



Office of the Dean
Rutgers Robert Wood Johnson Medical School
125 Paterson Street
New Brunswick, NJ 08903-0019

Office of the Dean
Rutgers New Jersey Medical School
185 South Orange Avenue
Newark, NJ 07103

Office of the President and CEO
RWJBarnabas Health
95 Old Short Hills Road
West Orange, NJ 07052

July 21, 2023

Robert E. Gross, MD, PhD

Privacy

Dear Dr. Gross:

We are pleased to offer you a position as Professor with tenure in the Department of Neurological Surgery in Robert Wood Johnson Medical School (RWJMS). In addition, you will have a secondary faculty appointment in the Department of Neurological Surgery at New Jersey Medical School (NJMS). You will also have a secondary appointment in the Department of Neuroscience and Cell Biology at RWJMS. RWJMS and NJMS are part of Rutgers Biomedical and Health Sciences of Rutgers, The State University of New Jersey. We will also recommend to the University Board of Governors the appointment of an Endowed Professorship to name you the Henry Rutgers Professor of Neurosurgery. Your appointments will be effective on or about October 15, 2023 and are contingent on submission of the required evaluation materials and related University approvals, including the approval of the University Board of Governors. This is a full-time, 12-month appointment. Your initial faculty appointments pending completion of the School/University appointment process will be “awaiting” faculty appointments, a period which is limited to 90 days, but may be extended if necessary.

You will hold the administrative title of Chair at both RWJMS and NJMS, for which your effort will be split equally (50%) between the Departments of Neurological Surgery at RWJMS and NJMS. In this role, you will report jointly to Amy Murtha, MD, Dean RWJMS and Robert L. Johnson, MD, FAAP, Dean NJMS. They will have input with respect to your tenure, promotion, evaluations, and other personnel decisions. The Rutgers appointment as Chair is an at-will appointment for five (5) years and is renewable subject to performance.

You will also hold the administrative title of Senior Vice President of Neurosurgical Services for RWJBarnabas Health (RWJBH). In this role, you will report to Mark Manigan, CEO for RWJBarnabas Health (RWJBH) or his designee.

Your performance will be reviewed annually by RWJBH, NJMS and RWJMS, and any additional compensation will be determined in accordance with the University’s existing merit award program applicable to senior administrators.

Personal Commitments

Compensation

Your total potential compensation will be \$2,501,250 which includes a regular annual salary of \$2,175,000 consisting of the following:

1. Base - \$250,000
2. Supplement - \$435,000
3. Administrative Supplement - Chair at NJMS and RWJMS – \$728,750
4. Administrative Supplement - Senior Vice President at RWJBH - \$761,250

Should you no longer hold one or more of these administrative roles you will no longer receive the additional compensation assigned to that role.

In addition to your salary, you will be eligible for annual at-risk compensation that may equal up to 15% of your annual salary. The amount of this at-risk compensation will be determined by your performance against specific goals and targets set jointly by the Deans at both Medical Schools in partnership with RWJBH and agreed to by you at the beginning of each fiscal year. The at-risk compensation, if any, will be provided as a lump sum following the close of each fiscal year and upon completion of the annual independent audit of the University's financial statements. The amount of this at-risk compensation will not become part of your annual base salary. Given that you will need to familiarize yourself with the operations of the University, you will be eligible for the first-year payment after one full year Chair, prorated for your actual start date.

Salary components are contingent upon satisfactory performance and a variety of other University and School criteria. Your annual salary will be paid over a 12-month period.

In addition, in recognition of the time necessary to secure and make arrangements related to housing, we will provide a monthly housing allowance in the amount of \$1,000 for a period of up to six months from your effective date of appointment, to be paid as taxable income by way of your biweekly paychecks. The University will also cover all, one-time, reasonable moving expenses incurred in your relocation to New Jersey, including all expenses to move your research lab and office. A reasonable number of visits to New Jersey between the date of your acceptance and your arrival will also be reimbursed, for yourself and your family.

You will be expected to spend 35% of your effort on research, funded from extramural sources up to the NIH salary cap. It is expected that you will spend 20% of your effort in direct clinical care, funded by the health system. It is expected that you will spend 45% of your effort on administrative activities, split between health system (35%) and university (10%) activity.

Job Duties

As Chair/SVP you will provide strategic vision and operational leadership while creating an environment and sense of community that supports the Department's faculty, staff, and trainees. You will be responsible for overseeing all specialties within the Department of Neurosurgery across RWJMS, NJMS and the RWJ Barnabas Health System. This will include continued growth and success in its clinical, educational and research missions. You will be expected to create an environment that will lead to the recruitment, retention, development, and support of diverse, outstanding clinical, education and research faculty and staff.

