



# Northeast Ohio

MEDICAL UNIVERSITY

## Board of Trustees

Signet Executive Board Room  
February 28, 2019

### Trustees Present:

Robert J. Klonk, Chair  
Carl A. Allamby  
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:

Paul R. Bishop, J.D., Vice Chair

### NEOMED Personnel Present:

Daniel S. Blain, M.A., M.S.W.  
Andre L. Burton, J.D.  
Terri Christensen, Ph.D.  
Amanda R. Filippi, M.B.A.  
Roderick L. Ingram Sr., M.B.A.  
Margarita D. Kokinova, Ph.D.  
Amy F. Lee, M.D., Ph.D., M.B.A.  
Deborah L. Loyet, M.S., M.A.  
Michelle M. Mulhern, M.P.A.  
Maria R. Schimer, M.P.H., J.D.  
Steven P. Schmidt, Ph.D.  
Mate M. Soric, Pharm.D.  
John J. Stilliana, M.A.  
Teriah White  
John R. Wray, J.D.  
Elisabeth H. Young, M.D.

### Others Present:

Christopher Colenda, M.D.  
Joyce DeLeo, Ph.D.  
Karen Otto

#### 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 11:07 a.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 of the December 5, 2018, Meeting**

#### **APPROVAL OF THE MINUTES (M2019-01)**

Chair Klonk noted that all Trustees had received copies of the minutes from the full Board meeting on December 5, 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 December 5, 2018, meeting. Trustee Kohli moved approval. Trustee Chesnes seconded the motion. The motion carried unanimously by voice vote.

#### 2. **Executive Session**

#### **EXECUTIVE SESSION (M2019-02) and (M2019- 03)**

Chair Klonk moved to go into Executive Session to discuss compensation

of an employee at 11:08 a.m. At 12:19 p.m., Chair Klonek moved to reconvene the Board meeting. He stated that during the Executive Session, compensation was discussed but no action was taken.

Chair Klonek moved to go into a second Executive Session at 12:31 p.m. At 12:45 p.m., Chair Klonek moved to reconvene the Board meeting. He stated that no action was taken.

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

**REPORT OF THE  
PRESIDENT**

President Gershen recognized and congratulated Andre L. Burton, who was promoted to Vice President for Human Resources and Diversity following an internal search pending Board approval.

President Gershen provided an update on Preferred Partnerships and reminded the Trustees about Giving Day and the upcoming College of Medicine Match Day.

He also congratulated the Office of Public Relations and Marketing and the Campus Operations team for recent awards received by their respective areas.

**Northeast Ohio Medical University College of Medicine LCME  
Update**

Elisabeth H. Young, M.D.  
Vice President for Health Affairs and Dean, College of Medicine  
Andre L. Burton, J.D.  
Vice President for Human Resources and Diversity

President Gershen invited Dr. Young and Mr. Burton to provide an update on progress and plans for the upcoming LCME site visit.

Mr. Burton provided an update on diversity efforts related to LCME. He shared plans for a restructure of the Office of Human Resources in response to an institutional review. The Office will be working strategically to provide more consultative services rather than transactional.

Additionally, and more closely related to LCME, are the diversity hiring efforts which will be incorporated by centralizing recruitment and hiring for both faculty and staff.

Dr. Young provided a comparison of the College of Medicine from 2011 to 2019, including increased academic complexity, unprecedented enrollment growth, and addition of clinical affiliates. She provided an overview of the College of Medicine's three-year strategic plan.

Lastly, Dr. Young reviewed results of the LCME self-study process and what to expect during the site visit. One main concern from the self-study process was the finding of too few basic science faculty to support the number of students. She presented a plan, which will be later submitted for approval by the Board, that includes the hiring of 20 additional faculty members over the next five years.

President Gershen commended Andre on his efforts and ability to create a succinct plan given he has been the interim Vice President for only a few months. He also thanked Dr. Young for her hard work in preparation for the accreditation process.

## **Northeast Ohio Medical University Strategic Plan Update**

Michelle M. Mulhern, M.P.A.

Chief of Staff and Secretary, Board of Trustees

Margarita D. Kokinova, Ph.D.

Executive Director, Institutional Research and Planning

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

Dr. Kokinova then provided a brief overview of the four goals of the Strategic Plan and shared an update to the rating scale, which now includes the following ratings: completed, progress on target, needs attention, and insufficient progress/on hold.

Dr. Soric provided an update on efforts in the College of Pharmacy while Dr. Lee provided an update on efforts within the College of Medicine.

Ms. Loyet shared plans for improving faculty compensation and retention. She indicated that funds will be used from savings related to the Voluntary Separation Program (VSP) that will improve the faculty compensation plan and improve retention rates.

Dr. Christensen shared an update on Preferred Partnerships, indicating that one agreement has been signed and progress toward additional agreements has been significant. She then reminded the Board of the potential benefits to the University in addition to other characteristics of the arrangements. Each plan will be different and will be fully developed as the agreements are signed and evolve to the needs of the respective parties.

Dr. Kokinova shared that another update will be provided at the next Board meeting, with hopes for more progress before June. Board Chair Klunk applauded the efforts of SPAIC and all involved in the process. President Gershen mirrored his sentiments and shared that the updates are a result of University-wide efforts.

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

**COMMITTEE OF THE  
WHOLE (M2019-04)**

#### **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 NEOMED Foundation Strategic Plan was reviewed 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.

