

# **RU/UMDNJ Integration Take 3**

## **The Further Integration of Rutgers University Nursing Programs**

Kyle D. Warren, MA Ed.  
Vice Dean, Administration and Student Services  
Rutgers School of Nursing

# 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.**

# 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...





# 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!

