



Northeast Ohio

MEDICAL UNIVERSITY

Board of Trustees

Northeast Ohio Medical University
Signet Executive Board Room
June 9, 2022

Trustees Present:

Richard B. McQueen, Chair
E. Douglas Beach, Ph.D.
Paul R. Bishop, J.D. (Trustee Emeritus)
Robert J. Klonk
Sharlene Ramos Chesnes
William H. Considine, M.H.S.A.
Sanjay K.A. Jinka
Joshua L. Tidd
Ward J. "Tim" Timken Jr., M.B.A.
John T. Langell, M.D., Ph.D., M.P.H., M.B.A., Ex Officio

Remote Participation:

Darrell L. McNair, M.B.A.
Phillip L. Trueblood, Vice Chair

Trustees Absent:

Susan Tave Zelman, Ph.D.

NEOMED Personnel Present:

Samantha A. Bliss
Andre L. Burton, J.D.
Roderick L. Ingram Sr., M.B.A.
Richard J. Kasmer, Pharm.D., J.D.
Amy Lee, M.D., M.P.H., M.B.A.
Nancy M. Mikos
Eugene M. Mowad, M.D.
Michelle M. Mulhern, M.P.A.
Clayton R. O'Neal, M.S.
Maria R. Schimer, M.P.H., J.D.
Steven P. Schmidt, Ph.D.
John J. Stilliana, M.A.
Mary Taylor, M.Tax., CPA

Others Present:

Deborah A. Okey, J.D.
Kali A. Williams

1. Call to Order, Roll Call and Approval of the Minutes
Richard B. McQueen, Chair

**CALL TO ORDER
AND ROLL CALL**

Chair McQueen called the meeting to order at 12:24 p.m. Ms. Mulhern, Secretary, called the roll and noted that a quorum was present.

Request for Recusal

**REQUEST FOR
RECUSAL**

Chair McQueen 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 March 17, 2022, Meeting

**APPROVAL OF THE
MARCH 17, 2022
MINUTES**

Chair McQueen noted that all Trustees had received copies of the minutes from the full Board meeting on March 17, 2022. He asked if there were any additions, deletions, or corrections. There being none, Chair McQueen called for a motion to approve the minutes of the March 17, 2022, meeting. Trustee Chesnes moved approval. Trustee Beach seconded the motion. The motion carried unanimously by voice vote.

2. Report of the President
John T. Langell, M.D., Ph.D., M.P.H., M.B.A., FACS

**REPORT OF THE
PRESIDENT**

Dr. Langell began by stating it is impossible to cover everything in one report, but the updates shared are important. The University was fortunate enough to have an in-person Commencement ceremony for 268 graduates in May, the first in-person ceremony in three years.

Dr. Langell continued by sharing there have been several senior leadership changes within the University. He noted his appreciation to Lindsey Loftus for serving as interim Vice President for Advancement for almost a year. Ms. Doreen Knapp Riley will begin this role on June 21, 2022. Ms. Riley, formerly with John Carroll University, brings a wealth of experience and is fully supported by the Advancement team. The University is excited about what Ms. Riley and her team will accomplish in the near future.

Although the University community is celebrating later, Dr. Langell personally thanked Dr. Steven Schmidt for being a part of the NEOMED for 42 years. Under Dr. Schmidt's tenure, the College of Graduate Studies (COGS) as well as research at the University have grown substantially. Dr. Julie Aultman will serve as the Interim Dean of the College of Graduate Studies and is excited about the opportunity.

The University is conducting searches for a Dean of the College of Medicine and a Vice President for Research. The University has enlisted the services of WittKieffer for the Dean of Medicine position while the search for the Vice President for Research will be completed in-house. It is the hope that the vice president position will be filled relatively soon with the selected candidate joining the University this fall.

He then shared the University will be undergoing an accreditation review by the Higher Learning Commission (HLC) in September. This happens on a 10-year basis. The University has been working diligently in preparing for this over the past year. Dr. Langell confirmed NEOMED is in very good shape.

Dr. Langell continued by stating faculty compensation was of concern when he first arrived and there was a need to address this due to discrepancies across the board. The University created a Faculty-Empowerment Compensation Plan where faculty have the ability to opt-in. The pilot, available to assistant and associate professors, began within the College of Medicine. The plan is based on performance, rank, time in rank and other factors. The goal would place faculty at the 50th percentile based on the Association of American Medical Colleges (AAMC) data.

The first year for the compensation plan went well with 14 eligible faculty members participating. Previously, the average associate professor was at the 27th percentile and the new plan increased this to approximately the 40th percentile. It is now available to the whole University. Each faculty member has their own calculator and can compute their information to see what their results are. The process is a different way to address compensation and is based on national benchmarks. This has taken negotiating off the table and is more consistent.

