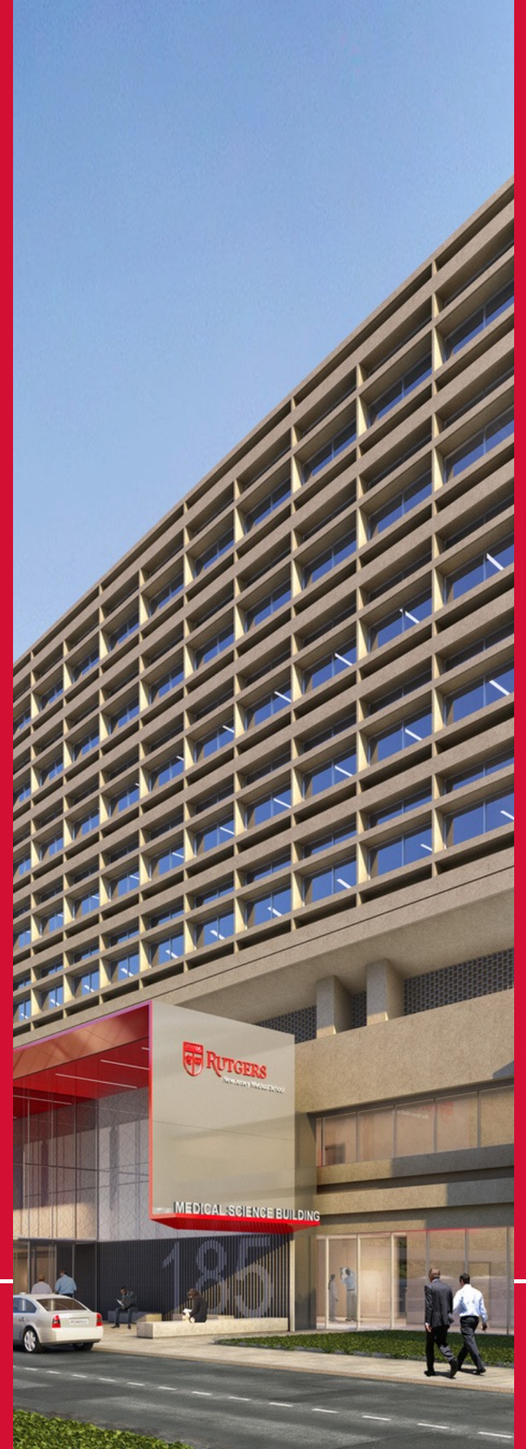
Framework for Integration:

Rutgers School of Medicine Integration Planning Structure

https://rutgershealth.org/future-school-of-medicine



Guiding Principles

The following principles provide a guide for how we intend to pursue the integration planning process and will help to inform our decisions and actions:

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

Integration Executive Committee

(co-chaired by Deans Murtha and Johnson)

- Consists of designated leaders representing each of the mission areas from both New Jersey Medical School and Robert Wood Johnson Medical School.
- Provides strategic oversight of the integration planning process, addresses emergent questions and areas of concern, and ensures successful completion of the various tasks associated with the integration.
- Rutgers Office of Organizational Leadership will provide this committee with consultative support regarding the integration planning process.

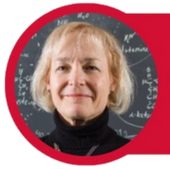
Integration Executive Committee Membership

ROBERT L. JOHNSON, MD, FAAP
CO-CHAIR

AMY P. MURTHA, MD
CO-CHAIR

MARIA L. SOTO-GREENE, MD

CAROL A. TERREGINO, MD



CÉLINE GÉLINAS, PHD

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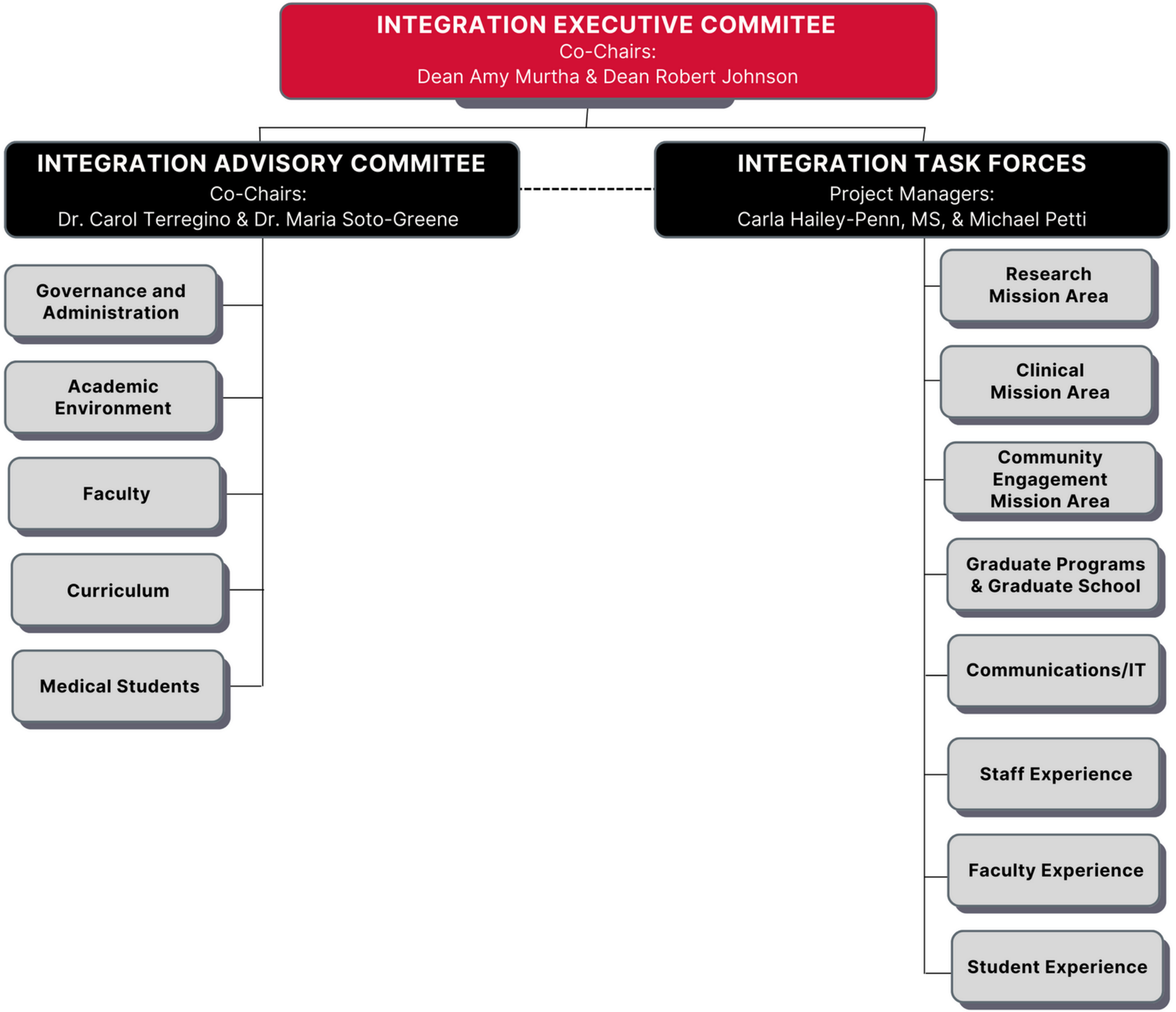
JUSTIN SAMBOL, MD

