

Results of Survey of NJMS/ RWJMS Faculty on "Envisioning the Future of Medicine at Rutgers"

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Overall Summary

- Less than 1/3 of faculty felt a merger would improve their ability to function
- More than 40% felt that their ability to function would be impaired by:
 - Physical distance
 - Single chair structure
 - Different clinical systems
- Concerns over recruiting and retention
- More than 80% of faculty desire the following occur:
 - Address unresolved issues from UMDNJ/ Rutgers merger
 - Address unresolved issues from RWJBH/ Rutgers affiliation
 - Provide a detailed plan harmonize processes between the schools with an associated fiscal analysis
 - A supportive vote of the faculty

Basics

- 126 faculty from NJMS
- 319 faculty from RWJMS
- 85 of the above from “co-chaired” departments
 - Radiation Oncology, Neurosurgery, Neurology, Pathology, Psychiatry
- All tracks
- Not everyone answered every question

View of co-chaired departments

- Across all faculty, about 50% had no relevant experience
- About a quarter felt it impaired faculty performance with regard to education, research, patient care and service
 - Slightly higher numbers at NJMS compared to RWJMS
 - Faculty from co-chaired departments:
 - 25-40% impaired
 - 35-40% no effect
 - 15-30% improved (highest for research, lowest for patient care and service)

General Questions

- Would a merger improve faculty recruitment and retention:
 - NJMS over 55% disagree or strongly disagree
 - RWJMS over 52% disagree or strongly disagree
 - Co- chaired over 57% disagree or strongly disagree
- Schools should merge fully:
 - NJMS over 2/3 disagree or strongly disagree
 - RWJMS over 55% disagree or strongly disagree
 - Co- chaired 65% disagree or strongly disagree

Impact of Merger on Job Function

- Physical Distance
 - NJMS: 45% impair
 - RWJMS: 52% impair
 - Co- chaired: 60% impair
- Single Chair
 - NJMS: 36% impair but fixable
 - RWJMS: 61% impair
 - Co- chaired: 55% impair
- Shared educational resources
 - NJMS: 38% impair
 - RWJMS: 27% impair
 - Co- chaired: 38% improve
- Shared clinical resources
 - NJMS: 37% no effect
 - RWJMS: 38% impair
 - Co- chaired: 31% improve/ impair
- Clinical trial cooperation
 - NJMS: 52% no effect
 - RWJMS: 42% improve
 - Co- chaired: 42% improve

Other Questions

- Address unresolved issues from UMNJ/ Rutgers merger & RWJBH affiliation:
 - NJMS 88% agree or strongly agree
 - RWJMS 85% agree or strongly agree
 - Co- chaired 77% agree or strongly agree
- Provide detailed plan on harmonize processes:
 - NJMS 88% agree or strongly agree
 - RWJMS 89% agree or strongly agree
 - Co- chaired 83% agree or strongly agree
- Require a supportive vote of the faculty
 - NJMS 93% yes
 - RWJMS 91% yes
 - Co- chaired 83% yes

Thoughts

- Survey done before release of chancellor's report
- Concerns remain
- Desire for answers to unresolved questions
- Committees may not have been adequate to fully explore the concerns of the faculty