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Building one of the best academic health centers in the country

Enhancing leadership capacities across RBHS and strengthening interprofessional relationships are two key priorities identified in our Strategic Plan. It is my belief that the development of our people is a most worthy investment of time and resources, and leadership development is a central component in this effort. By creating a culture of leadership across the institution, our leaders will be better prepared to effectively manage the various organizational and system complexities of the academic health environment and to realize new possibilities across education, patient care, community engagement, and research.

In pursuing our leadership development goals, RBHS has partnered with the Rutgers Center for Organizational Leadership to design and deliver a signature leadership development program—the Academic Leadership Program at RBHS. Working with RBHS senior leaders and the Office of Faculty Affairs, the Rutgers Center for Organizational Leadership has designed a program that provides fellows with the opportunity to examine common leadership challenges, share strategies for addressing these challenges and realizing new opportunities, and enhance their understanding of strategies, techniques, and tools for enhancing leadership capacity. The first year in the program has been exceptional, thanks to efforts of RBHS and Center administrators, faculty, staff, and the commitment of the inaugural cohort of Fellows representing all eight RBHS schools. I am confident the program will make a significant contribution to our efforts to advance the work of RBHS in the years ahead.

Brian L. Strom, Chancellor, Rutgers Biomedical and Health Sciences

Building partnerships across the university

This current moment is an important one for RBHS and Rutgers University, and the need for effective leadership across the institution continues to grow in importance. Through our partnership with RBHS, we have designed a rigorous and application-oriented leadership development program that blends the specific requirements needed for leadership in academic and health contexts with the more general analytic, organizational, communication, and personal competencies that distinguish outstanding leaders across all sectors and all types of organizations. The academic and professional literature make it clear that in college and university settings both are required.

The Academic Leadership Program at RBHS provides a blend of informational, interactive, and peer-based learning opportunities, including selected readings, case studies, simulations, self- and organizational-assessment inventories, and the development of organizational improvement projects. The program is an excellent example of what is possible when we share and leverage the knowledge, talent, and capabilities that exist across the University.

Brent D. Ruben, Executive Director, Rutgers Center for Organizational Leadership

Program Topics

Each session focuses on an area of critical importance for leadership in the academic health context. These include:

- Complexities of the academic health landscape
- Principles and pragmatics of leadership communication
- Mentoring, evaluation, and promotion procedures
- Strategic planning and organizational excellence
- Financial models and financial management
- Leveraging personal and professional strengths
- Organizational culture
- Anticipating risks and leading during crises
- Change management

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- Tynisha Coleman, Project Manager, RBHS Faculty Affairs
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- Patricia Fitzgerald-Bocarsly, Provost, RBHS-Newark
- Ralph Gigliotti, Director of Leadership Development and Research, Rutgers Center for Organizational Leadership
- Christine Goldthwaite, Senior Program Administrator, Rutgers Center for Organizational Leadership
- Vicente Gracias, President and Chair of the Board, Rutgers Health Group; Senior Vice Chancellor for Clinical Affairs, RBHS
- Cathryn Heath, Director, Rutgers Student Health
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- Meredith Mullane, Executive Director, RBHS Faculty Affairs
- Mary O’Dowd, Executive Director, Health Systems and Population Health Integration, Institute for Health, Health Care Policy, and Aging Research
- Brent Ruben, Executive Director, Rutgers Center for Organizational Leadership; Distinguished Professor of Communication
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