



Board of Trustees

Signet Executive Board Room

June 8, 2017

Trustees Present:

Daisy L. Alford-Smith, Ph.D.
J. David Heller, CPA, Chair
E. Douglas Beach, Ph.D.
Carisa E. Bohnak
Paul R. Bishop, J.D.
Sharlene Ramos Chesnes
James M. Guirguis
Joseph R. Halter Jr.
Robert J. Klunk, Vice Chair
Chander M. Kohli, M.D.
Richard B. McQueen
Jay A. Gershen, D.D.S., Ph.D., Ex Officio

NEOMED Personnel Present:

Daniel S. Blain, M.A., M.S.W.
Amanda R. Filippi, M.B.A.
Roderick L. Ingram Sr., M.B.A.
Richard J. Kasmer, Pharm.D., J.D.
Carolyn D. Lanier, M.P.A.
Richard W. Lewis
Michelle M. Mulhern, M.P.A.
Karin Riggs, M.D.
Maria R. Schimer, M.P.H., J.D.
Steven P. Schmidt, Ph.D.
John R. Wray, J.D.
Jiashin Wu, Ph.D.
Elisabeth H. Young, M.D.

1. Call to Order, Roll Call and Approval of the Minutes
J. David Heller, CPA, Chair

**CALL TO ORDER AND
ROLL CALL**

Chair Heller called the meeting to order at 1:04 p.m.

Mr. Lewis, Secretary, called the roll and noted that a quorum was present.

Request for Recusal

REQUEST FOR RECUSAL

Chair Heller 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

**MOTION TO APPROVE
MINUTES (M2017-03)**

Chair Heller noted that all Trustees had received copies of the minutes from the full Board meeting on March 1, 2017. He asked if there were any additions, deletions or corrections. There being none, Chair Heller called for a motion to approve the minutes of the March 1, 2017, meeting. Trustee Klunk motioned the approval. Trustee McQueen seconded the motion. The motion carried unanimously by voice vote.

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

Executive Session

EXECUTIVE SESSION

Trustee Kohli moved to go into Executive Session to discuss personnel matters. Trustee Alford-Smith seconded the motion. Secretary Lewis called the roll and the motion passed unanimously.

At 1:49 p.m. Chair Heller moved to reconvene the Board meeting. Trustee Bishop seconded the motion which passed unanimously by voice vote. Chair Heller stated that during the Executive Session, personnel matters were discussed and no action was taken.

Chair Heller moved that the Board approve an increase in compensation for the President in accordance with instructions given to General Counsel. Trustee Bishop seconded the motion which was approved unanimously by voice vote.

Chair Heller asked General Counsel to draft an Amendment to the current Presidential Employment Agreement and prepare that Amendment for signature by the Board Chair and President. Changes in the Employment Agreement will be effective on July 1, 2017, unless otherwise noted in the contract amendment.

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

**REPORT OF THE
PRESIDENT**

President Gershen shared updates regarding the Leadership Team. He congratulated Dr. Steven Schmidt for being appointed as the Vice President for Research and Dean, College of Graduate Studies. Dr. Schmidt served in both of these roles in an interim capacity for approximately one year prior.

President Gershen noted that the search for the Vice President for Academic Affairs and Dean, College of Pharmacy will begin with hopes of identifying a candidate by July. The search for Vice President for Health Affairs and Community Health and Dean, College of Medicine, will be addressed in the Fall.

Lastly, President Gershen congratulated Roderick Ingram and Elaine Guregian, both from the Office of Public Relations and Marketing, for receiving Excellence in Journalism Awards from The Press Club of Cleveland.

NEOMED Strategic Plan

Carolyn D. Lanier, M.P.A.

Chief of Staff and Vice President for Diversity, Equity and Inclusion

John R. Wray, J.D.

Vice President for Administration and Finance

Margarita D. Kokinova, Ph.D.

Executive Director, Institutional Research and Planning

Dr. Gershen introduced Vice President Lanier to begin the presentation. Ms. Lanier highlighted the updated mission statement which was edited following the March 1, 2017, Board meeting. The vision and values statements remained unchanged.

Ms. Lanier briefly reviewed each of the five strategic directions of the Strategic Plan. Trustee Klonek referred to an action item of the second strategic direction: "develop alternative career pathways/degree programs for students who wish to change career fields." Trustee Klonek asked for examples of the alternative pathways described. Ms. Lanier explained that the action item describes the need to explore additional degree programs, specifically to provide options for students who may wish to change career paths part way through their studies in either the College of Medicine or the College of Pharmacy.

President Gershen referred to the fifth strategic direction: "NEOMED will broaden and diversify its resource base to reduce dependency on state funding and tuition, while ensuring long-term sustainability." He noted that this goal is the foundation of the other four strategic directions. He also explained that metrics were intentionally left out of the Strategic Plan but will be included the next time it is reviewed with the Board. He also reminded the Trustees that each of the colleges are formulating their respective strategic plans and that some of the action items from the University-wide plan may be moved or otherwise incorporated into the specific college plans. Ms. Lanier confirmed that it is the intent to use the scorecard method for metrics, similar to what was done for the previous University Strategic Plan.

Trustee Klonk inquired about the primary care physician model and the staff expectations of how well the Strategic Plan complements the future of primary care. Dr. Young shared her observations regarding changes in the focus of primary care, including the inclusion of mental health as well as the need for physicians with leadership experience. President Gershen spoke to the need for interprofessional skills. Both Dr. Young and President Gershen confirmed that these focus areas are important for the University and need to be embedded within the Strategic Plan.

Trustee Chesnes recommended the exploration of additional public/private partnerships with companies who share a common goal of improving public health. President Gershen indicated that the health and wellness aspect of the Strategic Plan also needs to be expanded upon.

