

# **Rutgers Leadership Academy Capstone Project Abstracts 2015-2017 Cohort**

**Title:** Transforming Pharmacy Education at Rutgers

**RLA Fellow Name:** Lauren Aleksunes

**Project Mentor:** Joseph Barone, Dean, Ernest Mario School of Pharmacy

**Abstract:** The Ernest Mario School of Pharmacy identified in its 2015 Strategic Plan the need to “support curriculum renewal and opportunities in teaching and learning”. This is a critical activity to ensure that the curriculum within the Doctor of Pharmacy (Pharm.D.) program exceeds the expectations delineated in the recently revised guidelines from the Accreditation Council for Pharmacy Education (ACPE). Our goals:

- To enhance the preparedness of students for clinical assessment and examination of patients.
- To extend the alignment and integration of organ system content in courses.
- To ensure compliance with the current ACPE Standards 2016.
- To expand the utilization of technology and innovative teaching methods in the new addition to the School.

This project brings together individuals with varying understanding and perspectives on teaching and the training of pharmacists. This project will provide greater knowledge and understanding of the administration of the School of Pharmacy including strategic planning, accreditation, and assessment.

**Title:** Strategic Alliance Rutgers – Stuart Country Day School (**StARS**)

**RLA Fellow Name:** Ioannis P. Androulakis

**Project Mentor:** Lily Young, Provost, Rutgers University-New Brunswick

**Abstract:** The aim of the project is to establish **StARS**, a **Strategic Alliance** between **Rutgers University** and **Stuart Country Day School**, an all-girls school in Princeton, NJ. The aim is to provide a 2-year comprehensive experience to a select group of high school sophomore/junior girls involving two (on-line) courses at RU, a summer research project on-campus (Rutgers), and continued involvement during the sophomore/junior years. What will set **StARS** apart from other programs providing high school students exposure to university research, is that we will develop a formal program providing high school students the opportunity to be involved in long term, organized activities. A limited number of similar programs exist. Most notably the Drexel University – West Catholic Preparatory School (Philadelphia), while analogous programs, in spirit exist in Nebraska as well as the United Kingdom. Unlike other programs, the idea of **StARS** is that the students will be exposed to an inter-disciplinary program which will involve emphasis on both technical skills, but also on issues related to managing technology. The idea of the 2-year program is to enable a fuller immersion to the program and a continued educational experience, as opposed to a one-time, short-term, project-based activity. The aim of the program is to engage efficiently girls to technical leadership and provide them a broader view of the role of technology in a broader societal context. The program will be centered along three axes:

**Title:** NTT Faculty Development for School of Social Work

**RLA Fellow Name:** Beth Angell

**Project Mentor:** Cathryn Potter, Dean of the School of Social Work

**Abstract:** The purpose of this capstone project is to develop an NTT faculty development program for the School of Social Work. With the recent adoption new NTT title series at Rutgers, social work employees who carried a combined workload of instructional and administrative duties were transitioned to NTT faculty positions. Consequently, NTT faculty in the SSW currently outnumber tenure track faculty and are vital to the implementation of its mission. With the institution of new procedures for promotion across ranks in each NTT title series, there is a need to develop supportive mechanisms for assisting these faculty in preparing promotion applications and planning for their career advancement. As the program is developed, it will incorporate both input from the NTT faculty in social work as well as information gathered from benchmarking efforts undertaken at peer institutions. An evaluation will be conducted to gauge participant satisfaction and solicit feedback for program improvement.

**Title:** Rutgers OB Prenatal (ROP) Modified Group Care Program: Rutgers's Health - Improving Health Care Outcomes And Conserving Health Care Resources

**RLA Fellow Name:** Charletta A. Ayers

**Project Mentor:** Gloria Bachmann, Interim Chair, Department of Obstetrics, Gynecology and Reproductive Sciences & Associate Dean, Women's Health Robert Wood Johnson Medical School

