



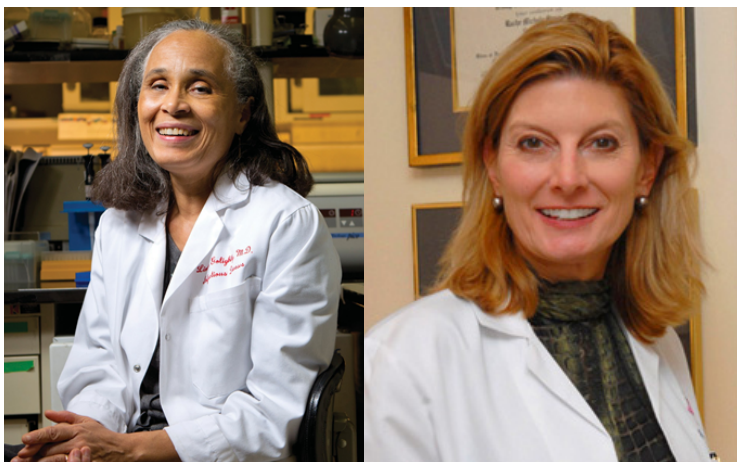
# Weill Cornell Medicine

## Diversity & Inclusion

14th  
NEWSLETTER  
EDITION

FALL 2018

### MESSAGE OF ASSOCIATE DEANS OF DIVERSITY



Dr. Linnie Golightly

Dr. Rache Simmons

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Greetings,

The academic year thus far has been impressive. The Office of Diversity and Inclusion welcomes all new WCM students, staff and faculty to our community! In particular, we would like to congratulate and celebrate the addition of Dr. Laura Riley, the new chair of OB-GYN (and the first African American department chair at WCM) and Dr. Lisa Newman, the new Chief of the Division of Breast Surgery.

Congratulations to Drs. Susana Morales and Monika Safford, co-principal investigators on a \$2.7M grant from the Health Resources and Services Administration to establish a Diversity Center of Excellence.

And congratulations to all in our community for making WCM the special place that it is! WCM has been awarded an *INSIGHT Into Diversity* Higher Education Excellence in Diversity (HEED) award in recognition of its outstanding commitment to diversity and inclusion!

We also celebrate the establishment of an Elizabeth A. Wilson-Anstey Lecture to be held annually during Diversity Week in honor of Dean Anstey's outstanding contributions to the Travelers Summer Research Fellowship Program.

We call your attention to several opportunities to recognize others who have uniquely contributed to our community. Nominations are now open for the Pioneers in Diversity Awards (**page 28**). And applications for the Dean's Diversity and Healthcare Disparity Research Awards (**page 25**) are now being accepted. All will be awarded during **Diversity Week 2019 (April 22-26)**!

# Welcome to the class of 2022!



White Coat Ceremony







WISHING EVERYONE

HAPPY HOLIDAYS AND  
A PROSPEROUS NEW  
YEAR!



## Weill Cornell Medicine Office of Student Diversity

## Coffee Hour 2018

Every other Friday starting 9/7/18

### September

S	M	T	W	T	F	S
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30						

### October

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28	29	30	31			

### November

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### December

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9	10	11	12	13	14	15
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23	24	25	26	27	28	29
30	31					

Come by to talk and have coffee and pastries!

Friday, September 7	1:00 pm – 2:00 pm	Olin Lounge
Friday, September 21	1:00 pm – 2:00 pm	Olin Lounge
Friday, October 19	1:00 pm – 2:00 pm	Olin Lounge
Friday, November 2	1:00 pm – 2:00 pm	Olin Lounge
Friday, November 16	1:00 pm – 2:00 pm	Olin Lounge
Friday, November 30	1:00 pm – 2:00 pm	Olin Lounge
Friday, December 14	1:00 pm – 2:00 pm	Olin Lounge

[studentdiversity@med.cornell.edu](mailto:studentdiversity@med.cornell.edu)







# Weill Cornell Medicine

## Weill Cornell Medicine receives \$2.7M grant for Diversity Center of Excellence



Dr. Susana Morales,  
Principal investigator



Dr. Monika Safford,  
Co-principal investigator



- dedicated to increasing the number of minority physicians in academic medicine.
- one of only 19 graduate schools awarded
- only medical school in New York state awarded

Weill Cornell Medicine has been awarded a four-year, \$2.7 million grant from the Health Resources and Services Administration (HRSA) to establish a Diversity Center of Excellence dedicated to increasing the number of minority physicians in academic medicine.

"Here at Weill Cornell Medicine, we are committed to increasing diversity. This grant is exciting not only because there's potential to do a lot of good, it also allows us to be a part of the institution's larger diversity efforts," said Dr. Susana Morales, Vice Chair for Diversity Department of Medicine and co-principal investigator of the grant. The Diversity Center of Excellence will focus on a number of initiatives and priorities that strive to increase the number of minorities in health care.

Using a longitudinal approach, the center will seek to nurture minority talent at all career levels. Center leaders plan to expand Weill Cornell Medicine's middle school, high school and undergraduate pipeline programs with the goal of doubling the number of minority medical school applicants within three years.

## "Make your Match" Residency Open House: September 25th



### Residency Diversity Open House: A Successful "Make Your Match"

On Saturday, September 15th, 2018 the WCM-NYP Residency Diversity Open House "Make Your Match" was held in Uris Auditorium and attracted a record number of attendees.



The event was organized and hosted by NYP/Weill Cornell residency programs, Department of Medicine Office of Diversity, Cornell Center for Health Equity, and the Weill Cornell Diversity Center for Excellence. Medical students were provided a unique experience in which to participate in mock residency interviews, meet and greet with top experts in a wide range of medical fields, and to learn about the successful career paths of Weill Cornell residents who have achieved major successes in the field of medicine. Dozens of faculty and housestaff from WCM participated in the event.

