



Northeast Ohio

MEDICAL UNIVERSITY

Board of Trustees

Northeast Ohio Medical University
via Zoom
December 1, 2020

Trustees Present:

Richard B. McQueen, Chair
Phillip L. Trueblood, Vice Chair
E. Douglas Beach, Ph.D.
Sharlene Ramos Chesnes
Robert J. Klonk
Chander M. Kohli, M.D.
AuBree R. LaForce
Darrell L. McNair, M.B.A.
Joshua L. Tidd
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.
Samantha A. Bliss
Andre L. Burton, J.D.
Andrea Coard
Rebecca Z. German, Ph.D.
Roderick L. Ingram Sr., M.B.A.
Richard J. Kasmer, Pharm.D., J.D.
Kali A. Meonske
Michelle M. Mulhern, M.P.A.
Maria R. Schimer, M.P.H., J.D.
Steven P. Schmidt, Ph.D.
Jared F. Slanina
John J. Stilliana, M.A.
Mary Taylor, M.Tax., CPA
Elisabeth H. Young, M.D.

Others Present:

John Evans, Clearstead
Grant Guyuron, Clearstead

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 12:05 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. Trustee Trueblood noted he would recuse himself from the Bond Resolution which will be discussed during the Finance, Fiscal Policy, and Investment Committee meeting.

1.1. **Approval of the Minutes of the September 9, 2020, Meeting**

APPROVAL OF THE SEPTEMBER 9, 2020 MINUTES

Chair McQueen noted that all Trustees had received copies of the minutes from the full Board meeting on September 9, 2020. 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 September 9, 2020, meeting. Trustee McNair moved approval. Trustee Zelman seconded the motion. The motion carried unanimously by voice vote.

2. **Executive Session**

EXECUTIVE SESSION

Chair McQueen moved to go into Executive Session for the purpose of discussing legal matters at 12:07 p.m. Trustee McNair seconded the motion. Secretary Mulhern called the roll and the motion passed unanimously.

At 1:35 p.m. Chair McQueen moved to reconvene the Board meeting. He stated that during the Executive Session, legal matters were discussed, and no actions were taken.

3. 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 asking for a moment of silence in remembrance for Dr. Jay Gershen, Northeast Ohio Medical University's sixth President. He shared that Dr. Gershen's loss is felt very heavily at NEOMED. Dr. Langell reported that NEOMED in the process of collecting funds for the Dr. Jay A. Gershen underrepresented minority scholarship and encourages everyone to reach out to the community to participate in this important program.

Dr. Langell gave a brief state of the University. He commented that he is proud to say NEOMED is weathering the global pandemic as well as any University in the State of Ohio or beyond. This is due to a talented team who are working together and taking the appropriate actions to keep the University on a successful route for sustainability. The colleges have adapted to a new operating style of hybrid education and it is likely to continue to the post pandemic period, due the successes that have been achieved. The University has been able to eliminate or reduce many of the economic losses from the pandemic due to changing the operating style. The footprint has been reduced around several services no longer necessary and the financial position remains strong despite having to make some difficult decisions to cuts in operating services.

During this time, the University has been able to continue to grow and evaluate new initiatives that are aligned with who we are, both in academia and new research programs. Many of these are thanks to our Board of Trustees, who approved some new degree granting programs during the September Board meeting. The new programs are making outstanding progress.

Dr. Langell continued by discussing the new Strategic Plan. He reported the University is pursuing a new zero-based budgeting process for the first time and is creating a hybrid model for the first year with the assistance of Mary Taylor and the finance team. This will ensure the University is working as efficiently and effectively as possible with its resources.

Dr. Langell shared that NEOMED has opened the doors to its first healthcare delivery platform. A nine-patient room clinic opened in November 2020 and is already seeing patients. This is limited in the initial period but expand in time. With our new electronic health record system, a coding, billing, and collection enterprise with one of our partners, it is expected the doors will be opened to the broader community and become part of our service footprint. This will also improve the ability to educate our students in the delivery of integrated primary care and behavioral health with plans to expand into opioid addiction and substance abuse. This has been a big endeavor and to be able to get this launched as quickly as we have done, is a testament to the outstanding team of individual's at NEOMED.

