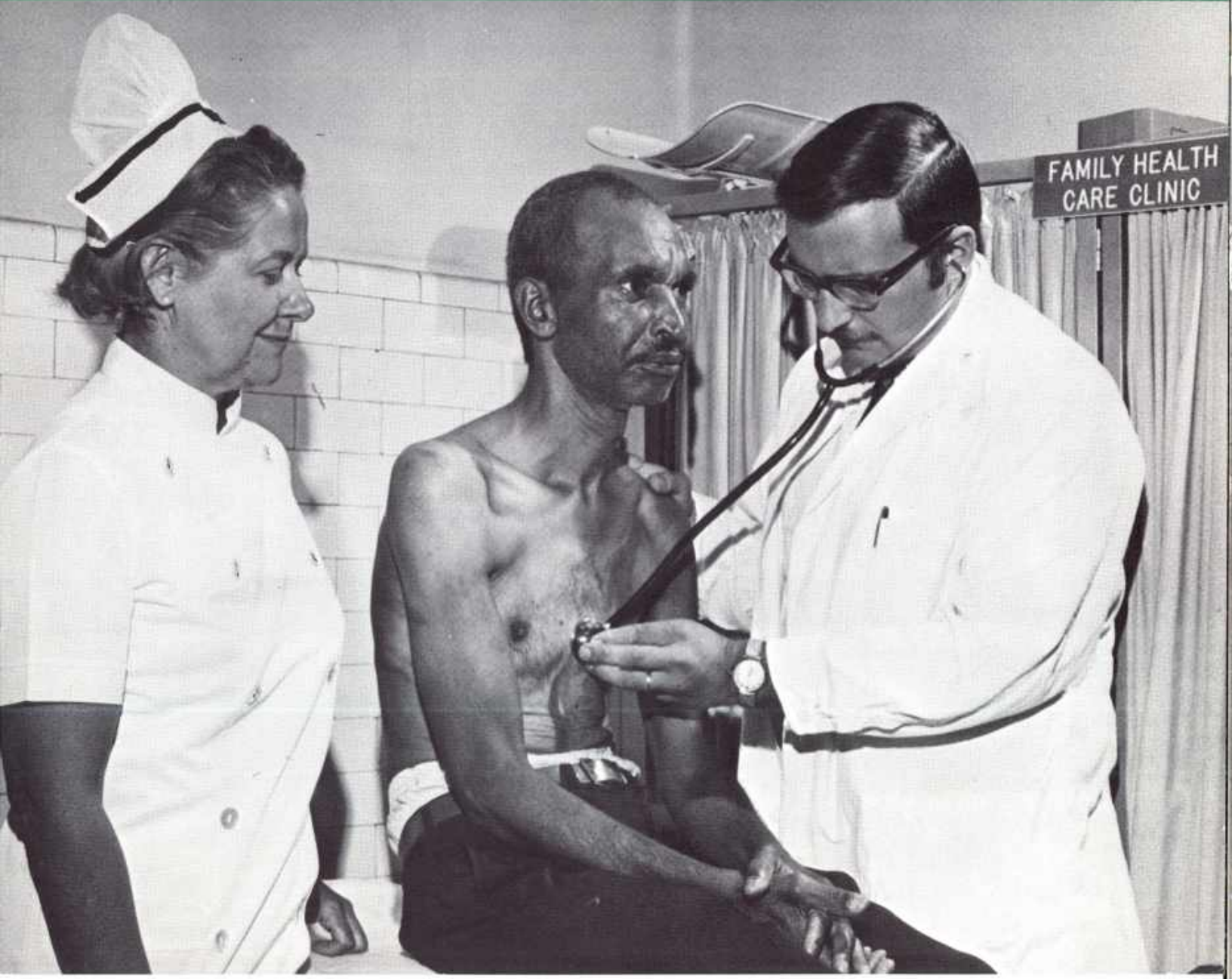


Progress  
Since the  
Community-  
State  
Agreement

**NEW JERSEY  
COLLEGE of  
MEDICINE &  
DENTISTRY**



## NEW JERSEY COLLEGE OF MEDICINE AND DENTISTRY

This special report for interested persons delineates the progress since the community-state agreement which brought the medical school to Newark.

