



Northeast Ohio

MEDICAL UNIVERSITY

Board of Trustees

via Zoom
June 3, 2020

Trustees Present:

Paul R. Bishop, J.D., Chair
Richard B. McQueen, Vice Chair
E. Douglas Beach, Ph.D.
Sharlene Ramos Chesnes
David J. Johnson
Robert J. Klonk
Chander M. Kohli, M.D.
AuBree LaForce
Darrell L. McNair, M.B.A.
Phillip L. Trueblood
Susan Tave Zelman, Ph.D.
John T. Langell, M.D., Ph.D., M.P.H., M.B.A., Ex Officio

NEOMED Personnel Present:

Daniel S. Blain, M.A., M.S.W.
Andre L. Burton, J.D.
Craig S. Eynon, M.Ed.
Ann Marie Fenske
Roderick L. Ingram Sr., M.B.A.
Richard J. Kasmer, Pharm.D., J.D.
Michelle M. Mulhern, M.P.A.
Maria R. Schimer, M.P.H., J.D.
Steven P. Schmidt, Ph.D.
John J. Stilliana, M.A.
Mary Taylor, M.Tax., CPA
Marilyn K. Ward
Elisabeth H. Young, M.D.

Others Present:

Krista Kana, Record Courier

1. **Call to Order, Roll Call and Approval of the Minutes** **Paul R. Bishop, J.D., Chair**

CALL TO ORDER AND ROLL CALL

Chair Bishop called the meeting to order at 12:04 p.m. Ms. Mulhern, Secretary, called the roll and noted that a quorum was present.

Request for Recusal

REQUEST FOR RECUSAL

Chair Bishop 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 11, 2020, Meeting**

APPROVAL OF THE MARCH 11, 2020 MINUTES

Chair Bishop noted that all Trustees had received copies of the minutes from the full Board meeting on March 11, 2020. He asked if there were any additions, deletions or corrections. There being none, Chair Bishop called for a motion to approve the minutes of the March 11, 2020, meeting. Trustee Zelman moved approval. Trustee Klonk seconded the motion. The motion carried unanimously by voice vote.

1.2. **Executive Session**

EXECUTIVE SESSION

Chair Bishop moved to go into Executive Session for the purpose of considering the compensation of an employee at 12:08 p.m. Trustee McQueen seconded the motion. Secretary Mulhern called the roll and the motion passed unanimously.

At 12:46 p.m. Chair Bishop moved to reconvene the Board meeting. He stated that during the Executive Session, personnel matters were discussed, and no actions were taken.

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 provided an update on many of the activities that occurred since the March Board meeting. The University has remained strong and the team persevered and excelled over the last three months during the pandemic.

The College of Medicine has implemented a new first year curriculum that will be groundbreaking for NEOMED. It is a new way of teaching that was originally created by an engineering faculty at Harvard University that has now been applied to medicine. This will place NEOMED in line with the most cutting-edge medical schools and college of medicines in the county. Dr. Langell congratulated Dr. Young and her team for being able to bring this together in a relatively short period of time. The curriculum will be implemented at the end of July. In addition, the exceptional student experience has been launched. This initiative is a new way forward and will focus on student education optimization, student wellness, student help and student social needs. The students are the University's customers and we are here to ensure they are getting the best possible service; the students are our number one priority.

The College of Pharmacy has continued to excel and increase its enrollment despite a downturn nationally in enrollment for pharmacy colleges. Dr. Langell recognized Dr. Kasmer and the leadership within the college on being recognized in the top 10% of pharmacy colleges in the United States for both quality and for value. Dr. Langell shared Dr. Kasmer will provide more information during the Academic and Scientific Affairs Committee meeting.

The College of Graduate Studies has continued to expand its offerings. By July, the University will experience an expansion of enrollment in the Masters of Anatomical Sciences program. This post-baccalaureate program is expected to markedly increase diversity within the student population as well as serve as a pipeline for the College of Medicine and eventually the College of Pharmacy. The college is also work to identify new programs to support the workforce needs of northeast Ohio. NEOMED is working closely with its clinical partners as well as Stark State Community College. Some of the offerings include new technician programs that can support this vitally underserved market and is a significant pain point for the University's clinical care partners.

Dr. Langell noted NEOMED has completed its search for the Margaret Clark Morgan Endowed Chair of Psychiatry. Dr. Randon Welton was selected to fill the position. Dr. Welton brings phenomenal academic and clinical experience as well as a significant toolset, having served 24 years in the United States Air Force.

Dr. Langell shared the University has recognized the needs of its students and have worked diligently to utilize CARES funds for students in need due to COVID-19. The advancement office and Foundation Board have worked to raise several hundred thousand dollars in donations. He noted \$100,000 of these funds have been specifically designated for students, staff and faculty for unique needs related to the crisis.

