



# Integration Town Hall

AUG. 29, 2024



# Introductions



**Amy P. Murtha, MD**

**Dean**

Robert Wood Johnson Medical School



**Robert L. Johnson, MD, FAAP**

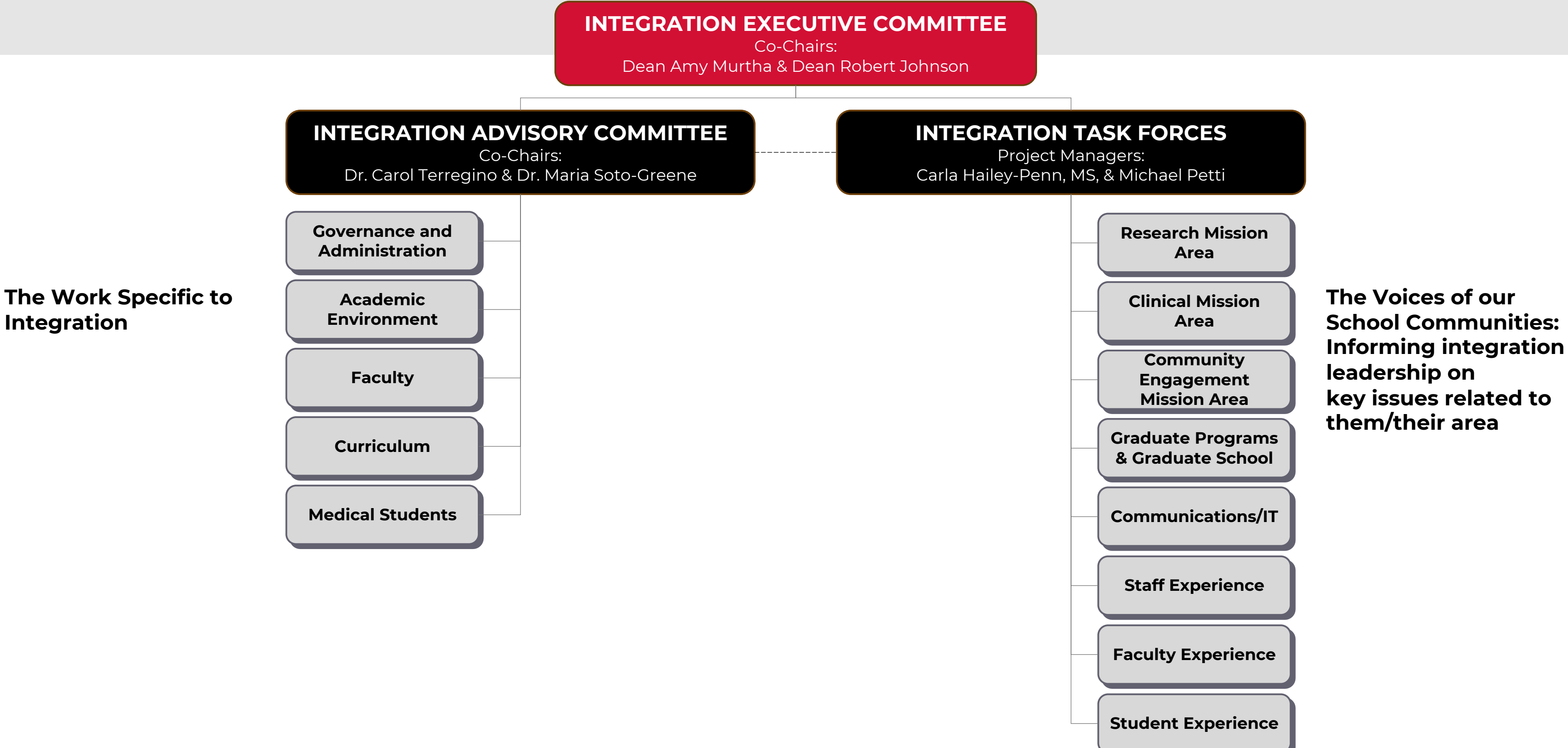
**Dean**

Rutgers New Jersey Medical School

# Guiding Principles for Integration

- ✓ Do no harm.
- ✓ Value and respect our faculty, staff, and trainees.
- ✓ Demonstrate a commitment to excellence in each of our mission areas.
- ✓ Remain steadfast in our obligation to our patients' safety and well-being.
- ✓ Lead with kindness, active listening, and compassion.
- ✓ Create extensive opportunities for inclusive and participatory dialogue throughout the planning process.
- ✓ Respect the unique history, culture, and diversity of our institutions as we create an integrated Rutgers School of Medicine.
- ✓ Seek to advance the shared values of our communities.

