General Practice Areas

- Affiliated Entities (other than Penn State Health)
  - The Corporation for Penn State - Christopher Hulburt, Jennifer Jacobs
  - Penn State Research Foundation - David Giannantonio, Jennifer Jacobs, Christopher Hulburt, Gregg Michael
  - Ben Franklin - Jennifer Jacobs, Gregg Michael
  - The Pennsylvania State University Philanthropic Fund – Jennifer Jacobs

- Alumni Association – Jennifer Jacobs, Gregg Michael

- Applied Research Laboratory – Robert Rutherford

- Athletics – Gregg Michael (contracts and NIL), Holly Cline (employment and coaches’ contracts), David Dulabon (litigation), David Giannantonio (licensing)

- Audit – Frank Guadagnino

- Behavioral Threat - Holly Cline, Tamla Lewis, Kelly Mroz

- Benefits – Holly Cline, Christopher Hulburt (retirement oversight committee and contracts); Jennifer Jacobs - contracts

- Business Transactions and Contracts – Christopher Hulburt, Gregg Michael, Jennifer Jacobs, Robert Rutherford (for ARL), Kelly Mroz

- Clery Act – Natalie Grosse

- Colleges – Sarah Gentry, Michael Mohr (College of Medicine)

- Commonwealth Campuses – By subject matter, Natalie Grosse to coordinate

- Compliance – Research (human subjects, conflict of interest, animals, effort reporting, export controls, research misconduct, etc.) – Michelle Gluck; others by topic

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1 The Hershey lawyers (Judy Hlafscak, Michael Mohr, Nicole Lehman, Jacob Theis, David DeLuce, Joseph Meiss and Jacob Sultzer) cover a range of legal issues for Penn State Health, Milton S. Hershey Medical Center, other Penn State Health entities, and the College of Medicine.
• Compliance – Other (financial aid, political activities, State and Federal regulatory issues, health, safety and environment, etc.) – Frank Guadagnino, Natalie Grosse, Michelle Gluck; Robert Rutherford (for ARL); others by topic.

• Conflicts of Interest – Frank Guadagnino, Michelle Gluck, Robert Rutherford (for ARL); others by topic

• Constitutional Issues (First Amendment, Due Process, Academic Freedom, Equal Protection, Religion, Guns) – Frank Guadagnino, Tamla Lewis, Sarah Gentry

• Copyright, Trademarks, Patents, Trade Secrets – David Giannantonio,

• Crisis and Emergency Management – Frank Guadagnino, Natalie Grosse, David Dulabon

• Development, gifts, estates, related disputes– Jennifer Jacobs, Kelly Mroz

• Discrimination and Retaliation – Tamla Lewis, Sarah Gentry, Holly Cline, Robert Rutherford (for ARL)

• Employment and Labor (Human Resources, benefits, union issues, litigation, FLSA, FMLA) – Holly Cline, Sarah Gentry, Robert Rutherford (for ARL)

• False Claims Act – David Dulabon, Michelle Gluck, Robert Rutherford

• FERPA – Tamla Lewis, Jennifer Jacobs, Kelly Mroz

• Finance – Christopher Hulburt, Gregg Michael

• Governance (Board of Trustees, Sunshine Act, History, Nature of Entity, Bylaws) – Frank Guadagnino

• Government Relations (legislation, regulations, lobbying, funding, political activity, government investigations) – Natalie Grosse, David Giannantonio, Michelle Gluck, David Dulabon, Robert Rutherford (for ARL)

• Health, Safety and Environment – Michelle Gluck (federal regulatory), Holly Cline (OSHA), Natalie Grosse (misc. compliance), Robert Rutherford (for ARL)

• Insurance – David Dulabon, Holly Cline, Sarah Gentry
• Intellectual Property – David Giannantonio

• International – Jennifer Jacobs, Kelly Mroz

• Investments – Christopher Hulburt, Gregg Michael

• Licensing – David Giannantonio

• Litigation (lawsuits, subpoenas, administrative agency complaints, claims, litigation holds, insurance) – David Dulabon, Holly Cline, Sarah Gentry, Natalie V. Grosse, Michael Mohr (academic medical center), Robert Rutherford (for ARL), Kelly Mroz

