



Nevada State Board of Medical Examiners

*** * * MINUTES * * ***

OPEN SESSION BOARD MEETING

Held in the Conference Room at the Offices of the
Nevada State Board of Medical Examiners
1105 Terminal Way, Suite 301, Reno, Nevada 89502

and videoconferenced to

the Conference Room at the Offices of the Nevada State Board of
Medical Examiners/Nevada State Board of Dental Examiners
6010 S. Rainbow Boulevard, Building A, Suite 1, Las Vegas, Nevada 89118

WEDNESDAY, SEPTEMBER 24, 2014 – 11:00 a.m.

Board Members Present

Michael J. Fischer, M.D., President
Theodore B. Berndt, M.D., Vice President
Valerie J. Clark, BSN, RHU, LUTCF, Secretary-Treasurer
Beverly A. Neyland, M.D.
Bashir Chowdhry, M.D.
Wayne Hardwick, M.D.
Ann Wilkinson
Rachakonda D. Prabhu, M.D.

Board Members Absent

Sandy Peltyn

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Staff/Others Present

Douglas C. Cooper, CMBI, Executive Director
Laurie L. Munson, Chief of Administration and Information Systems
Pamela J. Castagnola, CMBI, Chief of Investigations
Lynnette L. Daniels, Chief of Licensing
Donya Jenkins, Finance Manager
Colleen L. Platt, J.D., Deputy Attorney General

Agenda Item 1

CALL TO ORDER AND ANNOUNCEMENTS

- Roll Call/Quorum

The meeting was called to order by President Michael J. Fischer, M.D., at 11:01 a.m.

Ms. Munson took roll call, and all Board members were present with the exception of Ms. Peltyn. Ms. Munson announced there was a quorum.

Mr. Cooper advised the Board that General Counsel Bradley Van Ry had resigned, and his last day with the Board would be September 30, 2014. He then reminded the Board there would be a telephonic Board meeting to discuss the Interstate Compact, which would be scheduled on or after October 15, according to availability of the Board members.

Agenda Item 2

PUBLIC COMMENT

Dr. Fischer asked whether there was anyone in attendance who would like to present public comment. No public comment was received.

Agenda Item 3

BRIEFING ON CANDIDATE SELECTION PROCESS FOR EXECUTIVE DIRECTOR POSITION

Mr. Cooper named the members of the recruitment committee, described the manner in which the position was advertised, and explained the process used to review the applications received and select the candidates whom the Board was interviewing that day. He stated the order of the interviews was random, chosen by drawing names from a cup, and the resumes, CVs, letters of interest and letters of recommendation for those candidates being interviewed were provided to the Board for review prior to the meeting. He added that references were contacted at random and all references were supportive of the candidate in question. He noted that personal cell phone numbers and home addresses had been redacted from the materials provided to the Board.

Dr. Berndt asked whether the Board could be assured that all procedures required by law had been followed, and Mr. Cooper stated that every reference available was followed not only to the letter, but above the letter.

Discussion ensued regarding how questions would be posed to the applicants during the interviews.

Discussion ensued regarding the selection process following the interviews.

Agenda Item 4

INTERVIEWS OF CANDIDATES FOR EXECUTIVE DIRECTOR POSITION

The Board conducted interviews of the following six candidates for the position of Executive Director, asking each candidate various questions regarding his or her knowledge, abilities and experience as they pertained to executive management positions. The Board asked additional questions of each candidate based upon the candidate's initial responses:

- (a) Edward O. Cousineau, J.D.
- (b) Brian Scroggins, MPA
- (c) Nick A. Moschetti, Jr., J.D.
- (d) Thoran Towler, J.D.
- (e) Michele Petty, J.D.
- (f) Susan Hilger, PA-C, J.D.

Agenda Item 5

DISCUSSION REGARDING CANDIDATE INTERVIEWS; POSSIBLE SELECTION AND APPOINTMENT OF EXECUTIVE DIRECTOR AND SETTING COMPENSATION

Dr. Fischer asked each Board member to name their top three candidates and explain why they chose them. He then named his top three candidates and explained why he chose them.