**Abstract:** "Rutgers OB Prenatal" (ROP) modified group program is a health care model developed to provide quality value based prenatal care that embraces the values of Rutgers Health. The ROP modified group program uses collaboration between the prenatal patient and her family, Rutgers obstetrical health care team, RWJUH/Barnabas Perinatal Center and the largest Medicaid insurance provider of prenatal care, NJ Horizon HMO. The proposed outcome of this model is for the improvement of maternity health care outcomes: prenatal care compliance, compliance of postpartum follow-up, improved transition of care and patient satisfaction with prenatal care. The model will be evaluated based on Patient/Stakeholder Surveys and HEIDIS data. Secondary outcomes evaluated will be healthcare utilization, neonatal outcomes and cost reduction compared to the traditional prenatal care model. ROP group program is in alignment with Rutgers's Health mission to develop innovative health care models as a leader of population health.

**Title:** Interdisciplinary Education → Encouraging Student Entrepreneurship

**RLA Fellow Name:** Dunbar P. Birnie

**Project Mentor:** Matt Matsuda, Honors College Dean

**Abstract:** This project is built upon the basic premise that many cutting edge societal needs are inherently interdisciplinary in nature. In this context, we serve our students best when they develop and strengthen their skills for operating as interdisciplinary leaders and innovators. This project aims to evaluate Rutgers' present efforts at encouraging interdisciplinary thought and action by our students. Based on this study, recommendations will be provided that can be implemented here to improve interdisciplinary innovation in the future.

**Title:** Encouraging, Documenting, and Recognizing Excellence in Academic Leadership

**RLA Fellow Name:** Linda Brzustowicz

**Project Mentor:** Brent Ruben, Executive Director, Rutgers Center for Organizational Development and Leadership, Distinguished Professor of Communication

**Abstract:** The RLA program underscores the importance of the development of academic leaders. A significant obstacle to the recruitment of faculty leaders includes the perception that the time required by a significant leadership role will reduce scholarly output. This may lead to faculty avoiding such roles, or putting minimal effort into a role that they feel they cannot avoid (e.g. rotating department chair). For all faculty members the lack of a system to document and reward successful leadership outcomes serves as a strong disincentive to participation. Current faculty evaluations do not have a strong culture at Rutgers (and elsewhere) of proportionately weighting the time and effort consumed by academic leadership activities. While there are well developed metrics for evaluation of Scholarship and Teaching, the lack of defined and generally accepted metrics for leadership success makes objective evaluation of these activities difficult. This project will work to develop a framework for the systematic and objective evaluation of leadership activities and outcomes, with the aim to shift the culture at Rutgers to one where academic leadership is recognized as an essential activity to be encouraged and appropriately recognized.

**Title:** Interprofessional Wellness Clinic

**RLA Fellow Name:** Nancy Cintron & Patricia Findley

**Project Mentor:** Alma Meriens, PhD, PT, Professor & Chairperson of the Department of Rehabilitation and Movement Sciences, Cathryn Potter, PhD, Dean of the School of Social Work, and Joseph Barone, PharmD, FCCP Dean and Professor II of the Ernest Mario School of Pharmacy

**Abstract:** This project aims to create an interprofessional wellness clinic housed the Stanley S. Bergen Building on the Newark Campus of the Rutgers Biomedical Health Sciences (RBHS) school. The primary goal of the project is to create an interprofessional wellness program for patients who have suffered a stroke; yet the secondary goal is to create a program to bring together Rutgers-Legacy faculty and students with RBHS faculty and students to enhance interprofessional collaboration as disciplines as well as university members. Interprofessional education (IPE) is a recognized focus area for RBHS and Rutgers in our strategic plan. Students from Pharmacy and Social Work will join students from School of Health Professions (Physical Therapy) for this interdisciplinary project.



