.)
- B. The prospective candidate should be a Fellow in the American College of Healthcare Executives (ACHE) or a member committed to advancement in this professional organization. If the prospective candidate is ineligible to be a Fellow due to the lack of graduate degree, the prospective candidate should be an active member in the ACHE.
- C. The candidate should possess business ability and financial acumen that has been demonstrated in past executive management or leadership positions. The candidate in this regard should be familiar with business proformas, budgets, financial statements, and decision-making tools.
- D. The candidate should demonstrate a social conscience in terms of specific activities, which relates to development or implementation of services related to the improvement of health or the quality of life in the population being served.
- E. The candidate should have knowledge of applicable California laws, regulations, and public agency governance standards.

II. Spirit of Service

- A. The candidate should have values that are patient centered and compatible with the values of the District.

- B. The candidate should demonstrate skills and competency in the requirements of leadership and organizational development.
- C. The candidate should possess imagination and creativity and should show results which demonstrate this characteristic.
- D. The candidate should have initiative and be able to work independently and without supervision to carry out the policies of the Board and the strategic plan of the District.
- E. The candidate must possess executive ability, which involves maintaining a sound organization that has both human and fiscal resources necessary to carry out the Mission of the District.

III. The candidate should have a track record of diplomacy and effectiveness in dealing with a wide variety of constituents and a record of being successful in handling difficult and complex situations.

- A. The Board may appoint a recruitment committee or engage a third-party search firm.
- B. The selection process shall be transparent and based on objective criteria.
- C. All candidates shall undergo background and reference checks.
- D. Final selection must be approved by a majority vote of the Board of Directors.

IV. Terms of Employment

- A. The Board shall approve the CEO's employment agreement, which includes compensation, benefits, term length, and termination provisions, consistent with public agency guidelines.
- B. The agreement shall be reviewed by legal counsel before execution.

V. CEO Evaluation

- A. The Board shall conduct a formal CEO evaluation at least annually.
- B. Evaluation criteria shall be based on:
 - a. Achievement of strategic and operational goals.
 - b. Financial performance and budget adherence.
 - c. Quality of Care and Regulatory compliance.
 - d. Staff engagement and leadership effectiveness.
 - e. Community relations and public trust.
 - f. Patient Satisfaction

Evaluation results shall be documented in closed session minutes and may inform contract renewal, compensation adjustments, or corrective actions.

VI. Succession Planning

- A. The Board shall ensure that an emergency and long-term CEO succession plan is in place, reviewed annually, and updated as necessary.

This policy shall be reviewed every three years or as needed due to regulatory changes.

"These guidelines, procedures, or policies herein do not represent the only medically or legally acceptable approach, but rather are presented with the recognition that acceptable approaches exist. Deviations under appropriate circumstances do not represent a breach of a medical standard of care. New knowledge, new techniques, clinical or research data, clinical experience, or clinical or bio-ethical circumstances may provide sound reasons for alternative approaches, even though they are not described in the document."