Dr. Langell then shared highlights regarding the University's response to COVID 19 and noted the efforts continue to be measured and structured. He noted there is a dashboard on the NEOMED website and since March there have been a total of 29 students testing positive and many of those were not present on our campus but on clinical campuses and a total of nine faculty or staff members. Currently three students and two faculty members are actively positive. NEOMED has begun testing in accordance with a request from the Governor of the State of Ohio and initiated a 'Know Before you Go' program before the Thanksgiving break. That testing was conducted both internally with the antigen test provided by the Governor's office as well as in partnership with the Ohio National Guard who conducted testing for us. We were very pleased to see NEOMED remains a very safe and low incident COVID-19 campus due to the measures put in place. There were 197 individuals included in the

testing conducted by the Ohio National Guard. A few of the individuals were from the community, but the majority were members of the NEOMED team. There were only three positives and one of those was from outside the NEOMED community making the positivity rate about 1% for NEOMED which is much less than the 14-15% experienced in our local county. In accordance to the directives from the state and Chancellor, the University has moved to make the campus completely virtual beginning the week prior to Thanksgiving and ending Jan. 18, 2021.

Dr. Langell discussed additional campus growth activities. The Stand Up and Fight for the Safety and Wellness of our Diverse Community Forum drew a large population with individuals engaging in conversations around how we as a community can end systemic racism and how we at NEOMED can empower our diverse infrastructure to serve an even more diverse community. The community forum took place on Sept. 23 and we will continue to keep awareness of diversity by having more of these events in the future. We also developed the NEOMED President's Diversity and Equity Advisory Council, which consists of a group of outstanding professionals both graduates and local leaders. These individuals will look at what we are doing as a University and serve as an outside set of eyes to give us feedback on what we could do better, what we are doing well and new initiatives we should consider helping us achieve our goal of being a truly, diverse, inclusive, and equitable University. We continue to address cultural gaps in behavioral health services provided to our students and leveraging CARE dollars to bring in URM behavioral health caregivers to better serve our URM students who shared that culturally competent care is not always available. Dr. Langell thanked the College of Medicine, the College of Pharmacy, the Diversity Council and Mary Taylor and her team for their hard work.

We have also had a great partnership with President Jim Tressel and Youngstown State University. President Tressel has created six URM scholarships for students within their honor's college. These students will receive full tuition with the intent of then attending NEOMED for their medical training through an early assurance commitment. YSU is running this program independently and has provided a substantial number of resources. NEOMED will continue to work with them and intends to offer at least two of those students, continued financial support as they migrate into medical school. Dr. Langell continued to say he is happy to provide an update on the modified modern anatomical sciences program. This is a new post baccalaureate program to assist students with being accepted into medical school. 80% of the first-year students entering the revamped program are URM students who are excelling, and some are outperforming their medical school classmates in the classes that they take together. Dr. Dana Peterson, one of the two faculty members overseeing this program, is fully expecting that 10-12 of the students will receive full matriculation into the first year of medical school in July 2021.

NEOMED is continuing its leadership focus. A critical part of the strategic plan is to grow new leadership programs which will assist us to brand ourselves as a health sciences university. Dr. Langell thanked the team that has been running VITALS - Value, Innovation, Technology, Advocacy, Leadership and Service – which is a brand-new leadership series. It is aimed at healthcare leadership and there has been several outstanding speakers over the first three months of the program including William H. Considine, M.S., CEO Emeritus of Akron Children's Hospital and Rajeev Venkayya, M.D., President, Global Vaccine Business Unit at Takeda Pharmaceutical Company Ltd. and a NEOMED, College of Medicine 1992 graduate. This next event will take place in December and will highlight Mark Paul, President of Stryker's Neurovascular Division who will discuss the role that industry has to play as leaders working with healthcare to ensure high value technologies brought into the market.

