I am pleased to present our Annual Report 2013-2014. The theme of this past year was “collaboration breeds excellence.” We made tremendous progress implementing many of the initiatives from the strategic plan we developed from the previous year.

Our diversity students participate actively in the recruitment efforts of our office. Partnering with the students has allowed us to provide a peer perspective to applicants. We continue to work with the Office of Admissions in developing joint recruitment strategies. Through the use of social media, we will be able to expand our recruitment efforts in a more efficient and effective way.

This year the Diversity Enhancement managed the Community-Based Service Learning (CBSL) initiative, which has expanded three-fold. This has been an extremely successful group effort, with all Einstein students contributing. We have broadened the membership of the Faculty Advisory Team to include faculty from diverse areas and student leaders. Lastly, the graduates of 2014 all placed in stellar residencies.

Our office continues to focus its efforts on supporting and celebrating our diversity students as we continue to develop innovative initiatives.

Yvette Calderon

Yvette Calderon, M.D., M.S.
Associate Dean of the Office of Diversity Enhancement
Albert Einstein College of Medicine

Of all forms of inequity that exist, injustice in healthcare is the most shocking and the most inhumane.

Dr. Martin Luther King, Jr.
It is gratifying to know that the work we do in the Office of Diversity Enhancement contributes to our students’ ability to enjoy a successful academic experience at Einstein. As academic advisor, I offer students guidance that helps to clarify key decisions medical students often faced.

This year there seemed to be a steady stream of medical students seeking my counsel in regards to their academic pursuits, which suggests the intranet posting on the AECOM website is working fairly well. Another area where I have met and counseled students is through the student run Surgery Interest Group shadowing program which I have been participating since I became aware it. These are usually first year students. The shadowing program is an opportunity to meet and build relationships with students from the beginning—especially if they maintain an interest in surgery. I have also had some students express interest in shadowing me after hearing my lecture for the Family Medicine Department’s annual Impact of Violence Workshop.

I believe the 2013-2014 academic year has established me, more than in the previous year, as an academic advisor, and, from my perspective it seems successful. My partnership with the Office of Diversity Enhancement allows me to give students the attention they need and deserve.

Melvin Stone

Melvin E. Stone, Jr., M.D., FACS
Academic Advisor
Recruitment

The Office of Diversity Enhancement continued to focus its recruitment efforts to identify qualified underrepresented diversity students. Outreach endeavors included activities and events held in various forums and locations. The office also fostered collaborations with other Einstein-based programs as well as other institutions with the similar mission of increasing diversity within the medical workforce. Table 1 and 2 reflect the number of on-site and off-site recruitment events this past year and the number of students engaged.

We continue to capture demographics and contact information to allow the office to proactively reach out to prospective students. Tables 1 and 2 reflect the on-site and off-site events and number of applicants reached. Figure 1 illustrates the results of our outreach efforts during the 2012—2013 time frame for students with a projected entry to medical school in AY2014. Table 3 reflects the demographic information of the total students engaged (1171) during 2013-2014. Table 3 also describes the fraction of students that will matriculate in 2015 (360).

As result of our tracking efforts, we have made significant changes to our recruitment methods. We are working with Einstein’s social media team to help promote a diverse array of activities and programs hosted by our office. We will be sending undergraduate students who identify themselves through the AAMC’s Medical Minority Applicant Registry (Med-MAR) and, who meet our outreach profile, an electronic message encouraging them to apply to Einstein. We are creating blogs, webinars, and videos that will be hosted on our website.

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Total Engaged</th>
<th>Eligible Applying this Year</th>
<th>Students Engaged in 2012 who applied to Einstein in 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>DSSROP</td>
<td>12</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>In office visitor</td>
<td>92</td>
<td>18</td>
<td>6</td>
</tr>
<tr>
<td>Summer Undergraduate Mentorship Program/Montefiore Health Opportunities</td>
<td>39</td>
<td>14</td>
<td>5</td>
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<tr>
<td>Summer Undergraduate Mentorship Program/Workshop 7/2012</td>
<td>43</td>
<td>15</td>
<td>0</td>
</tr>
<tr>
<td>Anatomy Day</td>
<td>22</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Telephone Inquiries</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>212</strong></td>
<td><strong>56</strong></td>
<td><strong>11</strong></td>
</tr>
</tbody>
</table>

Table 1. On-Site Recruitment Outreach Events

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Total Engaged</th>
<th>Eligible Applying this Year</th>
<th>Students Engaged in 2012 who applied to Einstein in 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conferences</td>
<td>531</td>
<td>169</td>
<td>6</td>
</tr>
<tr>
<td>Recruitment Fairs</td>
<td>208</td>
<td>80</td>
<td>26</td>
</tr>
<tr>
<td>College Visits</td>
<td>221</td>
<td>55</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>959</strong></td>
<td><strong>304</strong></td>
<td><strong>39</strong></td>
</tr>
</tbody>
</table>

Table 2. Off-Site Recruitment Outreach Events
Recruitment

This past year we expanded our tracking system for all our recruitment efforts to include admission data.

