

Manager E-mail
Sent on April 21, 2016

Subject: UPDATE: Gyn/Ob Integration

A few months ago, you received an email announcing the integration of the Departments of Gynecology and Obstetrics (Gyn/Ob) at The Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center into one clinical department. A larger workgroup has been working behind-the-scenes to make the transition as seamless as possible.

To date, we have the following updates, which we ask that you share with your staff.

Overview of Integration

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 interdisciplinary teamwork and share best practices, patient perspectives, education and research. There will also be access to additional nursing resources via a JHM staffing pool during times of need, and an increased opportunity for nursing staff members to work at both entities, if interested.

Please note that 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 also not a one-sided process. . We are prepared to support you with frequent communications to help you understand what will be changing and when as we work towards this integration. Here are the latest updates we have on this evolving process.

- **Human Resources**

We are in the process of reviewing job titles and descriptions with the hopes of aligning them across both campuses. In addition, we are developing systems to provide structure and support for a shared staffing pool. This will allow staff to work on both campuses, if you choose to do so.

- **Policies and Procedures**

Policies and procedures for both campuses have been reviewed. The next step is to standardize the policies and post them on [Hopkins Policies Online \(HPO\)](#) so they are easily accessible for all staff.

- **Education and Training**

A team is working to streamline orientation, continuing education, initial competencies and preceptor preparation for nurses, patient care technicians, medical assistants and staff. This may include shadow days on each campus, shared learning experiences and standardization of on-boarding.

We will update you as we continue to make progress on this venture and ask that you share this information with your team. In addition, town hall meetings for all Gyn/Ob staff are tentatively scheduled for May at both Johns Hopkins Hospital and Johns Hopkins Bayview, which will allow you and your staff to ask us questions, express your concerns and share your ideas for how to make this integration a successful transition.

Transitioning to a new way of doing things is never easy. While we anticipate challenges, this is an exciting time of positive change. We thank you for your support during this transition.