



Med School Integration: Board of Governors update

October 17, 2024



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.

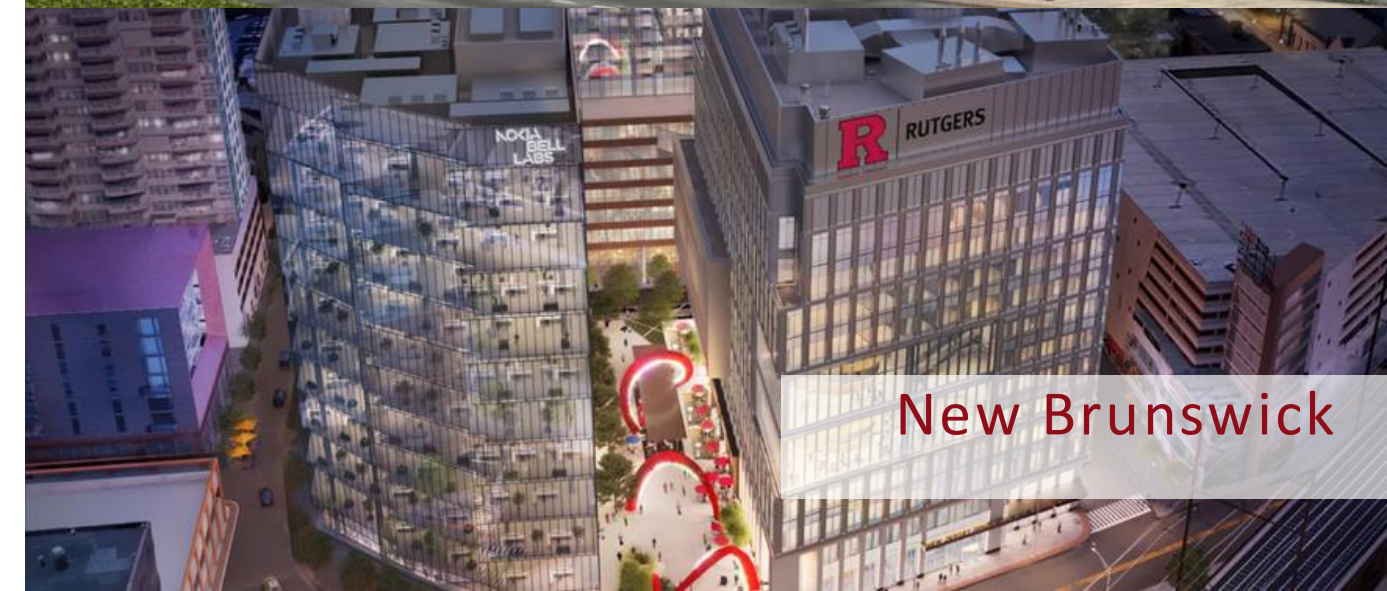
The Model Guiding the Work



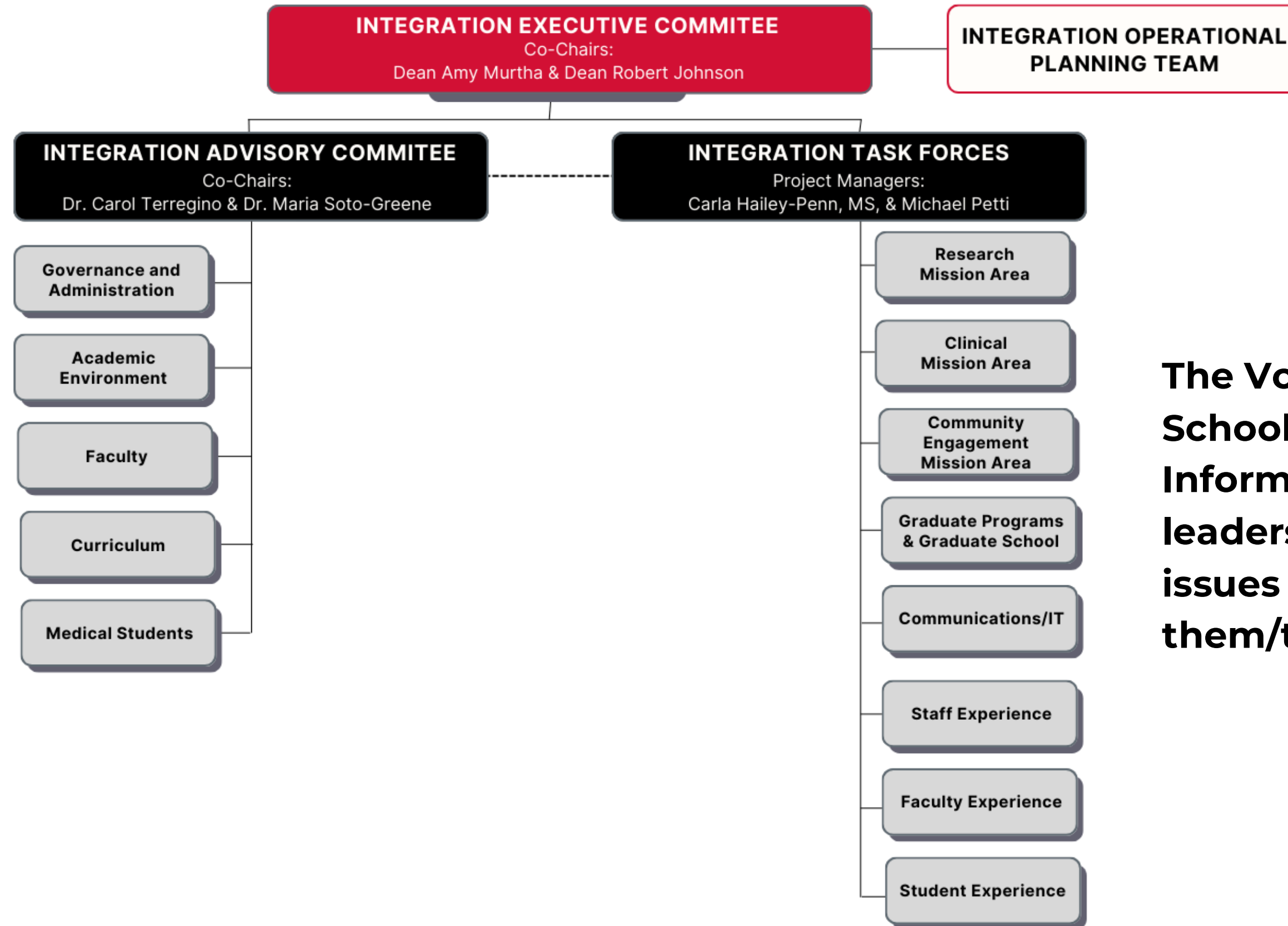
- One School
- One Dean
- One Set of Bylaws and One Joint Committee Structure
- One Curriculum
- One Standard for Graduation
- One Committee for Admissions, Curriculum, Student Promotion
- One Approach to Student Services