KEITH LEWIS, RPH, MD

MICHAEL J. PETTI

CARLA HAILEY-PENN, MS

Reporting Structure



Integration Advisory Committee

(co-chaired by Dr. Terregino and Dr. Soto-Greene)

Organized around LCME domains/standards, with faculty, staff, and student representatives from both New Jersey Medical School and Robert Wood Johnson Medical School:

- **Governance and Administration**
- **Academic Environment**
- **Faculty**
- **Curriculum**
- **Medical Students**

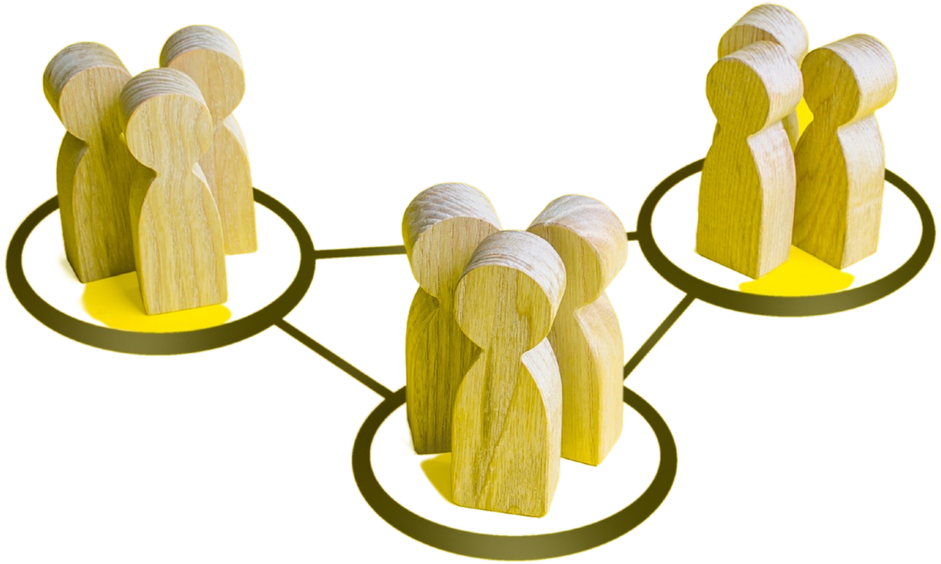
- Members in subcommittees will include a Co-Chair and Vice Chair from each school, in addition to faculty, staff and students.
- Chairs and Vice Chairs of each subcommittee will serve on the Integration Advisory Committee.
- Integration Advisory Committee will report to the Integration Executive Committee.
- The charge will be to engage in the work associated with the completion of the LCME self-study process.
- ECG will provide this committee with project management support.

Integration Task Forces

(Each task force is co-chaired by individuals from both New Jersey Medical School and Robert Wood Johnson Medical School.)

Task forces are organized around cross-cutting issues of importance. The Integration Advisory Committee will rely on these task forces to provide meaningful input to the LCME self-study process and to other important areas (additional Task Force groups to be added as needs arise):

- Research Mission
- Clinical Mission
- Community Engagement Mission
- Graduate Programs and Graduate School
- Communication/IT
- Staff Experience
- Faculty Experience
- Student Experience



Integration Task Forces

(Composition and Responsibilities)

Each task force will have equal representation from each campus. They will be populated by faculty, staff and students. A peer- or self-nominated slate of candidates would be presented to leadership for selection. Leadership will select the final roster for task forces, and additional task forces will be added as needed.

Role of Task Forces

- Informing integration leadership on key issues related to them/their area
- Reviewing and providing feedback to Integration Advisory Committee and subcommittees
- Setting agenda for their work
  - Identifying areas for reconciliation
  - Sharing existing practices
  - Identifying best practices
  - Considering pathways for areas for reconciliation

Carla Hailey-Penn, MS, and Michael Petti will provide project management support to the task forces to ensure consistency of goals, deliverables, and timelines.