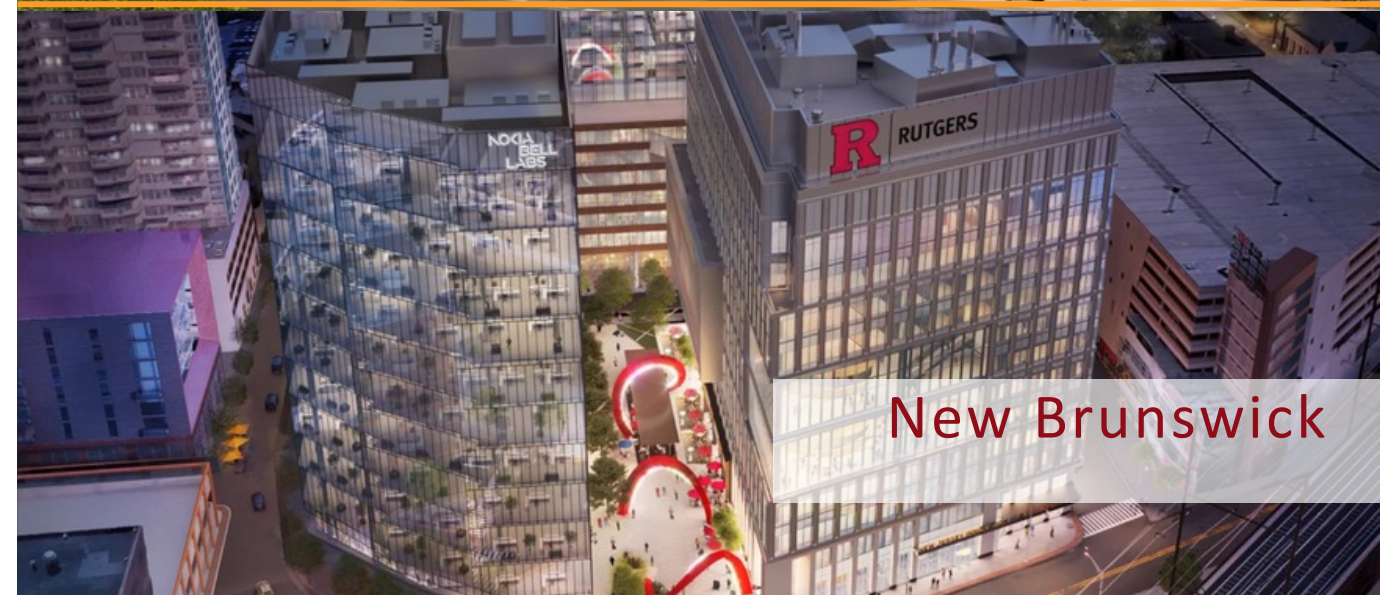
# The Structure for our Work



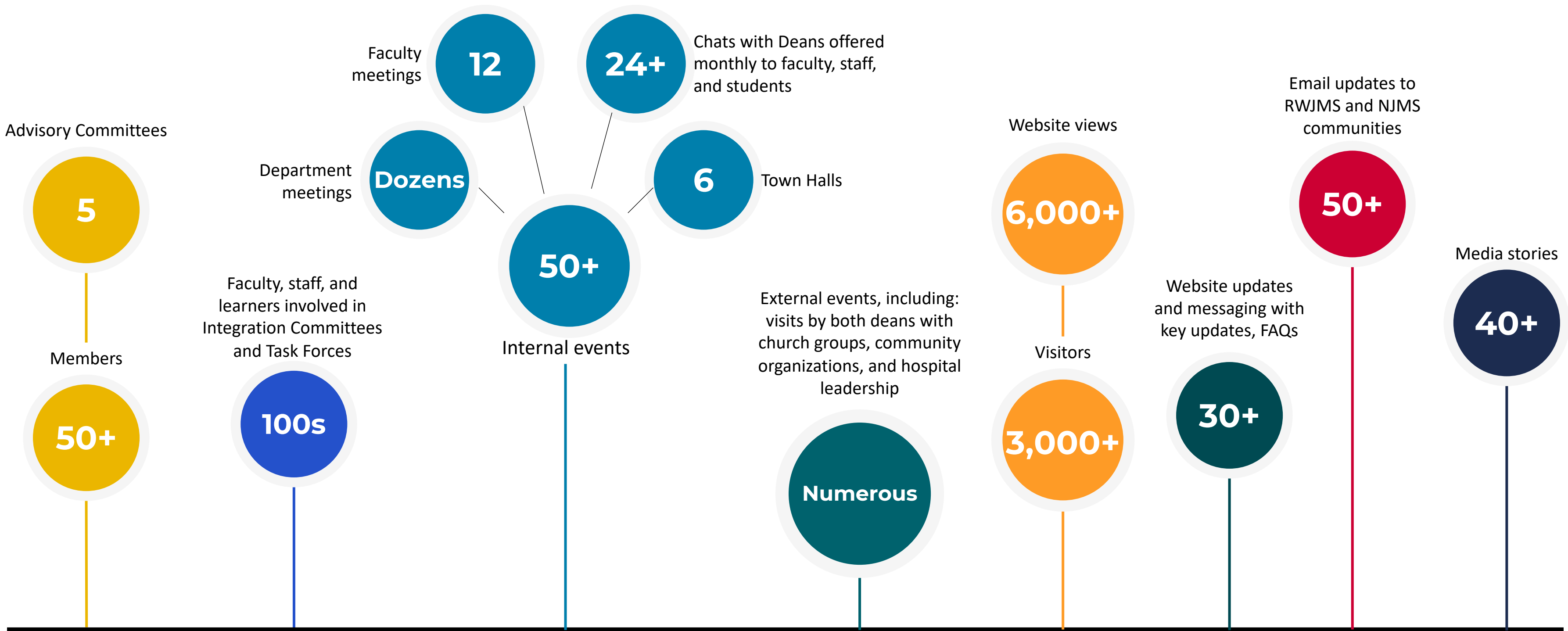
# The Model Guiding The Work



- One School
- One Dean
- One Set of Bylaws and one joint committee structure
- One Curriculum
- One Standard for Graduation
- One Committee for Admissions, Curriculum, Student Promotion
- One Approach to Student Services



# By the Numbers: Rutgers School of Medicine Integration Outreach Efforts Over the Last Year



# Mission, Vision, and Values

# Survey Data

A survey was distributed to task force members, Integration Advisory Committee members, and Department Chairs, and was open for responses from April 25 to May 10, 2024.



70 Total Responses

- 44 Faculty
- 18 Staff
- 8 Students



Equal distribution  
across schools



All themes mirrored  
the original survey  
that was distributed  
at the beginning of  
integration.