2

TWO CAMPUSES



The Structure for Our Work

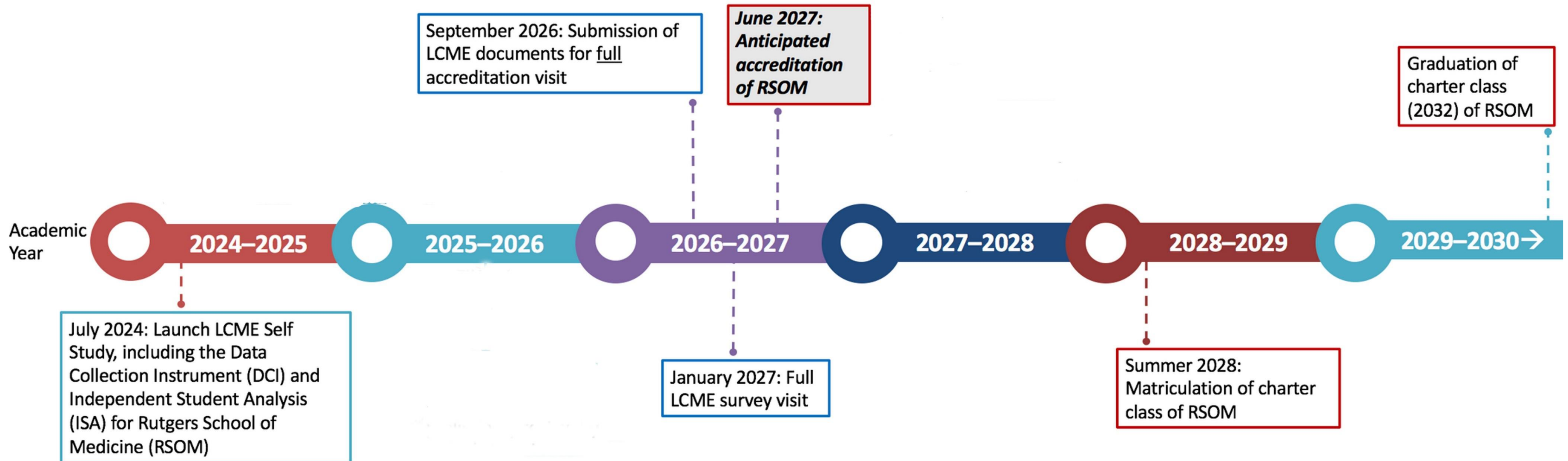


The Work Specific to Integration

The Voices of Our School Communities: Informing integration leadership on key issues related to them/their area

Projected Pathway to a Single LCME Accreditation

(timing subject to change)



Next LCME survey visit to be determined



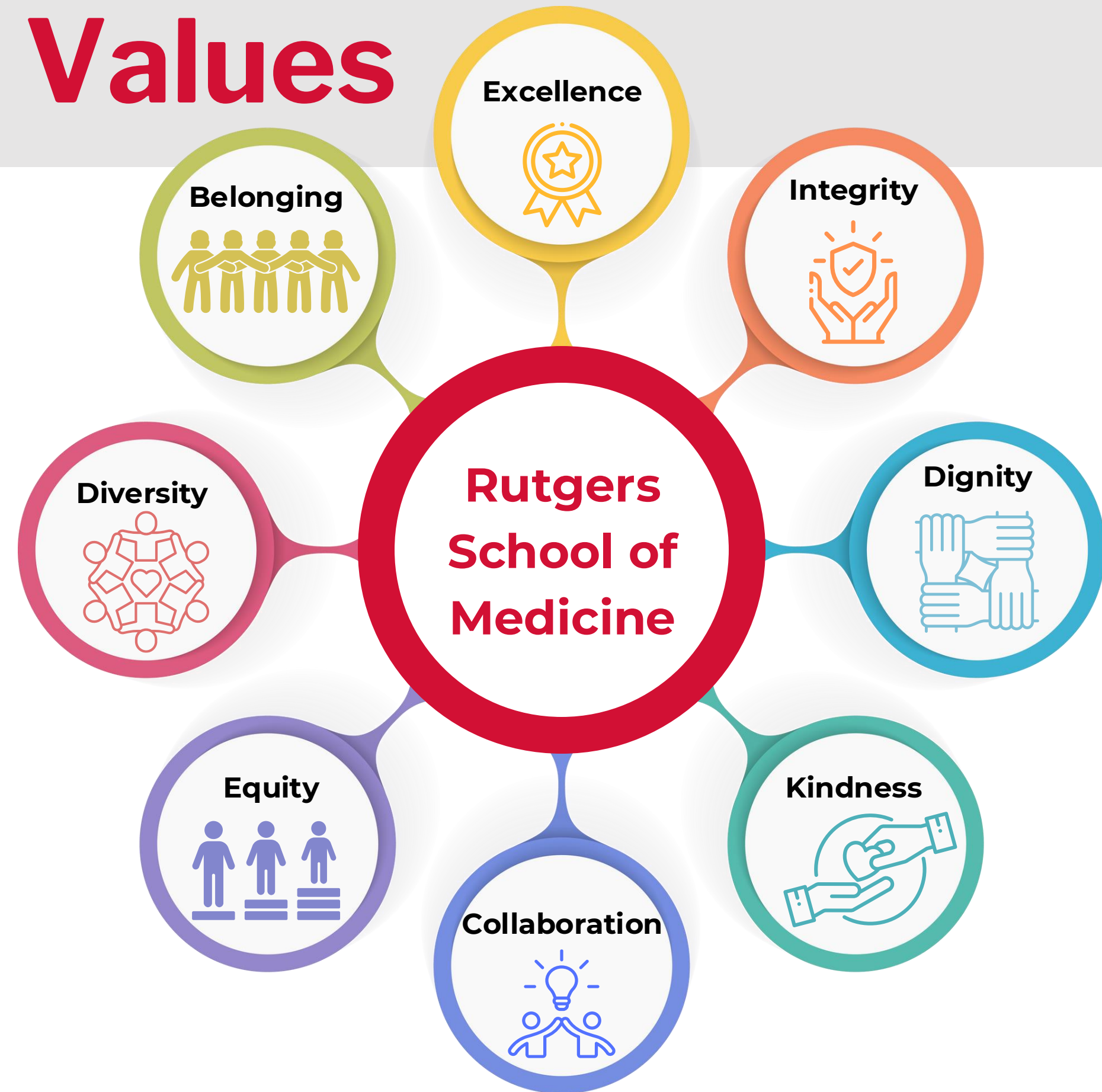
Draft RSOM Mission, Vision and Values

MISSION

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

VISION

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.