You will work in partnership with the Division Chiefs and administrative leaders to strengthen the Department's financial position and operational efficiencies to advance clinical, education, and research programs. In co-leading the Neurosciences service line, you will promote a highly integrated approach to neuroscience care across the RWJBH Hospital System that is inclusive of the network of hospitals.

Through your selection process you identified disparities in administrative and operational functions. We will work closely and support you to make the necessary improvements. At NJMS you will be required to meet the obligations under the School's Clinical Services Agreement (CSA) with University Hospital of Newark.

Supporting the missions of RWJMS, NJMS and RWJ Barnabas Health, you will advance the educational and scholarly activities of the Department. You will work in partnership with the institutional Designated Institutional Officer (DIO) and leadership at RWJBH, RWJMS and NJMS to stabilize the neurosurgery residency program. As Chair you will support expansion of the breadth and/or depth of research programs within the Department while developing key institutional partnerships and strategic relationships.

Programmatic Commitments

We are confident that you have the leadership qualities required to propel the departments of the two medical schools forward, working with our partners to improve clinical operations while simultaneously enhancing academic structure. We anticipate your success in the various roles described above and outlined below the commitments being made to you and to the department, during your initial term as Chair. The approved investment plan documents the expected financial returns on this commitment, and we will work together to mutually define the expected academic achievement for each department over the next five years.

The commitments will be detailed according to mission area and geographic location, in addition to the personal commitments being made to you to facilitate your success. It is expected that the funds being provided will be deployed to support mutually agreed upon clinical and academic priority areas according to the timeline as contained in the approved investment plan, and subject to the conditions below. These commitments are based on the initial years as outlined in your vision statement. We anticipate working with you to refine these requests as noted below and providing additional funding consistent with growth of the program and mutually developed business plans for these additional investments. Furthermore, a dedicated task force of executive internal resources including but not limited to senior members of the Medical School Dean's Office and RWJBH Finance, Strategy, and Business Development teams will be afforded to you to streamline our collective efforts in executing on the investments outlined in this document and in perpetuity during your tenure as Chair/SVP.

Clinical

- The investment plan from RWJBH calls for the minimum recruitment of 3-5 clinically focused neurosurgeons in the first 1-2 years. The timing and subspecialty expertise of the recruits will be based on the needs of RWJBH clinical practice. This commitment to 3-5 new physicians will be subject to the standard vetting process and is in addition to any necessary replacement positions. These recruits are in addition to the ongoing and planned CINJ recruits and also do not include the replacement recruit for pediatric neurosurgery. Additional recruitment into a subspecialty will depend on your success in prior recruitments and not occur until such time that the initial recruit's clinical activity is meeting or exceeding the productivity benchmarks set in the plan.
- In addition, funding of up to \$7M (plus \$1M in incremental contingency funds) for capital investments based on appropriate business planning will be made available to secure the necessary equipment to ensure your programmatic success. Subsequent capital investment will be determined based on appropriate project budgets and business plans. This capital investment does not include the recruitment package for the CINJ Neurosurgical Oncologist chief position or the requested low-frequency MR FUS equipment which is provided under the research section. In the event that the capital commitment is not aligned with your vision, the system will honor the spirit of our agreement and shared vision via an amendment to the allocated contingency fund balance.
- At NJMS we expect that you will identify and recommend for appointment, and supervise, the University Hospital of Newark chief of Neurosurgical services. This position is not part of the proposed 3-5 RWJBH clinical recruits noted above. Further, we will support you in identifying a Vice Chair for the Department to facilitate clinical and administrative activities on site. We anticipate that University Hospital will have 24/7 advanced

practice provider coverage in the neuro-critical care unit in place by the early fall and they will be directed by board certified critical care physicians.

