

DATE: May 3, 2017

TO: Michael V. Drake, MD  
President

Alex Shumate, Esq.  
Chair, Board of Trustees

Bruce A. McPheron, PhD  
Executive Vice President and Provost

Leslie H. Wexner  
Chair, OSUWMC Board

FROM: Clinical Department Chairs

SUBJECT: Vote of No Confidence

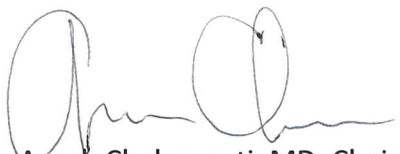
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Dear Gentlemen:

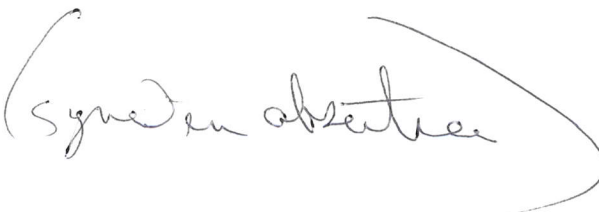
The Chairs of the Clinical Departments at The Ohio State University Wexner Medical Center are writing to inform you of serious concerns we have regarding the current organizational culture that pervades our health system. After prolonged periods of upheaval and transition, we enthusiastically welcomed our new medical center leadership team hoping for: 1) a shared, optimistic and clear vision for the future 2) re-engagement of the incredibly talented and highly loyal medical staff and 3) a new era of transparency and collaboration across our medical center. Unfortunately, despite much time and effort on behalf of the medical staff, we no longer feel these goals are attainable under the leadership of Dr. Sheldon Retchin. After nearly two years of pessimism, poor communication, criticism, subtle coercion and fear of retribution, the organizational culture has continued to erode and this trend has accelerated in recent months. We have lost some of our most talented faculty and we are unable to attract top talent. If this trend is not reversed quickly, patient care and our academic reputation will suffer. Further, The Ohio State University Wexner Medical Center will soon be launching an ambitious and exciting strategic plan. However, regardless of how flawless this strategy may be, organizational culture remains at the core of success in any organization. Without significant changes in leadership and culture, we are concerned that this plan will fail to reach its full potential.

Please understand that we have made every attempt to address these issues with our leadership team but have been met with resistance. As representatives of our faculty, these opinions are widely held amongst faculty. We felt it necessary to bring these matters to your attention at this critical time in our medical center's history. We respectfully request a frank, open and honest discussion with you in an effort to find solutions.

Sincerely,



Arnab Chakravarti, MD, Chair  
Radiation Oncology



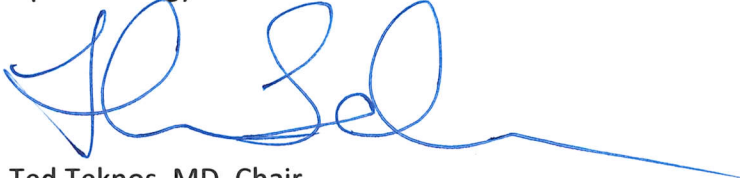


Ron Harter, MD, Chair  
Anesthesiology



Mark Landon, MD, Chair  
Obstetrics and Gynecology

Thomas Mauger, MD, Chair  
Ophthalmology & Visual Science



Ted Teknos, MD, Chair  
Otolaryngology – Head and Neck Surgery



Richard White, MD, Chair  
Radiology