NEOMED Diversity Strategic Plan Update

Carolyn D. Lanier, M.P.A.

Chief of Staff and Vice President for Diversity, Equity and Inclusion

Andre L. Burton J.D.

Executive Director, Diversity, Equity and Inclusion

Carolyn Lanier invited Andre Burton to provide an update on the Diversity Strategic Plan.

Mr. Burton reviewed the four overarching goals of the Diversity Strategic Plan, which was approved by the Board on December 11, 2015. The goals are as follows: recruitment, retention and development; campus culture and climate; curriculum and pedagogy; and community outreach, engagement and supplier diversity.

Mr. Burton noted steady gains in diversification of the student body; the training of search committees to identify more diverse applicant pools; and diversification of admissions committees.

Mr. Burton also briefly reviewed the Diversity Dashboards, which help to develop a diverse workforce in line with specific goals. The dashboards assist in gauging how effective the diversity efforts are.

Mr. Burton highlighted the first University supplier diversity program. The goals of the program are to diversify supplies and suppliers, enhance social responsibility, function as an economic driver for diverse communities, and increase competitiveness with other medical universities, many of which already have a supplier diversity program. Trustee Beach inquired as to whether the University receives a financial incentive from the State for improving supplier diversity. Secretary Lewis indicated that it does not.

I AM Diversity

Carolyn D. Lanier, M.P.A.

Chief of Staff and Vice President for Diversity, Equity and Inclusion

Roderick L. Ingram Sr., M.B.A.

Executive Director, Public Relations and Marketing

Andre L. Burton, J.D.

Executive Director, Diversity, Equity and Inclusion

Andre Burton invited Roderick Ingram to present I AM Diversity. Mr. Ingram briefly reviewed the I AM Diversity book. The book features students, faculty and staff who volunteered to share their own ideas of why they are diverse. He also noted that the books will be mailed in August to about 8,000 University stakeholders.

Trustee Alford-Smith commended Mr. Ingram and his team on the book, noting its complement to the Diversity Strategic Plan. Trustee Chesnes shared her appreciation for the project as well.

President Gershen thanked each of the teams who presented and concluded his report.

Chair Heller stated that all committee reports had been reviewed and called for a motion to approve a consent agenda on agenda items 4.2. through 5.7. Trustee Klonk moved approval. Trustee Chesnes seconded the motion. No one opposed. The motion carried unanimously by voice vote.

**CONSENT AGENDA
APPROVED (R2017-13
THROUGH R2017-21)**

**3. Report of the Institutional Advancement Committee
Paul R. Bishop, J.D.**

**REPORT OF THE
COMMITTEE CHAIR**

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

3.2. The Comprehensive Fundraising Update was given at the Institutional Advancement Committee meeting.

**COMPREHENSIVE
FUNDRAISING UPDATE**

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

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

**4. Report of the Academic and Scientific Affairs Committee
Daisy L. Alford-Smith, 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 (R2017-13) was approved under consent agenda.

**ACADEMIC ACTIONS
APPROVED (R2017-13)**

4.3. The recommendation to approve nontenure-track faculty appointments (R2017-14) was approved under consent agenda.

**NONTENURE-TRACK
APPOINTMENTS
APPROVED (R2017-14)**

4.4. The recommendation to approve nontenure-track faculty reappointments (R2017-15) was approved under consent agenda.

**NONTENURE-TRACK
REAPPOINTMENTS
APPROVED (R2017-15)**

4.5. 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
Sharlene Ramos Chesnes**

**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 classified personnel actions (R2017-16) was approved under consent agenda.

**CLASSIFIED PERSONNEL
ACTIONS APPROVED
(R2017-16)**

5.3. The recommendation to approve administrative personnel actions (R2017-17) was approved under consent agenda.

**ADMINISTRATIVE
PERSONNEL ACTIONS
APPROVED (R2017-17)**

5.4. The recommendation to approve the Fiscal Year 2018 Tuition and Fees (R2017-18) was approved under consent agenda.

**FISCAL YEAR 2018
TUITION AND FEES
APPROVED (R2017-18)**

- 5.5. The recommendation to approve the Fiscal Year 2018 Operating Budget (R2017-19) **FISCAL YEAR 2018 OPERATING BUDGET APPROVED (R2017-19)**
- 5.6. 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**
- 5.7. 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**
6. **Old Business** **OLD BUSINESS**
- No old business was discussed.
7. **New Business** **NEW BUSINESS**
- 7.1. Secretary Lewis presented a resolution of appreciation to Charles T. Taylor, Pharm.D. **RESOLUTION OF APPRECIATION FOR CHARLES T. TAYLOR, PHARM.D. (R2017-20)**
- Trustee Chesnes moved approval of Resolution 2017-20 as presented. Trustee Klonk seconded the motion. No one opposed. The motion was approved unanimously by voice vote.
- 7.2. Secretary Lewis presented a resolution of appreciation to Carisa E. Bohnak. **RESOLUTION OF APPRECIATION FOR CARISA E. BOHNAK (R2017-21)**
- Trustee McQueen moved approval of Resolution 2017-21 as presented. Trustee Chesnes seconded the motion. No one opposed. The motion was approved unanimously by voice vote.
- Adjournment** **MOTION TO ADJOURN (M2017-04)**
- There being no further business, Trustee Bishop moved to adjourn the meeting at 4:18 p.m. Trustee Beach seconded the motion. No one opposed. The motion was carried unanimously by voice vote.

Respectfully submitted:

Richard W. Lewis
Secretary

Approved by:

J. David Heller, CPA
Board Chair

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