Figure 1. Breakdown of students applying to Einstein in 2013 who also attended a diversity recruitment event the previous year.

<table>
<thead>
<tr>
<th></th>
<th>Total Students Engaged in 2013 (n=1171)</th>
<th>Students engaged with projected medical school entry in 2015 (n=360)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Latino</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>626</td>
<td>187</td>
</tr>
<tr>
<td>No</td>
<td>394</td>
<td>123</td>
</tr>
<tr>
<td>Did not respond</td>
<td>151</td>
<td>50</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>318</td>
<td>104</td>
</tr>
<tr>
<td>Female</td>
<td>720</td>
<td>214</td>
</tr>
<tr>
<td>Did not respond</td>
<td>133</td>
<td>42</td>
</tr>
<tr>
<td><strong>Race</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>347</td>
<td>114</td>
</tr>
<tr>
<td>Asian</td>
<td>187</td>
<td>55</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>52</td>
<td>12</td>
</tr>
<tr>
<td>White</td>
<td>149</td>
<td>47</td>
</tr>
<tr>
<td>Other</td>
<td>56</td>
<td>18</td>
</tr>
<tr>
<td>Did not respond</td>
<td>380</td>
<td>114</td>
</tr>
</tbody>
</table>

Table 3. Breakdown of students engaged in 2013 by ethnicity, gender, and race.
Student Initiatives

In 2013-2014, the Office of Diversity Enhancement provided the SNMA and LMSA with financial support and leadership direction. Faculty mentorship shifted to Dr. Maria Marzan in 2014.

Activities included:

- 7 students attended the 41st Annual LMSA Regional Conference
- 2 students represented at the LMSA House of Delegates meeting
- 4 students attended the SNMA Region IX Conference held at Mount Sinai/NYC
- 7 students sponsored for SNMA membership
- 14 students sponsored for LMSA membership
- 4 students attended the 2014 SNMA Conference in Washington, DC
- 4 students attended the 2014 LMSA Conference in Houston
- SNMA sponsored a dinner to celebrate the 50th Anniversary of SNMA
- SNMA/LMSA hosted a Diversity Graduation Dinner to honor our Class of 2014
- SNMA mentored a group of EEP students in a service learning opportunity which has evolved into an SNMA Jr Health Ambassadors project that Einstein’s SNMA representatives plan to continue in 2014-15 and possibly offer as a model for SNMA groups across the nation.
- SNMA/LMSA members worked with students at Columbus High School and Offered mentorship in a leadership group of STEM.

In the early days of the 2014-15 academic year, the SNMA hosted the SNMA Region IX meeting, an all day event, at the Price Center.
Dr. Marzan continues to provide academic and career mentoring, and tracks academic resources. She also works closely with the Office of Student Support and Counseling. The tracking created by Dr. Marzan has provided valuable information on the impact of USMLE World QBanks resources for Step 1 and Step 2 board exams for our students. Our efforts have yielded the following cumulative information: 12 Step 1 USMLE Qbanks distributed to second year medical and MSTP students with 9 passes, 1 failure (MSTP) and 2 will take Step 1 Exam Pending 2015; 21 Step 2 USMLE Qbanks distributed to 3rd medical students – Exam Scores Pending. A total of 33 USMLE World Qbanks were distributed.

Our initiatives help students who are concerned with their abilities to pass the Step Examinations. They also decrease the chances that these students will accrue failures on their transcript.
The Albert Einstein College of Medicine continues to support the Einstein Enrichment Program (EEP)—an AMSNY-Science Technology Entry Program funded by New York State. There were 42 high school students (grades 10, 11, 12) involved in EEP during the 2013-2014 academic year.

- Of the 42 students, 16 graduated the program
- 100% of the 16 graduating seniors are attending 4-year colleges this fall
- Of the 16 graduating seniors:
  - Two received full scholarships to Columbia University,
  - One student received a Posse Scholarship (full tuition for four years) to the University of Wisconsin
  - One student is attending Sophie Davis School of Biomedical Education.
  - Other students are attending, among major universities, St. John’s, Pace, Quinnipac and Notre Dame.
- Of the 42 registered EEP students, 26 participated in SAT prep classes and saw increases in their test scores ranging from 40 to 330 points comparing post-course results to pre-course scores.
- Despite funding reductions for the summer EEP component, 9 students took part in a modified EEP Summer Program in 2013 working with EEP Manager and Counselor in classroom sessions, and preceptors at Montefiore and Jacobi.