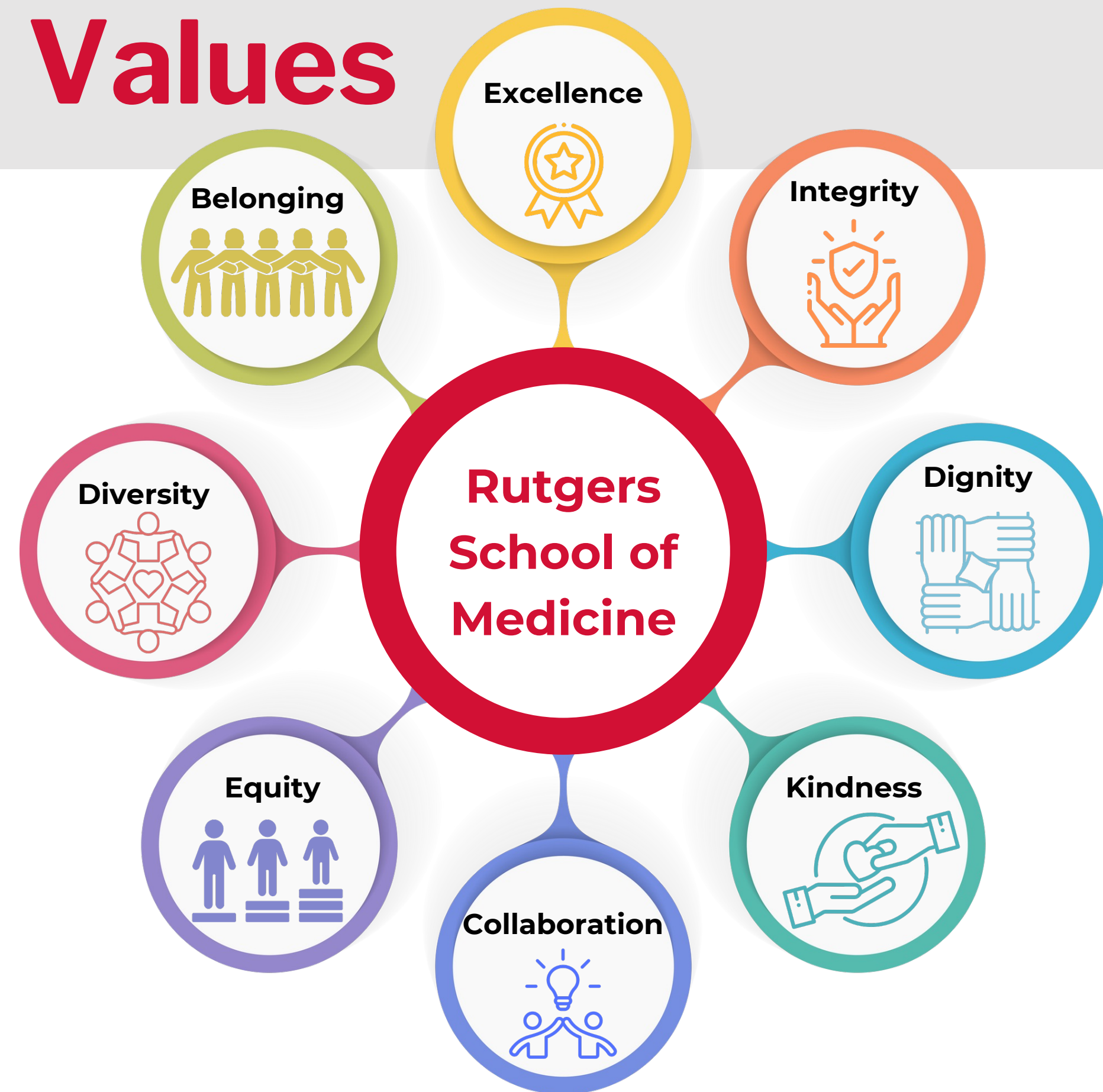
**Task force, Subcommittee and Department Chairs voted on two versions of missions and values and prioritized values at the June Summit**



# Draft RSOM Mission, Vision and Values

We develop physicians and scientists to advance health through compassionate care, innovative research, and transformative education, fostering health equity and engagement across diverse communities.

To be a national leader in academic medicine and health equity by reimagining medical education, discovery, patient care, and service to the community to improve outcomes for all.