**Title:** Developing a Self-Evaluation System to Promote Program Quality

**RLA Fellow Name:** Timothy J. Cleary

**Project Mentor:** Dr. Susan Forman, Chair, Department of Applied Psychology in GSAPP

**Abstract:** The primary objective of this project is to develop a self-evaluation data-based system for the Department of School Psychology (SP) in the Graduate School of Applied and Professional Psychology (GSAPP). This self-evaluation system will provide the SP program with aggregated data about SP faculty on an annual basis regarding: (a) faculty scholarship, productivity, and service, (b) broad program outcomes, and (c) student outcomes. A central component of this self-evaluation system is technologically-based and efficient data management mechanism (i.e., based in Qualtrics) that efficiently gathers and organizes a large set of data. Gathering this data will enable administrators and SP faculty to accomplish three broad objectives: (1) leverage resources and supports, (2) support recruitment of students and faculty, and (3) self-monitor progress towards program goals delineated in the SP program strategic plan. The project is currently in the final stages. The remaining steps include analyzing pilot data to refine the survey (Fall 2016) and then administering the first official iteration of survey (Winter of 2017).

- Title:** Establishing a Population Sciences Research Support Core at Rutgers Cancer Institute of New Jersey
- RLA Fellow Name:** Elliot J. Coups
- Project Mentor:** Sharon L. Manne, Professor, Department of Medicine, Associate Director for Cancer Prevention, Control and Population Science, & Director, Cancer Prevention and Control Program
- Project Abstract:** I am a faculty member at Rutgers Cancer Institute of New Jersey. The Cancer Institute has a number of shared resources that are available to all faculty members. However, few of the resources are utilized by the 50 full and associate faculty in our Cancer Prevention and Control Program. Based on faculty input, we have identified the need for a “Population Sciences Research Support Core” that would provide services and support for data management and collection, including project management tools, data capture, and data analysis and reporting. I have been asked to direct the Core, commencing June 1, 2016. Working with senior administrative and academic leaders at the Cancer Institute, funds have been committed to support this initiative for a trial period of up to three years. The funds are sufficient to support a half-time research coordinator and to purchase software and associated technical support that will facilitate the Core’s activities.

- Title:** Creating an Advising Partnership in the School of Arts and Sciences
- RLA Fellow Name:** Robin Diamond
- Project Mentor:** Susan Lawrence, Vice Dean for Undergraduate Education for the Rutgers School of Arts and Sciences
- Abstract:** With just over 20,000 undergraduate students in the School of Arts and Sciences and 19 Deans on the advising staff, we face a continued challenge in providing services to our students. We serve the high achieving and low achieving student population with specific programming, but the vast majority of our students fit in the middle. This population is underserved unless they take the initiative to seek advising. The system confuses students as advising is provided by both the Office of Academic Services and the individual academic departments and both should be utilized for maximum benefit. This project will seek to develop formalized links between the Office of Academic Services and the Faculty Advisors in the School of Arts and Sciences.

**Title:** Enhancing the Staff Experience in the School of Communication & Information

**RLA Fellow Name:** Kevin Ewell

**Project Mentor:** Karen Novick, Associate Dean of the School of Communication & Information

**Abstract:** “Talent management” literature suggests there are many indicators for staff satisfaction and staff retention within an organization, including, staff who feel recognized and appreciated, staff who feel they have influence and input, staff who feel they have an opportunity for upward mobility, among many others. The current project is designed to address administrative goals outlined in the SC&I Strategic Plan (2014-2017) specific to “*creating and implementing an internal staff development program to promote an even higher level of service excellence.*” Creating a staff professional development plan can facilitate increased unit engagement and opportunities for promotions from within our organization. Moreover, we believe that a highly satisfied, qualified, and engaged staff enriches our unit and Rutgers University as a whole.

Through this project, we aim to increase the initiatives and opportunities that promote staff retention, and to address the challenges and barriers to staff retention. The goals include:

- To create opportunities for staff to be recognized and rewarded for outstanding service and performance.
- To create opportunities for professional development through employee workshops and in-service trainings, in collaboration with University Human Resources for workshops
- Establish staff-specific working groups, modeled after the Senior Staff team, that collaborate on school-wide initiatives with a common goal.
- To identify and develop resources for on-boarding new staff within SC&I.