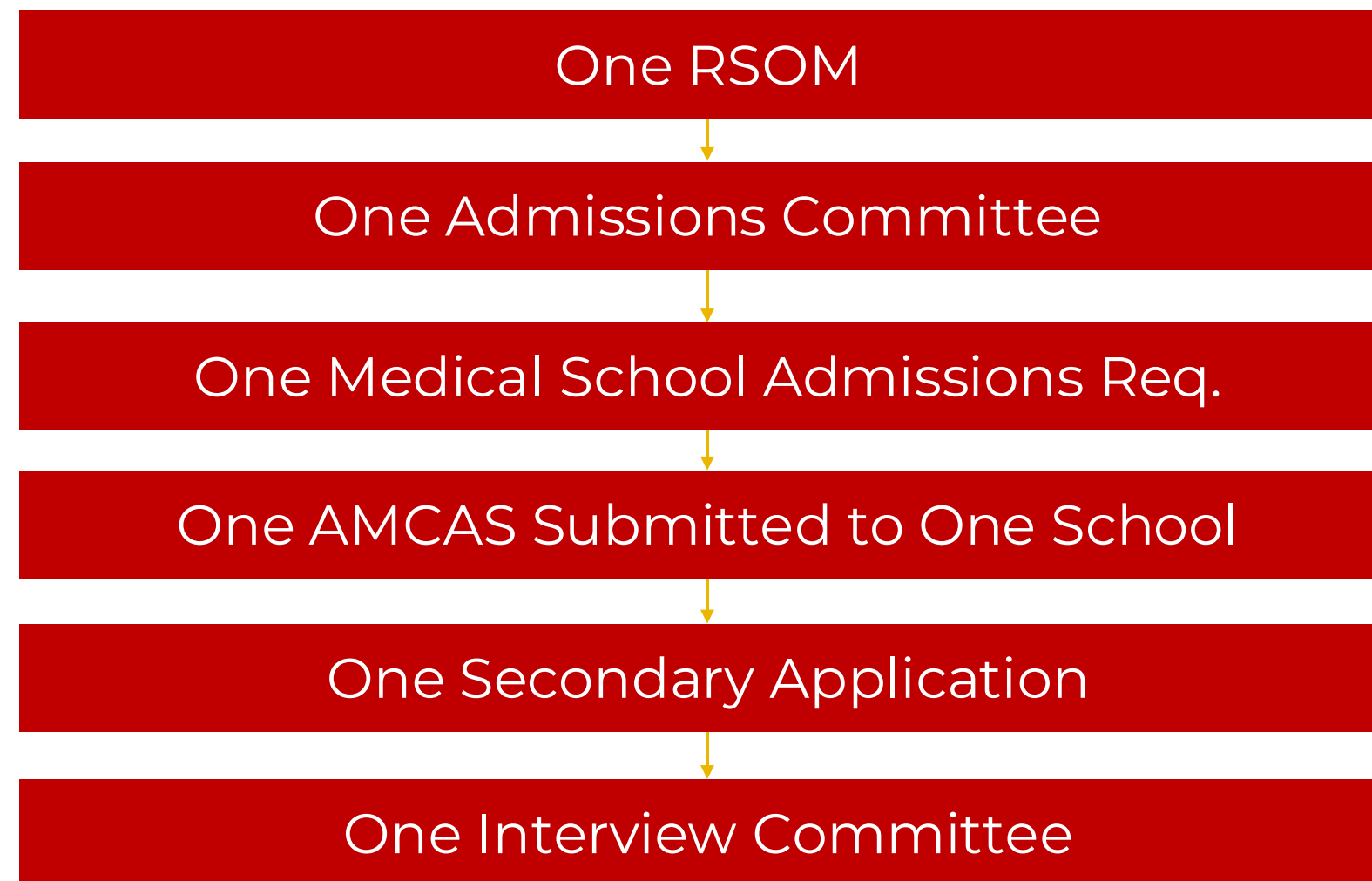
Our Progress: Admissions

- “Standard” MD Applicant Process
- Taking best practices from each of the current Admissions approaches
- Single Executive Admissions Committee