Dr. Susana Morales, Vice Chair for Diversity in Medicine, Dr. Linnie Golightly, Associate Dean for Diversity and Inclusion, Dr. Gerald Laughlin, Chair of Pediatrics, along with the co-Chairs of the WDOM's Minority House Staff Committee, Drs. Ruslan Garcia, Shanna Tucker and Dario Villamar gave welcoming remarks and counsel to the students. Other speakers included Dr. Anthony Watkins, Assistant Professor of Surgery, Program Director of the General Surgery Residency Program, and Surgical Director of the Skills Acquisition & Innovation Laboratory (SAIL), Dr. Joy Howell, Vice Chair for Diversity in Pediatrics, Dr. Jennifer Dipace, Program Director in Pediatrics, and Dr. Tirsit Asfaw, Program Director in Obstetrics and Gynecology, and interns and residents from multiple residency programs.

The event emphasized the importance of diversity activities in the WDOM and Weill Cornell Medicine as a whole and highlighted the achievements of current residents and those who are now in high-level posts throughout the country, including Dr. Carla Boutin-Foster, Associate Dean, Diversity Education and Research, SUNY Downstate; Dr. Edward Wingfield, Medical Vice President, Robert Wood Johnson Medical Center (Hamilton), and many more.



# Travelers Summer Research Program Celebrates 50 Years

On Saturday, October 6, 2018, The Office of Student Diversity hosted the 50th Anniversary Celebration for the Travelers Summer Research Fellowship Program for Premedical Students (T-SRF). We welcomed back all previous directors of the program: Dr. James Curtis; Dr. Bruce Ballard; Dr. Carlyle Miller, and Dr. Joseph Murray. Approximately 200 guests registered for the event, the majority being T-SRF participants. Many alumni of the medical college and members of the Weill Cornell community also participated in the day's events. As guests entered Belfer's Skylight Lounge for brunch, they were greeted by the sounds of *Music in Medicine's* Jazz Ensemble.

The next portion of the program was held in the Uris Auditorium. There Dean Augustine M.K. Choi gave the welcome address. He presented Dr. Elizabeth Wilson-Anstey with the honor of having an annual lecture during Diversity Week in her name. Dr. James L. Curtis, the first Director of the T-SRF program, was the Keynote Speaker. His topic was "*Celebrating 50 Years of Affirmative Action in Medicine at Weill Cornell Medicine*". The program included important topics such as the Effectiveness of the T-SRF Program, 1969 – 2015; Diversity at Weill Cornell Medicine; Healthcare and Healthcare Disparities; and Social Activism, Outreach, and Awareness among Medical Students. Each former T-SRF Director was given a clock to symbolize how the T-SRF program has withstood the test of time. We closed with a beautiful rendition of "*Heal our Land*" sung by WCM's very own, Ms. Sharon Brooks.

The evening was capped off by a cocktail reception in the Griffis Faculty Club. There folks were able to talk about the presentations, take photos, and make plans for future engagement with the T-SRF program. Overall the event was a great success. We look forward to more opportunities to reunite those who have benefited from the program and opportunities to share those benefits with the next generation of students coming from backgrounds underrepresented in medicine.



## Dr. Elizabeth Wilson-Anstey, Travelers Program Director Honored on October 6th



Elizabeth A. Wilson-Anstey Lecture

*In recognition of Dr. Wilson-Anstey's outstanding contributions to the Travelers Summer Research Fellowship Program and for her inspiring commitment to diversity at Weill Cornell Medicine*



**Diversity  
Week**

For over 40 years, Dr. Elizabeth Wilson-Anstey has worked closely with medical students at Weill Cornell. She advises premedical college students locally and nationally and oversees various high school and middle school programs. **The Travelers Summer Research Fellowship Program** for Premedical College Students, of which Dr. Wilson-Anstey is the Director, celebrated its 50-year anniversary on October 6, 2018.

**At the celebration, Dean Augustine M.K. Choi, M.D. made a surprise announcement that there will be an annual Elizabeth A. Wilson-Anstey Lecture held during Diversity Week starting in 2019.** This is "In recognition of Dr. Wilson-Anstey's outstanding contributions to the Travelers Summer Research Fellowship Program and for inspiring commitment to diversity at Weill Cornell Medicine." Dr. Wilson-Anstey was unaware this lectureship was being awarded to her.

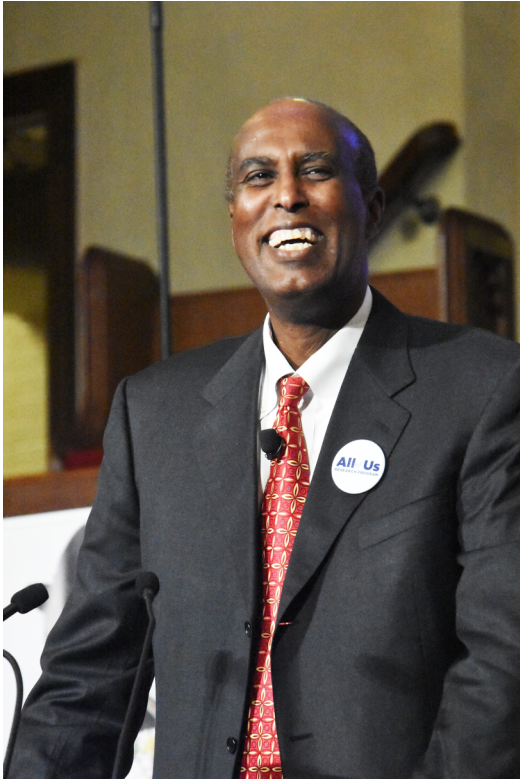


Dr. Wilson-Anstey was born in Guyana, South America, and moved to the United States in 1968. She attended the City University of New York at Hunter College, majored in Psychology, and graduated Magna Cum Laude in 1993. She completed her Master's Degree in Higher Education at the New York University School of Education in 1999. In 2016, she completed her doctoral studies in the Ed.D. Program in Executive Leadership at St. John Fisher College. Her thesis was on the "Effectiveness of the Travelers Summer Research Fellowship Program in Preparing Premedical Students for a Career in Medicine."

