

## Kootenai Health Board of Trustees Candidate Questionnaire

Kootenai Hospital District dba Kootenai Health is committed to transparency and accountability. This questionnaire was developed by the Board to ensure voters have the information needed to make an informed decision. Completion of this questionnaire is a requirement. Responses will be posted on the Kootenai Health web site. Please return the fully completed questionnaire to Kootenai Health by email to Michela Seth at mseth@kh.org. If you would like to have a photograph of yourself posted on the Kootenai Health web site also, please email a .jpeg or .pdf to mseth@kh.org with your completed questionnaire.

**Full Name: Terence Earl Neff M.D.**

- 1. Please list the high school and all colleges/universities you have attended. For higher education, please describe your area of study and the degree you received, if any.**

1972 - Graduated from Sidney High School, Sidney, Montana

1972-1976 - Montana State University in Bozeman, Montana  
Bachelors of Science degree in Pre-Medicine

1976-1978 - Montana State University in Bozeman, Montana  
Graduate studies in Biochemistry

1978-1982 - University of Washington School of Medicine in Seattle, Washington  
Medical Doctor degree

1982-1985 - University of Utah Affiliated Hospitals in Salt Lake City, Utah  
Board Certification in Pediatric Medicine

- 2. Please identify your current employers and all employers over the past 5 years.**

I joined Coeur d'Alene Pediatrics in 1985 and was employed there until my retirement in 2020.

- 3. Do you hold, or have you ever held, a publically elected or appointed position? If yes, please describe.**

I have been an elected Trustee to Kootenai Hospital District since 2008

- 4. Have you, or one of your family members, ever worked for Kootenai Health? If so, please describe.**

Debra, my wife was employed as an Emergency Room Nurse in the late 1980's  
I have received compensation from Kootenai Health for "on-call" services in the past.

**5. Why are you interested in becoming a Trustee of Kootenai Health?**

Kootenai Health is the greatest asset that the citizens in Kootenai County own. Kootenai Health is the largest employer in the county, employing over 3000 people. These jobs pay well and the employees have excellent benefits. Kootenai Health has been recognized nationally as a medical center providing excellent medical care to the community. Over the past decade, Kootenai Health has transformed from a local community hospital into a regional medical center. Kootenai has expanded its physical plant to meet the needs of the community. We have added needed services and established quality standards so our citizens can know that receive the highest quality of medical care.

Kootenai Health cannot relax on its laurels. We are seeing unprecedented population growth in Kootenai County. With this growth, Kootenai Health will be challenged in new ways. My knowledge and experience as a patient, a medical provider, a Board Trustee, and as an advocate for the uninsured and underinsured, will help guide Kootenai Health into the future.

**6. Please describe your prior leadership experience**

I have served in several leadership positions at Kootenai Health. These positions include Chief of the Medical Staff, Chairman of the Kootenai Medical Staff Credentials Committee as well as several terms as Chairman of the Pediatric Department. I was elected to be a Trustee of Kootenai Health in 2008 and currently I am chairman of the Kootenai Health Board of Trustees. I have been the chairman of several of the board committees including the Governance Committee and Financial Committee.

Statewide, I served as vice president and then as president of the Idaho Chapter of the American Academy of Pediatrics.

As owner and managing partner at Coeur d'Alene, I helped to guide this practice from a small one man practice into a thriving medical practice with 3 offices. Coeur d'Alene Pediatrics employed 16 practitioners at the time of my retirement.

I was a Cub Master several years and then became Scoutmaster in the Boys Scouts of America. I served as a Scoutmaster for several years,

**7. Please state whether you currently serve on, or have previously served on, a board. If so, please identify the company or group, dates and board responsibilities.**

From 1993 to 1998, I served as board member for Medical Service Bureau of Idaho, Inc. This board was responsible for the development and implementation of Blue Shield of Idaho's insurance program. Medical Service Bureau of Idaho, Inc. subsequently became part of Regence Blue Shield.

From 2007 to 2013, I served on the Kootenai Health Foundation Board. Responsibility of the board was to oversee charitable contribution programs to support the vision and mission of Kootenai Health.

Since 2008, I have been on the Board of Trustees for Kootenai Health. Board responsibility is to oversee the operations of Kootenai Health. We provide fiduciary oversight and perform strategic planning to meet the future health needs of the community.

**8. Do you have any experience in finance, accounting, business operations or health care? If so, please explain.**

From 1985 until my retirement, I was sole owner and then managing partner at Coeur d'Alene Pediatrics. In this position, I was responsible for strategic planning for the organization. This planning included finances, and business operations. I have attended numerous regional and national conferences and workshops concerning office management, hospital management, public and private health insurance, and governance.

As a Trustee, I have had a great degree of experience with the finances of healthcare as it pertains to hospitals. I have served on the finance committee and was Chair of this committee in 2020. Oversight of business operations are a priority of the Board of Trustees.

I have had some experience in accounting in my above positions. This however is not one of my strengths.

With the rapid changes in healthcare, it is important that individuals in leadership understand the complexities of healthcare and how to ensure that changes are turned into opportunities.

**9. Please describe any thoughts that you have on improving access to healthcare in our community.**

Access to medical care continues to be a problem for our community. This will worsen with the influx on new residents. The first access point to care is with the primary care clinics. We have a shortage of primary care providers. The residency program has been instrumental in recruiting physicians to our community. It is known that many physicians will continue to live and work in the city where they received their training. This has been the fact with our residency program.

We need to continue to advance our physician education programs I will continue to support programs to educate physicians and other health providers.

The aggressive use of Advanced Practice Nurses and Physician Assistants should also occur to maximize the efficiency of our primary care and specialty care clinics

Additionally, Kootenai Health has been instrumental in evaluating the barriers to medical care in our community. The Kootenai Clinics are implementing this knowledge to reduce these barriers. This may be through scheduling programs, hours of operation, or telehealth. The barriers must continue to be evaluated and addressed.

**10. Please describe any additional health services you feel our community needs.**

The biggest need in health care in our community continues to be Primary Care Providers.

Other needs include outreach programs, and innovative ways to provide medical care. A robust Telehealth service should be one of these programs.

With our aging population, those services that deal with this population needs to be expanded. Examples include a robust stroke center, memory care services, neurology and cardiology.

For new lines of service, Geriatric Medicine will be much needed. We have an aging population and we need to prepare ourselves to address the needs of our aging population. Additional cancer care services, especially gynecological oncology surgery, is needed.

**11. Do you see any challenges with completing a 6 year term as a Trustee and attending monthly meetings to transact hospital business?**

As a current Trustee, I am aware of the time commitments that this position requires. I do not see any challenges in either completing my 6 year term or attending the required meetings.

**12. Are you employed by, have an ownership in, or hold a leadership position in a hospital, ambulatory surgery center or health system? If yes, please explain.**

I do not have ownership in or hold a leadership position in a hospital, ambulatory surgery center or health system.

**13. Do you have other commitments or relationships that may conflict or interfere with acting in the best interest of the hospital district? If yes, please explain.**

I do not have any commitments or relationships that may conflict or interfere with acting in the best interest of the hospital district.