“Standard” MD Applicant Process Overview

Rutgers School of Medicine (RSOM) Admissions Overview

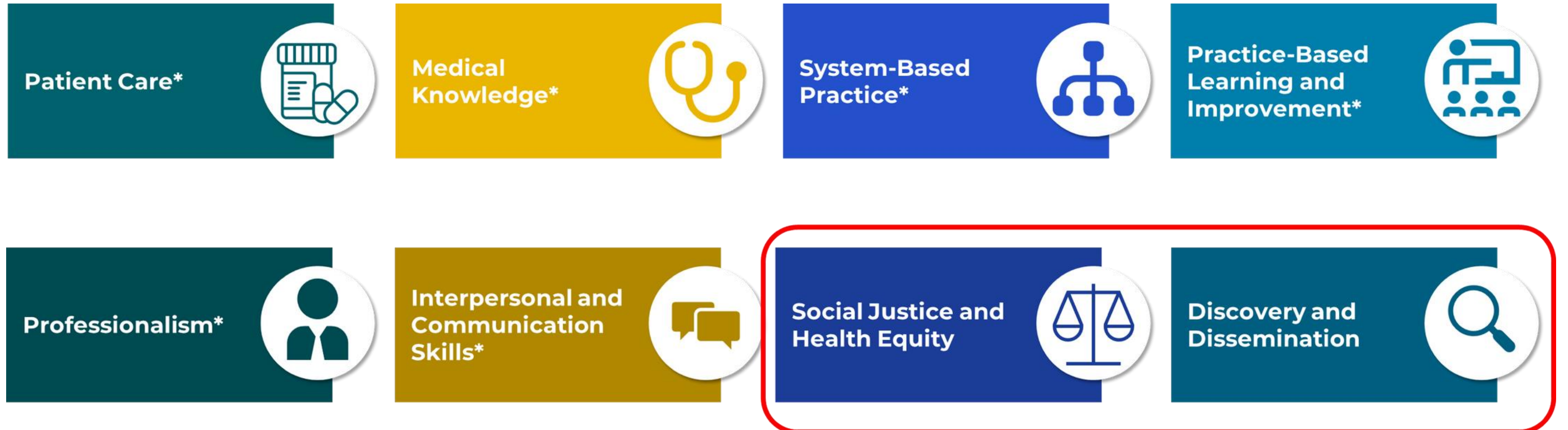


Pathway programs admissions will be overseen by the single admissions committee. The campuses can retain the unique aspects of their respective pathway programs.

Our Progress: Curriculum

RSOM 8 Core Competencies --

include existing 6 ACGME Core Competencies,
plus Social Justice/Health Equity and Discovery and Dissemination