The medical office building is scheduled to be completed on time and on budget in August. Dr. Langell noted the University expects a full building that is going to provide substantial increases in the health care footprint on campus. It is anticipated there will be over 20,000 square feet which will include an urgent care, orthopedics, cardiology, endocrinology, primary care, corporate medicine, and behavioral health. The Bio-Med Science

Academy will expand their footprint substantially. This will help to create a pipeline of STEM students who will enter the northeast Ohio. In addition, the Wasson Center will increase its capabilities and capacity. They are now offering telehealth solutions as a way to overcome the critical issues associated with COVID-19 and the University will continue to support the expansion and growth of that endeavor.

Match Day was completed virtually for both pharmacy and medicine. The College of Pharmacy experienced a record match while the College of Medicine achieved a 98% match rate. These ceremonies were an amazing opportunity to share in the celebration with our students.

Dr. Langell noted the University has taken a public position both verbally and in writing of its support of our diverse communities. NEOMED condemns the events that occurred over the last several weeks that led to the death some members of our Black community. The University has charged its faculty, staff and students to recognize that we are one community and that community is fueled by equality, diversity and inclusion. The NEOMED community has been charged to stand up and support diversity. It is also important to noted that NEOMED believes that systemic racism is a public health crisis in the United States and the community will be working on measures to support our faculty, staff, students, and community in helping to fight this crisis.

Dr. Langell shared the strategic plan has continued to move forward since the last Board meeting. There has been participation from over 300 members of our community which includes students, faculty, staff, clinical partners and others. This will set our compass for the future. His intent is to have a fully completed and vetted strategic plan for board review by the September Board meeting. Dr. Langell thanked the Board for their support as the University moves forward with a new strategic plan that will better shape NEOMED's vision and future.

The COVID-19 pandemic has presented significant adverse events for the University. These events included operational issues as well as budgetary issues. NEOMED was immediately able to transform the University essentially with a flip of a switch and overnight went from in-class face-to-face education to virtual education. The students have recognized the quality of the education; team members stood up to create new educational programs in very agile ways to ensure that NEOMED was providing an outstanding education. It is now time to repopulate the campus with the return to work of faculty and staff while the other is the return of students to the classroom.

The return to work has completed under the guidance of the governor, the Ohio Department of Health, the CDC, and other national guidelines. The University created a four-phase process to bring its community back safely with the number one focus being the safety and the health of our community.

Phase One began on May 4; Phase Two will begin June 8; Phase Three will occur on July 6; and the final phase will occur on August 3. These phases are based on the operational requirements at the University. This includes a mandatory wearing of face coverings, six-foot social distancing, appropriate hand washing, moving meetings when at all possible to virtual, creating a hybrid educational model where only smaller groups and mandatory in-person laboratories will be conducted while larger classrooms will continue in the virtual realm. The University is mandating social contracts for its students, faculty, and staff. These contracts note there is a requirement to follow the rules. If the rules are not followed there will be consequences. In addition, faculty, staff and students have been asked to look out for the health and welfare of everyone with our community and of

course their own families.

The University's intent, with the Board's approval, is to hire a full-time primary care physician who will be located on campus and will assist with COVID-19 related health issues. Including assessment, testing, treatment and implementation of vaccinations when they become available.

Return to campus, specifically for the students, will begin the second week of July with orientation. Although not a requirement now by the state, the University is encouraging out-of-state students to quarantine 14 days in advance of the academic year as a safety measure. This is also in-line with the governor's recommendations and policies for the state.

Dr. Langell noted changes have been made to the way the University has been conducting business in the NEW Center. Traditionally this space supported external conferences and meetings as well as those of the students, faculty and staff. The University will need these large spaces ballrooms for educational use in order to meet the social distancing guidelines. The ballroom will be repurposed and should be able to hold approximately 100 students which will increase the capabilities to meet the primary mission related to education and teaching. This will be in place for at least the next year which will necessitate the majority of conference services to be on hold. NEOMED is in discussions with its partners regarding ways to continue to move forward on potential use of the facilities for weekends, evenings and for holidays. In addition, conversations are still occurring regarding how food services will be managed. The University will provide grab and go options for the community.

Dr. Langell noted the University has experienced an approximate \$880,000 reduction for the fiscal year from the state of Ohio. In total, NEOMED anticipates a \$2.5 million reduction. The University has worked hard to overcome the budget challenges without affecting its business operations. In addition, fiscal year 21 is expected to be a very difficult year. The Chancellor has asked higher education institutions to prepare for substantial reductions in state funding. Other public universities have declared furloughs, substantial layoffs, salary cuts and restructuring, but NEOMED is strong as an organization. The University has worked very hard to avoid these actions and will continue to review ways in which the organization can reduce expenses while not affecting teaching, research and service.

Finally, Dr. Langell recognized student Trustee, Mr. David Johnson, for his service to the Board of Trustees. He noted Mr. Johnson has been an incredible addition to the Board by providing sage counsel and advice.

Chair Bishop then thanked the President for a very thorough and comprehensive report.