The Office of Diversity Enhancement created the EEP Alumni database in 2009 to facilitate tracking students along the pipeline. Communication is maintained with alumni via Facebook, email, EEP website, and presence on Linked-In. Six alumni received multiple career counseling sessions and educational advisement to help them make decisions concerning their medical and health careers.

The alumni database lists 306 EEP graduates dating back to 1998. 197 or roughly 64% have received undergraduate degrees. And 150, or slightly more than 76% of these, have continued on to STEM careers.

**Outcomes:**

- 12 have become Medical Doctors;
- 1 is currently in Medical School (at NYU)
- 63+ are currently pursuing pre-med related majors
Fourth year medical students conducting a Health Careers Workshop with Lehman High School students.
Community Based Service Learning (CBSL)

Community Based Service Learning became official at Einstein on July 1, 2013, utilizing the support of existing ODE staff – 40%-Director, 15%-Manager, 15%-Administrative Assistant. CBSL oversees Einstein’s Community Action Network (E-CAN), a collaboration of Einstein medical students, faculty and communities in the Bronx. As part of the Office of Medical Education’s Office of Diversity Enhancement, CBSL provides early career exposure via experiential education, training, workshops and seminars to develop leadership and other skills necessary for community engagement. We support our students who want to make a difference in the community by serving as a clearinghouse for information, providing guidance, and assisting with program planning and logistical issues. Our mission is to provide our students with opportunities in which to engage with the Bronx community and have an impact on health and social justice issues, while developing sustainable student managed projects.

CBSL provides ECAN members with learning in regard to program planning, implementation, evaluation, project management, applying skills such as cultural competency, motivational interviewing, social work, psychology and more in both structured sessions and in the community. E-CAN members discover the connection between their projects and research opportunities, and several developed scholarly papers and posters this year. In its inaugural year, CBSL accomplishments include:

- E-CAN projects have doubled from 5 to 10 groups in 2013-2014 and will be supporting 13 projects this coming year.
- 228 members drawn from the 382 qualifying 1st and 2nd years in 2013-14 members of E-CAN
- Over 40 trained E-CAN leaders manage the projects
- Students serve over 1200 members of the Bronx community
- Development of an E-CAN Community Advisory Board by ECAN leaders
- Nine sessions developed for 2013-2014 CBSL curriculum with a focus on interdisciplinary training
- Collaboration with SOAR offering support for Scholarly Papers, Posters and Conference participation:
  - PACT – poster presented at the STFM Conference in
  - PACT – poster presented at Yale
  - E-VET – poster presented at Clinton Global Initiative in Arizona
  - Posters at Medical Student Research Poster Exhibition held at Forchheimer’s Main Street - for TEACH, BODY, EiSci, HOPE
- Supported production of posters by high school students for EiSci Youth Conference.

Staff Development & Presentations

New York State Career Development Association Annual Conference: No One Left Behind, Reclaiming Our Vision for Workforce, May 2014. CBSL – A Paradigm Shift from Medical School Student Activities to Community Action. Dr. Maria Marzan and Ms. Ana Julia Cruz, MA, MCDP presenters.

NYS Career Development Assoc., Outstanding Practitioner Award, 2014. Ms. Ana Julia Cruz, MA, MCDP


Gold Humanism Honor Society

Melvin E. Stone, Jr., MD, FACS

Rafael Frias

* 

Jean L. Cook, M.D. Memorial Award for Medical Excellence

Desmond Sutton

* 

Medical Society of the State of New York Community Service Award

Nivia Acosta

* 

Gary Lombardi Excellence in Emergency Medicine Award

Angelica Angiulli

* 

Graduation with Distinction in Research

Keila Muniz
Recognizing Faculty and Alumni

The Office of Diversity Enhancement extends its heartfelt congratulations to Dr. Roger Duvivier, Associate Professor of Obstetrics and Gynecology and Women’s Health at the Albert Einstein College of Medicine and Montefiore Medical Center, on his upcoming retirement.

Dr. Duvivier is a native of Jeremie, Haiti. He attended primary and secondary school in Port-au-Prince, graduating at the top of his class. As a young boy, growing up in Haiti, he developed a desire to make a difference in the lives of the poor and underprivileged. Inspired by leaders in the fight for equality, he aligned his professional belief system with that of Dr. Martin Luther King, Jr.’s; namely, “of all forms of inequity that exist, injustice in healthcare is the most shocking and the most inhumane.” He chose the medical profession as the vehicle by which he would contribute to equality and positive change.