- Marketing- The investment plan for the marketing of the growing neurosurgical programs and neurosciences will be decided and implemented by RWJBH leadership in consultation with you.
- We are committed to maintaining the minimum of our existing staffing plan for epilepsy neurology at RWJMS which includes four current faculty and an ongoing search for a Division Chief. Additional recruits would depend on clinical need and program development and decided in partnership with Dr. Suhayl Jalbut. In addition to these resources, we are committed to expanding our aligned base of epilepsy neurologists across the state of NJ to create an integrated network of care large enough to support our shared vision of a nationally renowned and successful Surgical Epilepsy program.
- We recognize that with the creation of a destination Surgical Epilepsy center will require the addition of physician recruits (i.e. neuropsychiatrists), ancillary and programmatic support personnel, and new technology/software to establish the core infrastructure for the program. Specifically, RWJBH will work in partnership with RWJMS to support the addition of a biomedical engineer/neurophysiologist. Upon review of the current asset portfolio and collaboration with the aforementioned task force, the Chair/SVP and service line will submit a plan to consolidate and create a centralized system vessel for the program.
- With the intent of a creating a single program but also recognizing the need for a second campus, the necessary financial investments will be made to ensure Cooperman Barnabas Medical Center, is equipped to support a market and technological leading surgical epilepsy program. The Chair/SVP will have input into the on-going operating room expansion project, robotic stereotactic assistant equipment, the MR-guided LITT system and other investments needed to expand the epilepsy program at the hospital. Funding for the additional equipment cost is included in the \$7 million noted above.

Graduate Medical Education

- Given the current probationary status of the Neurosurgery residency program we are committed to devoting the appropriate resources to restore the program to success including re-establishing rotations at RWJ University Hospital as soon as possible. These resources include appropriate effort and support for the Program Director (PD) and the Associate PD. We are committed to the overall long-term success of the neurosurgery residency program and will provide the necessary resources to support research opportunities provided they are appropriately vetted by the Chair and reflect a superior experience to what can be obtained in the health system. In addition, we will restore the full-time effort of the current neurosurgery residency program coordinator. Additional support for residents including orientation fee and book allowance are covered under the current CIR contract.

Chair Discretionary Fund

- To support the programmatic growth of the Departments of Neurosurgery at RWJMS and NJMS and the RWJBH Neuroscience service line, you will be provided discretionary funds in the amount of \$500,000 per year for years 1 and 2 and \$250,000 for the subsequent years 3-5 of your appointment for a total of \$1.75M. It is expected that annual spending of these funds will support mutually agreed upon clinical and academic priority areas. Annual spending should not exceed \$500,000 and unspent funds can be carried forward to future years.

Research

- The investment plan from RBHS includes a start-up package for your research program of three million (\$3M) over five (5) years: one million (\$1M) in year 1; six hundred and fifty thousand (\$650K) years 2 & 3 and three hundred and fifty thousand (\$350K) years 4 & 5. These funds may also be used as discretionary funds for the Department as you see fit. In addition, we will provide you with an additional commitment of \$1M for the MR guided Focused Ultrasound transducer to support research needs across multiple units (e.g., Neurosurgery, Neurology, Psychiatry, Ob-Gyn, CINJ among others). When you are ready, it would be ideal to set up a small committee of high-level users to finalize location and a use plan. The physical location of the transducer will be determined by this high-level group that you can chair.
- You will also receive one (1) bay of wet lab space with end desks to accommodate four (4) co-workers. If only one bench is needed, then the opposing bench may be used by another neurosurgery faculty or returned to the school for other use. This wet lab space would be proximate to an animal facility where animal surgery and behavioral testing space are available. Dry lab space for three (3) co-workers will be provided in an appropriate location that allows for storage space for a cart with a data acquisition system. This space will be in proximity to the epilepsy monitoring unit (EPU) so the cart can move on a daily basis between the offices and the EPU. In addition, you will be provided space to accommodate co-workers in the NJMS Medical Sciences Building to support research by your lab or by other members of the department at NJMS.
- You will also receive support to recruit four (4) tenure track or tenured research-focused faculty (e.g., 2 MD investigators and 2 PhD investigators, or 1 MD investigator and 3 PhD investigators) to bolster the research programs of your department. This is anticipated to be \$6-8M depending on the faculty rank and the needs of their start-up package. These numbers are likely to be even higher because start-up packages are continuing to increase as you know. Importantly, they do not include the entire salary support that is not covered by grants during the first 5 years of appointment, which will be provided as part of your start-up. The recruitment start-ups include an incentive for the faculty to have some salary coverage that increases with time (e.g., foundation grant, K award or R grant during their first 3 years; R01 equivalent during years 4 or 5). The rFTE of the PhD scientists will be 0.9-0.95 when they start, to be adjusted by you typically after 3 years as you see fit. For the physician investigators, their initial rFTE will be 0.5 and may need to decrease during years 4 and 5 depending on their progress on the research front and salary coverage. Wet/Dry lab space in the new Rutgers Health Building will be provided for these faculty once that building is opened.
- Additional tenured or tenure track (T/TT) recruitments are likely. For example, a joint tenure track recruitment of a physician investigator, jointly recruited by you and CINJ, is a strong possibility with the anticipation that you and Dr. Steve Libutti can identify a qualified candidate. Also, other joint recruitments are possible (e.g., with the Brain Health Institute). Given your interest in collaborating across Rutgers (which we applaud), we also look forward to working with you to recruit jointly with the Rutgers School of Engineering (e.g., biomedical engineers).
- You will also receive support for a Neurotechnology Innovation Center. One million, five hundred thousand dollars \$1.5M will be provided to develop and enhance the center (e.g., administration, pilot grants, seminar program, workshops), after which it is expected to be self-sustaining via grant IDCs and/or industry partnerships. This does not include faculty recruitment. We envision that faculty members of this center will include the above-listed faculty you will recruit in addition to other existing faculty within RBHS and other units at Rutgers University such as the School of Engineering. This center would be housed initially within the Department of Neurological Surgery but is expected to grow to include Neurology, Psychiatry, basic science departments, centers, institutes, and possibility engineering faculty.

