

Robert Wood Johnson Medical School
Community Health and Promoting Diversity Strategic Goals

University Strategic Goal: The University understands its commitment to the communities it serves

RWJMS Long Range Community Health Strategic Goals

1. To use the resources of the medical school to benefit the health of the community.
2. To train medical students and residents to provide culturally effective care.
3. To provide culturally effective health care to residents of the community.
4. To eliminate barriers to care for community residents.
5. To engage in research activities that are culturally appropriate.
6. To develop research projects that help to eliminate disparities in health status based on race and ethnicity.
7. To partner with city government, community based institutions, organizations, and leaders in a longitudinal community based health improvement initiative.

RWJMS Long Range Promoting Diversity Strategic Goals

1. To achieve a level of gender, racial, and ethnic diversity among the faculty, residents, students, and staff that reflects the level of diversity in the State of New Jersey as of the Year 2000 Census.
2. To increase the number of underrepresented minority and women faculty in positions of leadership and in the higher academic ranks.
3. To create an academic environment that is welcoming and respectful of diversity of gender, race, ethnicity, sexual orientation, religion, and cultural background.

Community Health and Promoting Diversity Objectives	Measures of Progress	Action Plan	Target Date for Completion	Responsibility
COMMUNITY HEALTH OBJECTIVES *				
1. Measure the community health involvement of medical students and residents.	Comprehensive listing of student and resident community health activities.	<ul style="list-style-type: none"> a) Work with medical students to develop an appropriate community health involvement measurement tool. b) Identify key categories of community health activity to measure longitudinally. c) Develop a mechanism to collect community health activity information on an on-going basis. d) Identify administrative personnel to take responsibility for annual tracking of community health involvement. 	June 30, 2005	Community Health Strategic Planning Subcommittee, Senior Associate Dean for Community Health, Office of Planning and Administration
2. Further integrate HIPHOP Students into projects sponsored by HNBI 2010.	Listing of students and the projects they were involved in.	<ul style="list-style-type: none"> a) Meet with the leadership of HIPHOP to identify barriers to student participation in HNBI projects. b) Review the objectives of HIPHOP to see where they coincide with HNBI 2010 objectives. c) Identify resources that may be needed to facilitate HIPHOP 	June 30, 2005	Senior Associate Dean for Community Health, HIPHOP Student Leaders and Faculty Advisors, Chair, Department of Environmental and Occupational Medicine.

Community Health and Promoting Diversity Objectives	Measures of Progress	Action Plan	Target Date for Completion	Responsibility
		<p>student involvement.</p> <p>d) More closely align the activities and oversight of HIPHOP with the Office of Community Health</p>		
<p>3. Collaborate with the clinical services strategic planning subcommittee to lessen barriers to specialty care for Chandler patients and New Brunswick residents.</p>	<p>Minutes of Community Health and Community Service joint subcommittee meetings. List of mechanisms to use in reducing barriers to access.</p>	<p>a) Review key informant, focus group, and Chandler clinician data on perceived and actual barriers to specialty care.</p> <p>b) Identify two key barriers to target for elimination.</p> <p>c) Identify resources needed to accomplish the elimination of two key barriers to care.</p>	<p>September 30, 2004 and ongoing</p>	<p>Community Health Strategic Planning Subcommittee, Clinical Services Strategic Planning Subcommittee, Rutgers Center for State Health Policy, University Medical Group leadership.</p>
<p>4. Collaborate with the Research Strategic Planning Subcommittee to develop an action plan to facilitate the development of new research projects aimed at eliminating health disparities by race and ethnicity, and/or improving the health status of residents of the greater New Brunswick community.</p>	<p>Written action plan.</p>	<p>a) Set up a series of meetings between members of the Research Strategic Planning Committee and the Community Health Strategic Planning Committee.</p> <p>b) Identify administrative resources needed to coordinate these meetings and to take minutes.</p>	<p>September 30, 2004</p>	<p>Community Health Strategic Planning Subcommittee, Sr. Associate Dean for Community Health, Sr. Associate Dean for Research, Research Strategic Planning Subcommittee</p>

Community Health and Promoting Diversity Objectives	Measures of Progress	Action Plan	Target Date for Completion	Responsibility
5. Collaborate with the Education Strategic Planning Subcommittee to review and revise community health content within the medical school curriculum.	Written action plan	<ul style="list-style-type: none"> a) Set up a series of meetings between members of the Education Strategic Planning Subcommittee and the Community Health Strategic Planning Subcommittee to review and discuss community health curriculum in the medical school. b) Identify administrative resources needed to coordinate these meetings and to take minutes. 	March 1, 2005	Community Health Strategic Planning Subcommittee, Sr. Associate Dean for Community Health, Sr. Associate Dean for Education, Education Strategic Planning Subcommittee
6. Collaborate with HIPHOP students to help with the development and implementation of the Promise Clinic	Opening of the Promise Clinic	<ul style="list-style-type: none"> a) Work with students to identify and obtain needed resources to open the clinic. b) Work with students to identify appropriate patients for the clinic c) Set up a meeting between the Community Health Strategic Planning Subcommittee and HIPHOP students involved in the Promise Clinic 	January 1, 2005	Sr. Associate Dean for Community Health, HIPHOP student leaders, Community Health Strategic Planning Subcommittee

Community Health and Promoting Diversity Objectives	Measures of Progress	Action Plan	Target Date for Completion	Responsibility
PROMOTING DIVERSITY OBJECTIVES				
1. Develop a faculty database to measure the number of underrepresented minorities (URM) and women faculty. The database will include data on faculty departmental appointment, date of hire, date of promotion, and tenure.	Comprehensive listing of all faculty by department with listing of race/ethnicity, gender, date of hire, promotion history, tenure track, and achievement of tenure.	<ul style="list-style-type: none"> a) Work with the Office of Faculty Affairs to develop a database of faculty that can be used to generate annual reports on faculty diversity, recruitment, retention, and promotion by race/ethnicity and gender. b) Identify computer hardware, software, and administrative personnel resources needed to develop and maintain the faculty database. 	June 30, 2004	Associate Dean for Faculty Affairs, Senior Associate Dean for Community Health, Promoting Diversity Strategic Planning Subcommittee, Office of Planning and Administration.

***Community health includes community service, education and other related community based activities.**