



Board of Trustees Meeting Minutes

Tuesday, March 10, 2026 – 1:00 PM

Northeast Ohio Medical University – Cook Alumni Hall

Attendance

Present:

Trustees: Darrell L. McNair, M.B.A., Chair (Remote), William H. Considine, M.H.S.A., Vice Chair, Kathy Doseck, Heidi Gartland, Trinity A. Kronk, Karen Soehnen McQueen, J.D., Ed Roth, Guido Shero, J.D., Ward J. “Tim” Timken Jr., M.B.A., Phillip L. Trueblood, John T. Langell, M.D., Ph.D., M.P.H., FACS, Ex Officio

Others Present: Paul Bishop, J.D.

Absent: Susan Tave Zelman, Ph.D.

NEOMED Personnel: Julie M. Aultman, Ph.D., Marc Basson, M.D., Ph.D., M.B.A., Andrea Coard, Janet Coon, Forrest Faison III, M.D., Sc.D.(hon), FAAP, Rebecca German Ph.D., Nicole Kent-Strollo, Lacey A. Madison, M.B.A., M.Ed., LSSBB, Heather McColloch, Maria R. Schimer, J.D., M.P.H., Tonya Strong-Charles, Sophie Sureau, Mary Taylor, M. Tax., CPA, Sorin T. Teich, D.M.D., M.B.A., Katherine Tromp, Pharm.D.

1. Call to Order and Roll Call

William H. Considine, Vice Chair (Due to Chair McNair being remote)

Request for Recusal

Vice Chair Considine called the meeting to order at 12:49 PM. Secretary Coon called the roll and noted that a quorum was present. Vice Chair Considine 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 December 2, 2025, Meeting

APPROVAL

Vice Chair Considine noted that all Trustees had received copies of the minutes from the full Board meeting on December 2, 2025. He asked if there were any additions, deletions, or corrections. There being none, Vice Chair Considine called for a motion to approve the December 2, 2025 meeting minutes. Motion moved by Trustee Timken and seconded by Trustee Roth. Motion is approved unanimously by roll call vote.

2. Oath of Office

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

3. Executive Session

DISCUSS

Vice Chair Considine called for a motion to go into Executive Session to discuss legal matters. Motion moved by Trustee Trueblood and seconded by Trustee Roth. Ms. Coon took a Roll Call Vote.

Vice Chair Considine moved to reconvene the Board meeting and Trustee Timken seconded. Vice Chair Considine confirmed that during Executive Session, no action was taken. Vice Chair Considine then provided a summary of the Institutional Advancement Committee.

4. Report of the Institutional Advancement Committee

William H. Considine, M.H.S.A., Committee Chair

Committee Chair Considine confirmed the minutes of the December 2, 2025, meeting were approved and no resolutions were brought forward before the committee. Sophie Sureau, Vice President for Advancement and President of the NEOMED Foundation provided an overview of FY26 fundraising priorities, progress to date, and key initiatives aligned with NEOMED's strategic plan. Ms. Sureau shared the successful launch of NEOMED's first Virtual Engagement Officer and highlighted key fundraising campaigns including Giving Tuesday, Giving Week and Casino Night, scheduled for October 10, 2026. Vice Chair Considine then asked Committee Chair McQueen to share the Evaluation and Compensation Committee report.

5. Report of the Evaluation and Compensation Committee

Karen Soehrlen McQueen, J.D., Committee Chair

Committee Chair McQueen confirmed the minutes of the November 21, 2025 meeting were approved. The Committee met in November via Zoom and reviewed options for enhancing Dr. Langell's compensation package. Those options were brought to the Full Board for discussion and consideration in Executive Session at the December 2, 2025 Board Meeting. The Committee approved Resolution 2026-01 to amend the employment agreement of the President for consideration by the Full Board. Vice Chair Considine then shared the Academic and Scientific Affairs Committee report on behalf on Trustee Zelman who was not in attendance.

6. Report of the Academic and Scientific Affairs Committee

William H. Considine, M.H.S.A., Vice Chair

Vice Chair Considine confirmed the minutes of the December 2, 2025 meeting were approved and the committee reviewed and approved several resolutions including Graduates for the Class of 2026, academic personnel actions and nontenure-track faculty appointments, and Tenure or Promotion. Also addressed was the review and approval of the HB96 Curricular Approval Process, Academic Year 2027 Curricula and the Honorary Degree for Dr. Cliff Deveny. Dr. Basson shared the update for the College of Medicine and Dr. German provided an update on research. Vice

Chair Considine then asked Committee Chair Timken to share the Finance, Fiscal Policy and Investment Committee report.

7. Report of the Finance, Fiscal Policy and Investment Committee

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

Committee Chair Timken shared the December 2, 2025 committee meeting minutes were approved as well as three resolutions. The first resolution was for Hourly and Administrative Personnel and included 18 appointments, 11 changes and 10 separations. Ms. Taylor provided details related to Academic Year 2027 Student Fees, a resolution to approve capital expenditure exceeding \$500,00 for library renovations as part of the next phase of campus enhancements, and highlighted options for tuition to be discussed at the next committee meeting. These resolutions brought forward to the Committee for consideration were unanimously approved. Grant Guyuron and Claire Xu from Clearstead presented the financial portfolio which shows the University is good standing with no recommendations for changes.

