



North Carolina Institute of Medicine

shaping policy for a healthier state

North Carolina Institute of Medicine Board of Directors Meeting

October 17, 2024

12:00 PM to 2:00 PM

In-person at the NCBiotech Center and remote participants over Zoom

MINUTES

Members Present:

Anita Bachmann, MHS
Reuben Blackwell
Vickie Bradley, RN, MPH
Lori Byrd, DNP, RN, CRE
Frank Courts, DDS, PhD
Perrin Jones, MD
Trish Markus, JD, CIPP/US
John Morrow, MD, MPH
Tim Norris, MBA, SPHR, SHRM-SCP, CHBC
Patty Pfeiffer, DEd, MSN, RN
Carrie Rosario, DrPH, MPH, CHES
Adam Sholar
Betsy Tilson, MD, MPH
Bill Way, MD

Members Absent:

Goldie S. Byrd, PhD
Cory Hess, MBA
Jennifer Jordan, MD
Andrew Kaiser
Brian McGinnis, FACHE, FACMPE
Richard Montague
Danny Scalise

NCIOM staff present: Emily Hooks, Brienne Lyda-McDonald, Ruby Brinkerhoff, Kaitlin Phillips, Deidre Bishop, Michelle Ries, Ivana Muszkiewicz

Guests: Kim Bossian (intern)

Call to Order and Celebrations

Adam Sholar, NCIOM Board Chair, called the meeting to order at 12:02 PM. A quorum was confirmed based on both in-person and virtual attendance. Michelle Ries acknowledged the recent devastation in WNC, noting its significant impact on many colleagues, friends, and family. She mentioned that NCIOM is considering its role in supporting recovery efforts and policy analysis but would revisit this topic at a later meeting.

Dr. Lori Byrd read the organization's mission statement. Michelle recognized Khristian Curry for completing the FHLI Bernstein Fellows program; board member Dr. Goldie Byrd for a recent lifetime

achievement award from the National Alzheimer's Association; and Brieanne Lyda-McDonald for the NCNA Certificate of Commendation for her work with the Future of the Nursing Workforce task force.

Review and Approval of July 2024 Meeting Minutes

Adam noted a correction: Trish Markus was present at the July meeting but omitted from the list of attendees. The motion to approve the minutes, with the correction to include Trish, was made by Anita and seconded by Lori. The motion passed without opposition.

Review of 2025 NCIOM Board Meeting Dates

Deidre Bishop reviewed the dates for 2025 Board of Directors meetings:

- January 21, 2025
- April 22, 2025
- July 15, 2025
- October 21, 2025

Audit/Finance Committee and Operations Report

Emily Hooks provided an update on the financial position. She explained the transition of funds from PayPal to the Truist checking account and noted large payouts for the opioids and E4C grants. She also mentioned that the audit was set to begin on October 29.

President's Report

Development Update

Michelle gave an update on the following areas:

- **Development:** Four new contracts have been signed since July, including renewals for E4C, maternal health, and Legislative Health Policy Fellows. Two contracts are pending, one for veterans' health through DMH, and another for direct care workforce through the Center on the Workforce for Health.
- **Annual Meeting:** Michelle encouraged members to share the meeting details with their networks.
- **Hiring:** The process for hiring an Associate Director is nearing completion, with reference checks for the top candidate. Khristian is moving out of state and will transition to part-time, and her work will largely focus on maternal health.
- **Membership:** All 8 new members accepted the invitation, and we held a virtual orientation for the new members. The new members mentioned key health issues related to access to care, youth mental health, and culturally competent care.

NCMJ and Communications Update

Kaitlin Phillips highlighted several changes to our website including the main page which is now more accessible and helpful to search engine optimization. She stated that in early 2025, we will be

focused on digital reports and publications so that NCIOM content is more interactive and easier to navigate.

She also shared an update on the NC Medical Journal and outlined key changes for the journal that will start in 2025. Those changes included moving away from a printed and mailed publication; publishing on a rolling basis rather than once every two months; and expanding authors and reviewers. The ultimate goal is to maintain a place to elevate and publish NC authors. Dr. Ronny Bell will move into the Editor in Chief role, and Dr. Peter Morris will become Editor Emeritus.