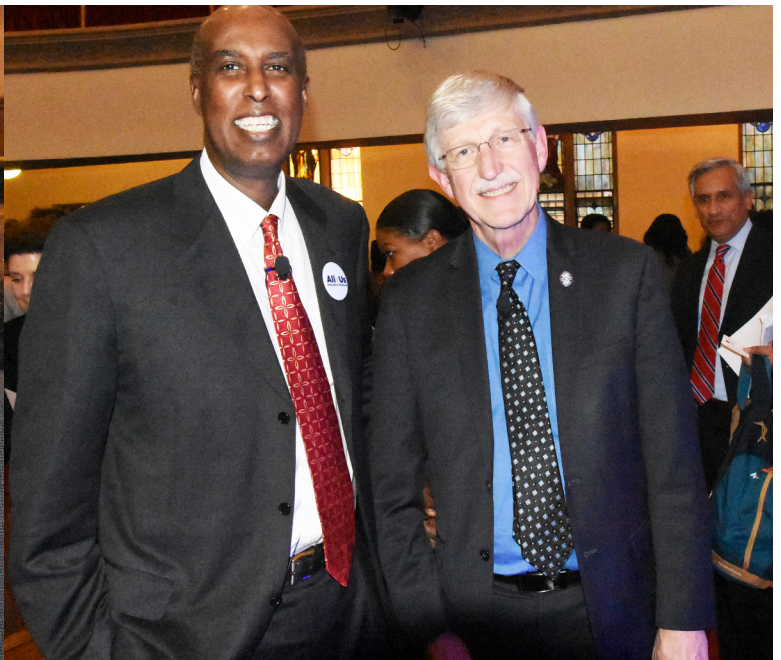
<https://news.weill.cornell.edu/news/2018/10/diversity-stalwart-lauded-with-lectureship>



# Dr. Said Ibrahim, Keynote Speaker National Institutes of Health (NIH) All of Us Research Program



On May 6, 2018, the National Institutes of Health (NIH) opened national enrollment for the [All of Us Research Program](#)—a momentous effort to advance precision medicine, individualized treatment, prevention and care for people of all backgrounds. A consortium that includes Columbia University Irving Medical Center, Weill Cornell Medicine, NYC Health + Hospitals/Harlem and New York-Presbyterian is spearheading enrollment in New York City and will partner with participants over the long term to facilitate return of results and identify research questions that may be desired by the community. The NIH Director Dr. Francis Collins hosted the launch event in New York City at Abyssinian Baptist Church in Harlem with a community health fair and a nationally streamed speaker program. Vice Chair for Development and Strategy in WCM's Department of Healthcare Policy and Research Dr. Said Ibrahim was a key speaker. He told an inspiring childhood story about efforts to prevent illness in family members skeptical of modern medicine and the benefits of participating in one's own healthcare and in health research.





## BNGAP | Building The Next Generation of Academic Physicians



Dr. Linnie Golightly, Associate Dean, Office of Diversity and Inclusion, was an invited speaker at the 2018 September Building the Next Generation of Academic Physicians (BNGAP) Conference at the City University of New York (CUNY), where she participated in two presentations: *Finding Your Academic Residency, Fellowship, or First Academic Position* with Dr. Gary Butts (WCM alum, and Chief Diversity and Inclusion Officer for the Mount Sinai Health System, Icahn School of Medicine and



"*Diversity and Inclusion in the Academic Medicine Workforce: Encouraging Medical Students and Residents to Consider Academic Careers.*" Also representing WCM, was Dr. Joy Howell, Vice Chair for Diversity in Pediatrics. WCM will continue working with BNGAP to support and nurture the next generation of physician scientists and we are excited to announce that WCM is slated to host BNGAP in 2019!



# Women Physicians of NYP Symposium



The Women Physicians of NYP hosted the inaugural 2018 symposium at the New York Academy of Medicine on Wednesday, September 12th. This innovative symposium attracted almost 300 women faculty, residents and students from all our NYP campuses including Weill Cornell Medical College of Cornell University, Columbia University Vagelos College of Physicians and Surgeons, Columbia University Irving Medical Center, Brooklyn Methodist, Hudson Valley Hospital, Lawrence Hospital and New York-Presbyterian/Queens. Dr. Rache Simmons, Dr. Christine Rhode, and Dr. Laura Forese initiated and organized this remarkable event. The guest keynote speaker, Ms. Ursula Burns, regularly appears in Fortune's and Forbes' list of the world's most powerful women, is a board director of American Express, Exxon Mobil, Nestlé, Veon and Uber.