Vice Chair Considine noted that all action items were reviewed and approved in their respective committees and a second is not required. The Consent Agenda includes Resolutions R2026-01 through R2026-11. Vice Chair Considine asked if any items required further discussion. There being none, the Consent Agenda was adopted.

Vice Chair Considine asked for a motion to approve the Consent Agenda. Motion moved by Trustee Timken and seconded by Trustee Trueblood. Motion is approved unanimously by roll call vote. Vice Chair Considine turned the meeting over to President Langell for his report.

8. Report of the President

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

INFORM

Dr. Langell shared highlights from the second half of the academic year, which began with a milestone event in February as 23 students received their white coats in the Certified Anesthesiologist Assistants (CAA) program—the largest incoming class in the program’s history. He also recognized six students who matched into military residencies, along with four students who secured early matches in the highly competitive specialties of urology and ophthalmology. He noted that one of the most anticipated traditions on campus is the annual Match Day ceremony, held this year on March 20, when students learn where they will begin their medical careers.

In addition, seven students and 30 faculty members were honored as 2026 UH-NEOMED Faculty and Student Scholars, recognized for their outstanding achievements and commitment to the shared core values of University Hospitals and Northeast Ohio Medical University. The fourth annual Healthcare Transformation IDEATOR event was held in February at Cleveland’s Midtown

Collaboration Center, bringing together NEOMED faculty, staff, and students with University Hospitals professionals for two days of collaborative work focused on the complex issue of environmental health. Dr. Langell expressed strong support for the initiative and hopes to expand it to a national platform.

Looking ahead, commencement is scheduled for Saturday, May 2, followed by the second annual Northeast Ohio Health Care Transformation Forum on May 8. The forum will be hosted on campus and will include participants from every major hospital system in Ohio, with Scott Becker, founder and publisher of Becker's Healthcare, serving as keynote speaker.

Dr. Langell also highlighted an exciting new partnership with The Christ Hospital Health Network and Miami University, which will welcome 26 third-year medical students in June 2026. Additionally, the new space at the Midtown Collaboration Center is expected to celebrate its grand opening in August, pending completion timelines.

He then discussed the NEOMED Exceptional Experience initiative and introduced the concept of the employee Net Promoter Score (eNPS). While this was the University's first eNPS survey, it establishes a baseline for future measurement. Conducted in February 2026, the survey assessed employee engagement and likelihood to recommend NEOMED as a workplace. A total of 235 employees participated, representing a 57 percent response rate, with the highest participation among employees with one to five years of service. Results showed a strong overall score, with more promoters than detractors, indicating generally positive employee sentiment and loyalty.

Survey feedback highlighted strengths in workplace culture, professional development opportunities, and work-life balance. Opportunities for improvement were also identified, particularly in compensation and benefits, which scored lower compared to benchmarks. Overall, the findings suggest that while the University has a strong foundation and positive story to tell, there are targeted areas to enhance the employee experience.

Finally, Dr. Langell noted continued growth in enrollment, with first-year academic enrollment increasing by an average of 11 percent annually—from 298 students in 2021 to 451 in 2025—demonstrating sustained momentum across programs. He emphasized that the University's future is bright, supported by its expanding statewide footprint as Ohio's Health and Sciences University. He also highlighted key strategic priorities, including partnership deliverables, the Executive Education Strategic Partnership, the Center of Artificial Intelligence and Digital Experience (AIDE), and ongoing digital expansion initiatives.

9. Report on the University Strategic Plan

Lacey A. Madison, M.B.A., M.Ed., LSSBB, Vice President for Strategy and Transformation

INFORM

Dr. Langell introduced Lacey Madison, Vice President for Strategy and Transformation, who presented an update on the University Strategic Plan and reviewed scorecards with the Board. The scorecards, to be provided prior to each meeting, offer a snapshot of key targets, KPIs, metrics, and overall institutional performance. Highlights reflect progress across the three pillars—Academics, Discovery, and Engagement & Operations—with overall strong performance. Notable achievements include continued enrollment growth, improved Net Promoter Score, strong student research participation exceeding goals, and research activity tracking at approximately 50–56 percent of annual targets.

Within Academics, all Colleges exceeded Ohio enrollment targets. The College of Graduate Studies and Bitonte College of Dentistry reported high student satisfaction and strong enrollment, while the College of Medicine showed improved satisfaction and stable progression, with continued focus needed on graduation outcomes. The College of Pharmacy continues to face national enrollment challenges, though progression remains strong. Financial and compliance indicators are on track or pending, and employee engagement is within target range. Overall, the University is making steady progress toward its strategic goals, with targeted actions planned for areas needing improvement.

Trustee Timken encouraged the University to begin more actively marketing its strengths and offerings, noting how significantly it has evolved over the past five years.

10. Old Business

There was no old business to discuss.

11. New Business

There was no new business to discuss.

12. Adjournment

Vice Chair Considine reminded Trustees that the next meeting is scheduled for Tuesday, June 2, 2026 and asked for a motion to adjourn. Motion moved by Trustee Timken and seconded by Trustee Roth. Motion approved unanimously by roll call vote and the meeting adjourned at 3:06 p.m.

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

