



Northeast Ohio

MEDICAL UNIVERSITY

Board of Trustees

Signet Executive Board Room

June 5, 2019

Trustees Present:

Robert J. Klonk, Chair
Paul R. Bishop, J.D., Vice Chair
E. Douglas Beach, Ph.D.
Sharlene Ramos Chesnes
Joseph R. Halter Jr.
David J. Johnson
Chander M. Kohli, M.D.
Richard B. McQueen
Phillip L. Trueblood
Susan Tave Zelman, Ph.D.
Jay A. Gershen, D.D.S., Ph.D., Ex Officio

Trustees Absent:

Carl A. Allamby

NEOMED Personnel Present:

Daniel S. Blain, M.A., M.S.W.
Andre L. Burton, J.D.
Christine R. Curry, M.A.
Roderick L. Ingram Sr., M.B.A.
Richard J. Kasmer, Pharm.D., J.D.
Michelle M. Mulhern, M.P.A.
Lisa E. Noland
Maria R. Schimer, M.P.H., J.D.
Steven P. Schmidt, Ph.D.
John J. Stilliana, M.A.
John R. Wray, J.D.
Elisabeth H. Young, M.D.

Others Present:

Jiashin Wu, Ph.D.

1. **Call to Order, Roll Call, and Approval of the Minutes** **Robert J. Klonk, Chair**

CALL TO ORDER AND ROLL CALL

Chair Klonk called the meeting to order at 12:00 p.m.

Ms. Mulhern, Secretary, called the roll and noted that a quorum was present.

Request for Recusal

REQUEST FOR RECUSAL

Chair Klonk 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**

MOTION TO APPROVE MINUTES (M2019-06)

Chair Klonk noted that all Trustees had received copies of the minutes from the full Board meeting on February 28, 2019. He asked if there were any additions, deletions or corrections. There being none, Chair Klonk called for a motion to approve the minutes of the February 28, 2019, meeting. Trustee Tave Zelman moved approval. Trustee Kohli seconded the motion. The motion carried unanimously by voice vote.

1.2 **Executive Session**

EXECUTIVE SESSION (M2019-07)

Trustee Chesnes moved to go into Executive Session to discuss compensation of an employee at 12:04 p.m. Trustee Bishop seconded the motion. Secretary Mulhern called the roll and the motion passed unanimously.

At 12:39 p.m. Chair Klonk moved to reconvene the Board meeting. He stated that during the Executive Session, personnel compensation was discussed and no actions were taken.

2. **Report of the President**
Jay A. Gershen, D.D.S., Ph.D.

**REPORT OF THE
PRESIDENT**

President Gershen informed the Trustees that the Key Performance Indicators were available within the Resource Center section of the Board Book. He stated that several updates occurred since February 28, 2019, including tuition increases which were discussed at the last Board meeting, the Senate Bill 6 Financial Ratios and growth in University Investments which will be addressed in the Finance, Fiscal Policy and Investment Committee.

President Gershen reported that he, along with the presidents of Kent State University and The University of Akron met with the City of Akron's Mayor and the Summit County Executive to discuss the implementation of regional growth strategies.

President Gershen congratulated Dr. Young on the successful facilitation of the recent LCME site visit. He further noted that a letter indicating the findings is anticipated sometime this month.

He also commended John Stilliana for coordinating several meetings with legislators at the Inter-University Council Day at the Statehouse. Four NEOMED students representing both the Colleges of Medicine and Pharmacy also attended the meetings.

President Gershen congratulated Rod Ingram and the Office of Marketing and Communication for several awards that will be presented with regard to NEOMED's *Ignite* magazine at the Press Club of Cleveland Excellence in Journalism Awards on June 7, 2019.

President Gershen reported that NEOMED will receive the Best in Class Award for Senior Management Diversity during the Greater Cleveland Partnership's Annual Meeting on June 10, 2019. Chair Klonek informed the Trustees that NEOMED is one of three award winners; the others being Key Bank and the City of Cleveland.

Increase Pharmacy Class Size and Total Enrollment

Richard J. Kasmer, Pharm.D., J.D.

Vice President for Academic Affairs and Dean, College of Pharmacy

Dr. Kasmer shared the College of Pharmacy's plan to potentially grow enrollment from 300 to 400 students within the next four to six years, with 25 students to be added each year. He explained that the increase in enrollment is projected to generate revenue to the University of approximately \$5,000,000.

Dr. Kasmer noted that this is a good time to begin increasing enrollment because NEOMED has created a high-quality academic pedigree. In addition, the non-resident surcharge has been lowered, allowing the potential to attract more out-of-state students.

Dr. Kasmer stated that to attain this goal, resources will be needed in the form of research scientists, practice-based faculty, and staff among others. The cost of these resources is approximately \$2,500,000, and Dr. Kasmer is requesting a milestone approach to receiving the funds. Should the goal of admitting an additional 25 students be met, the College of Pharmacy would receive a stipend to accommodate the increase in class size.

