Letter from the Associate Dean

The Office of Diversity Enhancement has focused its service on maintaining an environment of diversity, professionalism, and excellence for the students of the Albert Einstein College of Medicine. As originally conceived, ODE’s objective was to support historically underrepresented minority students and ensure their academic successes at Einstein. Programs like the King Kennedy Program and the summer Introduction to Basic Science Course have exemplified Einstein’s continuous commitment to diversity. Over the years, we have focused our efforts on recruitment as well as academic monitoring and support of the students. This past year, ODE expanded its goals and mission to align with a broader mission and vision of diversity at Einstein. As it looks to the future, the Office of Diversity Enhancement will continue to develop and nurture a diverse group of clinicians, researchers, and educators, integrating our efforts throughout Einstein’s key student support-related offices. This past year we developed a strategic plan for our office that helped define our vision and goals. This annual report will focus on the five main goals for this past year.

1. **Recruitment:** Increase the number of the qualified underrepresented students who share ODE’s vision of excellence, integrity, and commitment to providing the best health care.

2. **Pipeline initiatives:** Einstein: Enrichment Program and Bronx Science and Health Opportunities Partnership (BxSHOP) a HRSA funded Program (funding until August 2013).

3. **Academic monitoring:** Early identification of students requiring academic resources.

4. **Student leadership initiative:** Ensure academic success and provide career development support for medical student scholars.

5. **Staffing:** Develop additional staff and resources and produce effective and efficient programs.

We hope the report provides you insight into the activities and goals of the Office of Diversity Enhancement at the Albert Einstein College of Medicine.

Sincerely,

Yvette Calderon

Yvette Calderon, MD, MS
Associate Dean of the Office of Diversity Enhancement
Albert Einstein College of Medicine
Student Life at Albert Einstein College of Medicine

The Office of Diversity strives to make each and every one of its students feel part of the Einstein community.

Some of our Diversity Students from the Class of 2013

Diversity at Albert Einstein

The Office of Diversity strives to make each and every one of its students feel part of the Einstein community.
Recruitment

The Office of Diversity Enhancement has been active in recruitment efforts for historically under-represented minority students. Attending off-site recruitment workshops and running on-site recruitment programs allow Einstein to engage a broad range of students.

This past year we implemented a tracking system for all our recruitment efforts. Our goal is to use this system to provide us information regarding the number of pre-medical students we are engaging and whether our recruitment has any influence on the number of under-represented minority students applying to Einstein. Capturing demographics and contact information allows the office to proactively reach out to prospective students and aligns with our plan to develop a marketing initiative using social media like Facebook.

The Office sponsors annual on-site events: Open House for Fordham and Lehman undergraduates, Annual Anatomy Day coordinated with Todd Olson, Department of Anatomy & Structural Biology and the accepted student reception in April. This year we also recruited at the SNMA Region IX Conference, sponsored by Einstein.

Table 1. On Site Recruitment Efforts

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<th>Recruitment Source</th>
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Legend: DSSROP—Diversity Student Summer Research Opportunity Program; SUMP—Summer Undergraduate Mentorship Program; MONTE HOP—Montefiore Health Opportunities Program
Recruitment

Table 2. Off Site Recruitment Efforts

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<th>Recruited From</th>
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<td>TOTAL</td>
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The Office of Diversity Enhancement focuses its recruitment efforts on reaching potential medical students who are historically underrepresented minorities and/or socio-economically disadvantaged.
Recruitment—Total Students Engaged

The following graphs depict the total population of students that the Office of Diversity Enhancement has engaged at its recruitment events during the 2012-13 academic year.

We have broken down the data by gender, race, and whether the applicant considered himself/herself Latino.

**Graph 1.** Gender breakdown of total students engaged at the Office of Diversity recruitment events.

**Graph 2.** Race/ethnicity breakdown of total students engaged at the Office of Diversity recruitment events.
Recruitment—Students Eligible to Apply in 2014

The following graphs depict the eligible to apply to medical school in 2013 that the Office of Diversity Enhancement engaged at its recruitment events.

We have broken down the data by gender, race, and whether the applicant considered himself/herself Latino.

**Graph 3.** Gender breakdown of students applying to medical school in 2013 engaged at the Office of Diversity recruitment events.

**Graph 4.** Race breakdown of students applying to medical school in 2013 engaged at the Office of Diversity recruitment events.
Pipelines

The Albert Einstein College of Medicine has always supported and collaborated with multiple pipeline programs sponsored by both the college and Montefiore Medical Center. We will briefly highlight two of the programs in which ODE is involved: the Einstein Enrichment Program (EEP) and the Bronx Science Health Careers Opportunity Program (Bronx SHOP).

The Einstein Enrichment Program (EEP) participates in the New York State funded Science & Technology Entry Program (STEP) through a consortium of ten medical colleges of the Associated Medical Schools of New York (AMSNY). Its mission is to serve minority and/or economically disadvantaged high school students who historically have been underrepresented in the medicine and science. In the past, this program received partial funding from Hispanic Center of Excellence (HCOE) and BxSHOP (Bronx Science Health Opportunities Partnership).