## Big Red STEM Day



**“Conventional and Unconventional Paths to STEAM” panel at the Big Red STEM Day event held on Friday, November 16.**

Big Red STEM Day was a full-day immersive event that featured a keynote speaker, a networking lunch, hands-on workshops and a panel discussion all aimed at encouraging underrepresented youth to pursue STEM-related education and careers. The event was held in partnership with the Feminist Press. The “Arts” was added to the event for the first time to make it a Science, Technology, Engineering, Arts and Math (“STEAM”) event. Panelists included Jen Gundersen, Manager of Media Relations, Ruth Gotian, Assistant Dean for Mentoring, Tara Pilato, Music and Medicine, Ginny Suss, Music Curator for the Women’s March and Emily Driscoll, Founder of the science/art documentary production company BonSci Films.



## Duke Annual Women in Medicine Luncheon

Dr. Simmons took part in a panel discussion at the 5th Annual Women in Medicine Luncheon at the Duke School of Medicine Medical Alumni Weekend held on November 8-11. The 2018 Alumni Weekend theme was *Pathways to Personal Fulfillment: Strategies for Resilience, Flexibility, and Balance*.

## Fall LGBTQ+ mixer



On September 20th, the LGBTQ+ Steering Committee organized a mixer event at Belfer Research Building welcoming LGBTQ-identified staff, faculty, students, housestaff and their allies. The mixer was an opportunity to provide a safe space for LGBTQ+ networking and to foster community at WCM and its affiliates. Approximately 40 participants attended. If you wish to be added to the WCM LGBTQ+ list serve, please contact Nelson Sanchez at: [nes2014@med.cornell.edu](mailto:nes2014@med.cornell.edu).

## Women in Medicine

Dr. Rache Simmons, Associate Dean for Diversity and Inclusion, Dr. Katherine Hajjar, Associate Dean for Faculty Development and Dr. Jane E. Salmon, Associate Dean for Faculty Affairs hosted 'Celebrate: Women in Medicine Month' on Monday, September 24, 2018.

More than 60 faculty (women and men) came together to celebrate, support and recognize the influential contributions of women in medicine throughout the years.

Dr. Katherine Hajjar highlighted the remarkable accomplishments in history of the pioneering women in medicine that have paved the way for our extraordinary women researchers, physicians and students who make Weill Cornell Medicine what it is today.

Thank you to all who have offered their valuable time, wisdom and support to the advancement of women with careers in medicine.





# PHYSICIAN-SCIENTIST SYMPOSIUM & MEET AND GREET



With Dr. Emery Brown, MD, PhD



Dr. Kyu Rhee, PI of  
sponsoring Burroughs  
Welcome Fund Grant



Dr. Ruth Gotian,  
Executive Director  
Mentoring Academy



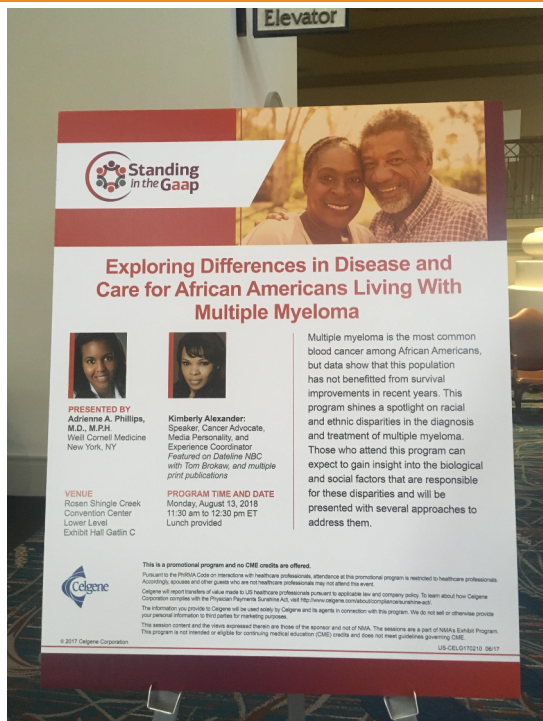
On Wednesday, September 5th, in collaboration with Dr. Kyu Rhee, Director of the Medical Research Track Residency Program and Dr. Ruth Gotian, Assistant Dean of Mentoring (Mentoring Academy), the Office of Diversity and Inclusion co-hosted a Physician-Scientist Symposium. The keynote lecture was given by Dr. Emery Brown, the Edward Hood Taplin Professor of Medical Engineering and of Computational Neuroscience, Professor at the Massachusetts Institute of Technology (MIT), and the Warren M. Zapol Professor of Anesthesia at the Massachusetts General Hospital, Harvard Medical School. The symposium included information for participants regarding mentorship, work-life balance, career finances and contract negotiations. Students had the opportunity to speak firsthand with Dr. Brown regarding their careers and goals at a Meet and Greet following the symposium.

# MEET AND GREET

On Wednesday, September 5th, the Weill Cornell Graduate School hosted Dr. Jean William Pape, the Howard and Carol Holtzman Professor of Clinical Medicine, Center for Global Health, Division of Infectious Diseases, Department of Medicine, and Director of Les Centres GHESKIO in Port-au-Prince, Haïti, for a Science in Society Lecture entitled "Collaborative Health Research in Developing Countries: The Weill Cornell Experience in Haiti." A Meet and Greet afterwards was sponsored by the Office of Diversity and Inclusion at which students met with Dr. Pape and received first hand career advice.







## Upcoming NMA meetings include:

NMA National Convention: Honolulu, Hawaii, July 27-31, 2019

NMA Region 1 (includes NY) meeting: Puerto Rico, May 23-27, 2019

Manhattan Central Medical Society (local chapter of NMA): contact Dr. Barfield for information



In August 2018 Dr. Elaine Barfield, Pediatric Gastroenterologist at Weill Cornell, represented WCM at the annual convention of the National Medical Association (NMA) in Orlando, FL. The NMA is the largest and oldest national professional and scientific organization representing African American physicians and their patients in the United States. The organization is committed to improving the quality of health among minorities and disadvantaged people through its membership, annual national convention and regional meetings, professional development, community health education, advocacy, research and partnerships with federal and private agencies.