Your receipt and maintenance of (1) a full, unconditional and unrestricted license to practice medicine or dentistry in the State of New Jersey, and (2) valid registrations from the U.S. Drug Enforcement Administration (“DEA”) and the New Jersey Office of the Attorney General, Division of Consumer Affairs, Drug Control Unit (“CDS”) are conditions of your employment with the University. You certify that you have not in the past and are not currently a “sanctioned individual”

as defined in 42 U.S.C. Sec. 1320a-7(b)(8), regarding individuals excluded from participation in Medicare or any state Medicaid program. You agree to take steps to ensure that your services are provided in accordance with requirements of the Medicare and Medicaid Programs and third party payers. If you do not obtain a valid New Jersey clinical license and DEA and CDS registrations within 90 days of your start date, or for such period of time as extended by the Dean, your appointment will be terminated. You will be required to maintain hospital privileges at RWJUH, UH and Cooperman Barnabas Hospital. It is your responsibility to immediately notify your Dean upon any non-renewal, suspension or termination of a full, unconditional and unrestricted license and/or any required registrations. You must also notify your Supervisor immediately upon notice that you are under investigation for any claim which could lead to exclusion from participation in Medicare or any state Medicaid program or which could subject you to sanctions by the New Jersey Board of Medical Examiners or New Jersey Board of Dentistry. If you fail to maintain your license and/or any required registrations in full, unconditional and unrestricted status (or in the event that certain conditions or restrictions are placed on your license), or you are excluded from participation in Medicare or any state Medicaid program you will be immediately removed from any patient care activities. Compensation may be suspended or reduced if you are unable to perform employment responsibilities as a result of a failure to maintain your license and/or any required registrations (or as a result of conditions or restrictions being placed on your license), or if you are excluded from participation in Medicare or any state Medicaid program. In addition, failure to maintain a full, unconditional and unrestricted license and/or any required registrations, or if you become excluded from participation in Medicare or any state Medicaid program, shall constitute a breach of the terms and conditions of this Agreement, and may result in a termination of the employment relationship.

You are required to participate in the Medicare and Medicaid Programs as well as other commercial health plans and third-party payor programs as may be determined by Rutgers in its sole discretion. You must ensure that your services are provided in accordance with the requirements of the Medicare and Medicaid Programs and of such commercial health plans and third-party payors.

As an employee of Rutgers, you are required to participate in and offer your clinical services through a clinical practice plan authorized by Rutgers. By acceptance of this appointment, you assign your right to bill, collect, and retain all revenue for professional care services to Rutgers or such entity as Rutgers shall designate along terms as established by Rutgers and you agree to cooperate to effectuate the assignment which is documented in the accompanying Assignment/Limited Power of Attorney form.

Currently, Rutgers has an agreement with Barnabas Health, Inc. (d/b/a RWJBH Corporate Services, Inc.) to provide revenue cycle management (e.g., billing and collection services) for patient care services furnished by NJMS clinical faculty. Barnabas Health furnishes these services through its controlled affiliate, University Physician Associates of New Jersey, Inc., a New Jersey non-profit corporation. Rutgers reserves the right to replace its current revenue cycle management provider with another revenue cycle management provider.