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**COVER—MEDICAL STUDENT JOHN SORRENTINO** examines patient in student's Comprehensive Family Health Care Clinic.



**MORTGAGE PAID OFF** through assistance of medical school staff on this house on permanent school site.

**ASSISTANCE FOR MINORITY GROUP CONTRACTOR** is given in office set up by state.



## The Happenings in Newark

# SHOWER OF ACTION

As a pebble thrown into a brook creates ripples up and down stream, so the effects of the agreement bringing the medical school to Newark are being felt in an ever widening circle.

The shower of beneficial fallout is now only beginning and yet already it has produced expected and unexpected dividends for Martland patients, Newark residents, minority businessmen, and the economy of the community. These benefits range from college-sponsored assistance in obtaining funds to pay off home mortgages for residents of the school's future site, to the establishment by the state of an office to assist minority group contractors in all facets of bidding.

There is an air of receptivity to the broad pattern of including blacks in decision-making, in employment, in entrepreneurship, in health benefits, in better living conditions and in improved educational programs and facilities.

It's as if a how-to-do-it pattern had suddenly been discovered, although the will-to-do-it had been lingering just under the surface for years. There is a sense of vibrancy—there is the good feeling of something finally happening. Black people have a voice. White people are listening. Blacks and whites are talking together and acting in unison.

While the college does not endeavor to take credit for the range of beneficial fallout, it does believe that it has played an important role in stimulating many of these activities.

## STUDENT-COMMUNITY INVOLVEMENT

Perhaps closest to the heart of the college itself is the widespread desire on the part of some of our students to participate meaningfully in the community. A new breed of medical student bent on serving a health-care-underprivileged portion of the citizenry is emerging.

Three student groups this summer have started programs which will be continued throughout the year. A number of students are conducting the Community

Comprehensive Family Health Center. In this program senior, junior and sophomore students, guided by faculty consultants, act as a team of private physicians in providing continuity of comprehensive care to total family units. Listed among the objectives of this program is providing the opportunity for medical students to observe and assist in the solution of the total medical and socio-economic problems of this disadvantaged population.

Selection of the patients is made through review of patients about-to-be discharged or discharged from the college's Martland Hospital Unit and is based on indigency and having no personal family physician.

A second group of students last spring started giving the preemployment physicals for the SEED project in Newark. This is a program which will provide, upon completion of a trainee period, jobs for 1,400 in the greater Newark area. Thus far, working once weekly, 95 physicals have been completed. The ripples from this project have been felt by numerous families where a health problem has been detected during the screening and provisions for correction or follow-up care have been provided.

The third project, initiated by students who had just completed their freshmen year, was conducted during the summer under a Student Health Organization grant. Enthused by the needs they observed and by realization of where meaningful contributions could be made, this group has made plans for extensive continuing projects which include the publishing of a Health Rights Handbook, a series of socio-oriented lectures for medical students, and the inauguration of a health careers program.

During the summer, these students questioned more than 200 maternity patients in a pre-and postnatal care survey which they developed. While the results of this survey are not compiled at this writing, it is expected they will provide insight into neglected areas and will stimulate new programs of health care for obstetrical patients.

These students also assisted in proper filing of medical records at Martland after they discovered that long delays for clinic care were caused by inability to promptly locate patient records under a system devised when the hospital was operated by the city.

## MARTLAND HOSPITAL IMPROVEMENTS

Numerous other benefits are being provided or are on the way for patients in Martland Hospital Unit. The college began operation of the former Newark City Hospital on July 1. While the administration is still overwhelmed by the myriad of problems it has uncovered, it is making progress toward their solution.

