



# Board of Trustees Meeting Minutes

Northeast Ohio Medical University  
Nov 30, 2023 at 12:00 PM EST

## Attendance

**Trustees:** *E. Douglas Beach, Ph.D., Chair, Darrell L. McNair, M.B.A., Vice Chair, Omer Ashruf, Sharlene Ramos Chesnes, William H. Considine, M.H.S.A., Olivia Safady, "Tim" Timken Jr., M.B.A., Phillip L. Trueblood (Remote)*

**Others Present:** *Susan Tave Zelman, Ph.D. (Remote)*

**NEOMED Personnel:** *Tricia Babkoff, Marc Basson, M.D., Ph.D., M.B.A., M. Frank Beck, D.D.S., Janet Coon, Jean Fox, D.D.S., Dr. Patrick J. Gallegos, Rebecca Z. German, Ph.D., Roderick L. Ingram Sr., M.B.A., Lacey A. Madison, M.B.A., M.Ed., LSSBB, Heather L. McColloch, Doreen K. Riley, M.S., Maria R. Schimer, J.D., M.P.H., Mary Taylor, M. Tax., CPA, Katherine Tromp, Pharm.D., Kristin Victoroff, D.D.S., Ph.D. David Vitatoo*

### 1. Call to Order and Roll Call

*E. Douglas Beach, Chair*

CALL TO ORDER AND ROLL CALL

### Request for Recusal

REQUEST FOR RECUSAL

Chair Beach called the meeting to order at 12:07 PM. Secretary Coon called the roll and noted that a quorum was present. Chair Beach asked if any Trustee would need recusal from any of the agenda items presented; there being none, he proceeded with the meeting.

#### 1.1. Approval of the Minutes of the August 24, 2023, Meeting

APPROVAL

Chair Beach noted that all Trustees had received copies of the minutes from the full Board meeting on August 24, 2023. He asked if there were any additions, deletions, or corrections. There being none, Chair Beach called for a motion to approve the August 24, 2023 meeting minutes.

Motion moved by Trustee Timken and seconded by Trustee McNair. The motion carried unanimously by roll call vote.

### 2. Oath of Office

*Maria R. Schimer, M.P.H., J.D.*

There has not been an appointment for a new trustee from the Governor to date.

### **3. Executive Session**

There was no need for an executive session. Chair Beach stated that all committees met in the morning, approved their respective resolutions, and moved to include them in the Consent Agenda. This includes Resolutions R2023-35 through R2023-42.

Motion moved by Chair Beach and seconded by Trustee Considine. The motion was carried unanimously by a roll call vote.

### **4. Report of the Institutional Advancement Committee**

*Darrell L. McNair, M.B.A., Committee Chair*

Chair Beach asked Committee Chair McNair to summarize the Institutional Advancement Committee meeting.

#### **4.2. FY24 Progress on Goals**

No resolutions were brought forth and the August 24 committee minutes were approved. Doreen Riley shared progress on FY24 advancement goals and the team's accomplishments year-to-date, alumni engagement, and the creation of robust programs to grow engagement and giving. An update on major gifts confirmed, pending, and in the pipeline was highlighted as well as the University's 50<sup>th</sup> Anniversary celebration. Committee Chair McNair briefly highlighted the Foundation meeting he attended and said the Board Trustees must support the work Advancement is doing as a cohesive working relationship to achieve overall goals in support of the University's mission.

### **5. Report of the Academic and Scientific Affairs Committee**

*E. Douglas Beach, Ph.D., Acting Committee Chair*

Acting Committee Chair Beach said the Committee reviewed and approved resolutions earlier today including the Award of Professor Emeritus for Dr. Kasmer and a discussion on the Faculty Workload Policy. Dr. Frank Beck provided an update on the College of Dentistry, and Dr. Rebecca German shared Research and Sponsored Programs highlights. Deborah Loyet presented the following resolutions.

#### **Academic Actions**

#### **5.2. Recommendation to Approve Academic Personnel Actions (R2023-35)**

APPROVED

The recommendation to approve Academic Personnel Actions (R2023-35) was approved under consent agenda.

