



Minutes of the October 17, 2023 Board of Directors Meeting

Attendance (In-Person):

- Carrie Rosario
- Vickie Bradley
- Lori Byrd
- Adam Sholar
- Lawrence Nycum
- Richard Montague
- John Morrow
- Reuben Blackwell
- William Way
- David Sousa

Attendance (Virtual):

- Tim Norris
- Brian McGinnis
- Danny Scalise
- Anita Bachman
- Cory Hess
- Perrin Jones
- Peter Morris
- Jennifer Jordan

NCIOM Staff

- Kathy Colville
- Michelle Ries
- Amanda Gomez
- Ivana Susic
- Brienne Lyda-McDonald
- Deidre Bishop
- Kaitlin Phillips
- Emily Hooks
- Donald Gula
- Khristian Curry

Call to Order

Carrie Rosario welcomed board members and confirmed that a quorum was present, with board members attending both in person and virtually. The meeting was called to order at 12:05pm.

The Mission of NCIOM

David Sousa read the NCIOM mission and spoke of how he spent 8 years on the board, noting, “It’s not the mission that gets things done at the NCIOM, it’s the people.” David also spoke of Kathy as an applicant for the President/CEO position. It was Kathy’s task to help the staff grow and prosper. David spoke of the important work of the NCIOM, and how the people of North Carolina have benefited deeply from Kathy’s leadership. David looks forward to the search committee work to identify a comparable leader for NCIOM in the future and wishes the group great luck in the future doing the important work.

Trish Markus will fill David’s seat on the board.

Celebraons

Kathy Colville announced celebrations and congratulations:

- Elizabeth Tilson was able to lead an engaging conversation with Dr. Stephen Lloyd (a physician who inspired a character in ‘Dopesick’) in Morganton. Elizabeth also contributed to the work on changing the national policy on blood donation for gay and bisexual men.
 - *“The FDA’s proposed policy change driven by data and science will increase the supply of blood to save lives, end the discriminatory categorical exclusion of gay and bisexual men, and protect the safety of blood supply based on what people do and not who people are.” – Elizabeth Tilson*
- The NCMJ won a national award for graphic design.
- Staff member Khristian Curry was recognized as a fellow at the 2023 Bernstein dinner and celebrated her one year anniversary with the NCIOM.
- Staff member Emily Hook’s successfully solicited more than \$51,000 in sponsorships for the annual meeting.

Review and Approval of July 2023 Meeting Minutes (Board Vote)

In discussion of the July minutes, Kathy offered one correction: The July 2024 meeting will be held on July 16. Reuben Blackwell motioned to approve the amended minutes. Seconded by Richard Montague. The minutes were unanimously approved.

Audit/Finance Committee Operations Report

Don Gula and Kathy Colville reviewed the current financial position and balance in checking accounts.



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|--|-----------|------------------------|
| Truist Checking Account | \$ | 172,326.35 |
| Truist Money Market Account | \$ | 1,403,445.38 |
| PayPal Account | \$ | 16,583.18 |
| Morgan Stanley Investment Account | \$ | 957,163.17 |
| TOTAL | | \$ 2,549,518.08 |

Don noted that NCIOM is in a strong financial position overall, and there have been no major changes from the July 2023 update.

Discussion:

David Sousa asked if any funds are in a high yield savings account. Kathy noted that the \$1.4 million is at 3.44%. Kathy and Don acknowledged where there are larger receivables coming in:

- BCBS NC will provide approximately \$150,000 in December
- The Duke Endowment (Opioids) will provide \$280,000 in November
- Kate B. Reynolds will provide \$1,000,000 in March for general operating

In addition, we are considering putting \$1 million in treasuries at 5.34% laddered at 3, 6, 9, and 12 months. They are not FDIC insured, but they are backed by the Treasury. We are looking for a higher yield and more security. Don and Kathy also mentioned another option of an ISC through Truist at 1.75% (FDIC insured)

Adam Sholar said that another organization he is affiliated with got an ICS account at a better rate instead of a spread.

Danny Scalise asked if we have an investment policy statement, and Don replied that as long as a keep a certain number of months' cash flow available, money can be moved around. We just have to have sufficient money in the short-term.

Lars Nycum asked if there is a net end game of assets that we want to have, and Kathy replied that we want to increase assets and would like to have a year's budget in the Morgan Stanley account. We are close to that goal in the money market account. We need a starting cushion and staffing investment for the next leader of the NCIOM.

Lars Nycum asked if there are COLAs attached. Kathy replied no, and we need to show that we are good stewards of funds. One example of good stewardship was moving to Sheps and reducing monthly operating expenses. We also have grants where we didn't spend all of the available funds because travel funds were not used.

Updates on Operations:

Kathy discussed safety in the building (in light of recent active shooting threats). She has been in communication with the building head to change things like removing key access for the front door and

changing the automatic lights. We are also doing what we can internally, such as staff getting to know the building and going over places to hide. Deidre is developing kits to put in the shelter-in-place spots. John Morrow asked if there was campus security in the building. Kathy said no but that Chapel Hill PD is nearby. Carrie Rosario suggested that we ensure that we have safety plans for board meetings and events at Sheps. The next leader should continue this work.

Program Updates

Michelle Ries reminded board members that detailed updates on current projects are available in October's president's report.

