



Rebuilding Lives: Integrated addictions treatment and support services for individuals and families.

Integrity House Seeks a Medical Director

Integrity House seeks a Medical Director to provide leadership for its statewide efforts in battling the opioid crisis in New Jersey.

Rebuilding lives for more than 50 years, Integrity House is at the forefront of New Jersey's efforts combat the opioid crisis, a role it assumed when former New Jersey Governor Chris Christie declared an opioid epidemic in the state. Integrity House has been recognized nationally for its work as well.



Since 1968, the organization has helped tens of thousands of men, women and adolescents rebuild their lives from the disease of addiction. One of the largest non-profit providers of substance use disorder treatment, Integrity House is committed to helping individuals and families through comprehensive, integrated addictions treatment and recovery support in a manner that brings about positive, long-term lifestyle change. Integrity House is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) and licensed by the New Jersey Division of Mental Health and Addiction Services. Integrity House provides outpatient, residential and supportive housing programs coupled with support services make long-term recovery possible for our clients.

Integrity House is a mission-based organization that responds to the immediate needs of the community. The organization delivers top-notch, evidenced-based, effective care. Legislators, funding agencies, donors, and community leaders are drawn to our organization because of its incredible reputation as an anchor institution. Integrity House supports community initiatives, partners with other organizations, advocates on behalf of its clients and the community, and responds to critical needs. Integrity House is a sought-after participant in presentations, panels, and high-level discussions regarding substance use disorder.

Integrity House seeks a dynamic and compassionate Medical Director to provide leadership for its addiction medicine and primary care services. The Medical Director holds a key position at the organization and is an integral positive force our clients' recovery.

History and Impact



In the mid-60's, David Kerr, a Newark parole officer, recognized the need for recovery resources for the parolees on his caseload. Enlisting the aid of his colleague Richard Grossklaus, the two built Kerr's original Integrity House. Today, Integrity House serves clients from all of New Jersey's 21 counties, and has locations in Newark, Secaucus, Jersey City, Toms River, Morris Plains, Kearny, and Paramus.

Under the leadership of President & Chief Executive Officer Robert J. Budsock, the organization has seen dramatic growth and expanded ability to provide recovery services throughout New Jersey. Since January 2017, when former New Jersey Governor Chris Christie declared an opioid epidemic in New Jersey, Integrity House has helped more than 7,000 people through a broad range of substance use disorder treatment services.



In response to community needs, Integrity House began providing outpatient services in Ocean County. In 2017, Integrity House earned competitive funding from the New Jersey Division of Mental Health Services to launch the Ocean County Support Team for Addiction Recovery (STAR) Program. STAR has earned U.S. Department of Health & Human Services Substance Abuse and Mental Health Services Administration (SAMSHA) funding as well. In that same year, Integrity House became the third-party operator of addiction treatment services at Bergen New Bridge Medical Center, New Jersey's largest hospital. Additional recent accomplishments are listed at the end of this profile.

With an annual budget that now exceeds \$20 million, Integrity House serves 3,000 men and women each year. For nearly two decades, it has been one of the few residential providers to have an accredited opioid pharmacotherapy (OTP) treatment program in the State of New Jersey. A holistic approach to substance use disorder treatment that includes a full continuum of care integrated with mental health services, healthcare services, and educational and employment readiness services results in excellent client outcomes:

	<u>Integrity House</u>	<u>State Average</u>
Not using drugs or alcohol	74.6%	57.4%
Achieving employment goals	60.4%	55.2%
Achieving mental health goals	65.9%	61.5%

The organization's values of integrity, commitment, teamwork, excellence, and compassion are demonstrated at every level. Integrity House prides itself on its longevity and on the quality and commitment of its leadership and staff. Mr. Budsock has been with the organization for more than 30 of the organization's 50 years, as has many members of the staff.

Programs

Integrity House provides a full continuum of care that encompasses:

- Medically Monitored Intensive Inpatient Services (ASAM Level of Care 3.7)
- Clinically Managed High Intensity Residential Services (ASAM Level of Care 3.5)
- Clinically Managed Low Intensity Residential Services (ASAM Level of Care 3.1)
- Partial Hospitalization (ASAM Level of Care 2.5)
- Intensive Outpatient Services (ASAM Level of Care 2.1)
- Outpatient Services (ASAM Level of Care 1.0)

Through its partnership with Bergen New Bridge Medical Center, Integrity House offers Medically Managed Intensive Inpatient Services (ASAM Level of Care 4.0) and Medically Monitored Intensive Inpatient Services (ASAM Level of Care 3.7). As a third-party provider, Integrity House professionals serve as experts in substance use treatment, providing guidance to the medical staff from a behavioral health perspective.