• National Security – Robert Rutherford, Natalie Grosse

• Outreach – Jennifer Jacobs

• Penn State Health, including Hershey Medical Center (including all of the topics on this list) – Judy Hlafscak, Michael Mohr, Nicole Lehman, Jacob Theis, Jacob Sulzer, David DeLuce, Joseph Meiss

• University/Penn State Health Relationship – Gregg Michael, Frank Guadagnino

• Policies – Natalie Grosse; others by topic

• Privacy, Information Security, Data – Jennifer Jacobs, Natalie Grosse, David Dulabon, Michelle Gluck (Research), Robert Rutherford (for ARL)

• Public Safety, Security and Police – Natalie Grosse, David Dulabon, Holly Cline, Jennifer L. Jacobs (agreements), Robert Rutherford (for ARL)

• Purchasing – Jennifer Jacobs, Christopher Hulburt, Gregg Michael, Robert Rutherford (for ARL), Kelly Mroz

• Real Estate – Christopher Hulburt, Kelly Mroz

• Right to Know and Records Requests – Natalie Grosse, Kelly Mroz
• Risk Management – Natalie Grosse (ERM), Jennifer Jacobs (contracts), Christopher Hulburt (contracts), Gregg Michael (contracts), Tamla Lewis (students and student organizations), Robert Rutherford (for ARL), Kelly Mroz

• Software Licensing – Jennifer Jacobs

• Sponsored Research – Michelle Gluck

• Students (academic issues, misconduct and discipline, activities and organizations, safety, compliance) – Tamla Lewis, Kelly Mroz

• Subpoenas – Natalie Grosse, Christine Lower, Robert Rutherford (for ARL)

• Tax – Jennifer Jacobs

• Technology/Transfer and Economic Development
  o Patents, licensing – David Giannantonio
  o Corporate and finance issues – Jennifer L. Jacobs, Christopher Hulburt, Gregg Michael

• Title IX - Tamla Lewis, Kelly Mroz

• World Campus – Jennifer Jacobs, Tamla Lewis (students), Kelly Mroz (students)
**PENN STATE HEALTH**  
**OFFICE OF GENERAL COUNSEL**  
**SUBJECT MATTER ASSIGNMENTS**

- ACGME – Michael Mohr
- Affiliated Entities (other than PSH, its hospitals and medical groups) – Nicole Lehman
- Affirmative Action/OFCCP – Jacob Sulzer
- Agreements / Contracts –
  - Abledoc – Nicole Lehman, Joseph Meiss
  - Academic Affiliation – Mike Mohr
  - Business Associate Agreements – Nicole Lehman, Joseph Meiss
  - Construction – Joseph Meiss
  - Executive Employment Agreements – Jacob Theis
  - IT – Joseph Meiss
  - Medical Directors – Nicole Lehman, Jacob Theis, Joseph Meiss
  - Mergers and Acquisitions – Nicole Lehman
  - Professional Services Agreements / Employee Leases – Nicole Lehman
  - Physician Employment Agreements – Jacob Theis, Jacob Sulzer
  - Real Estate / Leases – David DeLuce
  - Revenue-Generating Agreements where the PSH entity provides the services generally (Abledoc) – Nicole Lehman, Joseph Meiss, David DeLuce
  - Revenue-Generating Agreements where COM provides the services generally – Joseph Meiss, Joseph Meiss
  - Severance Agreements – Jacob Theis, Jacob Sulzer, Michael Mohr
  - Single Case Agreements – Nicole Lehman
  - Third Party Payer Agreements – Nicole Lehman, David DeLuce, Joseph Meiss
  - Transfer Agreements – Nicole Lehman
  - Vendor/Strategic Sourcing Back-Up – Joseph Meiss
- Ambulance issues – Nicole Lehman, Joseph Meiss
• Benefits – Jacob Theis, Jacob Sulzer

• Americans with Disability Act (ADA) – Jacob Theis, Jacob Sulzer

• Anti-Kickback Matters – Nicole Lehman, Jacob Theis

• Background Checks and Drug Tests – Jacob Theis, Jacob Sulzer

• Board of Directors and Board Committees (PSH, hospitals, medical groups, other subsidiaries) – Nicole Lehman

• Bond Financing/Refinancing – Nicole Lehman

• Business Transactions – Nicole Lehman, Joseph Meiss, David DeLuce

• Class Actions – See Litigation below.