Dr. Adrienne Phillips, Assistant Professor of Medicine, delivered a talk entitled, "Exploring Differences in Disease and Care for African Americans Living with Multiple Myeloma" that was highly regarded and well received.



### NMA Convention: BLMiM



The Black and Latino Men in Medicine (BLMiM) is a professional networking, mentoring, and advocacy organization founded at WCM to combat the precipitous decline of Black and Latino men in healthcare, medicine, and science. Weill Cornell medical students, representing the BLMiM organization at the NMA conference, were Bryan Almeida (MS2) and Adetokunbo Obayemi (PGY3, ENT). Their attendance was supported and funded by Dean Choi, as part of his initiative to increase the number of underrepresented minority housestaff and faculty at New York Presbyterian-Weill Cornell. Their BLMiM booth in the NMA convention exhibit hall received significant foot traffic and interest.



# Advocacy in Medicine (AIM) 2018 Conference



An Advocacy in Medicine Conference (AIM), was held on September 23, 2018 at the New York Academy of Medicine. André Belarmino, WCM 4th year MD/PhD student, was one of the organizers. The goal of the conference was to bring NYC medical students together and provide them with exposure on how physicians maintain advocacy and activism in their practice's. AIM provides medical students applying for residencies, with a critical opportunity to engage, explore and learn from their peers and physicians. Per André, "It was empowering, engaging, and beyond what we expected. We had 200 attendees of which ~170 were students. Weill Cornell Medicine was definitely the most represented school! Watching so many students from various medical schools come together around one shared interest was incredibly rewarding and inspiring." Students had the opportunity to hear from leaders in the field of activism ranging from residents, nurses, and attendings, to public health officials. In the afternoon workshops were offered to teach tangible skills and address common areas of physician advocacy.

[https://tonic.vice.com/en\\_us/article/nem3e7/med-students-are-working-together-to-make-healthcare-more-progressive](https://tonic.vice.com/en_us/article/nem3e7/med-students-are-working-together-to-make-healthcare-more-progressive)

<https://youtu.be/xm79Smh32P0>



### A Conversation with Mae C. Jemison, MD '81



On Friday, October 5th, Robert Lee Hotz, a science writer for The Wall Street Journal interviewed Weill Cornell Medicine alumna and first African-American woman to travel into space, Dr. Mae Jemison. The interview detailed her journey and remarkable career as an American physician, engineer and NASA astronaut.

### **Presentation: "Staying the course: Factors that affect the persistence of underrepresented minority postdocs in academia"**

W. Marcus Lambert, Juanita Morris, Matthew Cipriano, Jacob Sneva, and Linnie M. Golightly



Dr. Marcus Lambert, Assistant Dean of Diversity and Student Life, spoke at the 2018 NIH Broadening Experiences in Scientific Training (BEST) Meeting on October 24th in Bethesda, MD. His research, in collaboration with others at WCM, explores the unique motivations of underrepresented minority postdocs pursuing careers in academia and what can be done to support their retention as faculty. The research was also presented in a poster format at the AAMC's Group on Graduate Research, Education, and Training (GREAT) Meeting in Atlanta, GA in September. At both venues the work was extremely well received.



## Announcing: The Quarterly Diversity Series



A new Quarterly Diversity Series kicked off on Wednesday, November 7th. Jeannette Brown, MS, a pioneering organic chemist and historian was the inaugural speaker. Ms. Brown detailed her journey of being often the only African American woman in her classes and throughout her career. She was among the first African American women to integrate two pharmaceutical companies, CIBA and Merck & Co. She also highlighted other pioneer African American Women in science whose accomplishments are discussed in her books "African American Women Chemist" and "African American Women Chemist in the Modern Era".

### Weill Cornell Medicine is proud to be among the 2018 Health Professions HEED Recipients

"Weill Cornell Medicine has been awarded the 2018 *INSIGHT Into Diversity* Health Professions Higher Education Excellence in Diversity (HEED) Award, in recognition of its outstanding commitment to diversity and inclusion. *INSIGHT Into Diversity* is the oldest and largest diversity-focused publication in higher education, and the HEED Award celebrates institutions that ensure a diverse, equitable, and inclusive campus for all and culturally competent, knowledgeable care for patients"

-Dean Augustine M.K. Choi, M.D.







**Weill  
Cornell  
Medicine**



We are honored to be selected  
as a recipient of the  
**2018 Health Professions  
Higher Education  
Excellence in Diversity  
(HEED) Award**



Weill Cornell Medicine is proud  
to be a community made up  
of a diverse workforce. We  
are committed to supporting  
individuals of varied and wide-  
ranging backgrounds to succeed  
in medicine and science.

**[weill.cornell.edu](http://weill.cornell.edu)**

# **New Faculty-** Welcome to both Drs. Laura Riley and Lisa Newman



**Dr. Laura Riley**

Chair, Department of  
Obstetrics and  
Gynecology

Dr. Riley is the first African American  
to chair a department at WCM.



**Dr. Lisa Newman**

Chief of the Section of  
Breast Surgery



# PUBLICATIONS



## DR. LAURA RILEY PUBLISHES ON CHALLENGES IN OBSTETRICS AND GYNECOLOGY

Dr. Laura Riley, MD, Chair, our new chair of the Department of Obstetrics and Gynecology , WCM, discusses recommendations that larger health care teams, organizations and institutions can use to combat harassment and discrimination in the work place.