**5.3. Recommendation to Approve Nontenure-Track Faculty Appointments (R2023-36)**

APPROVED

The recommendation to approve Nontenure-Track Faculty Appointments (R2023-36) was approved under consent agenda.

**5.4. Recommendation to Approve the Award of Professor Emeritus, College of Pharmacy, Northeast Ohio Medical University to Richard J. Kasmer, Pharm.D., J.D. (R2023-37)**

APPROVED

The recommendation to approve the Award of Professor Emeritus, College of Pharmacy, Northeast Ohio Medical University to Richard J. Kasmer, Pharm.D., J.D. (R2023-37) was approved under consent agenda.

**5.5. Recommendation to Approve the University Faculty Workload Policy (R2023-38)**

APPROVED

The recommendation to approve the University Faculty Workload Policy (R2023-38) was approved under consent agenda.

**Academic Reports and Updates**

**5.6. Commission On Dental Accreditation (CODA) Update**

INFORM

Dr. Frank Beck provided an update regarding the University's action steps related to the Commission on Dental Accreditation (CODA) application and upcoming site visits. The College Of Dentistry remains on target for Fall 2025 enrollment.

**5.7. Report on Research and Sponsored Programs**

INFORM

Dr. German gave an update on Research and Sponsored Programs; there has been an increase in submissions and a moderate increase in awards and funds. The University is headed in the right direction and working to continuously increase numbers. Dr. German plans to provide different measures of variance at future meetings that will serve as valuable indicators of research activity.

**6. Report of the Finance, Fiscal Policy and Investment Committee**

*Ward J. "Tim" Timken Jr., M.B.A., Committee Chair*

## INFORM

Chair Beach then asked Committee Chair Timken to provide a summary of the Finance, Fiscal Policy and Investment Committee. The Committee reviewed and approved resolutions earlier including the Affordability and Efficiency report and the Transcript and In-State Tuition policies that needed to be filed with the Chancellor's office. Danny Sklenicka from Rea & Associates CPA shared details on the University audit, which was approved with no findings and a clean opinion. Finally, Committee Chair Timken said he met with Grant Guyron from Clearstead, before the Board meeting and reported that he is satisfied with NEOMED's portfolio. Mary Taylor presented the following resolutions that were approved earlier.

### Personnel Actions

#### **6.2. Recommendation to Approve Hourly Personnel Actions (R2023-39)**

APPROVED

A recommendation to approve Hourly Personnel Actions (R2023-39) was approved under the consent agenda.

#### **6.3. Recommendation to Approve Administrative Personnel Actions (R2023-40)**

APPROVED

A recommendation to approve Administrative Personnel Actions (R2023-40) was approved under consent agenda.

### Finance Actions

#### **6.4. Recommendation to Approve the Resolution for Affordability and Efficiency Report (R2023-41)**

APPROVED

A recommendation to approve the Resolution for Affordability and Efficiency Report (R2023-41) was approved under consent agenda.

#### **6.5. Recommendation to Approve the Resolution for Transcript Policy and In-State Tuition Policy (R2023-42)**

APPROVED

A recommendation to approve the Resolution for Transcript and In-State Tuition Policy (R2023-42) was approved under consent agenda.

## Finance Reports and Updates

### **6.6. Revenue and Expenditures, Budget to Actual Comparison**

### **6.7. Operating Cash and Endowment Funds, Investment Report**

### **6.8. Key Performance Indicators**

There are changes within the Key Performance Indicators, included in the Board Book.

### **6.9. Clearstead Report**

### **6.10. Review of Audit**

Clean opinions were provided on financial statements, schedule of expenditures, internal controls, and Government Auditing Standards. Overall, NEOMED provided a good financial package that was approved.