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

COMMITTEE OF THE WHOLE

**3. Report of the Institutional Advancement Committee
Sharlene Ramos Chesnes**

REPORT OF THE COMMITTEE CHAIR

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

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

UPDATE ON THE BLUE FUND

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

**COMPREHENSIVE
FUNDRAISING UPDATE**

Part II of Advancement Deep Dive and Alumni Relations was given at the Institutional Advancement Committee meeting.

**4. Report of the Academic and Scientific Affairs Committee
Susan Tave Zelman, Ph.D.**

**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 (R2020-17) was approved under consent agenda.

**ACADEMIC ACTIONS
APPROVED (R2020-17)**

4.3. The recommendation to approve nontenure-track faculty appointments (R2020-18) was approved under consent agenda.

**NONTENURE-TRACK
APPOINTMENTS
APPROVED (R2020-05)**

4.4. The recommendation to approve nontenure-track faculty promotions (R2020-19) was approved under consent agenda.

**NONTENURE-TRACK
PROMOTIONS
APPROVED (R2020-19)**

4.5. Liaison Committee on Medical Education (LCME) Update

**REPORT ON THE
LIAISON COMMITTEE ON
MEDICAL EDUCATION**

Dr. Elisabeth Young presented an update of the Liaison Committee on Medical Education (LCME) process and the new curriculum, focusing on "The Exceptional Student Experience."

4.6. 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
Phillip L. Trueblood**

**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 hourly personnel actions (R2020-20) was approved under consent agenda.

**HOURLY PERSONNEL
ACTIONS APPROVED
(R2020-20)**

5.3. The recommendation to approve administrative personnel actions (R2020-21) was approved under consent agenda.

**ADMINISTRATIVE
PERSONNEL ACTIONS
APPROVED (R2020-21)**

5.4. The recommendation to approve the fiscal year 2021 operating budget (R2020-22) was approved under consent agenda.

**FISCAL YEAR 2021
OPERATING BUDGET
APPROVED (R2020-22)**

5.5. The recommendation to approve land purchase and acquisition of 6.6 Acres of land, parcel #32-021-00-00-006-000 in Portage County (R2020-23) was approved under consent agenda.

**LAND PURCHASE AND
ACQUISITION OF 6.6
ACRES OF LAND,
PARCEL #32-021-00-00-
006-000 IN PORTAGE
COUNTY APPROVED
(R2020-23)**

5.6. The recommendation to approve the authorization of capital equipment

**AUTHORIZATION OF
CAPITAL EQUIPMENT**

purchases, improvement and expenditures to upgrade to the information technology system, disaster recovery and business continuity capabilities exceeding \$500,000 (R2020-24) was approved under consent agenda.

**PURCHASES,
IMPROVEMENTS AND
EXPENDITURES TO
UPGRADE TO THE
INFORMATION
TECHNOLOGY SYSTEM,
DISASTER RECOVERY AND
BUSINESS CONTINUITY
CAPABILITES EXCEEDING
\$500,000 APPROVED
(R2020-24)
INCREASE TO FISCAL
YEAR 2021 STUDENT
FEES APPROVED
(R2020-25)**

- 5.7. The recommendation to approve an increase to fiscal year 2021 student fees (R2020-25) was approved under consent agenda.

**REPORT ON
EXPENDITURES/BUDGET**

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

- 5.9. The report on cash flow was given during the Finance, Fiscal Policy and Investment Committee meeting.

REPORT ON CASH FLOW

- 5.10. An update on the bond anticipation note was given during the Finance, Fiscal Policy and Investment Committee meeting.

**BOND ANTICIPATION
NOTE**

- 5.11. The report on Clearstead Investments was given during the Finance, Fiscal Policy and Investment Committee meeting.

**REPORT ON
INVESTMENTS**

The Key Performance Indicators were not discussed.

**KEY PERFORMANCE
INDICATORS**

6. Old Business

OLD BUSINESS

No old business was discussed.

7. New Business

NEW BUSINESS

- 7.1. The recommendation to approve a Resolution of Appreciation to John R. Wray, J.D. (R2020-26) was approved under consent agenda.

**RESOLUTION OF
APPRECIATION TO JOHN
R. WRAY APPROVED
(R2020-26)**

Trustee Kohli moved approval of Resolution 2020-26 as presented. Trustee Beach seconded the motion. No one opposed. The motion was approved unanimously by voice vote.

- 7.2. The recommendation to approve a Resolution of Appreciation to David J. Johnson (R2020-27) was approved under consent agenda.

**RESOLUTION OF
APPRECIATION TO
DAVID J. JOHNSON
APPROVED (R2020-27)**

Trustee Beach moved approval of Resolution 2020-27 as presented. Trustee Klonk seconded the motion. No one opposed. The motion was approved unanimously by voice vote.

9. Adjournment

MOTION TO ADJOURN

There being no further business, Trustee Kohli moved to adjourn the meeting at 3:16 p.m. Trustee McQueen seconded the motion. No one opposed. The motion was carried unanimously by voice vote.

Respectfully submitted:

Michelle M. Mulhern
Secretary

Approved by:

Paul R. Bishop
Board Chair

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