Board Chair Klonek asked if start-up funds would be required before admitting the additional 25 students. Dr. Kasmer responded that this would not be necessary at this time.

Trustee Bishop inquired about the applicant pool size. Dr. Kasmer stated the average range is between 450-500 applicants annually.

Trustee Kohli asked if state funds will be of assistance in securing resources for increased enrollment. Dr. Kasmer shared that there will be more competition among Ohio pharmacy schools for State Share of Instruction (SSI) funds due to increased enrollment at other pharmacy schools.

Trustee Ramos Chesnes expressed concern regarding the larger class size and outgrowing the facilities. Dr. Kasmer shared that the current labs and other facilities can accommodate up to 100 students.

Dr. Kasmer reported that in order to move forward with the effort to increase enrollment, he will need approval from College of Pharmacy faculty, support from the President and Board of Trustees, and an executed document that provides assurance of payments. He further stated the faculty have met and discussed the proposal and he is awaiting their decision.

President Gershen thanked Dr. Kasmer and commended him on an excellent presentation. He further stated that the University has carry-forward funds and reserves that could be invested in revenue-generating initiatives such as this.

Increase Retention of Students

James F. Barrett, B.S.E.

Senior Executive Director of Strategic Enrollment Initiatives

President Gershen introduced Mr. Barrett to provide an update on the increase retention of students.

Mr. Barret provided information on ways that his team is addressing NEOMED growth through student retention. He explained that they have been able to track and assess student success by looking at variables such as student GPA, grades in certain courses, and standardized test scores. This information will allow them to identify students who are at risk academically and the opportunity for assistance through academic, financial, and social support. These students will be provided with a prescriptive support plan focusing on Board exam preparation. Financial support will include having market-based surcharges and working to offer scholarships through the Medallion Scholars Program.

Mr. Barrett stated that the Division of Academic Affairs has been reorganized so that staff have distinct roles and there is no overlap of responsibilities. The main focus of Academic Affairs is the recruitment and retention of students.

Trustee Kohli asked if NEOMED recruits second-year students to back-fill the seats of non-returning students. Mr. Barrett stated that the College of Medicine currently fills those seats through advanced standing admissions. He further stated that with the new curriculum there is an opportunity to do the same for the College of Pharmacy.

Dr. Tave Zelman asked Mr. Barrett if he has explored using new technology and apps to help guide student success. He reported that a current NEOMED staff member worked with Starfish technology at his prior place of employment to aid with student retention. Though we have not implemented such a program at NEOMED, the knowledge is there should we decide to use the technology.

Mr. Johnson asked if Mr. Barrett could elaborate on the main reasons that students drop out after the first year. Mr. Barrett explained that though there are several factors to consider, he has found very strong correlations with medical student MCAT scores and whether or not a student took anatomy and physiology as an undergraduate student. In addition, data show that if a student passes Human Anatomy with a 70% or higher, it is likely that he/she will pass the Step 1 exam.

Dr. Gershen thanked Mr. Barrett for the update and reiterated the importance of recruiting and retaining both medicine and pharmacy students.

Increase Blue Fund, Other Unrestricted Contributions, and Scholarship Funds

Daniel S. Blain, M.A., M.S.W.

Vice President for Advancement and President, NEOMED Foundation

Vice President Blain shared an update on the **Shine On** campaign that concluded in September 2018. He reported that the final campaign total was just over \$44,000,000; 10 percent over the campaign goal. Mr. Blain briefly shared several new gifts from prior donors, alumni, parents of alumni, and the community.

Mr. Blain reported that the NEOMED Foundation approved a new five-year strategic plan with priorities focusing on increasing annual giving through the Blue Fund and other unrestricted resources, in addition to developing and implementing a sustained planned giving initiative to ensure the future flow of dollars for key University needs.

Mr. Blain stated that future goals for the Blue Fund campaign include increasing annual giving from under \$400,000 to \$600,000 by July 2021 and increasing the number of annual donors 25% over baseline by July 2021. Mr. Blain acknowledged 100% contribution to the Blue Fund from the Board of Trustees, including student representatives. He thanked the Trustees and expressed his gratitude for their contributions.

Mr. Blain shared an update on the Medallion Scholars Scholarship fund. He stated that the program is being funded in part by money raised at two University galas. He reported that the fund received its first scholarship commitment of a \$110,000 from an alumnus. It is expected that Medallion Scholars funds will grow from \$400,000 to over \$1,000,000 annually in the next two years.

Trustee Ramos Chesnes asked in what areas Advancement is having the most difficulties. Mr. Blain stated that the most challenging aspect of Advancement is obtaining donations from alumni.

Mr. Blain expressed gratitude to Dr. Gershen for his support with fundraising efforts and stated that the success of the **Shine On** campaign was a tribute to his leadership.

Chair Klunk moved that the Board function as a Committee of the Whole. Trustee McQueen seconded the motion. The motion carried unanimously by voice vote.

3. Report of the Institutional Advancement Committee Joseph R. Halter Jr.

The report on institutional advancement was given at the committee meeting.