Dr. Berndt, Ms. Clark, Dr. Chowdhry, Dr. Neyland, Ms. Wilkinson, Dr. Hardwick and Dr. Prabhu in turn each named their top three candidates and explained why they chose them.

Ms. Platt stated if the Board was going to proceed based on the number of votes, per se, the top three candidates selected by the Board members were Edward O. Cousineau, J.D., Nick A. Moschetti, Jr., M.D., and Susan Hilger, PA-C, J.D. She stated the Board could engage in further discussion regarding the top three candidates and narrow it down from there or could start out with a vote.

Dr. Prabhu moved that the Board appoint Edward O. Cousineau, J.D. as the next Executive Director. Dr. Chowdhry seconded the motion.

Dr. Berndt suggested the Board rank the top three candidates by assigning points to them – three points to number one, two points to number two and one point to number three – and then make a decision between the two with the most points. Ms. Clark and Dr. Hardwick agreed that would be a good process.

A vote was taken on Dr. Prabhu's motion and it failed, with Dr. Chowdhry and Dr. Prabhu voting in favor of the motion and all other Board members voting against the motion.

Ms. Platt stated that if all Board members were in agreement with Dr. Berndt's suggested point system, the Board members needed to rank the top three candidates. Discussion ensued regarding how this should be accomplished. Ms. Platt then recapped the number of initial votes received by each of the top three candidates.

Dr. Berndt moved that each Board member rank the top three candidates and assign points accordingly, in order to narrow the candidates down to two. Dr. Hardwick seconded the motion and it passed unanimously.

The Board members then individually ranked the top three candidates and Ms. Platt tallied the points received by each. She stated that Mr. Cousineau had received 19 points, Mr. Moschetti had received 15 points and Ms. Hilger had received 14 points. Ms. Munson verified the numbers.

Dr. Fischer stated the top two candidates were Mr. Cousineau and Mr. Moschetti, so the Board would then vote between those two candidates.

Dr. Fischer, Dr. Berndt, Dr. Chowdhry, Dr. Hardwick and Dr. Prabhu voted for Mr. Cousineau, and Ms. Clark, Dr. Neyland and Ms. Wilkinson voted for Mr. Moschetti.

Dr. Neyland moved that the Board appoint Edward O. Cousineau, J.D. as Executive Director. Dr. Prabhu seconded the motion and it passed unanimously.

Dr. Fischer stated the next step would be to enter into a discussion regarding compensation.

Mr. Cooper explained that although the statute provides the Board will appoint an Executive Director at compensation decided by the Board, which is a statutory exemption from the mandatory rule of a maximum of 95% of the Governor's salary, when Mr. Cooper became Executive Director, he changed the policy to make it 95% of the Governor's salary, in order to follow along with the rest of the state. Ninety-five percent of what the Governor makes is \$133,950.

Dr. Fischer moved that the Board extend a salary of \$128,000 to Mr. Cousineau, along with the employee benefits that go along with the position. Dr. Berndt seconded the motion.

Discussion ensued regarding the compensation that should be extended to Mr. Cousineau.

A vote was taken on the motion and it passed, with Ms. Clark, Dr. Neyland and Ms. Wilkinson voting against the motion and all other Board members voting in favor of the motion.

Agenda Item 6 PUBLIC COMMENT

Dr. Fischer asked whether there was anyone in attendance who would like to present public comment.

Ms. Platt stated the Attorney General's Office would be holding its Boards and Commissions training for Board members on October 29, beginning at 8 a.m., and described the topics that would be covered.

Dr. Prabhu stated he would like the Board to consider holding half of its meetings in Las Vegas. Dr. Fischer indicated that was something the Board could put on the next agenda, and Mr. Cooper stated a cost study would need to be completed because it is very expensive to send staff to Las Vegas for meetings.

Dr. Fischer asked when Mr. Cousineau would take over as Executive Director, and Mr. Cooper stated he would officially take the reins on January 2, 2015.

ADJOURNMENT

Ms. Clark moved to adjourn. Dr. Prabhu seconded the motion and it passed unanimously. Dr. Fischer adjourned the meeting at 3:39 p.m.

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