Integrity House is committed to building a talented staff. A group of physicians and Advanced Practice Nurses (APNs) provides medical and psychiatric services. The staff also includes behavioral health professionals who are licensed in various disciplines (social workers, professional counselors, marriage and family therapists, etc.) as well as staff with lived experience. Behavioral health specialists on staff are equipped to deal with a number of special populations, including trauma (through eye movement desensitization and reprocessing, or EMDR) and gender nonconforming clients.

The structure of the medical departments affords great flexibility to the incoming Medical Director. Each site has a lead nurse (with many years of experience at Integrity House and in the SUD field). The nurses triage the clients and sick calls, and are able to address most issues, thus avoiding after-hours calls for the physicians. The team also includes a group of Licensed Practical Nurses (LPNs) and Certified Medical Assistants (CMAs).

Looking to the Future

The Integrity House 2018-2020 Strategic Plan is a roadmap for success. The plan, consistent with the organization's values of integrity, commitment, compassion, excellence and teamwork, prioritizes three goals:

- Expanding the use of medication-assisted treatment (MAT). Integrity House provides an array of treatment including Methadone, Buprenorphine, and Naltrexone, as well as nicotine replacement therapy (NRT).
- Preserving the therapeutic community model
- Enhancing quality improvement initiatives

Integrity House remains committed to its foundational model of a therapeutic community as well and has integrated all new and modern therapies into its model to better meet the needs of our clients. The therapeutic model varies by level of care to provide individualized care, in the best needs of clients at every level of care.

Integrated care initiatives such as the Integrity Care wellness program reflect the organization's commitment to holistic, integrated care. The organization is currently pursuing the establishment of an on-site primary care clinic for its clients as well as the local community.

The Role of the Medical Director

The Medical Director role at Integrity House offers an opportunity to expand the organization's medical perspective regarding the treatment of substance use disorder. This will be a challenging but highly rewarding position. The Medical Director will be part of a dedicated team that is committed to advancements in treatment that hold promise for our clients.

The Medical Director will provide oversight, direction and provision of quality medical services by overseeing operations for client care provided by the Medical Services Department.

Additional responsibilities include:

- Ensure that medical services are coordinated and integrated with behavioral care
- Build a positive, team-oriented culture that inspires medical staff and behavioral counseling staff to work in concert to benefit the client
- Establish measurable performance expectations (productivity, quality of care, timely completion of medical records and client care, charting and other administrative duties, etc.), provide supervision, coaching, and disciplining Medical Department staff
- Ensure that facilities meet required medical staffing patterns
- Review credentials and participate in hiring medical staff
- Develop policies and procedures for Medical Services Department and ensure staff are trained and follow them
- Review of physical examination reports and medical screenings to ensure that client's medical needs are addressed in their treatment plan
- Supervision of the facility's physician(s) and advance practice nurses
- Ordering, interpreting and documenting medical and drug screening tests as appropriate
- Documenting orders for medical services for clients: including frequency and type of treatment, therapies to be administered and medications prescribed
- Ensure medical follow-up of all acute or chronic illness and conditions

This position offers a flexible schedule. Candidate must be willing to travel between the organization's Newark and Secaucus facilities, and be available on-call if necessary.

Candidate Qualifications and Experience

The ideal candidate will possess an MD degree and licensure to practice in the State of New Jersey. S/he must be ASAM Certified and will have demonstrated skills and experience in the substance use field.

Compensation Package

Integrity House is prepared to offer a very competitive compensation arrangement.

Contact Information for Interested Candidates

If you would like to discuss this opportunity further, please contact Dennis C. Miller at dennis@dennismiller.com or by phone at 201-956-1810. Resumes may be forwarded to Michele Hickey at michele@dennismiller.com.



Dennis C. Miller

Experts in Nonprofit Leadership Search

June 25, 2019



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Highlights and Accomplishments 2017-2018

2017

January

- Integrity House joined Blue HART (Heroin Addiction Recovery & Treatment) Program in Ocean County
- Governor (then candidate) Phil Murphy discussed his legislative priorities and NJ's opioid epidemic at an Integrity House roundtable
- (Former) Governor Chris Christie signed executive order 219 at Integrity House, naming the opioid epidemic a state public health crisis
- Integrity House hosted its first organizational Town Hall, which has now become a regular forum for leadership and staff
- U.S. Senator Cory Booker made an informal visit to the organization's Newark outpatient program for men
- Robert Budsock provided expert testimony to the NJ Senate Human Services & Senior Services Committee on (then) S3 bill, (now) S3 law
- Robert Budsock provided expert commentary to CBS Radio 880's Marla Diamond for her multi-part series on heroin and opioid addiction, which aired in March 2017