**Title:** Communicating Responsibility Center Management (RCM) Incentives at Rutgers (with particular attention to the research enterprise)

**RLA Fellow Name:** Sharon A. Fortin

**Project Mentor:** Dorothea Berkhout, Associate Dean of Administration & Finance & Clinton Andrews, Professor and Associate Dean for Planning & New Initiatives

**Abstract:** RCM promises to make the budget system more transparent, put greater control at the academic unit level, distribute central service costs, and create a framework for collaborative approaches to the University's instructional, research, service, and healthcare missions. RCM also highlights that the research enterprise has been heavily subsidized causing great concern to academic and research intensive units, with the unintended consequence of demoralizing many faculty and staff that administer sponsored research. This project aims to further develop constructive understanding of the RCM model and identify tools that \*incentivize\* units and individuals. The intention is to encourage understanding of RCM so that individuals, not just budget/finance officers, know and understand how it operates, how activities impact the model, and how incentives can be expressed. The outcome is to reduce demoralizing perceptions held by faculty and staff, and to add value to decision making throughout the institution.

**Project Title:** Shaping the Future of Human Resource Management Together: Creating an External Executive Advisory Board for the HRM Department in SMLR

**RLA Fellow Name:** Ingrid Fulmer

**Project Mentor:** David Allen, Professor and Chair of the Department of Human Resources Management at School of Management & Labor Relations

**Abstract:** The project entails creating an external advisory board for the Human Resource Management (HRM) department in the School of Management and Labor Relations (SMLR) to advise on issues of curriculum innovation in our masters and undergraduate programs, to assist with student placement for internships and permanent jobs, to be active in the teaching and research activities of the department (e.g., guest speaking, data sites for research), and to assist with our department's outreach efforts in the business community. Project goals are: (1) To draft the charter/mission statement for the new advisory board to reflect the current needs and goals of the department in research, teaching, and outreach, (2) To form a group of 15-20 individuals whose membership on the advisory board would be beneficial for the school (e.g., corporate HR executives/vice presidents), and (3) To organize an initial meeting of the new advisory board late fall 2016/early spring 2017.

**Title:** Rutgers Center for Pharmacoepidemiology and Treatment Science

**RLA Fellow Name:** Tobias Gerhard

**Project Mentor:** Brian Strom, Chancellor of Rutgers Biomedical and Health Sciences (RBHS) & Executive Vice President for Health Affairs at Rutgers University

**Abstract:** The project goal is the establishment of a research and training program in Pharmacoepidemiology and Treatment Science (PETS) at Rutgers. PETS aims to bring together faculty with a variety of subject matter and departmental backgrounds ranging from epidemiology, biostatistics, and biomedical informatics to clinical medicine, economics and other social sciences to address questions related to use and outcomes of therapeutics. As a training program, PETS will not offer a stand-alone degree but rather enhance existing training programs in relevant disciplines by providing courses and mentorship for students who want to focus on questions related to use and outcomes of therapeutics. PETS will be located at the Institute for Health and will create a state-of-the-art support infrastructure with large-scale public and private data resources, a computing and programming core, as well as strong ties with Rutgers Health and external partners from the pharmaceutical industry, insurance providers, and contract research organizations.

**Title:** Effective Administrative Cooperation to Foster Interdisciplinary Research Collaborations Within the Responsibility Center Management Model of Budgeting

**RLA Fellow Name:** Roger F. Grillo

**Project Mentor:** Peter J. Gillies, Founding Director, New Jersey Institute for Food, Nutrition and Health

**Abstract:** As Rutgers and the world embrace the concept of team science it is vital that a mechanism to facilitate and promote interdisciplinary collaborations be developed. It is important to be mindful the role culture plays in these partnerships. As the university moves into the new paradigm of Responsibility Center Management (RCM) it is becoming increasingly evident that a shift in how interdisciplinary research collaborations are managed is necessary for the well-being of the university. The underlying need to establish a business plan framework that provides a level of transparency and foresight that will allow university units to develop healthy organizational relationships while providing an environment that promotes interdisciplinary collaborations is essential. This project will provide a pathway to remodel how the university's academic and administrative units engage to provide new learning experiences for students and interdisciplinary collaborative research partnerships. By strengthening the connections among administrators the university will become more responsive to the needs of the students, faculty, and stakeholders. And in the process form a cohesive university culture providing a blueprint to marshal financial resources to fulfill the university's goals as outlined in its strategic plan.