3.2. The comprehensive fundraising update was given at the Institutional Advancement Committee meeting.

**COMMITTEE OF THE
WHOLE
(M2019-08)**

**REPORT OF THE
COMMITTEE CHAIR**

**COMPREHENSIVE
FUNDRAISING UPDATE**

The update on the Blue Fund was given at the Institutional Advancement Committee meeting.

**4. Report of the Academic and Scientific Affairs Committee
Richard B. McQueen**

**REPORT OF THE
COMMITTEE CHAIR**

The report on academic and scientific affairs was given at the committee meeting.

4.2. The recommendation to approve academic personnel actions (R2019-15) was approved under consent agenda.

**ACADEMIC PERSONNEL
ACTIONS APPROVED
(R2019-15)**

4.3. The recommendation to approve nontenure-track faculty appointments (R2019-16) was approved under consent agenda.

**NONTENURE-TRACK
APPOINTMENTS
APPROVED (R2019-16)**

4.4. The recommendation to approve nontenure-track faculty reappointments (R2019-17) was approved under consent agenda.

**NONTENURE-TRACK
REAPPOINTMENTS
APPROVED (R2019-17)**

4.5. Report on Research and Sponsored Programs and Academic Programs

**REPORT ON RESEARCH
AND SPONSORED
PROGRAMS**

The report on research and sponsored programs was reviewed during the Academic and Scientific Affairs Committee meeting.

**5. Report of the Finance, Fiscal Policy and Investment Committee
Sharlene Ramos Chesnes**

**REPORT OF THE
COMMITTEE CHAIR**

The report on finance, fiscal policy and investments was given at the committee meeting.

5.2. The recommendation to approve classified personnel actions (R2019-18) was approved under consent agenda.

**CLASSIFIED PERSONNEL
ACTIONS APPROVED
(R2019-18)**

5.3. The recommendation to approve administrative personnel actions (R2019-19) was approved under consent agenda.

**ADMINISTRATIVE
PERSONNEL ACTIONS
APPROVED (R2019-19)**

5.4. The recommendation to approve the fiscal year 2020 operating budget (R2019-20) was approved under consent agenda.

**OPERATING BUDGET
APPROVED (R2019-20)**

5.5. The recommendation to approve Authorization of the Engagement of Employee Retirement Plan Providers and the Creation of a Retirement Investment Advisory Committee (R2019-21) was approved under consent agenda.

**EMPLOYEE RETIREMENT
PLAN PROVIDERS AND
THE CREATION OF A
RETIREMENT
INVESTMENT ADVISORY
COMMITTEE APPROVED
(R2019-21)**

5.6. The report on revenue and expenditures and budget to actual comparison was given during the Finance, Fiscal Policy and Investment Committee meeting.

**REPORT ON
EXPENDITURES/BUDGET**

5.7. The report on operating cash, endowment funds, and investment report was given during the Finance, Fiscal Policy and Investment Committee meeting.

**REPORT ON
INVESTMENTS**

5.8. The report on the Voluntary Separation Program was given during the Finance, Fiscal Policy and Investment Committee meeting.

**REPORT ON VOLUNTARY
SEPARATION PROGRAM**

The Key Performance Indicators were highlighted under President

KEY PERFORMANCE

Gershen's report.

Chair Klonek stated that all committee reports had been reviewed and called for a motion to approve a consent agenda on agenda items 4.2. through 5.5. Trustee Kohli moved approval. Trustee McQueen seconded the motion. No one opposed. The motion carried unanimously by voice vote.

6. Old Business

No old business was discussed.

7. New Business

7.1. Secretary Mulhern presented a resolution of appreciation to Carl A. Allamby, M.D.

Trustee Bishop moved approval of Resolution 2019-22 as presented. Trustee Kohli seconded the motion. No one opposed. The motion was approved unanimously by voice vote.

7.2. Secretary Mulhern presented Emeritus Status to Jay A. Gershen, D.D.S., Ph.D., President, Northeast Ohio Medical University.

Trustee Bishop moved approval of Resolution 2019-23 as presented. Trustee Klonek seconded the motion. No one opposed. The motion was approved unanimously by voice vote

Adjournment

There being no further business, Trustee Chesnes moved to adjourn the meeting at 3:46 p.m. Trustee Bishop seconded the motion. No one opposed. The motion was carried unanimously by voice vote.

Respectfully submitted:

Michelle M. Mulhern
Secretary

Approved by:

Robert J. Klonek
Board Chair

INDICATORS

**CONSENT AGENDA
APPROVED (R2019-15
THROUGH R2019-21)**

OLD BUSINESS

NEW BUSINESS

**RESOLUTION OF
APPRECIATION FOR CARL
A. ALLAMBY, M.D. (R2019-
22)**

**EMERITUS STATUS TO
JAY A. GERSHEN, D.D.S.,
PH.D. (R2019-23)**

**MOTION TO ADJOURN
(M2019-08)**

For a fully executed version of the minutes, please contact the Board office at 330.325.6252.