A new pattern for emergency care has been developed which makes this care flow faster. The new system includes moving X-ray to another area, separating pediatric from adult patients and creating a new station where fast screening can be done.

In addition, drugs are now readily available for patients and the patient menu has been made more attractive. Disposable dishes are being used.

Equipment needs are being analyzed and a computer has been purchased for business office operation.

Employee morale seems improved. Nurses salaries have been raised. A better security system is in operation for the protection of employees and patients.

Employees now have a choice of menu in their own cafeteria.

Administration is planning an employee sensitivity program which should aid in dealing with patients and in creating a feeling of being an integral part of the important patient-care team.



*IMPROVED EMERGENCY CARE—Dr. Christine Haycock is able to give speedy care to patients as a result of additional treatment space in Martland.*



*NEW EMERGENCY STATION helps in expediting patient care.*

## MINORITY GROUP EMPLOYMENT

In the first two months of its operation of the hospital, the college itself has engaged 287 new employees of which 87 per cent have been from minority groups. This, of course, is only a start—as new programs are developed and as the college moves more of its staff and students to Newark this effect will mushroom.

Already a spur to the economy must be felt in the community as students, faculty, the hospital, new employees and construction workers purchase and eat in the area.

## INVENTORY STARTED

An inventory on the employee shortages in various departments within Martland is being taken so that present employees may have the first opportunity to climb the career ladder to a higher post. The State Department of Higher Education has applied for federal funds to implement an educational program to make this possible.

The first in-service training program has been started. It is for ambulance attendants who will be upgraded to emergency medical technicians. Other programs including one which will advance ward clerks to secretaries are to be started in the near future.



*HOSPITAL IMPROVEMENTS are being made by minority group workers under minority group contractors.*



*MINORITY GROUP EMPLOYEE—Mrs. Marion B. Crombie among the 87% of new hospital employees from minority groups.*

## FAR-REACHING MEANING

One of the most exciting and far-reaching effects of the community-state agreement which brought the medical school to Newark is just beginning to burgeon. This is the requirement that  $\frac{1}{2}$  of all apprentices and  $\frac{1}{3}$  of all journeymen in the medical school construction be from minority groups. The real meaning of this development and its manifestations will create an impact which can't possibly be visualized at this time. Off-shoots of this agreement are on-going and are, at this early date, bringing great benefits to minority group members.

## REVIEW COUNCIL IMPACT

The Review Council, called for in the agreement, composed of state representatives, community representatives, contractors, labor and the federal government has been meeting regularly and its voice has been effective. It was so effective, in fact, that it caused the halt of construction of the college's interim facilities for a period of three weeks shortly after work had been started.

Six of the fifteen contracts for the interim buildings had been awarded by the state. The Review Council wished definite proof that the intent and purpose of the community-state agreement for minority group

*(Continued on page 7)*



**REVIEW COUNCIL AT WORK**—Charles F. Sullivan, State Director of Purchase and Property, chairs meeting of council reviewing contracts for interim construction, in top picture. George Fontaine, vice chairman of council, is at end of table in lower picture.

work force would be observed by contractors and unions, and that an affirmative action program of recruitment, training and opportunities for minority group people would be developed. Although the Review Council saw evidence in the actual work force that requirements were met they still wanted the opportunity to review what they saw before work proceeded. Charles F. Sullivan, State Director of Purchase and Property and chairman of the Review Council called a work-stoppage until the review had been completed. After three meetings, the first two contracts were approved by the council and work at the site was started again. The remaining contracts were later approved, enabling construction to continue.

## STATE ADVICE TO MINORITY CONTRACTORS

A swell created by this group—and one which will have far-reaching effects—was the opening of an office in the state building in Newark where advice is freely dispensed to minority group contractors and sub-contractors on all the facets of bidding—not only for medical school construction, but for all state contracts.

Staffing for this office comes from the state and is under the auspices of the Interracial Council for Business Opportunity.