Diversity, equity, and inclusion are important to address when the Board meets. The University is focused on ways to increase diversity within incoming classes. As of June 9, the College of Medicine is anticipating 23 percent of incoming students will be underrepresented minorities. The College of Pharmacy had previously experienced approximately 16 percent but predicts this will increase over the next few years. According to the U.S. News and World Report, NEOMED ranks 85th for diversity within medical schools throughout the country. The University continues to do great things and is being recognized by this national organization.

Once again, the Student-Run Free Clinic was recognized by the National Association of Free and Charitable Clinics (NAFC) and received the gold rating for quality.

NEOvations, which started a year ago, provides opportunities for NEOMED's students as well as those from other local universities to create solutions to medical needs. Seven teams presented during the first year and it is anticipated there will be more than 20 teams participating in its second year. The opportunity is teaching students how to be transformational leaders and work collaboratively.

NEOMED has a new affiliation agreement with University Hospitals (UH) and the announcement will be made later that day. UH will provide funds to create new programs. The collaboration is wonderful opportunity for both UH and the University. Dr. Langell thanked Attorney Schimer for all of her hard work and Trustee Klonk for the introductions. Trustee Chesnes congratulated NEOMED on this accomplishment.

Dr. Langell then introduced Dr. Bernhard Fassel to give an update on Global Health.

Dr. Fassel thanked Dr. Langell and the Board for the opportunity to discuss Global Health. He began his presentation by stating that as a country and medical community, there is much to be learned from low-income environments when it comes to innovation. If done correctly, NEOMED can develop long-term relationships with these countries. There are barriers for individuals in the U.S. and across the world. What NEOMED does not want to do is create a charitable-type mission like most structures tend to do in this space. The solution is not charity, it is to provide solutions. Frugal innovation is critical for the global health program to work. The University's global innovation strategy is to develop medical devices, health service delivery, education partnerships, research and more.

Innovators both here and abroad work together to deploy medical devices and strategies to assist with problems across the world. In Nepal, there is a focus on health systems improvement research. The innovation center focuses on frugal innovation, an example being an infant warmer.

Dr. Fassel stated that all of this work already being done impacts NEOMED. There are four areas the University can be active in which are education, innovation, clinical collaboration, and academic collaboration. Topics under review include global bench-to-bedside programs, four-week mentoring programs, and more. Trustee Klonk asked if this was a recruiting opportunity for NEOMED. Dr. Fassel confirmed ideally it would assist with recruiting. Trustee Beach inquired if there a path for recent graduates who are interested in the program. Dr. Fassel said this was his goal and he hopes to begin working on opportunities for this specific group of people.

Dr. Langell thanked Dr. Fassel and introduced Joshua Tidd and Sanjay Jinka who presented the Student Trustee report.

Trustee Jinka started by recognizing Drs. Stofcho and Raina for being instrumental for the students across campus. Both individuals are relatively new to the University but have impacted students in many ways. Trustee Jinka added that Drs. Stofcho and Raina will be receiving a personal letter from Trustee Tidd and himself thanking them for all of their leadership and assistance.

Trustee Jinka continued by sharing student feedback is important and something students want to focus on. Trustee Tidd stated one of the big topics of discussion has been campus safety. There is an overwhelming feeling of safety here on campus but there is a request to better understand what safety looks like on this campus. Off campus, Trustee Tidd noted not all of NEOMED's clinical partners include free parking and escort services for students.

NEOMED Police Chief Kali Williams responded to Trustees Jinka and Tidd. Ms. Williams stated she is happy to hear students feel safe on campus. ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training is required for new students and staff to go through. Another important piece to note is police training. Ms. Williams stated that in the instance of an active shooter, the first officer on the scene is sent into the building or scene to try and subdue the shooter. The NEOMED Police Department does not hesitate or wait in these situations. Also, the department does multiple range trainings a year and live active shooter drills. The department is constantly training. As an additional security measure, most of campus is locked at all times given key badges are required for entry. Trustee Chesnes suggested there may be a need to

GLOBAL HEALTH UPDATE

STUDENT TRUSTEE UPDATE

have a refresher when it comes to training for NEOMED students.

Ms. Williams added there was a situation in April where a student posted a threat against the University on social media. The threat was brought to the department's attention by the FBI. Based on details in the threat, it was not deemed an imminent threat. There was also background information on the student. The student was found and taken into custody. She noted it only took 33 minutes from the time of the threat to placing the individual in custody.

Trustee Klunk inquired how the University ensure students are not carrying weapons. Ms. Williams responded this is an unknown. However, the University always encourage students to say something if they see something.

Trustee Jinka continued the presentation and discussed research opportunities and software for students. Trustee Jinka stated research is increasingly a predictor of success in the match, and students would appreciate access to software to support their research. Dr. Schmidt said the University has had more interest over the past year when it comes to students wanting to participate in research. He added this makes sense as students begin to explore their interests and opportunities.