Eichelberger, KY, Chescheir, NC, Riley, LE. Institutional Responses to Harassment and Discrimination in Obstetrics and Gynecology. *Obstet Gynecol.* 2018; 132:828-32





## **Dean's Diversity and Healthcare Disparity Research Awards**

### **REQUEST FOR PROPOSALS**

**THESE ARE LIMITED SUBMISSIONS: 2-4 awards per category**

**Applications due: January 31, 2019 at 11:59pm**

**[Click here to apply](#)**

#### **Program Summary:**

Dean Augustine M.K. Choi is pleased to announce the second round of funding for the Dean's Diversity and Healthcare Disparity Research Awards. The awards will support excellence in research to improve the health of women and underrepresented minorities and/or to reduce health disparities in healthcare systems and in clinical settings, either locally or globally. Research into improving the diversity and gender balance of the biomedical workforce will also be supported, as lack of a representative workforce can be linked to health disparities.

The awards are designed to further Weill Cornell Medicine's goal of becoming a national leader in advancing diversity, inclusion, and gender equity within academic medicine. We seek proposals for basic, translational, clinical, informatics, or outcomes research that addresses health disparity areas including, but not limited to: race and ethnicity, gender and gender identity, socioeconomic status, access to healthcare, differing standards of healthcare, insurance status, age, geography, sexual orientation, and cultural beliefs.

The Dean's Diversity and Healthcare Disparity Research Awards will provide funding for one year and will be available at four levels:

- **Faculty (4 awards)** - \$50,000 each
- **Fellows and Postdoctoral Associates (2 awards)** - \$25,000 each
- **Residents (4 awards)** - \$10,000 each
- **Medical and Graduate Students (4 awards)** - \$5,000 each (to be used for Area of Concentration Scholarly Project or Graduate Research Project)

Awards for residents and clinical fellows will be jointly supported by Weill Cornell Medicine and NewYork-Presbyterian.

Awardees will be invited to present their research projects during Weill Cornell Medicine's Diversity Week, which will take place April 22-26, 2019.

#### **Eligibility Criteria**

- Applicants must be full-time faculty, fellows, postdoctoral associates, medical students, or graduate students at Weill Cornell Medicine, or full-time residents or fellows at NewYork-Presbyterian/Weill Cornell Medical Center.





- Medical and graduate student applicants must be mentored by a faculty member with a primary appointment at NewYork-Presbyterian/Weill Cornell Medical Center.
- Faculty applicants must be Instructors, Assistant Professors, and Associate Professors with a primary appointment at Weill Cornell Medicine.
- Applicants must be able to complete the proposed work within 1 year or before they leave NewYork-Presbyterian/Weill Cornell Medical Center (whichever comes first).
- Applicants must have a well-developed feasible, significant, and innovative research plan focused on diversity, women's health, diseases that disproportionately affect diverse communities, or the reduction of health disparities.

## **Instructions for Submitting an Application**

Please provide the following items in the order listed as a single PDF file (single-spaced, 11-point Arial type with 1-inch margins). Applications should be submitted via an online portal ([click here](#)) using the naming convention "Lastname.Firstinitial\_DHDRA\_Category."

Example:

Smith.J\_DHDRA\_Faculty.pdf

Smith.J\_DHDRA\_Fellow-Postdoc.pdf

Smith.J\_DHDRA\_Resident.pdf

Smith.J\_DHDRA\_Grad-MedStudent.pdf

## **The Faculty award application package must include:**

- [1] Project title and scientific abstract (250 words)
- [2] Key co-investigators (names and titles)
- [3] NIH-style biosketch of the applicant and co-investigators (limit 4 pages each)
- [4] Research plan (limit 5 pages)
  - a) Background, rationale and significance
  - b) Specific research objectives/aims
  - c) Preliminary studies (if applicable)
  - d) Experimental design and procedures
  - e) Significance of the proposed research to the Award's diversity and health disparity goals
  - f) Project timeline and specific expected deliverables
- [5] Human subjects (if applicable). Include all sections required for an NIH application.
- [6] Vertebrate animals (if applicable). Include the 5-point narrative required for an NIH application.
- [7] References, including the full title of each work cited
- [8] Detailed budget (PHS 398 form)
- [9] Letter of support from department chair/division chief attesting to the candidate's eligibility, resources available for support of his/her research, the candidate's past academic record, scientific progress to date, and potential for academic career development

## **The Resident/Fellow/Postdoctoral Associate award application package must include:**

- [1] Project title and scientific abstract (250 words)
- [2] Proposed research sponsor's name and title
- [3] NIH-style biosketches of the applicant and sponsor (limit 4 pages each)
- [4] Sponsor's training record (table indicating experience supervising trainees)
- [5] Sponsor's current grants

- [6] Items 4-8 as described in Faculty award application above
- [7] Letter of support from sponsor
- [8] Two letters of reference from previous mentors or other qualified individuals

**The Medical/Graduate Student award application package must include:**

- [1] NIH-style biosketch of the applicant
- [2] Research proposal (AOC proposal format: see Appendix)
- [3] Letter of support from proposed mentor(s) and brief mentoring plan
- [4] Letter of recommendation from two additional faculty
- [5] Detailed budget (PHS 398 form)

**Applications due: January 31, 2019 at 11:59pm**

**Review Process and Review Criteria:**

Proposals will be evaluated by a scientific review committee through the Office of the Research Dean. The main criteria for the review of the applications are:

- Scientific merit, including potential for publication and for subsequent extramural funding of the research project
- Relevance of the proposed work to the goals of the Dean's Diversity and Healthcare Disparity Research Awards
- Applicant's personal qualifications and potential for academic success
- The sponsor/mentor's experience and plans for supporting the applicant (for students/residents/fellows/postdoctoral associates)

Announcement of award recipients will be made in the late winter/early spring of 2019.