This program is aimed at involving minority contractors who are already qualified, and is considered an immediate goal. An intermediate range goal is the planned establishment of a program which would assist in the financing and capitalization of small contractors who would like to expand their operations, or for journeymen or master mechanics who would like to go into the contracting business. Federal funding is being sought for this project.

A long range goal, to sponsor experimental bonding programs is being considered and funds for this are being sought through foundations.

## COLLEGE ROLE

Even before the contractors assistance office was opened the college had sensed a road block, in that minority group contractors did not seem to be known. It decided to help out and located 36 minority group contractors and took 16 of these individuals to Trenton to be pre-qualified to bid for state construction projects.

Previous to the official formation of the Review Council, the college had opened the doors to continuing community dialogue through meetings of state, college and community representatives.

The college has had a full-time staff member in the community who perceived that there were hardship cases—people who were being seriously hurt by having to wait for reimbursement for their property. These homeowners are among the first to be reimbursed for their land enabling them to relocate or pay off mortgages or debts.

The college plans to maintain a continuing interest in seeing that those families to be evacuated are relocated to their satisfaction and that those with financial burdens are assisted.

The college has outlined to the Urban Renewal Agency priority of tracts of land. Persons on those portions will be relocated first.

With the guidance of the Interracial Council for Business Opportunity the college is providing three men full-time for a period of 14 weeks to go into the community to recruit apprentices and journeymen for the college construction project.

The college also has assigned a staff member to stimulate black entrepreneurship in the community. Such businesses as laundries, florists and restaurants in the medical school area are being suggested. (The college is working with the Urban Coalition in this activity.)

## FUNDS MADE AVAILABLE

The State Department of Community Affairs has loaned \$500,000 to the Newark Housing Authority for speedy reimbursement to homeowners located in the permanent medical school site. The Housing Authority will reimburse that state department when it receives federal funds for this project.

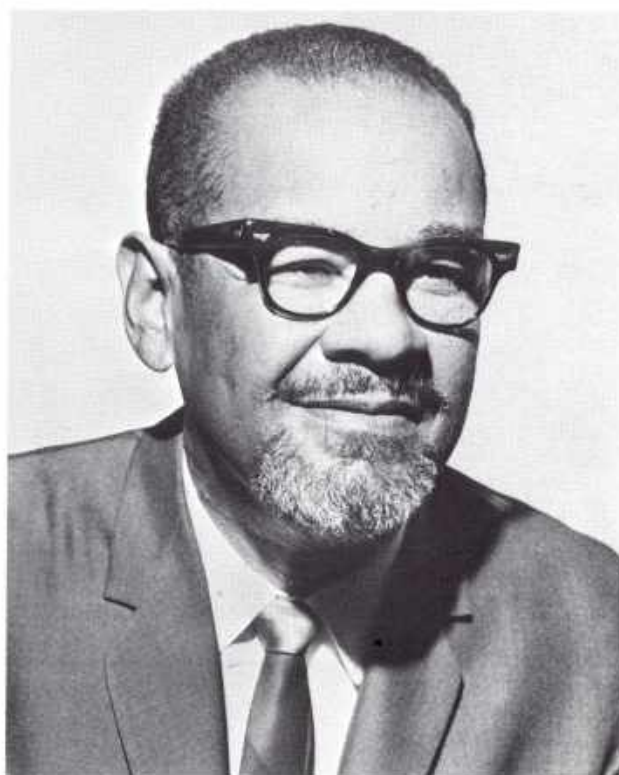
Shortly after the final public hearing which made the land acquisition possible the federal government announced a grant of \$1,100,000 to assist in relocating site dwellers and \$17,300,000 to Newark to buy and clear the land.

## TURNABOUT IS FAIR PLAY

When the college was preparing to assume full operation of Martland a disagreement involving the civil service status of some City Hospital employees developed. Three busloads of black Newark neighbors of the college went to Trenton to ask legislators to back the college in its plea to discontinue civil service and provide equal or better benefits to employees.