- Task Force on Healthy Aging – Brienne Lyda-McDonald, project director, provided an update:
 - The March/April NCMJ issue was on aging. There is a growing population of older adults in North Carolina and inequitable access to care. The Task Force focused on 4 key topics: Falls prevention, mobility, food security/nutrition, and social isolation. There were 11 Task Force meetings and 35+ key informant meetings. Unlike previous reports, the healthy aging report will include vignettes and stories from older adults. Thank you to the three board members who reviewed the report: Cory, David, and Danny. In May, Governor Cooper had an executive order that directed the state to be age-friendly. The final report will be published in October 2023.
- Task Force on the Future of the Nursing Workforce – Brienne Lyda-McDonald, project director, provided an update:
 - There are two meetings left. Lori Byrd and Adam Sholar are on that task force. The work group meetings format was different than the standard task force meeting format. The final report will be available April 2024.
- Action Team on Neonatal Levels of Care – Khristian Curry, project director, provided an update:
 - NLOC convened from last December to August. AAP neonatal guidelines haven't been updated since the '90s. A report to the DHHS will be provided at the end of October. This project was built on years of work. The action team recruited from a variety of backgrounds and geographic locations. They worked to develop recommendations for DHHS. They started with AAP guidelines, then the current NC guidelines and how care was implemented in the community. They came to the consensus that North Carolina should adopt guidelines from the AAP with special consideration to definitions and requirements, and to gestational age requirements. Next steps include stakeholder engagement, data collection on the current state of neonatal care, and fiscal analysis.
- Task Force on Oral Health – Khristian Curry, project director, provided an update:
 - Recommendation categories include consumer experience, pathway development and provider support, payment and benefit design, and care integration. The final report will be published in January or February 2024.

Michelle highlighted the themes of access and reform across all four projects and encouraged board members to reach out to Khristian and Brienne with any questions.

Kathy discussed the NCIOM's trusted role to bring everyone together and remarked on the need for NCIOM to convene people at the beginning of these processes.



Kathy notes that the NLOC report will not be published publicly, as it is a commissioned report for NC DHHS.

Reuben Blackwell asked if the Board can review internal or commissioned reports. Kathy said yes.

Carrie Rosario noted that the breadth and scope of the work is impressive and encompasses all North Carolinians.

Executive Committee Report

Carrie Rosario gave recognition of board members completing terms:

- Lars Nycum, Lyndsey Jensen, and David Sousa will be completing their terms.
- Plaques were given to Lars and David; Lyndsay was not present to receive hers.

Carrie and Kathy noted a celebration of new NCIOM board officers and new board members, starting in January 2024:

- New officers
 - Chair: Adam Sholar
 - Vice Chair: Lori Byrd
 - Treasurer: Brian McGinnis
 - Secretary: Tim Norris
- New board members
 - Frank Courts, Trish Markus, and Patty Pfeiffer.

Outgoing board chair Carrie Rosario was recognized and given a plaque.

Update on President/CEO search process:

Carrie Rosario stated that the job has been posted and that we cannot keep the job posted until the position has been filled. It will be posted until November 1, but then we will reopen it, depending on the number of applicants. This posting, as opposed to the last one, was updated to say Director. The search committee is diverse and includes Carrie Rosario, Adam Sholar, Mark Holmes, Pam Silverman, John Lumpkin, Lori Byrd, and Brian McGinnis. It's almost the same search committee as the one that found Kathy.

- John Morrow asked if the Board needs to process candidates before reposting.
 - Carrie said no.
- Someone on Zoom asks if there will be a need for an acting director in the interim.
 - Carrie said that the Board is exploring this idea. Kathy has agreed to serve as support through January.
- John asked if there was a possibility to have someone overlap with Kathy.
 - Carrie said that it is unlikely for someone complete the hiring process and start before the holidays.



Carrie Rosario provided recognition of current President/CEO (Kathy), as this is her last board meeting in this role.

President's Report

Kathy asked if we should move forward to a discussion of the President's Report. David replied that the report was exceptional and that the board should focus on the strategic plan discussion.

Board of Directors Strategic Discussion: Leadership Transition

Kathy read questions to consider for discussion:

- How can the NCIOM Board of Directors leverage their personal and professional connections to recruit a diverse and talented pool of applicants?
- What would you suggest as priorities for the "first 100 days" for the new NCIOM president/CEO?
- What concrete actions can the NCIOM Board of Directors take to
 - Support the new NCIOM president/CEO in addressing those priorities?
 - Support our staff team through transition?

Adam Sholar said that he would like to see the board not make the new person feel like they have to meet everyone externally in the first 100 days. It is important for the new person to be familiar with the internal organization – people and the work – before going out. We are also not trying to unnecessarily shake things up.

David Sousa suggested having a project list ready for the incoming leader (a list that cannot be changed).

Lars Nycum asked if Adam Zolotor completed an exit interview when he left the NCIOM. David said no, but that there were reasons that may not be applicable now.

Carrie asked if it would be appropriate to ask final candidates how they'd engage in understanding the landscape of the organization.

Vickie Bradley emphasized the theme of the discussion: the first 100 days are about listening.

John Morrow said that the new leader needs to get to know the staff, and that we need to preemptively communicate to the NCGA that the work will continue.

Kathy said that the upcoming LHPF cohort meetings will be a good opportunity for the new leader.

David Sousa suggested doing regular check-ins with staff during the first 100 days.

John Morrow suggested a 60 or 90 day review process for the new leader with staff input.

Bill Way asked if we need an inventory of the gaps in the board members in terms of practice and expertise.



- Kathy said that we created a matrix for members (not board members), but it would be worth looking at the matrix for the new board (and there will be no new board members until 2025).

Carrie said to direct questions and thoughts to Kathy, Adam, and her.

Adjourn

John Morrow motioned to adjourn the meeting; Adam Sholar seconded the motion. The meeting adjourned at 2:01pm.