



Northeast Ohio

MEDICAL UNIVERSITY

Board of Trustees

Signet Executive Board Room
December 5, 2018

Trustees Present:

Robert J. Klonk, Chair
E. Douglas Beach, Ph.D.
Paul R. Bishop, J.D., Vice Chair
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 Crish, Ph.D.
Amanda R. Filippi, M.B.A.
Roderick L. Ingram Sr., M.B.A.
Richard J. Kasmer, Pharm.D., J.D.
Margarita D. Kokinova, Ph.D.
Amy F. Lee, M.D., Ph.D., M.B.A.
Richard W. Lewis, M.S., M.A.
Michelle M. Mulhern, M.P.A.
Maria R. Schimer, M.P.H., J.D.
Steven P. Schmidt, Ph.D.
Jonathan N. Wagner, M.B.A.
John R. Wray, J.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. Mr. Lewis, 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 of the September 13, 2018, Meeting

APPROVAL OF THE MINUTES (M2018-11)

Chair Klonk noted that all Trustees had received copies of the minutes from the full Board meeting on September 13, 2018. 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 September 13, 2018, meeting. Trustee Chesnes moved approval. Trustee McQueen seconded the motion. The motion carried unanimously by voice vote.

2. Oath of Office

2.1. The oath of office to Trustee Susan Tave Zelman, Ph.D., was administered by Attorney Schimer.

OATH OF OFFICE TO SUSAN TAVE ZELMAN, PH.D.

2.2. The oath of office to Student Trustee David J. Johnson was administered by Attorney Schimer.

OATH OF OFFICE TO DAVID J. JOHNSON

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

**REPORT OF THE
PRESIDENT**

President Gershen recognized and congratulated Michelle Mulhern, who was promoted to Chief of Staff following an internal search. He also shared that Andre Burton has taken on the role of Interim Vice President for Human Resources and Diversity. The search for the permanent incumbent will take place in the Spring of 2019.

President Gershen reflected on a meeting in October that included representatives of several Chambers of Commerce throughout Northeast Ohio. The purpose of the meeting was to discuss formulating a diversity plan to increase economic inclusion throughout businesses in the area. The conversations will continue with future meetings to be planned.

President Gershen commended Drs. Kasmer and Young for successful White Coat Ceremonies in September.

Research (Research and Graduate Education Building)

Steven P. Schmidt, Ph.D.

Vice President for Research and Dean, College of Graduate Studies

President Gershen invited Dr. Schmidt to provide an update on progress and plans for the Research and Graduate Education (RGE) Building. Dr. Schmidt reminded the Trustees that the building was constructed in 2012 with the fourth floor shelled out for future use.

The plans for the fourth floor buildout will include benchtop research spaces, open space for report writing, and labs for toxicology and tissue culture. The plans will allow for more collaborative research work, the recruitment of new researchers, and increased productivity within the REDZone.

Chair Klunk inquired as to the anticipated completion date of the project, and Dr. Schmidt indicated that the hope is to have the fourth floor completed by Spring 2020.

Education (South Corridor and Medical Office Building)

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

Vice President for Academic Affairs and Dean, College of Pharmacy

President Gershen invited Dr. Kasmer to provide an update on plans for the South Corridor and the Medical Office Building (MOB). Dr. Kasmer provided an overview on the location of the South Corridor and reviewed plans to update the academic space to include Café Clark, the Nook Bookstore, and the Wasson Center.

Dr. Kasmer shared that a consultant has been engaged in the planning process for approximately four months, and projects will take place in a series of phases over the next several years. Improvements will include: increased capacity of classes, improved technology, and more space. He also reviewed ideas such as a potential faculty lounge for volunteer faculty who do not have offices.

Trustee Halter inquired about the revenue model that is utilized by the Wasson Center. Dr. Kasmer informed the Trustees that each college is charged a fee for using the Wasson Center facilities, and external clients pay the Wasson Center directly. The Wasson Center is currently operating at 95% capacity and could generate more revenue when located at the front of the campus within the MOB.

Northeast Ohio Medical University and College of Medicine Diversity Statements

Andre L. Burton, J.D.

Interim Vice President for Human Resources and Diversity

President Gershen invited Mr. Burton to review the diversity statements. Mr. Burton presented the language included in both the University and College of Medicine Diversity Statements and shared that each has been vetted by appropriate parties, including Leadership Team and the College of Medicine Dean's Leadership Group.

Trustee Beach inquired as to what the University considers to be the definition of diversity. He recommended that the definition be further clarified in the statements.

Trustee Chesnes asked about the use of language related to LGBTQ in the statements. Mr. Burton indicated that the diversity definition was purposely created to be broad enough to include every group rather than single out specific categories of individuals. Dr. Young also shared that specific language could be interpreted as too invasive.

Dr. Young also shared goals of improving processes in hiring and human resources, which will foster a more inclusive and diverse faculty body.

Lastly, Mr. Burton stressed the idea of inclusivity. He shared that the goal of the diversity statements and the Office of Diversity is to not only attract a diverse group of students, faculty, and staff, but to be inclusive and make everyone feel welcomed once they arrive at the University.

Northeast Ohio Medical University Strategic Plan Update

Richard W. Lewis, M.S., M.A.

Vice President for External Affairs and Secretary, Board of Trustees

Margarita D. Kokinova, Ph.D.

Executive Director, Institutional Research and Planning

President Gershen invited Secretary Lewis and Dr. Kokinova to speak about the Strategic Plan. Secretary Lewis recognized the Strategic Plan Assessment and Implementation Committee (SPAIC) and asked Dr. Kokinova to provide the update.