# Launch of the Self- Study

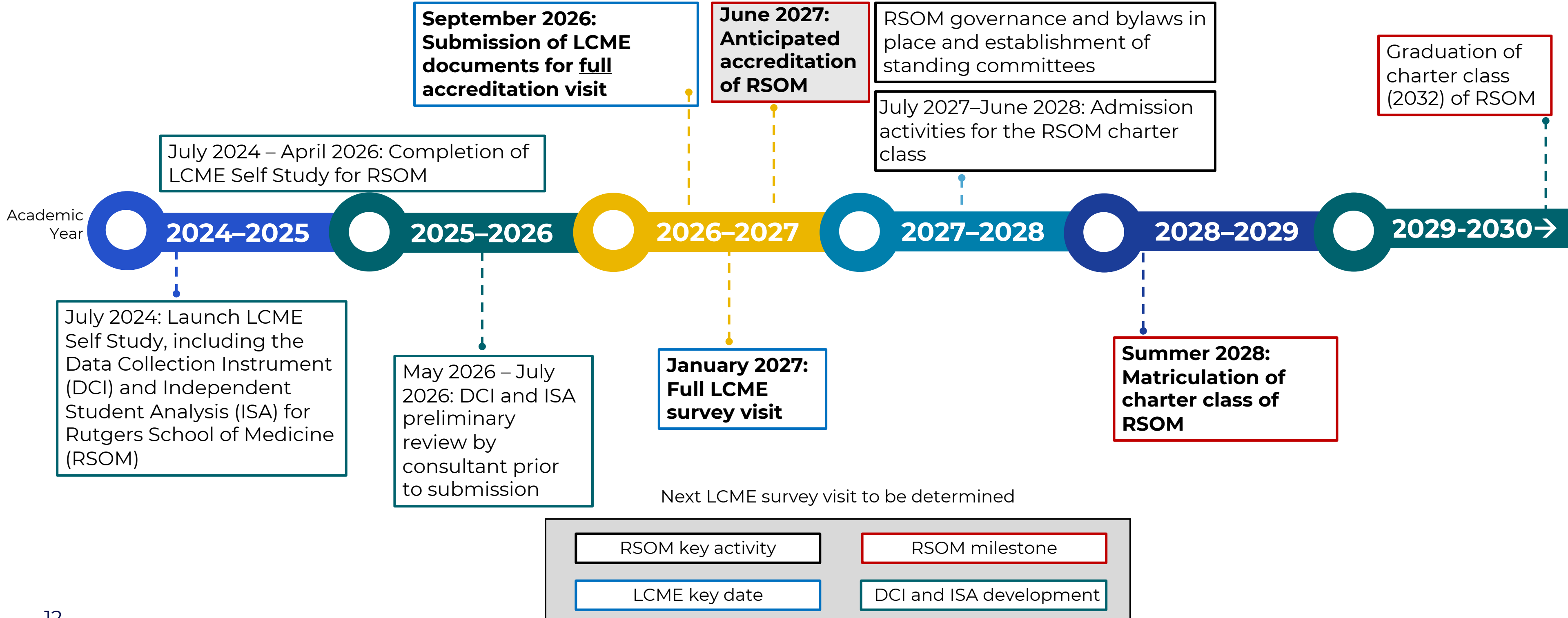
## GOAL OF THE SELF-STUDY PROCESS-LCME REQUIREMENT

- **Engagement** of faculty, student body, and staff
- **Collection and review of data** about the medical education program **to inform the integration of the medical school**
- **Identification of institutional strengths and challenges** that require attention related to accreditation standards



**Full Accreditation of Rutgers School of Medicine**

# Projected Pathway to a Single LCME Accreditation *(timing subject to change)*



# What does launch mean?

## What does it mean that we are starting the self study?

- **Integration Advisory Subcommittees continue** the work of reconciliation and creation of the new school
- The **Integration Advisory Committee becomes the Self-Study Task Force**
- **Addition of members to the Self-Study Task Force** as per LCME guidelines (medical students, graduates in residency programs, affiliates, administrators/ trustees of sponsoring institution)
- **Independent Student Analysis** students for both schools

## What can I do to help with the self study?

- **Timely response** to data requests
- **Full engagement** if on Integration Advisory Subcommittees
- **Timely implementation of remedies** for problem areas

## Key Upcoming Dates

- **DCI complete by January 2026**
- **Self-Study Report written by April 2026**

# The Self Study Committee

NJMS	RWJMS	University, Hospital, and Health System Leadership
Maria Soto-Greene, MD (cochair)	Carol A. Terregino, MD (cochair)	Sangeeta Lamba, MD (University Official)
<b>Governance and Administration Subcommittee</b>		Meredith Mullane (University Official)
Marc Klapholz, MD (cochair)	Shawna Hudson, PhD (cochair)	Fernando Ferrer, MD (Health System Leader)
Lisa Gittens-Williams, MD (co-vice chair)	Keith Lewis, MD (co-vice chair)	Christopher Gilligan, MD (Health System Leader)
<b>Academic Environment Subcommittee</b>		Iris Herrera, MD (Health System Leader, University Hospital)
Ana Natale-Pereira, MD (cochair)	Céline Gélinas, PhD (cochair)	
David Roe (co-vice chair)	Philip Mesisca (co-vice chair)	
<b>Faculty Subcommittee</b>		
J. Patrick O'Connor, PhD (cochair)	Archana Pradhan, MD (cochair)	
Diane Calello, MD (co-vice chair)	Rhonda Smith, PhD (co-vice chair)	
<b>Curriculum Subcommittee</b>		
Christin Traba, MD (cochair)	H. Liesel Copeland, PhD (cochair)	
Sophia Chen, DO (co-vice chair)	Sarang Kim, MD (co-vice chair)	
<b>Medical Student Subcommittee</b>		
James Hill, PhD (cochair)	Daniel Mehan, PhD (cochair)	
Michael Shapiro, MD (co-vice chair)	Sonia Garcia Laumbach, MD (co-vice chair)	
<b>Independent Student Analysis</b>		
Liam McLoughlin Y4	Isaac Huang M2 student	
Phoebe Li Y4	Brooke Phillips MD PhD, PhD Y2 student	
<b>Graduates</b>		
Torian Easterling, MD, MPH Alumni	Hank Ashforth, MD Alumni	
Debbie Salas-Lopez, MD, MPH Alumni	Richard Lang MD Alumni	
<b>Residents</b>		
Ayodeji Folarin, MD resident	Charles Hamilton, MD resident	
Anthony Fratella-Calabrese, MD resident	Erica Levin, MD resident	

