

Brian L. Strom, MD, MPH
Chancellor

January 9, 2020

Jon L. Oliver, PhD
Chair, Rutgers University Senate
Liberty Plaza, Suite 1250
New Brunswick, NJ 08903

Dear Jon:

I am writing in response to the report and recommendations on the resolution surrounding Faculty Engagement and Satisfaction with Robert Wood Johnson Medical School (RWJMS) the Association of American Medical Colleges Survey, by the Senate's Faculty and Personnel Committee, as amended on the senate floor.

Please be assured that I am working closely with Dr. Robert L. Johnson, Interim Dean of Robert Wood Johnson Medical School and Dr. Thomas Hecker, Executive Vice Dean and that they have established a Faculty Engagement Task Force to address these concerns. Senior Associate Dean for Education and Academic Affairs, Dr. Carol A. Terregino, will chair this task force. The Task Force will convene on Monday January 27, 2020 at 5:00 pm. We have invited all Department Chairs to name representatives; the RWJMS Faculty Council has been asked to name representatives; and any RWJMS faculty member can self-nominate to be a member of the Task Force. For the sake of transparency, the meetings will be open to all faculty.

We will ensure that the review process will be a "vigorous and transparent review without repercussions to faculty who voice concerns," and that "faculty who are chosen by the faculty to represent the faculty" are included on the Task Force, in accordance with the University Senate resolution regarding this matter.

Furthermore, the school is now a member of the Standpoint Survey learning community, comprised of faculty deans of Standpoint Survey participating schools nationwide. We look forward to this collaboration with our peer institutions, which will inform the School on successful strategies.

Please be aware that specific issues mentioned in the resolution regarding financial incentives for contributions to the academic mission; faculty compensation for teaching activities; equity in compensation; and refinement of promotion and tenure requirements are issues currently under negotiation by the collective bargaining unit representing RWJMS faculty. We cannot legally address these outside of collective bargaining, so unfortunately I cannot respond to the Senate on these issues. I would urge our faculty to work through their union representatives to address these negotiable issues.

With the support of the RWJMS faculty, the school has made tremendous progress after several years of hardship including suffering through severe cuts in state appropriations, a period under federal monitor-ship, and overcoming a \$45 million budget deficit. Subsequently, thanks to new resources made available through our partnership with the RWJBarnabas Health System, RWJMS is now in expansion mode after years of budgetary constriction and cuts. In addition, our capital plan

anticipates the construction of a new Cancer Center building (funded by the health system), a new neuroscience building (funded by the health system), and a new academic building in New Brunswick to unite all four years of medical education on one campus, now currently divided between New Brunswick and Piscataway. I commend the faculty for their patience and perseverance and the school leadership for embracing a process of continuous quality improvement. While the survey results suggest that there is much room for improvement, I am encouraged by the faculty's engagement in desiring to move the school forward. I assure you that I will be closely monitoring the progress of analyzing the data, developing strategic plans, and implementing solutions.

Please convey this communication to the members of the Faculty Affairs and Personnel Committee. Again, thank you for your efforts as members of the University Senate on behalf of RBHS and specifically the Robert Wood Johnson Medical School.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian L. Strom". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Brian L. Strom, MD, MPH

Cc: Robert Johnson, MD
Thomas Hecker, PhD