<p>5.2. The recommendation to approve the degree of Doctor of Medicine to candidates in the Class of 2019 (R2019-01) was approved under consent agenda.</p>	<p><b>DEGREES APPROVED FROM THE COLLEGE OF MEDICINE CLASS OF 2019 (R2019-01)</b></p>
<p>5.3. The recommendation to approve the degree of Doctor of Pharmacy to candidates in the Class of 2019 (R2019-02) was approved under consent agenda.</p>	<p><b>DEGREES APPROVED FROM THE COLLEGE OF PHARMACY CLASS OF 2019 (R2019-02)</b></p>
<p>5.4. The recommendation to approve degrees from the College of Graduate Studies to candidates in the Class of 2019 (R2019-03) was approved under consent agenda.</p>	<p><b>DEGREES APPROVED FROM THE COLLEGE OF GRADUATE STUDIES CLASS OF 2019 (R2019-03)</b></p>
<p>5.5. The recommendation to approve academic personnel actions (R2019-04) was approved under consent agenda.</p>	<p><b>ACADEMIC ACTIONS APPROVED (R2019-04)</b></p>
<p>5.6. The recommendation to approve nontenure-track faculty appointments (R2019-05) was approved under consent agenda.</p>	<p><b>NONTENURE-TRACK APPOINTMENTS APPROVED (R2019-05)</b></p>
<p>5.7. The recommendation to approve nontenure-track faculty promotions (R2019-06) was approved under consent agenda.</p>	<p><b>NONTENURE-TRACK PROMOTIONS APPROVED (R2019-06)</b></p>
<p>5.8. The recommendation to approve College of Pharmacy nontenure-track faculty promotions (R2019-07) was approved under consent agenda.</p>	<p><b>COLLEGE OF PHARMACY NONTENURE-TRACK PROMOTIONS APPROVED (R2019-07)</b></p>
<p>5.9. The recommendation to approve tenure and/or promotion for tenure track faculty (R2019-08) was approved under consent agenda.</p>	<p><b>TENURE AND/OR PROMOTION FOR TENURE TRACK FACULTY APPROVED (R2019-08)</b></p>
<p>5.10. The recommendation to approve the award of Degree, Doctor of Science, Honoris Causa, to Richard W. Lewis, M.S., M.A. (R2019-09) was approved under consent agenda.</p>	<p><b>HONORARY DEGREE TO RICHARD W. LEWIS APPROVED (R2019-09)</b></p>
<p><b>5.11. Report on Research and Sponsored Programs</b>  The report on research and sponsored programs was reviewed during the Academic and Scientific Affairs Committee meeting.</p>	<p><b>REPORT ON RESEARCH AND SPONSORED PROGRAMS</b></p>
<p><b>6. Report of the Finance, Fiscal Policy and Investment Committee Sharlene Ramos Chesnes</b>  The report on finance, fiscal policy and investments was given at the committee meeting.</p>	<p><b>REPORT OF THE COMMITTEE CHAIR</b></p>
<p>6.2. The recommendation to endorse the continued modification of a faculty-led academic structure for delivery of curriculum (R2019-10) was approved under consent agenda.</p>	<p><b>FACULTY-LED ACADEMIC STRUCTURE ENDORSED (R2019-10)</b></p>

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| <p><b>6.3.</b> The recommendation to approve capital equipment purchases, improvement and expenditures to upgrade the simulation management technology (R2019-11) was approved under consent agenda.</p>                             | <p><b>CAPITAL EQUIPMENT EXPENDITURES TO UPGRADE THE SIMULATION TECHNOLOGY APPROVED (R2019-11)</b></p> |
| <p><b>6.4.</b> The recommendation to approve fiscal year 2020 tuition and fees (R2019-12) was approved under consent agenda.</p>   | <p><b>FISCAL YEAR 2020 TUITION AND FEES APPROVED (R2019-12)</b></p>                                   |
| <p><b>6.5.</b> The recommendation to approve classified personnel actions (R2019-13) was approved under consent agenda.</p>  | <p><b>CLASSIFIED PERSONNEL ACTIONS APPROVED (R2019-13)</b></p>  |
| <p><b>6.6.</b> The recommendation to approve administrative personnel actions (R2019-14) was approved under consent agenda.</p>  | <p><b>ADMINISTRATIVE PERSONNEL ACTIONS APPROVED (R2019-14)</b></p>                                    |
| <p><b>6.7.</b> The report on revenue and expenditures and budget to actual comparison was given during the Finance, Fiscal Policy and Investment Committee meeting.</p>  | <p><b>REPORT ON EXPENDITURES/BUDGET</b></p>   |
| <p><b>6.8.</b> The report on operating cash, endowment funds and investment report was given during the Finance, Fiscal Policy and Investment Committee meeting.</p>   | <p><b>REPORT ON INVESTMENTS</b></p>   |
| <p>The Key Performance Indicators were not discussed.</p>  | <p><b>KEY PERFORMANCE INDICATORS</b></p>  |
| <p><b>7. Old Business</b></p> <p>No old business was discussed.</p>  | <p><b>OLD BUSINESS</b></p>  |
| <p><b>8. New Business</b></p> <p>No new business was discussed.</p>  | <p><b>NEW BUSINESS</b></p>  |
| <p><b>9. Adjournment</b></p> <p>There being no further business, Trustee Klonek moved to adjourn the meeting at 3:56 p.m. Trustee Chesnes seconded the motion. No one opposed. The motion was carried unanimously by voice vote.</p> | <p><b>Motion to adjourn (M2019-05)</b></p>  |

Respectfully submitted:

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Michelle M. Mulhern  
Secretary

Approved by:

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Robert J. Klonek  
Board Chair

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