Our Progress: Bylaws

Determined foundational elements and standing committees



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

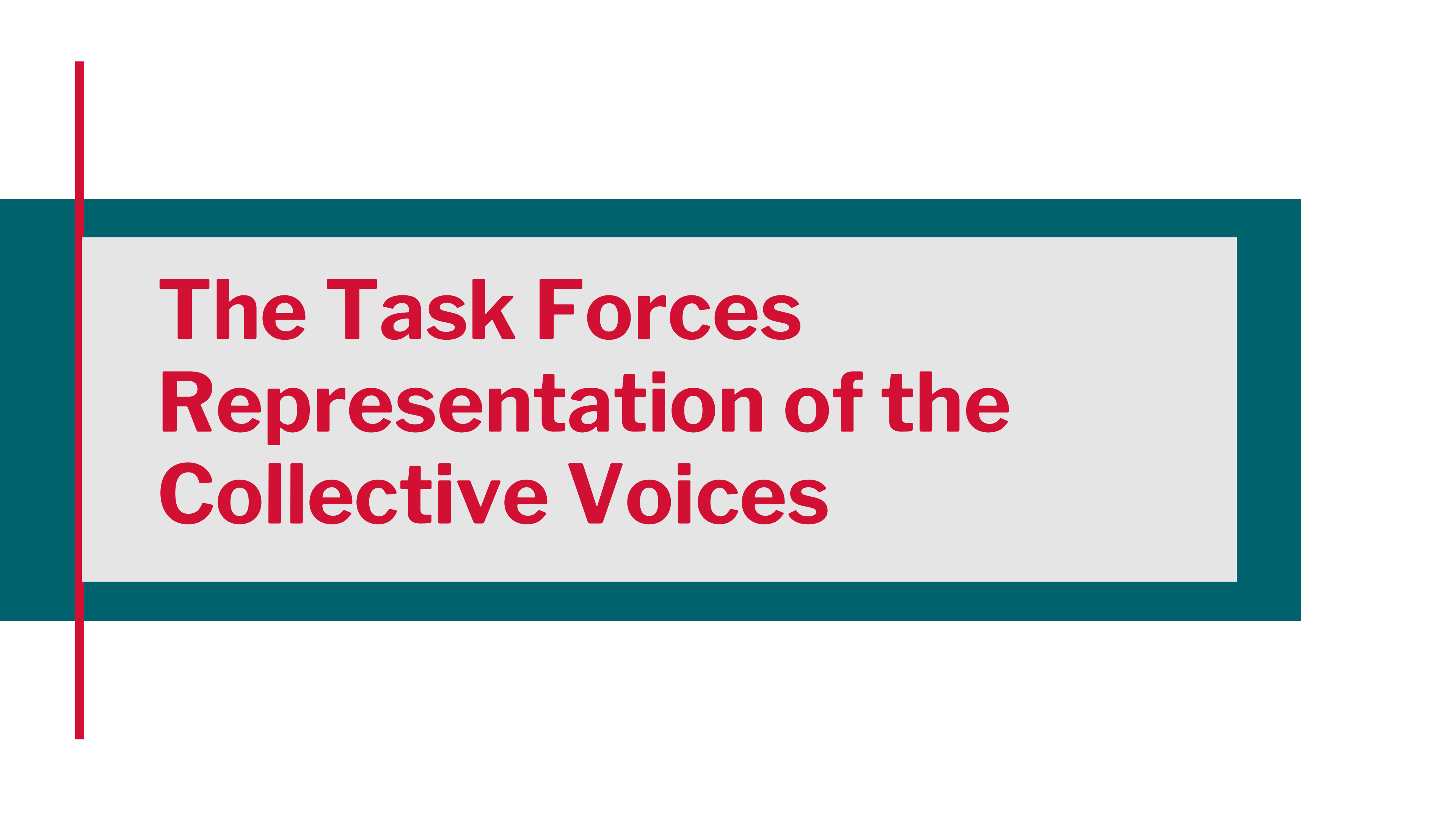
Articles/Committees Proposed for the Rutgers SOM Bylaws

Articles

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

Committees

-  Admissions
-  Curriculum
-  Executive Committee
-  Faculty Council
-  Promotion and Tenure
-  Research
-  Student Promotion and Progress

The image features a teal background with a white rectangular box in the center. A vertical red line is positioned on the left side of the white box. The text is written in a bold, red, sans-serif font.

The Task Forces Representation of the Collective Voices

Task Force Updates

8 Task Forces were launched and met via 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

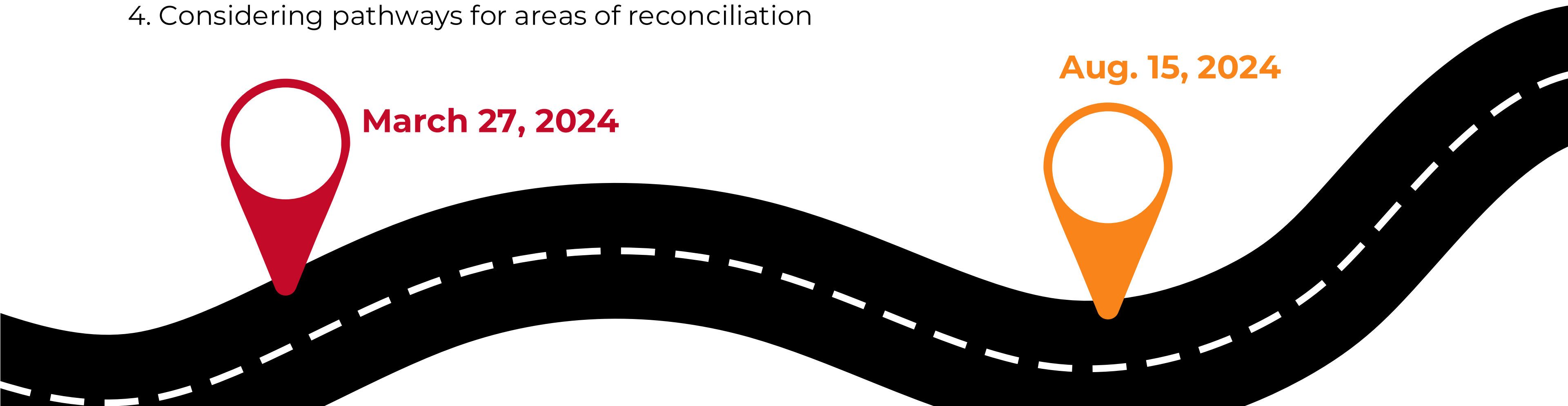
8 Task Forces completed.
8 new Task Forces to be launched.