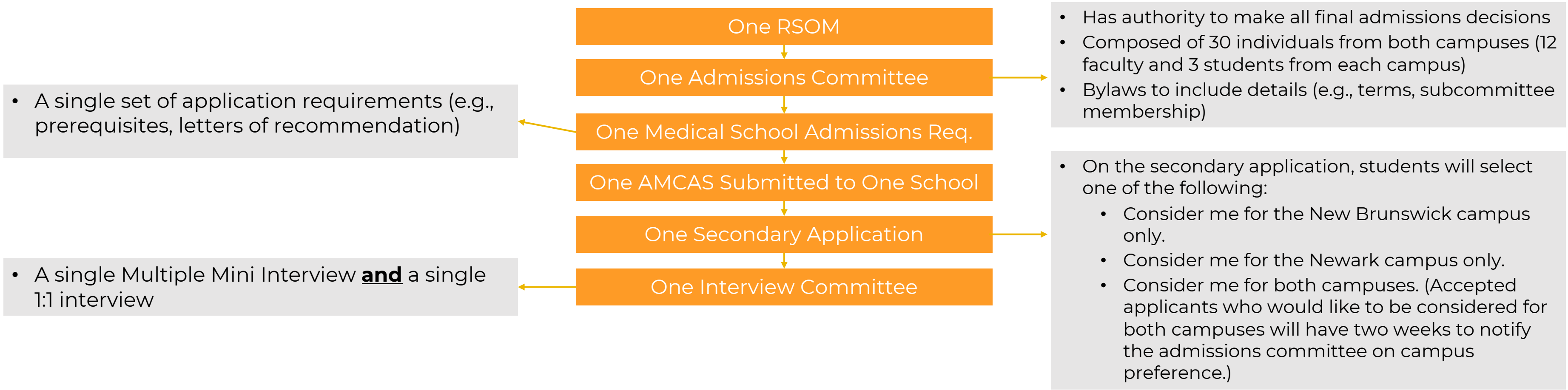
# Progress to Date

# The Admissions Process



# “Standard” MD Applicant Process Overview

## Rutgers School of Medicine (RSOM) Admissions Overview



Pathway programs admissions will be overseen by the single admissions committee. The campuses can retain the unique aspects of their respective pathway programs.

# Curriculum Progress to Date

# RSOM Core Competencies

**Patient Care\***



**Medical Knowledge\***




**System-Based Practice\***



**Practice-Based Learning and Improvement\***



**Professionalism\***



**Interpersonal and Communication Skills\***



**Social Justice and Health Equity**












**Discovery and Dissemination**



\*ACGME Core Competencies

# Curriculum Recommendations

Overall Curriculum	 Identical objectives and assessments	 Same curriculum content	
Pre-Clerkship Curriculum	 Anatomy	Beginning of M1	
	 Doctoring course	<ul style="list-style-type: none"> <li>Stand alone course at start of M1 <u>AND</u></li> <li>Longitudinal thread throughout M1 and M2</li> </ul>	
	 Active learning	60% of curriculum	
Examples of Active Learning	<div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">             Team based learning         </div> <div style="text-align: center;">             Case based learning         </div> <div style="text-align: center;">             Problem solving with practice questions         </div> <div style="text-align: center;">             Self-directed learning curriculum         </div> </div>		