Information regarding appointments, promotions and professional activities of the faculty, can be found in the Rutgers Biomedical and Health Sciences Policies and Guidelines: (<https://facultyaffairs.rbhs.rutgers.edu/appointments-promotions/faculty-appointments-and-promotions-guidelines/>).

The guidelines for promotion can be found here: <https://facultyaffairs.rbhs.rutgers.edu/appointments-promotions/academic-reappointment-promotion-instructions/>.

This offer is contingent upon the successful completion of all the procedures and approvals required by the University, Robert Wood Johnson Medical School, and New Jersey Medical School and the completion of a background check (including educational credentials, employment history, licensing/certification verification, criminal history, social security records, research misconduct and professional liability claims history) deemed favorable by the University.

In addition, appointment to this position requires that you are not listed by the Office of the Inspector General (OIG), the General Services Administration (GSA), the New Jersey Debarment list, the New Jersey Division of Consumer Affairs, the N.J. Treasurer's exclusions databases, and the 45 state Medicaid exclusion list databases as excluded from participating in federal and/or state health care, research or other grant programs. The undersigned faculty member agrees that during the term of this Agreement any violations of federal or state law or actions that are contrary to university

policy or public policy shall constitute a breach of its terms and conditions and may result in a termination of the employment relationship and a forfeiture of all employment benefits expressed within. You are also required to sign the attached restrictive covenant agreement.

You are also required to sign the attached restrictive covenant agreement and the attached Assignment/Limited Power of Attorney form.

All faculty are required to comply with the Bylaws, policies and procedures of the University and the School, including the University's compliance program, as they may be amended from time to time. Nothing in this letter supersedes applicable University and/or School Bylaws, policies, or procedures.

The School's bylaws are located at:

https://rwjms.rutgers.edu/documents/Faculty%20Affairs/Revised%2011_2020%20RWJMS%20Bylaws-Approved_11_16_2020%20.pdf

https://njms.rutgers.edu/faculty_affairs/documents/NJMSBylawsJune2013forIntergration.pdf

University policies of frequent interest to faculty include:

- Compliance Program
<https://uec.rutgers.edu/programs-2/healthcare-compliance/>
- Patents
https://policies.rutgers.edu/sites/policies/files/50.3.14%20-%20current_0.pdf
- Intellectual Property: Copyrights & Royalties
<https://policies.rutgers.edu/sites/policies/files/50.3.7-current.pdf>
- Investigator Conflict of Interest http://www.umdnj.edu/opmweb/Policies/HTML/AcademicAff/00-01-20-89_00
<https://research.rutgers.edu/researcher-support/research-compliance/conflict-interest>
- Code of Ethics: General Conduct
<https://uec.rutgers.edu/wp-content/uploads/CodeofEthics.pdf>
- OIG / GSA Exclusion
<https://policies.rutgers.edu/100-2-2-currentpdf>
- Guidelines for Conduct of Research and Scholarly Activities
https://policies.rutgers.edu/sites/policies/files/90.2.2%20-%20current_0.pdf
- Liability Insurance

<https://finance.rutgers.edu/healthcare-risk/insurance> Policies dealing with pre-employment health requirements are:

- HIV, HBV and HCV
<https://policies.rutgers.edu/sites/policies/files/40.3.5%20-%20current.pdf>

Faculty who have potential patient contact and/or exposure to human cells or tissues must be tested for hepatitis infection and immunity as condition of employment in accordance with the HIV, HBV and HCV Policy.

- Tuberculosis Surveillance
<https://policies.rutgers.edu/sites/policies/files/100-3-2-strikeout-06-12-2020.pdf>

If required by University policy 100.3.2, you must be tested for tuberculosis as a condition of employment. Please provide documentation of recent results in accordance with the Tuberculosis Surveillance Policy.

Please refer to the attached memo, "Pre-Employment Medical Evaluation" for instructions on submission of a recent TB test and HBV documentation (if applicable).

- This offer of employment is contingent upon compliance with the University's COVID-19 vaccination requirements. The University requires all new employees to provide proof that they are fully vaccinated and have received a booster (where eligible) against COVID-19 prior to commencement of employment unless the University has granted the employee a medical or religious exemption. Based on current guidance, individuals are considered fully vaccinated against COVID-19 two weeks after receiving the final dose of a vaccine approved or authorized for emergency use in the United States or a vaccine that has been listed for emergency use by the World Health Organization. Eligibility for a booster against COVID-19 varies and is explained on the University's web site located at <https://coronavirus.rutgers.edu/covid-19-vaccine>. By signing this offer letter of employment, you agree to provide proof to the hiring manager that you are fully vaccinated against COVID-19 and have received a booster (where eligible) or have received a medical or religious exemption prior to your first day of employment. Failure to do so will result in rescission of this offer of employment. Individuals who are not eligible for a booster at the time of an offer of employment must provide proof they have received a booster within 14 days of becoming eligible and upload proof of same. Failure to do so will result in disciplinary action up to and including termination. You will receive an email with instructions to upload your vaccination card and/or to apply for a medical or religious exemption.

