

# The Governance Institute

## Board Action Plan to Increase Clinician Director Engagement

For CEOs and boards that wish to more fully benefit from clinician board members, consider this formula:

1. Begin with resetting the expectations of the CEO and board leadership. It is natural to focus on clinician board members for all quality-related topics. Make an intentional effort to engage clinician director participation in all facets of the board agenda.
2. The CEO and board chair should personally state directly to the clinician board member their openness to the clinician's contributions to board discussions and decisions.
3. Consider assigning clinician directors to other board committees in addition to the traditional assignment to the quality committee.
4. Starting with the first conversation with a potential medical board member (including elected medical staff officers), describe the full menu of board responsibilities and time expectations.
5. Restructure board orientation for clinician directors.
6. The board chair may need to specifically invite comment from clinician directors during board meetings on broader discussion topics.
7. Review and potentially revise strategies for recruiting future clinician board members.