Dr. Kokinova reviewed the four overarching goals which reflect the three pillars: inclusion, collaboration, and innovation. Lastly, Dr. Kokinova presented the progress indicators and explained how they will be used to monitor progress throughout the implementation of the Strategic Plan.

Dr. Lee provided an update on the first goal: Assure Excellence of the Academic Programs. She indicated that work is being done to identify how to improve curriculum and the learning experience for all students.

Chair Klonek referred to Trustee Johnson's application materials, which indicated he has a goal of improving student satisfaction at the University and asked Trustee Johnson to elaborate on his thoughts. Trustee Johnson shared that students are often dissatisfied with class work, but seem to be happy with the ways that curriculum has recently changed to include aspects of exam preparation and board preparation.

Chair Klonek asked Dr. Young if exit interviews are completed when students leave. Dr. Young shared a brief overview of the exit interview process, as well as recent changes to the admissions process. These changes include a focus on ensuring students are provided the tools to

be successful. She also informed the Trustees of her regularly scheduled lunches with students to inform them of changes and provide the forum to share concerns and ask questions.

President Gershen updated the Trustees on the status of Goal Three which includes preferred partnership programs. There is now a signed agreement with Summa Health System in addition to the prospect for agreements with other hospitals which will be completed soon. Chair Klunk inquired about the expected revenue, and President Gershen shared that each partnership should be monetized within three to five years according to projections.

President Gershen thanked Drs. Kokinova and Lee and commended them for their active and dynamic work with SPAIC. Further updates will be provided at future Board meetings.

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

COMMITTEE OF THE WHOLE (M2018-12)

**4. Report of the Institutional Advancement Committee
Joseph R. Halter Jr.**

REPORT OF THE COMMITTEE CHAIR

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

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

COMPREHENSIVE FUNDRAISING UPDATE

The **Shine On** Campaign Analysis was provided during the Institutional Advancement Committee meeting.

**5. 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.

5.2. The recommendation to approve academic personnel actions (R2018-34) was approved under consent agenda.

ACADEMIC ACTIONS APPROVED (R2018-34)

5.3. The recommendation to approve nontenure-track faculty appointments (R2018-35) was approved under consent agenda.

NONTENURE-TRACK APPOINTMENTS APPROVED (R2018-35)

5.4. The recommendation to approve the award of Professor Emeritus, Family and Community Medicine, to Janice M. Spalding, M.D. (R2018-36) was approved under consent agenda.

AWARD OF PROFESSOR EMERITUS TO JANICE M. SPALDING, M.D. APPROVED (R2018-36)

5.5. The recommendation to approve a Master of Modern Anatomical Sciences Degree and a Master of Science Degree in Modern Anatomical Sciences (R2018-37) was approved under consent agenda.

GRADUATE PROGRAMS IN MODERN ANATOMICAL SCIENCES APPROVED (R2018-37)

5.6. Report on Research and Sponsored Programs

REPORT ON RESEARCH AND SPONSORED PROGRAMS

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

**6. 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.

- 6.3. The recommendation to approve classified personnel actions (R2018-38) was approved under consent agenda.

**CLASSIFIED
PERSONNEL ACTIONS
APPROVED (R2018-38)**

- 6.4. The recommendation to approve administrative personnel actions (R2018-39) was approved under consent agenda.

**ADMINISTRATIVE
PERSONNEL ACTIONS
APPROVED (R2018-39)**

- 6.5. The recommendation to approve the Affordability and Efficiency Report (R2018-40) was approved under consent agenda.

**AFFORDABILITY AND
EFFICIENCY REPORT
APPROVED (R2018-40)**

- 6.6. 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**

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

**REPORT ON
INVESTMENTS**

The Key Performance Indicators were discussed during the Finance, Fiscal Policy and Investment Committee meeting.

**KEY PERFORMANCE
INDICATORS**

7. Administrative Appointment

- 7.1. Trustee Bishop moved approval of the administrative appointment of Secretary, NEOMED Board of Trustees to Michelle M. Mulhern. Trustee Trueblood seconded the motion. The motion was approved unanimously by voice vote.

**ADMINISTRATIVE
APPOINTMENT OF
SECRETARY, NEOMED
BOARD OF TRUSTEES
TO MICHELLE M.
MULHERN (M2018-13)**

8. Old Business

No old business was discussed.

OLD BUSINESS

9. New Business

- 9.1. Chair Klonek presented a resolution of appreciation to Richard W. Lewis, M.S., M.A.

Trustee Bishop moved approval of Resolution 2018-41 as presented. Trustee Chesnes seconded the motion. No one opposed. The motion was approved unanimously by voice vote.

**RESOLUTION OF
APPRECIATION FOR
RICHARD W. LEWIS,
M.S., M.A. APPROVED
(R2018-41)**

10. Executive Session

Chair Klonek moved to go into Executive Session to discuss personnel matters at 3:23 p.m.

**EXECUTIVE SESSION
(M2018-14)**

At 3:50 p.m. Chair Klonek moved to reconvene the Board meeting. He stated that during the Executive Session, personnel issues were discussed but no action was taken.

11. Adjournment

**Motion to adjourn
(M2018-15)**

There being no further business, Trustee Chesnes moved to adjourn the meeting at 3:51 p.m. Trustee Kohli seconded the motion. No one opposed. The motion was carried unanimously by voice vote.

Respectfully submitted:

Michelle M. Mulhern
Secretary

Approved by:

Robert J. Klonk
Board Chair

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