**Title:** Merging the Mason Gross Extension Division's ABT® Certified School of Ballet with Washington Rock Ballet located in Dunellen, New Jersey.

**RLA Fellow Name:** Christopher Kenniff

**Project Mentor:** George B. Stauffer, Dean, Mason Gross School of the Arts

**Abstract:** My project to merge the Mason Gross Extension Division's ABT® Certified School of Ballet with Washington Rock Ballet located in Dunellen, New Jersey has developed to the point of having a Memorandum of Agreement in final stages of review. I anticipate parties signing the documents during the month of September (this month), and moving on to next steps as detailed in my Capstone Project Submission Form. My project mentor, Dean Stauffer, has informed that he may wish to change course. I await further information from him.

- Title:** Precision Radiation Oncology Fellowship for International Fellows at Rutgers Cancer Institute of New Jersey
- RLA Fellow Name:** Sharda Kohli
- Project Mentor:** Bruce Haffty, Interim Director, Cancer Institute of New Jersey, Professor and Chair, Department of Radiation Oncology, Robert Wood Johnson Medical School
- Abstract:** A key strategic initiative of the department of Radiation Oncology has been expansion of the department's education mission. The Precision Radiation Oncology Fellowship for International Fellows at Rutgers Cancer Institute of New Jersey (RCINJ) is a direct consequence of that initiative and is consistent with both RCINJ's five-year strategic plan, which includes the goal of educating future healthcare leaders and creating innovative training programs, as well as with Rutgers University's goal to expand its global reach. The fellowship will place highly trained international radiation oncologists at partner institutions across the globe. The initial fellowship will be a collaboration with All India Institutes of Medical Sciences (AIIMS). The selected fellow will have hands-on experience and direct patient care in advanced modalities of radiation oncology as well as clinical research opportunities in Precision Radiation Oncology. Funding for the fellowship will be provided by a grant from the Bard Foundation.

**Title:** Supporting Women in Geography

**RLA Fellow Name:** Robin Leichenko

**Project Mentor:** Richard Schroeder, Dean of Social and Behavioral Sciences, School of Arts and Sciences

**Abstract:** This project will entail development of a Rutgers chapter of Supporting Women in Geography (SWIG). SWIG is a national group that promotes participation, professional development, and empowerment of female graduate students and young professionals in the field of geography. A number of universities in the Northeast and several CIC universities have active SWIG chapters, and graduate students at Rutgers have expressed interest in the development of a Rutgers chapter. This project will entail collaboration and mentorship of graduate students in the Department of Geography in order to guide and foster the development of an active, self-sustaining SWIG chapter. The goals of the chapter will be to provide students with intellectual and personal support, including development of professional networks and connections both within and outside the university.

- Title:** Development of a Nursing Faculty Reappointment & Promotion Online Toolkit for Non-Tenure Track Faculty
- RLA Fellow Name:** Margaret Quinn
- Project Mentor:** Charlotte Thomas-Hawkins, Associate Professor, Division of Nursing Science  
D. Anthony Forrester, PhD, Professor, Division of Nursing Science
- Project Abstract:** Rutgers Biomedical Health Sciences (RBHS) has developed several academic title pathways for reappointment and promotion goals for non-tenure track faculty. As a blended faculty, albeit varied collaborative bargaining agreements and review committee processes, reappointment and promotion preparation must be congruent for all faculty. As a member of the First Level Review (FLR) committee, I have reviewed dossiers that are very different across faculty presentation. At times, this presentation may have been a risk for the review of the candidate to continue employment recommendation by the FLR. An online tool kit will afford a standardized place for ideas and support for preparation of reappointment and promotion dossiers. This will reinforce the mentoring initiative started at the School of Nursing and RBHS, and provide various informative links to guide the faculty through their preparation of the required documents for submission. This will enhance standardization for committee review, and increase success in reappointment and promotion contracts for all non-tenure track faculty.