**Evaluation of progress**

Awardees must file a progress summary report one year after funds are dispersed.

**Questions:**

For further information, please contact Elizabeth Omondi ([elo2010@med.cornell.edu](mailto:elo2010@med.cornell.edu)) in the Office of Diversity and Inclusion.



# AWARD OPPORTUNITY

The Office of Diversity and Inclusion invites nominations for the

## **2019 “Pioneers in Diversity” Awards**

**Deadline for applications: January 31, 2019**

**Each recipient will receive a \$1,000 prize and a plaque in honor of their contributions to diversity. Nominations should include the following:**

- Nominee’s curriculum vitae highlighting his/her contributions
- Nominee’s description of up to one page of how the nominee fulfills the selection criteria for this award

### **Instructions on how to apply:**

- Documents should be emailed in PDF format with subject heading “Nominees for Pioneers in Diversity Award” to **Elizabeth Omondi (elo2010@med.cornell.edu)**
- Please state each one of the four awards you are applying for in the subject heading of the PDF
- Please provide the following items in the order listed as a single PDF file (single spaced, 12- point font, Arial with 1-inch margins)
  - Curriculum vitae (CV) /resume
  - Nomination (1 page document)
- All PDF applications submitted should have the following document heading for the award you are applying for: “LastName.FirstInitial\_PID\_Award Name”
  - Examples:
  - Jones.F\_PID\_Ida Sophia Scudder.pdf
  - Jones.F\_PID\_Louis Wade Sullivan.pdf
  - Jones.F\_PID\_Bruce Laine Ballard.pdf
  - Jones.F\_PID\_Administrative Staff.pdf

***Self-nominations are welcome.***

***Presentations of the award to recipients will be made at the***

***2019 Celebration of Diversity during Diversity Week April 22-26, 2019***

***Award winners will present posters of their research proposals at the celebration***

### **Four “Pioneers in Diversity” Awards will be granted:**

- The *Ida Sophia Scudder, M.D. Award for Excellence in Public Service* awarded to a student.
- The *Louis Wade Sullivan, M.D. Award for Excellence in Public Health Advocacy* awarded to a resident or postdoctoral fellow.
- The *Bruce Laine Ballard, M.D. Award for Excellence in Mentorship* awarded to a faculty member.
- *Administrative Staff Award* for a staff member who embodies the spirit of cultural diversity and service.

(continued)

# AWARD OPPORTUNITY

## The criteria for the awards are as follows:

**The Ida Sophia Scudder, M.D. Award will be presented to an MD, PhD, MD\PhD, or PA student who has made significant contributions in the field of community service and providing care to the underserved.**

Dr. Ida Scudder was a graduate of the first medical class that accepted women at Weill Cornell Medical College. After witnessing Indian women die needlessly in childbirth, Dr. Scudder was motivated to pursue a career in medicine to help them. Upon graduating from Cornell Medical College, she returned to India and founded a small clinic for women that gradually grew and became the Mary Taber Schell Hospital. Recognizing the dire need for more providers, she began training women, initially as nurses. In 1918, she started a medical school for girls which eventually became coeducational and is now one of India's premier hospitals, the Christian Medical College & Hospital in Vellore. Dr. Scudder dedicated her life to the plight of Indian women and the fight against bubonic plague, cholera and leprosy, by providing services for patients as well as educating thousands of nurses and doctors in underserved areas to carry on her work. Dr. Scudder exemplified compassion, courage and extraordinary service to patients in need.

**The Louis Wade Sullivan, M.D. Award will be presented to a resident or a postdoctoral fellow who has been an outspoken champion for health promotion and a public health advocate, especially for medically underserved populations.**

Dr. Louis Wade Sullivan is a former house officer in the Department of Medicine at the New York Presbyterian Hospital. Dr. Sullivan was appointed Secretary of the United States Department of Health and Human Services by President George H.W. Bush. He was also the founding dean, director, and president emeritus of the Morehouse School of Medicine. His current positions include serving as the chairman of the board of the National Health Museum in Atlanta, Georgia and as a member of the Board of Overseers of Weill Cornell Medical College. As a policymaker, Dr. Sullivan advocated for a tobacco-free society, improving food labels, expanding the Head Start Program, advocating for funds for HIV/AIDS, and increasing the NIH research budget. As an educator, Dr. Sullivan has worked tirelessly to improve medical education and increase diversity in medicine. In addition to founding the Medical Education Program which later became a full-fledged medical school at the historically African-American Morehouse College, Dr. Sullivan also founded the Boston University Hematology Service and the Association of Minority Health Professions Schools. Dr. Sullivan exemplifies a commitment to promoting medical education, research, and public health.

**The Bruce Laine Ballard, M.D. Award will be presented to a faculty member who demonstrates commitment to improving student life and to fostering a nurturing and supportive environment where students are able to thrive and succeed.**

Dr. Bruce Ballard is the former Associate Dean for Student Affairs and Equal Opportunity Programs at Weill Cornell Medical College. Dr. Ballard directed students training in psychiatry first at Harlem Hospital Center, and later at New York Hospital-Westchester. He also directed the Travelers Summer Research Fellowship Program, which aims to increase the number of underrepresented minorities enrolled in medical schools. Dr. Ballard has chaired the Committee of Black Psychiatrists of the American Psychiatric Association (APA) and the Selection and Advisory Committee for the National Institute of Mental Health Minority Fellowship Program of the APA, published numerous scholarly articles, served on the editorial boards of several textbooks, and given presentations to various groups on ethnicity and psychiatry. As the Dean of Student Affairs, Dr. Ballard mentored, provided career guidance and often, emotional support to all students. Dr. Ballard is known for having an open-door policy and for giving his home telephone number to students in the event they needed to contact him. Dr. Ballard exemplifies the nurturing and supportive qualities of a mentor.