Trustee Tidd then spoke to an additional topic which is the accessibility of food on campus. Students would like access to healthy food options. Dining closes at 4 p.m. and there are limited options. This remains a concern for students. Ms. Taylor noted the University is looking closely at this issue and is well aware of the ongoing concern. The University recognizes there needs to be longer hours. There are interesting ideas and options under consideration.

With no more questions or comments, Dr. Langell stated that concluded the President's report. Chair McQueen thanked Dr. Langell, Dr. Fassl and the Student Trustees for their reports.

3. Executive Session

Chair McQueen called for an Executive Session for the purpose of discussing legal matters at 1:40 p.m. Trustee Chesnes moved the motion while Trustee Klunk seconded the motion. Secretary Mulhern called the roll and the motion passed unanimously.

At 3:09 pm. Chair McQueen moved to reconvene the Board meeting. He stated that during the Executive Session, employee compensation was discussed.

Chair McQueen moved that the Board approve an increase in compensation for the President in accordance with instructions given to General Counsel. Trustee Chesnes seconded the motion. No one opposed. The motion was approved unanimously by voice vote.

Chair McQueen asked General Counsel to draft an amendment for signature by the Board Chair and President.

4. Report of the Institutional Advancement Committee Darrell L. McNair, M.B.A.

- 4.3.** The report on Institutional Advancement was given at the committee meeting. A Blue Fund update and comprehensive fundraising summary were provided at the Institutional Advancement Committee meeting.

EXECUTIVE SESSION

REPORT OF THE COMMITTEE CHAIR

UPDATE ON FUNDRAISING GOALS, FOUNDATION ENDOWMENT, BLUE FUND MAJOR GIFTS AND WHAT IS ON THE HORIZON

<p>5. Report of the Academic and Scientific Affairs Committee E. Douglas Beach, Ph.D.</p>	<p>REPORT OF THE COMMITTEE CHAIR</p>
<p>The report on Academic and Scientific Affairs was given at the committee meeting.</p>	
<p>5.2. The recommendation to approve academic personnel actions (R2022-19) was approved under consent agenda.</p>	<p>ACADEMIC PERSONNEL ACTIONS APPROVED (R2022-19)</p>
<p>5.3. The recommendation to approve nontenure-track faculty appointments (R2022-20) was approved under consent agenda.</p>	<p>NONTENURE-TRACK APPOINTMENTS APPROVED (R2021-20)</p>
<p>5.4. The recommendation to approve the appointment of Elisabeth H. Young, M.D., as Professor Emeritus of Internal Medicine (R2022-21) was approved under consent agenda.</p>	<p>APPOINTMENT OF ELISABETH H. YOUNG, M.D., AS PROFESSOR EMERITUS OF INTERNAL MEDICINE APPROVED (R2022-21)</p>
<p>5.5. The recommendation to Approve the Northeast Ohio Medical University 2022 Campus Completion Plan (R2022-22) was approved under consent agenda.</p>	<p>NORTHEAST OHIO MEDICAL UNIVERSITY 2022 CAMPUS COMPLETION PLAN APPROVED (R2022-22)</p>
<p>5.6. Higher Learning Commission (HLC) Update</p>	<p>REPORT ON THE HIGHER LEARNING COMMISSION</p>
<p>Dr. Richard Kasmer presented an update of the Higher Learning Commission process during the Academic and Scientific Affairs Committee meeting.</p>	
<p>5.7. Exceptional Student Experience (ESE) Update</p>	<p>REPORT ON THE EXCEPTIONAL STUDENT EXPERIENCE</p>
<p>Dr. Sandra Emerick and Dr. Sebastian Diaz presented an update on the Exceptional Student Experience process during the Academic and Scientific Affairs Committee morning meeting.</p>	
<p>5.8. Report on Research and Sponsored Programs</p>	<p>REPORT ON RESEARCH AND SPONSORED PROGRAMS</p>
<p>The report on research and sponsored programs was highlighted during the Academic and Scientific Affairs Committee meeting.</p>	
<p>6. Report of the Finance, Fiscal Policy, and Investment Committee Phillip L. Trueblood</p>	<p>REPORT OF THE COMMITTEE CHAIR</p>
<p>The report on Finance, Fiscal Policy and Investments was given at the committee meeting.</p>	
<p>6.2. The recommendation to approve hourly personnel actions (R2022-23) was approved under consent agenda.</p>	<p>HOURLY PERSONNEL ACTIONS APPROVED (R2022-23)</p>
<p>6.3. The recommendation to approve administrative personnel actions (R2022-24) was approved under consent agenda.</p>	<p>ADMINISTRATIVE PERSONNEL ACTIONS APPROVED (R2022-24)</p>