**Title:** Evaluating The RWJUH Length of Stay for Patients And Possible Solutions To Lowering The LOS Index

**RLA Fellow Name:** Sheraz Siddiqui

**Project Mentor:** Martha Lansing, Department of Family Medicine and Community Health & Associate Professor, Vice Chair of Family Medicine and Community Health

**Abstract:** Currently RWJUH has a very high length of stay index. According to the Master Affiliation Agreement, Rutgers Robert Wood Johnson Medical Group is responsible for the metric, and will only receive compensation if the metric is met. For this project, we will be investigating what the length of stay index is, and why it is high at RWJUH. We will be devising two projects in order to improve the length of stay. The first project will be assigning case managers and social workers to medical teams in order to see the effect of these multi-disciplinary teams on LOS. The second project will include a chart audit of patients that outliers as defined by UHC (University Hospital Consortium). Once these charts are audited, recommendations will be made to the hospital in order to add resources to improve discharge times.

**Title:** RSDM Faculty to Faculty

**RLA Fellow Name:** Steven R. Singer

**Project Mentor:** Cecile Feldman, Dean, School of Dental Medicine

**Abstract:** Although mentoring has received much attention in recent years, it is often associated with high level interactions leading to promotion, grant submissions, and tenure. While these are of concern to all in academia, daily concerns including teaching methodology, lecture and test preparation, scientific writing, manuscript preparation and submission, to school rules, regulations, and customs affect faculty on an ongoing basis.

This project will create a chairs'-level "toolkit" for providing faculty with the information and skills necessary for success at an ever-changing Rutgers School of Dental Medicine. The Chair of each Department has close contact with each faculty member and can easily arrange matches between supply and demand for information amongst Department members. Chairs also have direct access to RSDM administration to resolve issues requiring input from our Deans. Each Department in SDM would create a manual that would contain updated lists of resources, people, systems, that can serve as reference.

**Title:** National Reading Day Campaign to Promote Women's Public Leadership

**RLA Fellow Name:** Jean Sinzdak

**Project Mentor:** Debbie Walsh, Director, Center for American Women and Politics

**Abstract:** Women's contributions to our nation's history and democracy are rendered nearly invisible in classroom curricula and textbooks, and girls discover few role models to inspire them to become public leaders. Our democracy will be stronger if we inspire a new generation of girls and young women down the path toward public leadership and educate all our young people – both girls and boys – about the important role of women in our government.

I propose a national campaign encouraging women elected officials to visit elementary school classrooms across America to read a specially selected book on democracy and women's leadership. The book, along with a discussion guide, will be sent to every woman state legislator, member of Congress, and governor, along with some municipal women leaders, including women mayors of the country's largest cities. The elected officials are asked to read the books at their local school and donate them to the school libraries. The project goal is to institutionalize an annual national campaign, with several thousand elected women participating. Building on an earlier pilot program, the expanded effort aims to build a deeper coalition, including teachers' and educational organizations, elected officials' organizations, and youth-serving organizations.

**Title:** Improving Hypertension Management at the Robert Wood Johnson Medical School

**RLA Fellow Name:** Frank A. Sonnenberg

**Project Mentor:** John B. Kostis, John G. Detwiler Professor of Cardiology Professor of Medicine and Pharmacology & Associate Dean for Cardiovascular Research Director, Cardiovascular Institute

**Abstract:** The overall purpose of this project is to develop and implement a comprehensive program to improve management of hypertension by the Rutgers Robert Wood Johnson Medical Group, the faculty practice of RWJMS. This will involve the implementation of well-established tools for improving hypertension management including the Hypertension Control Change Package (HCCP) for Clinicians, a set of tools developed by the Centers for Disease Control as part of the Million Hearts® Project. The project will involve the following components:

- Formal assessment of current practices in the medical group relating to management of hypertension
- Formal education sessions for clinical staff and physicians
- Development of a plan to deploy the HCCP in the practice
- Implementation of the decision support elements of the HCCP within the GE Centricity electronic medical record used throughout the faculty practice.
- Measurement of performance including
  - Pre-implementation qualitative assessment of current hypertension management practices
  - Pre and Post-implementation quantitative assessment of hypertension control in each specialty area of the medical group.



