RU/UMDNJ Integration Take 3

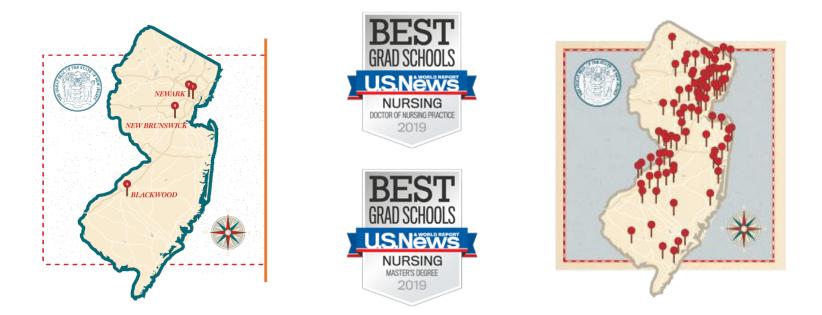
The Further Integration of Rutgers University Nursing Programs

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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.



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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

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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...







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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!





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