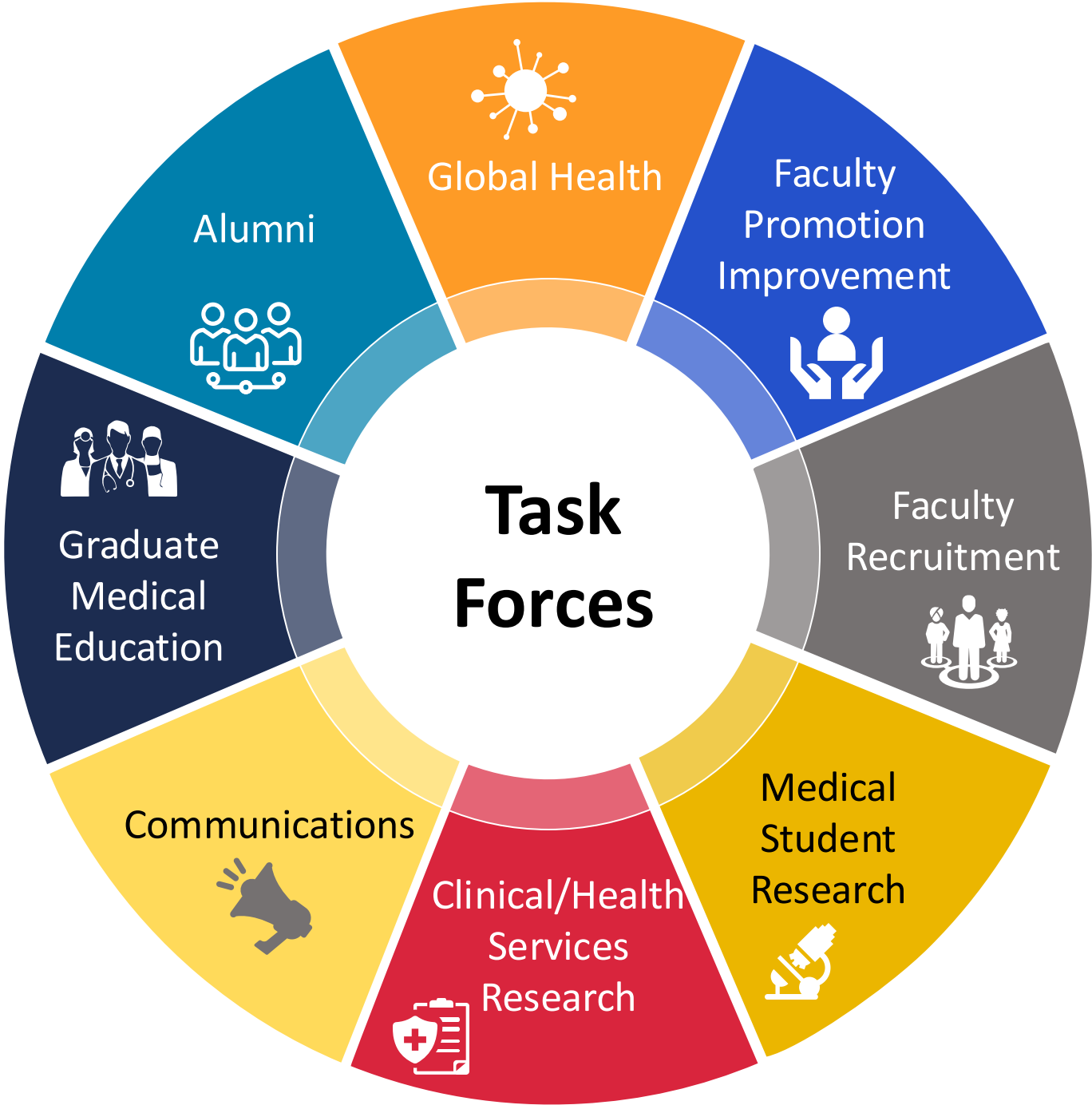
March 27, 2024



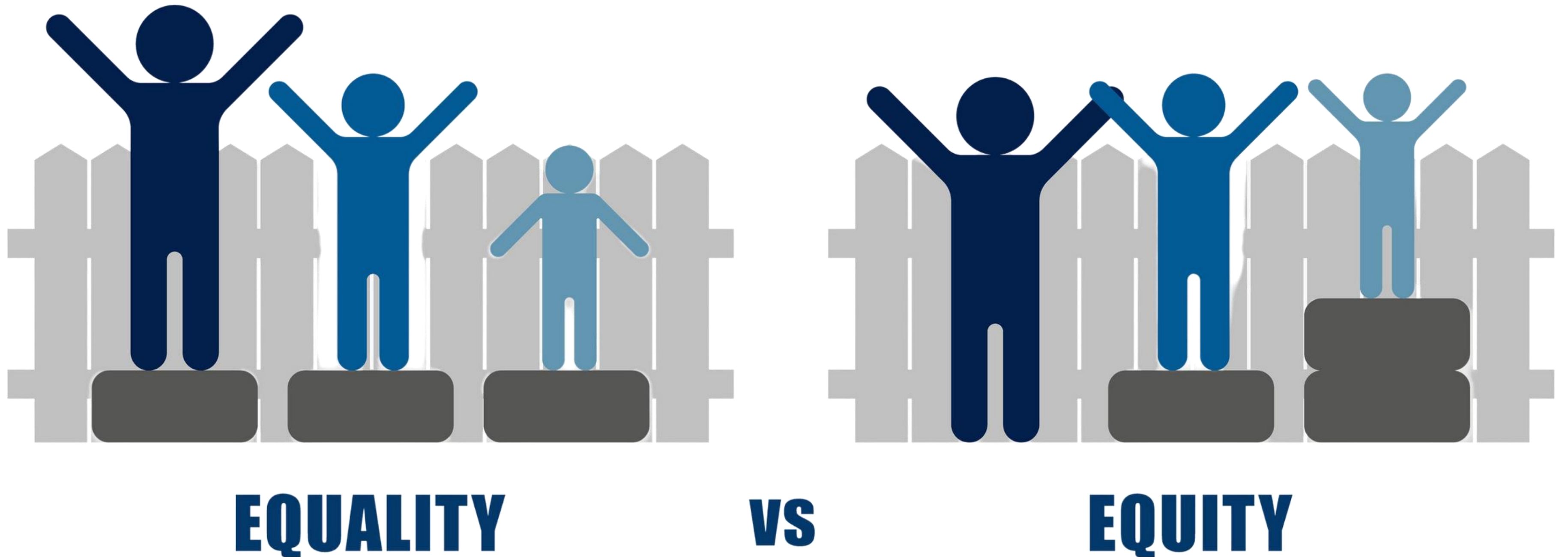
Aug. 15, 2024



Task Forces Beginning September 2024



Focus on Health Equity



By the Numbers: RSOM FY'24 Integration Outreach Efforts



- **10,000+ website views** with **5,700+ visitors**
- Hundreds of faculty, staff, and learners combined taking part in Integration Committees and Task Forces
- Multiple **external events**, including visits by both deans with church groups, community organizations, hospital leadership from University Hospital and Robert Wood Johnson University Hospital, University Hospital Oversight Board meetings, political and community leaders
- **60+ Advisory Committee members** across 5 Advisory Subcommittees
- **70+ internal events**, including:
 - More than two dozen Chats with Deans offered monthly to faculty, staff, and students
 - 20+ department meetings
 - 12 faculty meetings
 - 7 Town Halls (Faculty, Staff, Student)
- **70+ email updates** to RWJMS and NJMS communities
- **50+ media stories**. Recent highlights include:
 - The Deans joined Mayor Ras Baraka on his weekly Facebook Live. [Watch here.](#)
 - The Deans were interviewed by [WBGU/NJ Spotlight](#) about the merger.
 - The Deans discussed Rutgers School of Medicine. [Read their OpEd on NJ.com](#)
 - Rutgers Medical Student sees value in merger. [Read the OpEd.](#)
- **35+ website updates**, including messages with key updates and FAQs



400+

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