This past year, there were 40 EEP students. They achieved the following results:

- 100% completed the program
- 100% attend 4-year colleges
- Of the 40 students registered at EEP, 28 participated in the 2013 SAT preparation had an average increase of 287.5 points from the pretest score, with an overall average score of 1747. Scores ranged from 1360-1920. (national average in 2012 was 1498, NYS average was 1466).

ODE created the EEP Alumni database in 2009 to facilitate tracking students along the pipeline. Outreach efforts include surveys via Survey Monkey, Facebook outreach, Linked In Outreach, Annual reunion with kickoff workshop: “applying to medical school”, outbound email campaigns, and inquiry device on EEP website.

287 graduates of EEP, dating back to 1988, are currently listed in the database. 180 or (62.5%) are tracked through undergraduate degree, with 133 (or 74% of the 180) tracked to STEM careers.

**Outcomes:**
- 11 have become Medical Doctors;
- 2 are currently in Medical School (one at Einstein; the other at NYU)
- 47 are currently pursuing pre-med related majors
- 7 are currently preparing to or applying to Medical School
- 15 have sought advisement from Diversity officers at Einstein in 2012-2013
BxSHOP (Health Careers Opportunity Program) - BxSHOP is a federally funded program established in 2004 that collaborates with targeted community organizations and schools to promote underserved and economically disadvantaged student advancement in health careers. Through ongoing collaboration, ODE and BxSHOP have shared financial support and resources. BxSHOP financed SAT prep exams at Clinton High School, Fordham STEP and EEP. Einstein has hosted a three-day BxSHOP Youth Conference for approximately 80 new high school students yearly for three consecutive years since June 2010.

BxSHOP also provided workshops for approximately 300 college students (facilitated by Einstein students) on how to prepare for medical school admissions. Our office organized workshops and seminars for high school students and their parents (approx. 40 students and 40 parents) on how to encourage academic achievement by empowering them with the knowledge and awareness to help them succeed in science and health careers.

These ongoing endeavors have and will continue to assist the Office in the recruitment of future health professional careers. In addition, BxSHOP has provided a broad swath of opportunities for Einstein medical students to get involved in community service.

Einstein students mentoring pre-med students at Lehman College
Student Leadership Initiative

Currently, ODE is developing ways to highlight and support our students’ academic successes at the national level. Some of the accomplishments of this past year:

♦ First, in our effort to support leadership roles in national minority organizations, Einstein sponsored the Regional Student National Medical Association (SNMA) meeting this year. This was the first time this meeting was held at Einstein. Nearly 200 medical students and college pre-medical students from throughout New York and New Jersey visited Einstein on Sunday, February 10, for this annual conference. The conference focused specifically on preparing both medical and pre-medical students for the next stage in their academic careers.

♦ Second, Utibe Essien, Class 2013, was elected by his AAMC peers, two years in a row to the AAMC, Organization of Student Representatives, OSR – National Delegate for Community and Diversity. He is the first Einstein student elected to national office for this organization.

♦ Third, we developed a newsletter this year that we currently distribute to all the Diversity Students. This newsletter was established to highlight all the successes, at the regional and national levels, that our students have accomplished. Furthermore, the newsletter acts as a tool that builds morale and confidence. We have circulated four newsletters to date, and it allows us to disseminate information and resources to students pertaining to scholarships, externships, and conferences. Newly accepted diversity students receive a copy of the newsletter so they can familiarize themselves with the activities and achievements of our diversity medical students.

♦ Fourth, we created a minority Faculty Advisory Team for the office including Drs. Maria Marzan, Hal Strelnick, Melvin Stone, Genevieve Neal-Perry, Roger Duvivier, Lynne Holden, and Nora Esteban-Cruciani. We have met four times this past year. These senior, minority faculty members bring a wealth of experiences and vision to the office.

♦ Last, at the request of the students, we developed a mentoring program specifically for the first and second year students. This program matches students to minority faculty to provide overall advice and support. For the third and fourth year students, we have connected the students to faculty who represent the field in which they are interested. We have also sponsored small workshops for the senior class on interviewing skills for residency programs. Our hope is to enhance this leadership initiative in the upcoming year with a leadership seminar series that would include participation of faculty from different discipline and specialties.
Academic Monitoring

Academic support and mentoring of students continue to be an important function of the Office. In addition to current practices, we will augment services within the Diversity Office with the following activities and initiatives.

Close academic monitoring has always existed for students, and will continue. Part of our goal has been to increase the retention rate of Diversity students. An early-intervention working group, comprised of basic science faculty, members from the Office of Medical Education, the Office of Student Affairs, and the Office of Academic Support and Counseling, was formed to identify – at the earliest point in medical school - academically struggling students. A pilot was developed and completed during the Summer Basic Science Course two years ago, followed by a focus group six months later, to assess its impact. The pilot yielded information that resulted in the following initiatives: of the introduction of different learning styles for the adult students in the first day of classes, the development of workshops on study skills by Dr. Kristina Petersen and the addition of Dr. Maria Marzan to the Office of Diversity Enhancement.