**WORKED FOR MEDICAL SCHOOL**—Dr. Reynold E. Burch was one of first to see advantages of bringing school to Newark.



**CARE FOR NEWARKERS**—Dr. Robert E. Fullilove joined other negroes in Essex County Medical Society in citing advantages of school locating in Newark.

## BLACKS WORKING TOGETHER

There is another exciting development in this story. This is the dialogue which is now starting between the generation of negroes who had already established their leadership—the black doctors and other professional people—and the new voice of the young or more militant who wanted instant action.

The college has found itself standing in the gap between these two groups. While the established segment had worked earlier and behind the scenes to bring the medical school to Newark, it was the other group which formed the negotiating team, and ended up with the "credit" for bringing in the school.

Credit should go also to those physicians like Dr. Reynold E. Burch, Dr. Robert E. Fullilove and Dr. William H. Hayling, who had long toiled as members of the Essex County Medical Society to bring the benefits of a medical school to the residents of the area.

When the negotiating team, or the new black leadership, evolved, it worked with the white establishment to accomplish its goals—and left behind the negro voice which for many years had quietly been striving for the same goals.

Now, perhaps with the medical school agreement as the spur, the established negro community has planned meetings with the new activists in a determined effort to bond the entire black community.

## FORD FOUNDATION GRANT

The Ford Foundation has given \$60,000 to the Greater Newark Urban Coalition to help carry out the community-state agreement of last spring. The funds are to be used mainly to provide expert assistance for new community councils on health, housing and construction employment.

## DEPARTMENT OF COMMUNITY DENTISTRY IS STARTED

A new and major department is starting with an objective of serving as a resource in planning, executing and evaluating methods for improving the dental health status of people in communities throughout the state. The new department of community dentistry is being headed by Dr. Robert H. Thompson Jr. who has previously worked in Union County in inaugurating ideas for improving community dental health and standards of care.

A vital part of the program will be to inform dental students and dentists of changing economic and social conditions so that appropriate adjustments in interests and concerns for dental illness and dental health can be made.



*COMMUNITY DENTISTRY CHAIRMAN is Dr. Robert H. Thompson, Jr.*



*INTERIM SITE WORK FORCE is fully integrated.*



*UPGRADING AMBULANCE ATTENDANTS. Chief of Ambulance Service Louis D'Addario, in center, with attendants who now have opportunity for in-service training.*

## MODEL CITIES ELECTION HELD

An official Model Cities election was held on August 13. Named to represent community interests were 52 residents of the Model Cities area. It will now be possible to proceed with naming members of the Health Review Council called for in the state-community agreement since a number of them were required to be legally-elected Model Cities representatives.

## SAFETY IN THE STREETS

Through the leadership of NJCMD, Rutgers, the Urban Coalition and the United Community Corporation, business, educational and civic leaders are exploring the subject of safety in the streets. The program, which has an objective of making Newark a safer place to live, work, and enjoy educational and cultural activities, could be applied to any urban center. A dual purpose is to demonstrate that the city is not as danger-

ous as many persons have believed. The study will attempt to separate fact from fiction—and through publicizing of positive events, hopefully eliminate that portion of fear which is a fear of the unknown.

## PROGRESS IS . . .

Progress for the state's first and only four-year medical school is more than clearing the site—progress is more than seeing buildings go up—yes, progress is more than a new curriculum for students.

Progress is a medical student caring for a sick child, a family obtaining a new and better home. Progress is a man with a new job, a young lady being trained for a hitherto-unhoped for career; progress is an exciting business venture for a man who never dreamed of such an opportunity.

Progress is a community where relevant learning can take place. Progress is the development of a sound base of understanding, cooperation and coordinated effort.

*BEGINNINGS OF CONSTRUCTION. Site leveling was almost completed and many footings for interim buildings were in process before end of summer.*