• MSHMC Faculty/Academic issues – Michael Mohr

• Clery Act – Michael Mohr

• Clinical Trials – Michael Mohr

• College of Medicine – Michael Mohr, Joseph Meiss (business transactions)

• Compensation (Executive, Physician and all others) – Jacob Theis

• Compliance – Nicole Lehman

• Conflicts of Interest – Michael Mohr, Nicole Lehman, Jacob Theis

• Construction – Joseph Meiss

• Copyright, Trademarks, Patents, Trade Secrets – Michael Mohr (referred to PSU attorneys at Main Campus)
- COVID – Jacob Theis, Joseph Meiss, Jacob Sulzer, Michael Mohr
- Criminal / Law Enforcement – Michael Mohr, Joseph Meiss
- Data Breaches – Michael Mohr, Nicole Lehman
- Development – Joseph Meiss, Nicole Lehman
- Diversity – Jacob Theis, Jacob Sulzer
- E-discovery and Preservation – See “Litigation” below.
- Employment matters – Jacob Theis, Jacob Sulzer
- Facilities – David DeLuce, Joseph Meiss
- False Claims Act – Nicole Lehman, Jacob Theis
- FERPA – Michael Mohr
- General Counsel questions for hospitals – Michael Mohr (MSHMC), David DeLuce (community hospitals), Nicole Lehman as back-up
- Governance – Nicole Lehman
- HIPAA – Nicole Lehman, Michael Mohr
- Human Resources – Jacob Theis, Jacob Sulzer
- Human Subjects Research / IRB – Michael Mohr
- Immigration – Jacob Theis, Jacob Sulzer
- Intellectual Property – Michael Mohr
- Joint Ventures – Nicole Lehman
• Labor Relations / Unions – Michael Mohr

• Law Enforcement Matters – Michael Mohr, Joseph Meiss

• Licensure –
  o Hospitals and Ambulatory Surgery Centers – Nicole Lehman
  o Physician/clinician – Michael Mohr (MSHMC), David DeLuce (community hospitals)

• Litigation
  o Professional Liability / Med Mal – Michael Mohr
  o General Liability (for example, slip & falls, non-patient-care related injuries, all other matters, etc.) – Joseph Meiss, Michael Mohr
  o Employment-related (discrimination, compensation/wages, non-compotes, etc.) – Jacob Theis, Jacob Sulzer

• Mandatory Reporting for Child, Adult and Elderly Abuse – Michael Mohr, Nicole Lehman

• Marketing/Communications – Michael Mohr, Nicole Lehman

• Medical Records – Nicole Lehman, Michael Mohr

• Medical Staff Bylaws and Office Issues – David DeLuce, Michael Mohr

• Medicare/Medicaid – Nicole Lehman

• Mergers & Acquisitions – Nicole Lehman

• Policies – decided by subject matter of policy (e.g. HR Policy = Jacob Theis, Jacob Sulzer; Risk = Michael Mohr; Compliance = Nicole Lehman, etc.)

• OSHA – Jacob Theis, Jacob Sulzer

• Patient Care – Michael Mohr, David DeLuce, Nicole Lehman as back-up
• Penn State Health Care Partners (CIN) – Nicole Lehman
• Physical Security – Michael Mohr, Joseph Meiss
• Postdocs and Fellows – Michael Mohr
• Purchasing (including animals) – Joseph Meiss
• Real Estate – David DeLuce, Kelly Mroz
• Regulatory – (first Corby Myers, Director of Regulatory for PSH) then Nicole Lehman
• Research (including animals) – Michael Mohr
• Residency Program – Michael Mohr
• Revenue Cycle – Nicole Lehman
• Risk Management – (first Kay Makin, Director of Risk for PSH) then Michael Mohr, Nicole Lehman, David DeLuce
• Safety – Michael Mohr, Jacob Theis
• Software Licensing – Joseph Meiss
• Stark Act – Nicole Lehman, Jacob Theis
• Students – Michael Mohr
• Subpoenas – (see Litigation, above)
• Tax – David DeLuce
• Tenure – Michael Mohr
• Title IX – Michael Mohr
• Virtual/Tele Health – Nicole Lehman, Joseph Meiss

• Zoning and Land Use – David DeLuce