**The Administrative Staff award will be presented to a staff member who embodies the spirit of cultural diversity and service.**

The staff award is a new award which will go to an administrator or a staff person whose work has helped build a culture of service and diversity at Weill Cornell. This award honors staff members who have gone beyond the call of duty to make sure the environment is inclusive, engaging and welcoming, and whose efforts may often go unnoticed. Working with patients, students, residents, and/or faculty, the recipient of this award provides the glue that binds the institution together, and helps create the supportive and nurturing environment that is needed to pursue Weill Cornell's tripartite mission of education, research and high-quality patient care.



# AWARD OPPORTUNITY



## ASH MINORITY RESIDENT HEMATOLOGY AWARD PROGRAM

Promoting underrepresented minority residents in hematology through valuable research experience and mentorship



The **ASH Minority Resident Hematology Award Program (MRHAP)** offers a unique opportunity for first- and second-year medical residents to get exposure to the field of hematology through hands-on research guided by ASH research and career development mentors.

Apply to advance your hematology research experience!

**Meet prominent leaders** in the field of hematology and network with more than 25,000 physicians, scientists, educators, trainees, and industry professionals from around the world who attend the ASH annual meeting.



**Collaborate with ASH members** who serve as mentors during your residency years on your research project and in your career development.



**Present your research** during a special event for recipients of ASH Minority Recruitment Initiative award programs and discuss your findings with ASH leadership, peers, and other annual meeting attendees.

**Receive \$5,000** to support your research experience; a **\$2,000 travel allowance** to attend the ASH annual meeting in early December; **complimentary ASH membership** including subscriptions to *Blood* and *The Hematologist* the Society's journal and newsletter.

**To learn more** about MRHAP, including specific eligibility requirements, visit [www.hematology.org/mrhap](http://www.hematology.org/mrhap) or email [awards@hematology.org](mailto:awards@hematology.org).

**Request a Mentor deadline** November 15

**Application deadline** January 15

**Program year** begins in June

American Society of Hematology  
Helping hematologists conquer blood diseases worldwide

CAREER  
PLANNING

EARLY-MID-  
CAREER

CAREER  
ACHIEVEMENT



## ASH MINORITY MEDICAL STUDENT AWARD PROGRAM

Promoting underrepresented minority medical students in hematology through invaluable research experience and mentorship



### The ASH Minority Medical Student Award Program (MMSAP)

provides underrepresented minority medical students with an opportunity to conduct a research project under the supervision of an ASH member, receive guidance from a career-development mentor, gain valuable knowledge of hematology, and ultimately, advance their careers. The program aims to expand its reach to the next generation of hematologists at each stage of their medical training. Applicants to the program can choose a research option that best fits their schedule.

Apply to explore the exciting field of hematology!



"As a result of my ASH MMSAP experience, I realized that academic hematology was the realm in which I desired to practice medicine. Exposure to hematology at such an early stage in my medical training aided in honing my perspective for my career path. Additionally, the ongoing guidance and mentorship that I have received from my research and career development mentors have been critical to my decision-making and success."

#### Melody Smith, MD

*MMSAP Participant 2005 and 2006; Instructor, Adult Bone Marrow Transplant, Memorial Sloan Kettering Cancer Center*



### Work With an ASH Mentor

Students collaborate on their research project with an ASH member who serves as their research mentor. Program participants are also paired with an ASH member who serves as a career-development mentor throughout their medical schooling and residency.

### Present your research

Students will have the opportunity during a special event at annual meeting to present their research and discuss their findings with ASH leadership, peers, and other attendees.



### Interact With Leading Hematology Researchers

**Meet prominent leaders** in the field of hematology and network with more than 25,000 physicians, scientists, educators, trainees, and industry professionals from around the world who attend the ASH annual meeting.

### Research Options and Eligibility

**Summer research experience:** Students in their first or second year of medical school

**Flexible research experience:** Students in their first, second, or third year of medical school

**Yearlong research experience:** Students must take a year off from medical school during what would otherwise be their second, third, or fourth year of medical school.

### Receive a Research and Travel Stipend

**MMSAP recipients receive the following support during their research experience:**

**Summer and flexible students:** \$5,000 stipend

**Yearlong students:** \$32,000 stipend and \$8,000 allowance for research supplies, medical insurance, and educational expenses.

**All recipients:** receive a **\$2,000 travel allowance** to attend the ASH annual meeting in early December; and **complimentary ASH membership**, which includes online subscriptions to *Blood* and *The Hematologist*, during medical school and residency.

To learn more about MMSAP, including specific eligibility requirements, visit [www.hematology.org/mmsap](http://www.hematology.org/mmsap) or email [awards@hematology.org](mailto:awards@hematology.org).

Request a Mentor deadline November 15

Application deadline January 15

Program year begins in June



FALL 2018



# Weill Cornell Medicine

JOIN US ON  
FACEBOOK



**Weill Cornell Medicine**  
Diversity & Inclusion

- ▶ Private Facebook group
- ▶ Interested in fostering diversity and inclusion
- ▶ Requirements: Active Facebook account and must be affiliated with WCM either as a current or past trainee or faculty member

**\*\*For more information, please contact the social media administrator, Elaine Barfield,  
elb2020@med.cornell.edu\*\***