**Title:** Healthy Life-Style Changes In Survivors Of Cardiovascular Events Through A Comprehensive Cardiovascular Rehabilitation Program

**RLA Fellow Name:** Tudor Vagaonescu

**Project Mentor:** Peter Gillies, PhD, Professor and Founding Director, Rutgers New Jersey Institute for Food, Nutrition and Health & Stephern Allison, PA, MBA, MSM, Vice President of Operations, Cardiovascular Services & Care Management, RWJ Barnabas Health, RWJUH

**ABSTRACT:** Objective: prevention of cardiovascular events in discharged cardiac patients. Methods: personalized nutritional counseling, behavior therapy, cardiovascular exercise.

An app for healthy life style changes will be developed. The app will allow patients' compliance monitoring.

Stages:

1. Establish the curriculum for cardiovascular rehabilitation (IFNH).
2. Expansion of the curriculum to cardiovascular rehabilitation centers.
3. Measured outcomes compliance, objective changes (smoking cessation, weight loss, blood pressure control, glycosylate hemoglobin and lipid profile improvements), patients' time on disability, cardiovascular readmissions.
4. Project presentation to insurance companies and health care organizations as part of an effective prevention strategy in patients with cardiovascular diseases.

Conclusions: A comprehensive cardiovascular curriculum aimed at prevention of cardiovascular events will be developed and tested by Rutgers IFNH. This will be marketed under the Rutgers logo as one of the first examples of integrating Rutgers Health with other healthcare systems in NJ population health management.

**Title:** New Brunswick International Student Academic Success Initiative

**RLA Fellow Name:** Jeff Wang

**Project Mentor:** Richard Edwards, Chancellor of Rutgers-New Brunswick

**Abstract:** International student enrollment at RU-NB has continued to rise rapidly in recent years, and with it the necessity for academic support services that address international students' unique needs. International students form the biggest element of campus internationalization, and contribute a significant amount of out-of-state tuition. While more and more institutions are focusing their attention and resources on recruiting international students, RU-NB realizes the pressing need to provide effective academic support services to promote international student success. Providing academic support designed for international students is also a strategic way to retain international students and build RU-NB's reputation among international communities, thereby bolstering its recruiting efforts in a sustainable way. The Initiative aims to institute a cohesive structure to provide effective academic support for international undergraduate and graduate students at RU-NB, including examine the unique challenges facing international students; identify the available sources of academic support; coordinate with academic service providers around campus to align the support efforts to meet the unique needs of international students; and formulate a unified academic support platform and promote it among international students.

**Title:** New Brunswick Staff Advisory Council

**RLA Fellow Name:** Matt Winkler

**Project Mentor:** Barry Qualls, Professor Emeritus of English

**Abstract:** For my RLA project I am attempting to create a New Brunswick-wide Staff Advisory Council to the Chancellor. Inspired by the announcement that a staff council is being developed on the RU Newark campus as part of their strategic plan, I suggested to President Barchi that we do the same here in New Brunswick. He agreed it was a good idea and suggested I consult with the Chancellor. Meanwhile, I analyzed the staff councils of our Big Ten peers to consider by-laws, make-up and size of the group, representation and election processes, and more. The RU-NB Staff Council would provide a two-way means of communication for non-aligned staff concerns and initiatives as well as an advisory board for the chancellor. It will further promote opportunities for staff recognition, training and professional development. One of the biggest issues here is the fact that so many staff are represented by one of over 20 unions. Initial efforts for this council will focus on non-aligned staff, while evaluating the usefulness to our unionized counterparts.

This summer my proposal was approved by the Chancellor. I am currently seeking interested non-aligned staff across all NB departments overseen by the Chancellor to develop a steering committee. Twelve degree-granting schools, nine academic research centers, three administrative units, The Honors College, Douglass Residential College, and the Zimmerli Art Museum all report directly to the Office of the Chancellor. A challenge I face is developing a council that is representative of these areas while not becoming too cumbersome to be effective. Once formed, initial discussions must include representation, elections, by-laws, and means of communication and outreach, among many others.