Dr. Langell recognized three outstanding students and one faculty member. Volha Mazziotto, a fourth-year College of Medicine student who was one of just 11 students selected nationally to participate in the American Medical Association (AMA) Foundation's Leadership Development Institute; Erica McCoy, a fourth-year College of Pharmacy student, who was recently selected to participate in Phi Lambda Sigma's (PLS) inaugural Leader Academy; and Whitney Stolnicki, a third-year

student in the College of Medicine, on her election to the Organization of Student Representatives (OSR) for the Association of American Medical Colleges (AAMC). She will be one of five delegates representing the Central Region to communicate and improve the medical student perspective on medical education. He also recognized Jessica Zavala, M.P.A., who was appointed to statewide strengthening and sustaining Ohio's suicide prevention coalitions initiative.

Dr. Langell spoke about the Lean Six Sigma Program. He stated that Lean Six Sigma has become part of NEOMED's culture and is an area that is receiving a deep amount of focus in resources. We brought in our own Lean Six Sigma team who have created a curriculum at NEOMED, and our goal is to have all NEOMED employees and staff and as many students that wish to participate become yellow belt and green belt certified. This is an outstanding way for us to be more effective, more efficient and deliver higher value as an organization. Dr. Langell presented a slide showing that over the course of 2020 beginning in approximately February, we have trained 88 yellow belts in our new curriculum across our enterprise in College of Medicine, College of Pharmacy, Academic Affairs, Office of the President, Operations and Finance and Research. The feedback received from the initial launch of our course. is either very satisfied or strongly satisfied with the quality of the contents of the programs we have launched. Dr. Langell said he strongly feels this is pulling our staff and faculty together. Staff have commented and given accolades to this program and the important impact this is having at the University.

The next slide Dr. Langell presented was an update on the Strategic plan that was endorsed by the Board of Trustees in September at it Board meeting. Dr. Langell shared that we have moved forward with our implementation by creating working groups and sub working groups around each of the five pillars as well as the lone foundational structure around administration. There are over 50 faculty and staff as well as outside partners who are participating on the working groups. We are moving forward to ensure it does not become a document on the wall but that it becomes meaningful and is fully embraced and implemented over the course of the next three to five years. We have created a new position at the University for a Chief Strategy Officer. The interview process narrowed down many applicants to our top six. Dr. Langell said he hoped to share within the next few days who the selected candidate is that will be joining our team and will take complete ownership for managing the day-to-day intricacies of the plan and bringing together our full organization and facilitating the process.

STRATEGIC PLAN

Dr. Langell introduced Kali A Meonske, Director of Public Safety, Chief of Police. She was first hired at NEOUCOM in the year 2000 as a student assistant and has served in various positions across the University. In 2007, she accepted a position in the office of public safety after graduating from Kent State University with a bachelor's degree in Justice Studies. From 2007 to 2014, Kali facilitated the growth of the office of public safety and led the creation of NEOMED's first police department, established in July of 2015 and became NEOMED's chief of police.

**KALI A. MEONSKE,
DIRECTOR OF
PUBLIC SAFETY**

Chief Meonske began by thanking Dr. Langell and the Board of Trustees for allowing her to present today. She shared that she was going to speak about mental health related calls that officers have responded to and some community engagement activities they have participated in. She said she enjoys talking about these topics as they highlight their human side as law enforcement officers. This led her to the title of her presentation: The Human Side of Law Enforcement.

Chief Meonske commented that she takes every opportunity available to highlight the exceptional work the officers do and responding to mental health crisis is something our officers do incredibly well. This is also a great opportunity to share some of the positive interactions the police department has with the community especially as there has been a lot of negativity surrounding law enforcement lately.

Chief Meonske shared the NEOMED Police Department is a community-oriented agency dedicated to providing the highest level of service, education and protection to the faculty, staff, students, and visitors of our community. They are the only

University department that operates 24/7 and serves everyone on campus, regardless of their affiliation with the University. They also serve the citizens of Rootstown township as they respond to calls off campus through a mutual aid agreement with Portage County Sheriff's office. Everything they do, they do to uphold their department's values which are Integrity, Safety, Professionalism, Service and Teamwork.

Chief Meonske continued to say they have a very thorough hiring process within the department. One of the steps in their process is a psychological evaluation and this step is unique because they are able to choose the factors important to their department and the University to help identify officers that will function well in an academic environment. Kali discussed the factors under law enforcement that were evaluated which interpersonal, valuing diversity, courtesy, even-tempered, compassion and decision-making, integrity, judgment, and objectivity. They also considered emotional intelligence factors and this step in their process has served them very well over the years.