6.4. The recommendation to approve Fiscal Year 2023 operating budget (R2022-25) was approved under consent agenda.	FISCAL YEAR 2023 OPERATING BUDGET APPROVED (R2022-25)
6.5. The report on revenue and expenditures, budget to actual comparison was given during the Finance, Fiscal Policy, and Investment Committee meeting.	REVENUE AND EXPENDITURE, BUDGET TO ACTUAL COMPARISON
6.6. The report on operating cash and endowment funds, investment was given during the Finance, Fiscal Policy, and Investment Committee meeting.	OPERATING CASH AND ENDOWMENT FUNDS, INVESTMENT REPORT
6.7. The report on asset allocation was given during the Finance, Fiscal Policy, and Investment Committee meeting.	ASSET ALLOCATION REPORT
6.8. The report on market value was given during the Finance, Fiscal Policy, and Investment Committee meeting.	MARKET VALUE
6.9. The report on the rate of return was given during the Finance, Fiscal Policy, and Investment Committee meeting.	RATE OF RETURN
6.10. The report on Standard & Poor's (S&P) Annual Surveillance results was given during the Finance, Fiscal Policy, and Investment Committee meeting.	STANDARD & POOR'S (S&P) ANNUAL SURVEILLANCE RESULTS
6.11. An update on the 2022 General Receipts Bond Issuance was given during the Finance, Fiscal Policy, and Investment Committee meeting.	2022 GENERAL RECEIPTS BOND ISSUANCE
6.12. The Key Performance Indicators were not discussed during the Finance, Fiscal Policy, and Investment Committee meeting.	KEY PERFORMANCE INDICATORS
Chair McQueen stated that all committee reports, and action items have been reviewed and called for a motion to approve a consent agenda items 4.2 through 6.12. This includes Resolutions 2022-19 through R2022-25. Trustee Chesnes moved approval. Trustee Considine seconded the motion. No one opposed. The motion was carried unanimously by voice vote.	CONSENT AGENDA APPROVED (R2022- 19 THROUGH R2022- 25)
7. Old Business No old business was discussed.	OLD BUSINESS
8. New Business	NEW BUSINESS
8.1. Recommendation to approve a resolution of appreciation to Joshua L. Tidd (R2022-26) Trustee Beach moved approval of Resolution 2022-26 as presented. Trustee Klonk seconded the motion. No one opposed. The motion was approved unanimously by voice vote.	APPRECIATION TO JOSHUA L. TIDD APPROVED (R2022-26)
8.2. Recommendation to approve a resolution of appreciation to Steven P. Schmidt, Ph.D. (R2022-27) Trustee Chesnes moved approval of Resolution 2022-27 as presented. Trustee Klonk seconded the motion. No one opposed. The motion was approved unanimously by voice vote.	APPRECIATION TO STEVEN P. SCHMIDT, PH.D., APPROVED (R2022-27)

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| <p>8.3. Presentation of President’s Staff Excellence in Continuous Improvement Award to Samantha A. Bliss</p> <p>Dr. Langell presented the President’s Staff Excellence in Continuous Improvement Award to Samantha A. Bliss, Strategic Initiatives Manager</p> | <p>PRESIDENT’S STAFF EXCELLENCE IN CONTINUOUS IMPROVEMENT AWARD TO SAMANTHA A. BLISS</p> |
| <p>8.4. Presentation of Presidential Excellence in Teaching Award – Rootstown-based Faculty to Amy F. Lee, M.D., M.P.H., M.B.A.</p> <p>Dr. Langell presented the President’s Excellence in Teaching Award – Rootstown-based Faculty Award to Amy F. Lee, M.D., M.P.H., M.B.A.</p> | <p>PRESIDENTIAL EXCELLENCE IN TEACHING AWARD – ROOTSTOWN-BASED FACULTY TO AMY F. LEE, M.D., M.P.H., M.B.A.</p> |
| <p>8.5. Presentation of Presidential Excellence in Teaching Award – Clinical Faculty to J. Alex Heintzelman, M.D.</p> <p>Dr. Heintzelman was not in attendance for the presentation. Dr. Langell will present his award at a future Board meeting.</p> | <p>PRESIDENTIAL EXCELLENCE IN TEACHING AWARD – CLINICAL FACULTY TO J. ALEX HEINTZELMAN, M.D.</p> |
| <p>9. Executive Session</p> <p>There was no need for an Executive Session</p> | <p>EXECUTIVE SESSION</p> |
| <p>10. Adjournment</p> <p>There being no further business, Chair McQueen called for a motion to adjourn the meeting at 4:12 p.m. Trustee Beach moved the approval. Trustee Klunk seconded the motion. No one opposed. The motion was carried unanimously by voice vote.</p> | <p>MOTION TO ADJOURN</p> |

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