The Immigration Reform and Control Act of 1986 requires all employers to certify the identity and work eligibility of all new employees. This offer of appointment is therefore subject to your presentation of proper documentation, as required by law. The Employment Eligibility form (Form I-9) is an online process, and all new employees must present the required documents to the employing department, in person, within three days of the employment start date. Accordingly, please present the required documents to (insert name) before your start date. You must complete an Employment Eligibility Verification Form (Form I-9), an Oath or Affirmation document, and other required payroll forms by your appointment begin date.

In addition to the Form I-9, all new employees are required to have their employment eligibility verified through government databases using E-Verify. E-Verify compares information from your Form I-9 to data from the U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility. In the event that the E-Verify system of the U.S. Citizenship and Immigration Services (USCIS) gives Rutgers a "Temporary Non-Confirmation (TNC)" of your eligibility for this job, you will be notified by your employing department and given the opportunity to respond to USCIS within the required timeframe. If subsequent to a TNC on your case the E-Verify system gives Rutgers a "Final Non-Confirmation (FNC)" of your eligibility for the job, your employment in this position will be subject to immediate termination as required by USCIS regulations. For information on the Form I-9, E-Verify and the list of acceptable documents, please visit the U.S. Citizenship and Immigration Service website <http://www.uscis.gov/portal/site/uscis>.

Full-time faculty are eligible for health and certain other benefits. The Department will register you for a benefits orientation session where you will review benefits-related information and forms. Information describing the comprehensive benefits program at Rutgers University is also available online at <http://uhr.rutgers.edu/benefits/benefits-overview>. Once you have attended the orientation, currently a virtual offering, please complete the benefit enrollment as instructed. Health enrollment is done online and all other forms should be sent to the Faculty and Staff Service Center by emailing OneSource@rutgers.edu.

You will be contacted by University Human Resources to complete the Background Check Investigation (BGI) process. Background Check FAQs can be found here: <https://uhr.rutgers.edu/talent-acquisition/faq-background-check>. Please respond to UHR and submit the requested materials as soon as possible.

All new faculty are strongly encouraged to attend one of the regularly scheduled RBHS Chancellor's Welcome and Reception for New Faculty. These events provide an opportunity to meet RBHS leadership, learn about important University and RBHS programs and initiatives, and meet fellow new faculty. Faculty may attend a Welcome Event any time after accepting an offer through the first year of employment. Please visit <https://facultyaffairs.rbhs.rutgers.edu/faculty-resources/new-faculty-orientation/> for more information, upcoming dates, and to register.

By accepting this offer of employment, you are representing to Rutgers that you are not subject to any restrictive covenant, non-compete agreement or other legal restriction which prevents you from being employed by Rutgers.

It is our expectation that if you choose to leave the University prior to the end of your appointment, you will provide ninety days written notice.

Please do not hesitate to contact Amy Murtha, MD and Robert L. Johnson, MD, FAAP if you have any questions concerning the terms of this offer. Kindly indicate your acceptance of the terms and conditions of this Letter of Offer by signing in the space provided below. Please complete and sign the enclosed Liability Claims Information – for paid clinical faculty only and/or the enclosed Restrictive Covenant Agreement) and return with the signed Letter of Offer to Amy Murtha, MD within 7 days.

Bob, we are very much looking forward to working with you and having you join our Rutgers family. We are confident that you and your family will find the Rutgers community exceptionally welcoming.

Sincerely,

DocuSigned by:



Amy Murtha, MD

Dean, Robert Wood Johnson Medical School

DocuSigned by:

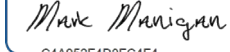


Robert L. Johnson, MD, FAAP

The Sharon and Joseph L. Muscarelle Endowed Chair

Dean, Rutgers New Jersey Medical School

DocuSigned by:



Mark E. Manigan

President and Chief Executive Officer, RWJBarnabas Health

I accept the terms and conditions of this appointment:

DocuSigned by:



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Robert Gross, MD, PhD

07/23/2023

Date