## **7. Report of the President**

*Presenters: John T. Langell, M.D., Ph.D., M.P.H., M.B.A., FACS*

INFORM

### **Northeast Ohio Medical University Strategic Plan**

Lacey A. Madison, M.B.A., M.Ed., LSSBB

Vice President for Strategy and Transformation

### **Student Trustee Presentation**

Omer Ashruf

Olivia Safady

The University launched its 50th Anniversary celebration on November 15. Almost 50 years ago a charter was created to start a medical school, comprised of one College of Medicine on a piece of farmland. Today, NEOMED is one stand-alone University with four colleges. The University will continue to celebrate its amazing accomplishments over the next year, welcoming 50 years as an institution serving Northeast Ohio.

Dr. Langell shared that NEOMED is recognized as a Collegiate Purple Star Award institution for providing a high level of support for students with military backgrounds. The University plans to open a veteran's lounge within six months in the NEW Center lounge location.

Dr. Langell thanked everyone who donated to Parkinson's Research. Dr. Sara Whittingham, clinical faculty member, and military student sponsor at NEOMED received nationwide recognition as a Parkinson's patient and raised over \$268,000 as she completed the 2023 Ironman World Championship in October. The University will continue to receive international recognition with a video of the World Ironman Championship release.

The University Hospitals-NEOMED Affiliation has extended their agreement for continued collaboration and funding to serve UH Hospitals and provide a footprint for students and faculty at the University. This extended agreement is expected to deliver \$23 million in new revenue to NEOMED and is a powerful new opportunity for the University to grow and serve all of Northeast Ohio. Dr. Langell acknowledged the dedication of the team including Lacey Madison, Maria Schimer, Mary Taylor and countless others, who have had meetings every week for the past two years to pull this off.

The NEOvations Bench-to-Bedside held its third competition in September to showcase how students are providing innovative techniques and solutions for the unmet needs of the patient. This amazing program continues to grow and it's nice to see the student's displays and hear them do their elevator pitches. Dr. Langell expressed appreciation to the sponsored gift support from the Timken Family Foundation for the Medical Design Innovation Center (MEDIC Lab) for taking the program to a higher level and providing a resource and opportunity to students for development; NEOMED is thrilled to move this forward.

In other exciting news, NEOMED and Jessica Sublett, president and CEO of Bounce Innovation Hub, have created a joint venture called *Kinetic, Healthcare Innovation in Motion* for medical or medical device technology. This new joint venture will open doors for the local ecosystem and provide innovation in healthcare and advancement.

Congratulations to Ronald Seese, M.D., Ph.D., a NEOMED researcher who also practices at Akron Children's Hospital, who was one of five to receive the NIH Director's Early Independence Award. Dr. Seese is an amazing researcher and a top talent in the nation; the University is lucky to have him here and he will make a big impact on research, will be a great mentor to students, and will unite Akron Children's Hospital.

The College of Dentistry is moving forward according to timeline projections. The HLC visit is in two weeks and CODA will have the big visit in April. The University is excited about where this is going and hoping to get full accreditation by summer to begin recruiting for Fall 2025.

The Portage County Commissioners signed off on a Joint Economic Development District (JEDD) between the City of Ravenna and the Rootstown Trustees. The JEDD was passed outside of voters and some employees will be affected with tax. The JEDD should help improve infrastructure and NEOMED has a board seat to provide input.

Dr. Langell concluded his report by recognizing NEOMED Clinical Services, which includes NEOMED Health Care, NEOvations Pharmacy Services, and NEOMED Wellness. NEOMED

Healthcare opened its doors 18 months ago to serve the community through primary care and continues to grow with an average of 333 patient visits per month and increasing revenue.

NEOvations Pharmacy Services started small and is now running high margins; it is ranked #1 nationally by Outcomes for Medication Therapy Management. The University is excited about what the program has accomplished and what the future brings.

After Dr. Langell's report, David Vitatoc, Senior Director of Alumni Relations, was introduced to showcase NEOMED Connect, a new online database for student mentoring. NEOMED Connect is a tool for students to unlock doors to experiences, advice, and opportunities tailored to their unique path. Mr. Vitatoc realized the need to connect students with resources and developed the program. Mr. Vitatoc answered questions from trustees and said there are clear expectations on both sides of the program, as well as training on features. The program is scheduled to launch in January.