# Proposed 3rd Year Clerkship Schedule

Transition	Elective (2)	Elective (2) + Peds (6)	FM (4) + EM (4)	Medicine (8)	Integrative Week (1)	Surgery (8)	Vacation (2)	Elective (2) - Ob/Gyn (6)	Psych (4) + Neuro (4)	Summative OSCE
4/10-4/14	4/17-4/28	5/1-6/23	6/26-8/18	8/21-10/13	10/16-10/20	10/23-12/15	12/18-1/1	1/2-2/23	2/26-4/20	4/23-4/27

## Questions that guided decision making:

- Which core clerkships should be required in 3rd year?
- What is the appropriate duration of each clerkship?
- Which options can we allow for students that need extended USMLE Step 1 study time?
- Which options allow students for remediation of clinical reasoning skills before starting 3<sup>rd</sup> year?
- How many weeks of elective is necessary?

# Next Steps

## Preclerkship Curriculum

- Structure, duration, naming of courses
- Course delivery

## Outcomes and Assessments

- Preclerkship and Clerkship Grading
- How do we know students have achieved core competencies?

## Medical Education Program Evaluations

- How do we know that we have met the overall medical education program outcomes?

# Bylaws Development

# Process

Charge: Submit a draft set of bylaws for the Rutgers School of Medicine (SOM) by September for review.

## What we've done:

- ✓ **Identified guiding principles for the subcommittee**
- ✓ **Bylaws research provided by the AAMC**
  - Best Practices: definitions, models of shared governance, guidelines for writing bylaws, etc.
  - Bylaws Review: reviewed bylaws from 16 new and established schools and coded for common articles, sections, and standing committees
- ✓ **Determined foundational elements, including articles and standing committees**

## Where we are now:

- ✓ Drafting articles
- ✓ Drafting committee descriptions



# Guiding Principles for Bylaws Development



Develop One  
New School  
With New  
Bylaws



Implement a  
Shared  
Governance



Keep It Simple,  
Only Include  
What is  
Foundational



Allow For  
Flexibility and  
Innovation



Ensure  
Representation

# Articles Proposed for the Rutgers SOM Bylaws

- I. Preamble
- II. The Dean
- III. The Faculty
- IV. School Organization
- V. Committees and Standing Committees
- VI. Amendment Process
- VII. Approval and Revision History

# Rutgers SOM Standing Committees



Admissions



Curriculum



Executive Committee



Faculty Council



Promotion and Tenure



Research



Student Promotion and Progress

# Your Collective Voice Represented by The Task Forces

# Task Forces and Co-Leads



## Communication and IT

- Alfonso Waller, NJMS
- Courtney Terry, NJMS
- Maged Mohamed, RWJMS
- Beth Salamon, RWJMS



## Student Experience

- Monica Hanani, NJMS
- Samantha Weber-Fishkin, NJMS
- Brooke Phillips, RWJMS
- Isaac Huang, RWJMS



## Faculty Experience

- Andrew Berman, NJMS
- Yu-lan Mary Ying, NJMS
- Cheryl Dreyfus, RWJMS
- Ashley Wackym, RWJMS



## Community Engagement

- Damali Campbell-Oparaji, NJMS
- Michelle Dalla Piazza, NJMS
- Susan Giordano, RWJMS
- Eric Jahn, RWJMS



## Clinical Mission

- James Guarrera, NJMS
- Kristin Wong, NJMS
- Juana Hutchinson-Colas, RWJMS
- Manish Patel, RWJMS



## Research Mission

- William Gause, NJMS
- Amariliz Rivera Rivera-Medina, NJMS
- Derek Sant'Angelo, RWJMS
- Marty Blazer, RWJMS



## Graduate School Mission

- John Chan, NJMS
- Carol Lutz, NJMS
- Nancy Walworth, RWJMS
- Kathy Scotto, RWJMS



## Staff Experience

- Natalie Colimon-Fitzgerald, NJMS
- Francesca Escaleira, NJMS
- Roger Thornton, RWJMS
- Cecily Barrington, RWJMS
- Amy Smith, RWJMS

# Task Force Updates

8 Task Forces were launched and met on Zoom monthly with the following charge, specific to the Task Force focus:

- 1) Sharing existing practices
- 2) Identifying best practice
- 3) Identifying areas for reconciliation
- 4) Considering pathways for areas of reconciliation