Dr. Marzan provides academic and career mentoring and tracks the academic resources, which had been provided by the Hispanic Center of Excellence. She also works closely with the Office of Student Support and Counseling.

Our initiatives help students who are concerned with their abilities to pass the Step Examinations. It also decreases the chances that these students will accrue additional failures on their transcript.
Gold Humanism Honor Society

Maria Pia Castillo
Patrice Wout

Dean’s Recognition Award

Utibe Essen

Jean L. Cook, MD Memorial Award for Medical Excellence

Patrice Wout

The Harold and Muriel Block Institute for Clinical & Translational Research Award for Excellence

David Aguirre

Graduation with Distinction in Research

David Aguirre
Fancis Baffour
Utibe Essien
Dieudonne Nonga Makon
We are pleased to report that over the past year we have added two faculty members to the office.

Melvin E. Stone, Jr., MD, FACS

Recognizing the added difficulties that minority students face as they enter medical school, the Office of Diversity Enhancement has engaged Dr. Mel Stone to provide physician-mentoring services. As an African American surgeon, Dr. Stone brings his expertise in academic mentoring and career advisement, as well as a different perspective as an under-represented male faculty member. He will complement the current faculty and staff in the office. He has received the Davidoff Teaching Award and consistently receives high marks in student evaluations.

Maria A. Marzan, Ed.D.

Dr. Marzan will hold several titles that are critical to the new initiatives of the Office and success of the Community Based Service Learning Program. Her expertise in curriculum development and assessment is invaluable to the office. She will continue to provide our students with academic advisement, resources, and monitoring. As the Resource and Academic Advisor, she works closely with the Office of Academic Support and Counseling for referrals, as needed. In addition, a new Community Based Service Learning Program will be directed by Dr. Marzan through the Office of Diversity Enhancement. This program, initiated by Einstein students, will be open to the entire student body. Dr. Marzan received the Davidoff Teaching Award in 2006, the ECHO Award for Outstanding Service in 2009, and the Fordham Outstanding Service Award in 2012.
The Office of Diversity Enhancement’s staff

A. Julie Cruz, MA, MCDP
Diversity Operations Manager
EEP

Deborah Negron-Cordero, MS
Counselor
EEP

Medina Byars, CNHP
Administrative Assistant
EEP

Nilda I. Soto, MS Ed
Assistant Dean
Diversity Enhancement

Yvette Calderon, MD, MS
Associate Dean
Diversity Enhancement

Maria A. Marzan, Ed.D, MPH
Director
Community Based Service Learning Program

Melvin E. Stone, MD, FACS
Academic Advisor

Maddy Ebanks, BS
Secretary

Milton A. Gumbs, MD, FACS
Associate Dean Emeritus
Diversity Enhancement
Contact

Yvette Calderon, MD MS
Associate Dean of Diversity Enhancement
Professor of Clinical Emergency Medicine
Albert Einstein College of Medicine
Office of Diversity Enhancement
yvette.calderon@einstein.yu.edu

Nilda Soto, MS Ed
Assistant Dean of Diversity Enhancement
Albert Einstein College of Medicine
Office of Diversity Enhancement
nilda.soto@einstein.yu.edu

Maria A. Marzan, Ed.D, MPH
Director
Community Based Service Learning Program
maria.marzan@einstein.yu.edu
Madeline Ebanks, BS
Secretary
Madeline.ebanks@einstein.yu.edu

Contact Info
1300 Morris Park Avenue, Belfer 507
Bronx, New York 10461
Tel: 718 430-3091
Fax: 718 430-2146

Website
http://www.einstein.yu.edu/education/md-program/diversity/

Email
Diversity.enhancement@einstein.yu.edu
Conclusions

Our reflection of past efforts and present successes has helped us reinvigorate the office. Our new resolve to foster a student-centered environment is driven by our department’s goals and is aligned with Einstein’s mission and vision. Our new tracking initiative allows us to assess, monitor, and advance our work on an ongoing basis. As we continue to foster an environment that is student centered and committed to excellence, we look forward to the future and enduring successes of our efforts.

Einstein students teaching our high school pipeline students
Acknowledgements and Contributors

The Office of Diversity Enhancement wishes to acknowledge the invaluable contributions of the following individuals:

Allen M. Spiegel, MD
The Marilyn and Stanley M. Katz Dean
*

Ed Burns, MD
Executive Dean
*

Martha S. Grayson, MD
Senior Associate Dean—Office of Medical Education
*

Martin N. Penn, CPA
Senior Administrator—Office of Medical Education
*

Faculty Advisory Team

Alvin H. Strelnick, MD
Melvin E. Stone, Jr., MD
Genevieve Neal-Perry, MD
Nora Esteban-Cruciani, MD
Roger Duvivier, MD
Lynne Holden, MD
Nilda I. Soto, MS
Maria A. Marzan, Ed.D.
Yvette Calderon, MD, MS
*

SNMA and LMSA Student Groups
Hispanic Center of Excellence
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