February

- Integrity House began the competitive application process to take over(then) Bergen Regional Medical Center

March

- Robert Budsock authored op-ed in NJ.com, 'Repealing affordable care, Medicaid could devastate drug treatment in NJ'
- Robert Budsock began filming for (former) Governor Chris Christie's ReachNJ campaign, which aired in June
- Robert Budsock appeared on Richard French Live to discuss an Obamacare repeals impact on addiction treatment

May

- Integrity House joins HART Program in Bergen County
- Robert Budsock provided expert testimony to U.S. Congressional Bi-partisan Heroin Taskforce on treatment barriers and the Medicaid Institutions for Mental Diseases (IMD) exclusion

June

- Robert Budsock contributed an op-ed to (former) Governor Chris Christie's ReachNJ Campaign, which was published with his expert video
- Robert Budsock participated in a roundtable with (former) U.S. Health & Human Services Secretary Dr. Tom Price

July

- Integrity House and partners won the competitive award to take over (then) Bergen Regional Medical Center
- Excerpts from Robert Budsock's speech from Bergen County award announcement ceremony were featured in NorthJersey.com, '[Bergen County's public hospital to extend addiction treatment](#)'

September

- (Former) Governor Chris Christie announced 25 new recovery initiatives during a press event at Integrity House
- Integrity House hosted City of Newark Department of Health Director Dr. Mark Wade
- Integrity House wins a competitive award from the NJ Department of Human Services to become Ocean County's Support Team for Addiction Recovery (STAR) Program

October

- Integrity House becomes a third-party operator of addiction treatment services at New Bridge Medical Center
- Robert Budsock authored NJ.com op-ed, '[Christie provides weapons for war against addiction](#)'
- Hudson County renews Integrity House's multi-million dollar contract to provide services at the Hudson County Correctional Center
- Robert Budsock presented at the U.S. Dept. of Health & Human Services Region II Summit
- Integrity House hosted (former) NJ Dept. of Health Commissioner Cathleen Bennett and Office of Minority and Multicultural Health Executive Director Dr. Carolyn Daniels

November

- *Asbury Park Press* op-ed, 'Expanding the road to recovery'
- *Press of Atlantic City*, 'Higher demand for addiction treatment for women with children, experts say'
- (Former) Governor Chris Christie and Centers for Medicare and Medicaid Services Administrator Seema Verma announce Medicaid IMD exclusion waiver for NJ at Integrity House

December

- WNYC.org, 'Despite Trump's emergency declaration in opioid crisis, local providers still waiting for funding'

2018

January

- Robert Budsock - Panelist on NJ State Bar Association's, "The Opioid Crisis: Critical Employment Issues for Corporations"
- *Behavioral Healthcare Executive*, 'Opioid emergency extended'

March

- Hosted representatives from the Bergen County Jail and Bergen County Prosecutor's Office in Newark

April

- Bi-weekly staff-trainings on the Therapeutic Community begin
- Hosted Federal Judge Salas
- Hosted Newark Public Safety through "Coffee with a Cop"
- Presented at National Council for Behavioral Health's 2018 Conference
- Panelist on Newark Regional Business Partnership's Eye Opener with regard to marijuana and opioids
- HOPE One (mobile recovery resource unit through City of Newark partnership) kicks off

May

- Robert Budsock served as panelist on NJTV's 'Drug Addiction Crisis Forum'
- Hosted New Jersey Attorney General

June

- Robert Budsock appeared on 'One-on-One with Steve Adubato'

July

- The National Council for Behavioral Health (NatCon) donates 96 NARCAN units to Integrity House
- Integrity House is a sponsor at NJ Congressional Reception (Hill Day) in advocacy of supportive housing programs and funding

August

- Hosted City of Newark Central Ward Councilwoman LaMonica McIver
- Community movie theater outing with Sen. Cory Booker and Longworth Street residents
- Secured \$1.5 million in competitive, federal funding to expand MAT program

September

- Robert Budsock served as panelist on U.S. District Court for the District of New Jersey's Opioid Symposium
- Hosted fellows from Leadership Newark for Health and Human Services Seminar
- Hosted Manchester Police Department through "Coffee with a Cop" in Toms River
- Robert Budsock and Aakash Shah author '[Opioid crisis requires comprehensive approach: Budsock, Shah](#)' in the Asbury Park Press

October

- Washington, D.C. visit with Treatment Communities of America for landmark legislation on opioids
- Integrity House recognized with NJ State Senate resolution for 50 years of history at October Senate session

November

- Integrity House invited to participate on panel on 'Using the ASAM Criteria in a Managed Care Environment: Systems Change to Improve Outcomes' with Dr. David Mee-Lee