Dr. Langell then introduced Ms. Lacey Madison, M.B.A., M.Ed., L.S.S.B.B., Vice President for Strategy and Transformation, to report on Northeast Ohio Medical University's Strategic Plan.

Ms. Madison said NEOMED is creating transformative leaders to improve health through education, discovery, and service. Evaluation of the strategic initiatives and action plans submitted led to the identification of 11 high-priority areas that would navigate the work necessary to meet the University's mission. The strategic plan progress is above target at 66 percent on all action plans and over 100 users are utilizing the platform.

Exceptional Student Experience continues to be focused on evaluating students' perception of quality metrics related to value, satisfaction, loyalty, quality, and growth. The Master Space Plan has resulted in upgrades to campus growth including learning environments, the addition of the Innovation space and College of Dentistry, and campus renovation to come with more outdoor and recreational spaces.

The Strategic Communication Plan and Brand Identity shows NEOMED's rankings among medical schools by U.S. News & World Report in multiple categories and marketing campaigns launched by the University Enrollment Council for growth and new program development.

DEI hiring and enrollment have seen growth in numbers and strategies for hiring are being implemented to increase diversity within the candidate pools for faculty and staff. NEOMED focuses on enhanced strategic partnerships with Bounce Innovation Hub and the extended affiliation agreement with University Hospitals. The University continues to strive for lean

expansion and operational excellence to maintain 50 percent of the workforce being Lean Six Sigma trained to build a culture of LEAN operations; Faculty Development and Enrichment is centralized under the Office of the Provost with the Center for Teaching Excellence and provides leadership and support for faculty development, promote effective student learning outcomes, and creating a supportive faculty mentoring network. Faculty and staff compensation has been addressed and integrated into the Zero Based Budget process.

Dr. Langell thanked Lacey for her presentation and welcomed student trustees Omer Ashruf and Olivia Safady to share the student report. They began by recognizing individuals who go above and beyond to make a positive impact on students.

They recognized Dr. Rupesh Raina, Associate Professor of Internal Medicine and M4 Curriculum Dean, for his mentoring and accessibility and Dr. Corrie Stofcho, Assistant Dean of Student Affairs and Clinical Associate Professor of Pediatrics for her dedication to helping students.

Next, Olivia and Omer discussed the University's image, locally and nationally, and said student research and development are important aspects of the University's mission. They highlighted the 4th Annual NEOMED Student Research Symposium that took place on November 17. The symposium was organized by the NEOMED Committee for Student Clinical Research and showcased 117 posters and 16 oral presentations with representation from all colleges. It is a great initiative and creates an outlet for students to present their hard work. Omer said the opportunity to present through research is critical as it serves as a metric used by residency programs for placement and climbing the academic ladder.

The trustees ended their presentation with current and future initiatives. Goals are to continue to seek feedback from students, especially those involved in organizing the student research symposium, collect and share data on student rates of publications and research involvement, continue to strengthen connections with partner institutions, and encourage collaborative projects with NEOMED faculty and students.

## **8. Old Business**

### DISCUSS

Trustee Timken asked if there was any feedback related to DEI and Dr. Langell replied there is nothing to report. Trustee Considine then inquired about cybersecurity. Mary said a report will be presented at the Board meeting in March on what the University is doing and what tools are in place to circumvent threats.

## **9. New Business**



## DISCUSS

Trustee Chesnes shared her insights from attending the Chancellor's meeting in October.

## 10. Adjournment

### ADJOURN

There being no further business, Chair Beach reminded trustees that the next Board meeting is scheduled for Thursday, March 7, 2024 and will include a retreat. Chair Beach called for a motion to adjourn the meeting. No one opposed. The motion was carried unanimously by roll call vote. The meeting adjourned at 2:07 p.m.

Motion moved by Trustee Considine and motion seconded by Trustee Timken.

**For a fully executed version of the minutes,  
please contact the Board office at 330.325.6864**