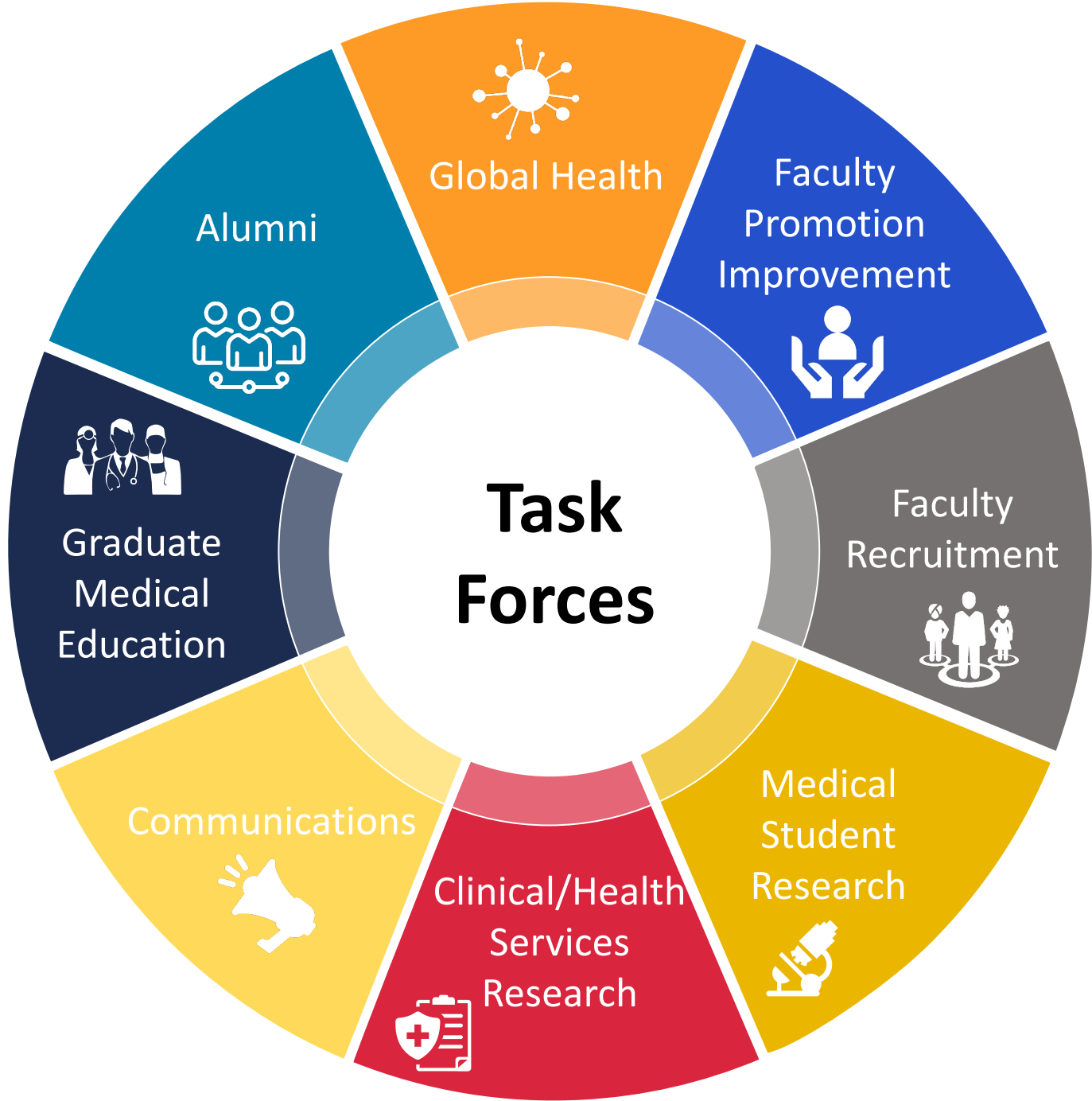
Task Force leadership presented their recommendations to the Integration Executive Committee.

Recommendations from the Task Forces were reviewed at the Executive Committee with plans for follow-up Task Forces/Working Groups underway.

March 27, 2024

August 15, 2024

# Task Forces Beginning September 2024





**275+**

**Faculty, Staff, and Learners  
combined taking part in Integration  
Committees and Task Forces**