# **RU/UMDNJ Integration Take 3**

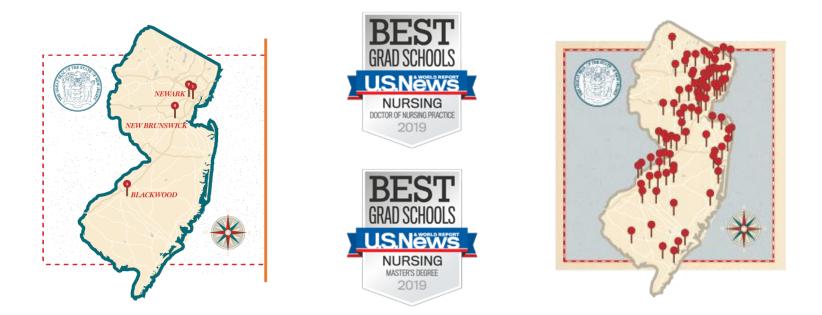
The Further Integration of Rutgers University Nursing Programs

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Center for Organizational Leadership

### **The Rutgers School of Nursing**



4 Locations | 34 Academic Programs | National Rankings

Nearly 1800 Students | 120 Full Time Faculty | Alumni Network of +12,800

Nearly 300 Clinical Partners | Rutgers Community Health Centers



## **Background and Problem**

- Historic University Integration
  - July 1, 2013
  - July 1, 2014
  - Today



- Separate Systems
  - Financial | Faculty & Staff Unions | Technology Systems and Portals
  - Student Management Systems
    - LMS Issues | Grading Systems
    - Financial Aid and Billing
    - Discipline and Academic Integrity Policies
    - Campus Resources: Shuttles | Rec Centers | Housing
- RCM and Student Fees
- RBHS and Progressive Regional Campus Autonomy



### **Project Goals**

- Goal 1: Migrate all undergraduate student records into one student management system including all active history.
- Goal 2: Align all student policies and processes all undergraduate programs.
- Goal 3: Ensure equal access to all university resources for all SON undergraduate students.
- Goal 4: Examine the RCM allocations to each of the campuses to assure compensated services are provided at each campus.
- Goal 5: Plan informational campaign for the various audiences to introduce changes and new processes.



4

# **University-wide Engagement | Tactics**

- Admissions
- Financial Aid
- Student Billing
- Scheduling
- Registrar
- Housing & Dining
- Information Technology
- TLTC
- Parking

- Health Services
- Alumni Affairs
- Public Safety
- Card Access
- Institutional Research
- Athletics
- Student Life & Leadership
- Academic Affairs
- University Budget Office

Needs Assessment | Policy and Process Review | Focus Groups | Internal (School) Meetings | External (University) Meetings | Budget Reviews | Analysis and Modification of Tuition and Fees | Student and Faculty Communications|

### **Current Status of Project**

- Goal 1: Migrate all undergraduate student records into one student management system including all active history.
- Goal 2: Align all student policies and processes all undergraduate programs.
- Goal 3: Ensure equal access to all university resources for all SON undergraduate students.
- Goal 4: Examine the RCM allocations to each of the campuses to assure compensated services are provided at each campus.
- Goal 5: Plan informational campaign for the various audiences to introduce changes and new processes.



## **Challenges | Victories/Benefits | Future Directions**

- Challenges
  - The Rutgers University Organizational Structure
  - Reluctance for Change
  - Limited Human Resources
  - Follow-through
- Victories/Benefits
  - Willingness of Various Offices to Engage
  - Individual Champions
  - Review of Policies and Processes
  - Student/Faculty/Staff Engagement
- Future Directions
  - Observe New Processes | Continuous Review and Communication



#### **Lessons Learned and Reminders**

- 1. Never lose sight of the students and the value of their experiences.
- 2. Never lose sight of the staff and the value of their experiences.
- 3. If you ask, people will likely be willing to help.
- 4. As leaders, we work to develop others We must continually focus on our own development as well.
- 5. ...there will never actually be enough time in the day...







8

### **Thank You!**

- The RLA Staff and Volunteers!
- Dr. Felicia McGinty, Executive Vice Chancellor New Brunswick
- Dr. Aretha Watson, Associate Dean and Project Lead
- RLA 2017-2019 Cohort!





9