

# Gyn/Ob Integration Staff Discussion Guide

## INTERNAL USE ONLY – NOT FOR DISTRIBUTION

### Updated June 2016

Please use this guide as a quick reference for accurate and up-to-date information that can help you when interacting with your teams, managers, direct reports and colleagues about the integration of the Department of Gynecology and Obstetrics (Gyn/Ob).

#### **Staff General Information**

- The departments of Gynecology and Obstetrics at The Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center will integrate into one clinical department.
- Dr. Andrew Satin, current director for the Johns Hopkins Hospital department, and Dr. Victoria Handa, deputy director for the Johns Hopkins Hospital department, will lead the combined department in collaboration with nursing and administrative leadership at both hospitals.

#### **Timing of the Integration**

- This will be an evolving process, which will include significant input from many stakeholders on both campuses. We hope to see some of our early successes by July 1, 2016.
- Specifically:
  - A single-structure departmental orientation program for all new employees at both campuses is expected to be completed **in June 2016**.
  - The Department of Human Resources plans to post three to five NCIE positions to create a float pool of nurses to work at both The Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center by **late June/early July 2016**.
  - The first group of harmonized policies for the integrated department will be posted on [Hopkins Policies Online \(HPO\)](#) by **July 31, 2016**, so they are easily accessible for all staff members.

#### **Why This Integration Is a Positive Change:**

- This integration is an exciting opportunity for us to build upon our long-standing collaboration between both campuses to create one strong, academically based, integrated department.
- By working under a single organizational structure, we'll be able to:
  - Put a greater focus on patient- and family-centered care.
  - Strengthen our interdisciplinary teamwork.
  - Share best practices, patient perspectives, education and research.
- There will also be access to additional nursing resources via a Johns Hopkins Medicine staffing pool during times of need and an increased opportunity for nursing staff members to work at both entities, if they are interested.

#### **What This Integration Is *Not*:**

- This integration is *not* a reorganization.
- Your employment status and pay rate will not change, and no one will be mandated to work on both campuses.
- This integration is not a one-sided process. Department leadership is committed to providing frequent and transparent updates, and wants to hear your feedback, questions and concerns about the transition.