The Office of Diversity Enhancement recognizes Dr. Duvivier for his unmatched commitment to seeking medical justice for girls and women in the United States and around the world, and, for his endless contributions to future generations of underrepresented doctors in medicine. He has been, and remains, an inspiration to us all.

It is with a deep sense of sadness and loss that the Office of Diversity Enhancement announces the passing, on January 28, 2014, of Einstein’s first African American graduate Dr. Carol Eudine Burnett.

Dr. Burnett was in the second graduating class, 1960, at Einstein and one of the few women in the class. She embarked on a career in pediatrics at Los Angeles Children’s Hospital, followed by New York’s Elmhurst City Hospital, and the NYC Board of Education. In 1973, she joined the staff at New York’s Mount Sinai, where she would remain until her retirement. She was the first African American assistant dean at Mount Sinai School of Medicine.

The following is an excerpt taken from Dr. Burnett’s obituary: “One of Dr. Burnett’s favorite writers was Maya Angelou. Amongst Ms. Angelou’s poems, there is a line that Dr. Burnett felt one should live by, ‘Be sure that you do not die without having done something wonderful for humanity.’ On January 28, 2014, Dr. Burnett died peacefully with family and staff around her. Predeceased by her devoted sister, Hilda, Dr. Burnett’s warm, caring presence left an indelible impression upon patients, colleagues, friends and family. Without question, she did something wonderful for humanity.”
<table>
<thead>
<tr>
<th>Name</th>
<th>Discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nivia Acosta</td>
<td>OBGYN—Einstein/Montefiore Medical Center, NY</td>
</tr>
<tr>
<td>Amanda Agyemang</td>
<td>Pediatrics-Icahn School of Medicine at Mount Sinai, NY</td>
</tr>
<tr>
<td>Angelica Angiulli</td>
<td>Emergency Medicine-Einstein/Jacobi Medical Center, NY</td>
</tr>
<tr>
<td>Steven Benitez</td>
<td>Radiology-Diagnostic—Einstein/Montefiore Medical Center, NY</td>
</tr>
<tr>
<td>Nichelle Broderick</td>
<td>Anesthesiology-Einstein/Montefiore Medical Center, NY</td>
</tr>
<tr>
<td>Frank Diaz</td>
<td>Neurology-Yale/New Haven Hospital, CT</td>
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<tr>
<td>Patricia Diaz</td>
<td>Pediatrics-Einstein/Jacobi Medical Center, NY</td>
</tr>
<tr>
<td>Rafael Frias</td>
<td>Family Medicine-Einstein/Montefiore Medical Center, NY</td>
</tr>
<tr>
<td>Sharon Lawrence</td>
<td>General Surgery-Rutgers/RW Johnson Medical Center, NJ</td>
</tr>
<tr>
<td>Chinyere Mbagwu</td>
<td>Transitional Year-Brooke Army Medical Center</td>
</tr>
<tr>
<td>Keila Muniz</td>
<td>OBGYN-North Shore/LIJ Health Systems, NY</td>
</tr>
<tr>
<td>Maria Nugent</td>
<td>Family Medicine-Hunterdon Medical Center, NJ</td>
</tr>
<tr>
<td>Sarah Ramirez</td>
<td>Psychiatry-NY Presbyterian/Columbia Univ. Med. Center, NY</td>
</tr>
<tr>
<td>Crystal Salcido</td>
<td>Psychiatry-Johns Hopkins Hospital, MD</td>
</tr>
<tr>
<td>Gordon Sims</td>
<td>Transitional-Walter Reed National Military Medical Center, MD</td>
</tr>
<tr>
<td>Desmond Sutton</td>
<td>OBGYN-Brown University/Women &amp; Infants Hospital, RI</td>
</tr>
<tr>
<td>Katharine Tam</td>
<td>Physical Medicine &amp; Rehabilitation/Northwestern McGaw/Rehabilitation Institute of Chicago, IL</td>
</tr>
<tr>
<td>Debby Yanes</td>
<td>Emergency Medicine-North Shore-Long Island University, NY</td>
</tr>
</tbody>
</table>
ODE Sponsored Events

Diversity Students Meet & Greet
August 26, 2013

Faculty/Alumni/Student Meet & Greet
November 18, 2013

National Hispanic Health Foundation Gala
December 5, 2013

Students Celebrating the 50th Anniversary of SNMA
May 14, 2014
The Office of Diversity Enhancement’s Staff

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EEP

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Counselor
EEP

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Diversity Enhancement

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

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The Marilyn and Stanley M. Katz Dean

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Executive Dean

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Senior Associate Dean—Office of Medical Education

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Senior Administrator—Office of Medical Education

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At Einstein, we believe a diverse approach to medical education better prepares future doctors to meet the needs of a globally-interdependent world.