Dr. Carrie Rosario asked a clarifying question around the name of the medical journal. Kaitlin stated that the name of the journal, for now, will remain the same, and the newsletter will be the NC Health Policy Forum. This newsletter will include both NCMJ content and NCIOM content.

Program Update

Review of Immigrant Mental Health Policy Development

Brieanne presented an update on the work related to immigrant mental health, in collaboration with El Futuro, a mental health organization in Durham providing bilingual and bicultural services. El Futuro has taken a lead role in addressing the mental health needs of immigrant communities, working with NCIOM for a landscape analysis. Key highlights of the work included:

- The number of foreign-born residents in North Carolina has increased significantly, especially between 1990-2000. Immigrants now make up 8% of the population in NC; ¼ of immigrants are from Mexico.
- The analysis found that immigrants are critical to the state's economy, with significant implications for mental health services.
- A landscape analysis advisory council was formed with four meetings to gather key themes on immigrant mental health, including stigma, generational differences, gender, and community strengths and challenges. Key barriers included language, fears around legal status, and misinformation.

Brieanne shared that the advisory council narrowed the focus to two areas of policy action, funding for community health programs and linguistically appropriate services. Policy work groups will meet 3 times to develop actionable recommendations for policy makers and other responsible entities. A final in-person convening is scheduled for December 4 at McKimmon.

Anita Bachmann inquired about the role of the faith-based community in addressing mental health. Brieanne noted that there is a desire to address mental health in a culturally relevant way, which may differ from the American approach. Reuben Blackwell commended the analysis and emphasized the opportunity to share the challenges faced by foreign-born North Carolinians and their contributions to their communities. Adam Sholar asked about variations in challenges across counties and countries of origin, and Brieanne confirmed that while there are similarities, there are also differences based on factors like job markets and socioeconomic status. Carrie Rosario inquired about the dissemination plan for the findings. Brieanne stated that it was initially intended as an internal document but there is now an opportunity to expand its reach with input from El Futuro. Michelle remarked on the learning experience and how it is shaping NCIOM's ongoing work.

Overview of Evaluation Strategies

Emily Hooks highlighted the challenges experienced in previous evaluation approaches, particularly utilizing temporary staff-led evaluation processes. Moving forward, NCIOM aims to



focus on a more integrated evaluation framework that reflects the organization's values and gathers information from a variety of perspectives. The goal is to document lessons learned through smaller projects and scale successful strategies. There are three projects that highlight the shift in evaluation processes: legislative health policy fellows, opioid research agenda, and recent task forces.

Emily shared an update on the opioid research convening based on Amanda Dale's input and slides. The event aimed to bring together individuals with lived experiences and researchers to create a collaborative environment. Key takeaways included the event format was adjusted based on feedback from advisory groups and incorporating evaluation throughout the process.

Ivana Muszkiewicz shared the legislative health policy fellows interview methodology and the successes of those conversations. Overall, the new process allowed our team to have greater consistency in the interviews and therefore more interpretable, usable data. Brienne shared how project staff are incorporating evaluation throughout the task force process.

Board of Directors Strategic Discussion: Evaluation of Our Impact

Michelle led a discussion on evaluating both the process and impact of task forces, noting the challenge of communicating process changes to funders. Dr. John Morrow emphasized measuring the impact of task forces over time, while Michelle suggested parallel tracks for evaluating process and outcomes. Adam Sholar proposed gathering task force members' perceptions on the potential for policy change. Dr. Lori Byrd compared task force debriefs to simulations, proposing their value in assessing both process and impact. Dr. Carrie Rosario recommended using a logic model to visualize task forces' role in the broader system. Next steps include refining evaluation strategies, gathering feedback from task forces, and exploring longer task force timelines for better follow-up.

Adjourn

Dr. Carrie Rosario motioned to adjourn the meeting, and Anita Bachmann seconded. Adam Sholar adjourned the meeting at 2:01pm.