Another step to help serve our community in the most professional way possible is for body-worn cameras. The department recently received a grant, and this will allow them to better evaluate their response to critical incidents while allowing the opportunity to review incidents to determine if any training may be needed. Video documentation protects the integrity of our officers and NEOMED from unjustified or fabricated complaints. This program puts a very high priority on the individual's right to privacy. Research has been conducted to ensure our policy and actions are in line with Ohio Revised Code, International Association of Chiefs of Police, Department of Justice and Bureau of Justice Assistance.

Chief Meonske noted the calls they receive cover a very wide range including battery jump starts, harassment/threats, juvenile issues, welfare checks, alcohol/drug offenses and disorderly conduct. She then spoke about the Crisis Intervention Team Training that teaches law officers about mental health issues, de-escalation, resources, and help instead of jail. All the full-time patrol officers are CIT trained and half of the part-time officers are trained.

Some days are incredibly intense but other days involve community engagement days which are enjoyable. Bring your child to work day and normally do some sort of safety presentation including letting the children get into their cruisers and try on some equipment. Regardless of what types of days they have, they still go home, and they are moms, dads, sons, daughters, neighbors and still human.

Trustee McNair commented that Chief Meonske was doing a great job and asked what the composition of culture in respect of race within her small force is and if it matched the demographic of the University. Chief Meonske said this is something they are working on. He also asked if our pay for officers is comparable to other similar related positions in the County Sheriff's office or local police department. Chief Meonske shared that is also something she is working on improving, but they do have the support of the administration and have been working on better aligning with other agencies in the area.

Chair McQueen asked the President if he had anything further to report. There being no further comments or questions, Chair McQueen thanked the President for his informative report and Chief Meonske for her presentation and all the work she does at NEOMED.

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

COMMITTEE OF THE WHOLE

**4. 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.

<p>4.2. The NEOMED Foundation update was provided at the Institutional Advancement Committee meeting.</p>	<p>NEOMED FOUNDATION</p>
<p>The Strategic Plan Initiatives update was given at the Institutional Advancement Committee meeting.</p>	<p>STRATEGIC PLAN INITIATIVES</p>
<p>The update on Fundraising Priorities was given at the Institutional Advancement Committee meeting.</p>	<p>FUNDRAISING PRIORTIES</p>
<p>4.3. The University Style guide overseen by marketing and communications was highlighted at the Institutional Advancement Committee meeting.</p>	<p>UNIVERSITY STYLEGUIDE: EDITORIAL, BRANDING AND LOGOS</p>
<p>5. Report of the Academic and Scientific Affairs Committee Susan Tave Zelman, 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 (R2020-41) was approved under consent agenda.</p>	<p>ACADEMIC ACTIONS APPROVED (R2020- 41)</p>
<p>5.3. The recommendation to approve nontenure-track faculty appointments (R2020-42) was approved under consent agenda.</p>	<p>NONTENURE-TRACK APPOINTMENTS APPROVED (R2020- 42)</p>
<p>5.4. The recommendation to approve the Award of Professor Emeritus, College of Medicine, Northeast Ohio Medical University, to Gary D. Niehaus, Ph.D. (R2020-43) under consent agenda.</p>	<p>AWARD OF PROFESSOR EMERITUS APPROVED (R2020-43)</p>
<p>5.5. Liaison Committee on Medical Education (LCME) Update</p>	<p>REPORT ON THE LIAISON COMMITTEE ON MEDICAL EDUCATION</p>
<p>Dr. Elisabeth Young presented an update of the Liaison Committee on Medical Education (LCME) process during the Academic and Scientific Affairs Committee meeting.</p>	
<p>5.6 Report on the Northeast Ohio Medical University Certificate Program in Health Research</p>	<p>REPORT ON THE CERTIFICATE PROGRAM IN HEALTH RESEARCH</p>
<p>Dr. Steven Schmidt presented a review of the new Certificate Program in Health Research.</p>	
<p>5.7 Report on Research and Sponsored Programs and Academic 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 (R2020-44) was approved under consent agenda.</p>	<p>HOURLY PERSONNEL ACTIONS APPROVED (R2020-44)</p>

<p>6.3. The recommendation to approve administrative personnel actions (R2020-45) was approved under consent agenda.</p>	<p>ADMINISTRATIVE PERSONNEL ACTIONS APPROVED (R2020-45)</p>
<p>6.4. The recommendation to Repeal Resolution Nos. 2020-36, 2020-37 and 2020-38 adopted on September 9, 2020; providing for the issuance of General Receipts Bonds of the Northeast Ohio Medical University, in one or more series, in an aggregate principal amount not exceeding \$50,500,000, to pay the costs of certain capital projects and to refund General Receipts Bonds issued in 2010 and 2011 (R2020-46) was approved under consent agenda.</p>	<p>GENERAL RECEIPTS BONDS APPROVED (R2020-46)</p>
<p>6.5 The Recommendation to Approve the Affordability and Efficiency Report (R2020-47) was approved under consent agenda.</p>	<p>AFFORDABILITY AND EFFICIENCY REPORT APPROVED (R2020-47)</p>
<p>6.6. The report on revenue and expenditures, budget to actual comparison was given during the Finance, Fiscal Policy, and Investment Committee meeting.</p>	<p>REVENUE AND EXPENDITURE, BUDGET TO ACTUAL COMPARISON</p>
<p>6.7. The Clearstead Investment Report was given during the Finance, Fiscal Policy, and Investment Committee meeting.</p>	<p>CLEARSTEAD INVESTMENT REPORT</p>
<p>6.8. A Standard and Poor's Rating update was given during the Finance, Fiscal Policy, and Investment Committee meeting.</p>	<p>STANDARD & POOR'S RATING UPDATE</p>
<p>6.9. An update on the CARES Act was give during the Finance, Fiscal Policy, and Investment Committee meeting.</p>	<p>CARES ACT</p>
<p>6.10. The Key Performance Indicators were discussed during the Finance, Fiscal Policy, and Investment Committee meeting.</p>	<p>KEY PERFORMANCE INDICATORS</p>
<p>7. Chair McQueen stated that all committee reports, and action items have been reviewed and called for a motion to approve a consent agenda items 6.2 through 7.5. This includes Resolutions 2020-41 through R2020-47. Trustee Kohli moved approval. Trustee McNair seconded the motion. No one opposed. The motion was carried unanimously by voice vote.</p>	<p>CONSENT AGENDA APPROVED (R2020-41 THROUGH R2019-47)</p>
<p>8. Old Business</p> <p>No old business was discussed.</p>	<p>OLD BUSINESS</p>
<p>9. New Business</p> <p>Chair McQueen informed that Attorney Schimer would briefly discuss the suggested training for Trustees of public institutions that is located within Passageways, Board portal. Attorney Schimer began by saying that the Ohio Revised Code requires Trustees who are appointed officials to participate in two training opportunities. The first noted was Ethics training. This is a one-hour training session that must be completed annually. Once completed, the certificate should be printed and forwarded to her as it will be part of the annual audit. Attorney Schimer noted the location for the training in Passageways. The second required training is Public Records and Meetings which is a three-hour training session. It can, however, be completed by an official delegate from the University if this is something the Board and President would prefer to do. Attorney Schimer is the records officer, and the training requirement could be delegated to her. It was agreed that Attorney Schimer would participate in the training on behalf of the Board of Trustees. She then</p>	<p>NEW BUSINESS</p>

continued to discuss the financial disclosure procedure used by the Ethics Commission. She shared that if any Trustee should receive a letter indicating there is a 'conflict of interest' and they have a concern, Attorney Schimer would be happy to assist to alleviate their concerns.

10. Executive Session (if needed)

EXECUTIVE SESSION

There was no need for an Executive Session

11. Adjournment

**MOTION TO
ADJOURN**

There being no further business, Chair McQueen called for a motion to adjourn the meeting at 4:28 p.m. Trustee Kohli moved the approval. Trustee Zelman seconded the motion. No one opposed. The motion was carried unanimously by voice vote.

Respectfully submitted:

Michelle M. Mulhern
Secretary

Approved by:

Richard B. McQueen
Board Chair

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