



Montefiore

From the OFFICE OF THE DEAN



Dear Einstein Community:

Over the past two years, three committees, consisting of department chairs as well as senior and junior faculty members, have met to discuss and evaluate the prospect of reorganizing the basic sciences departments at Einstein. This initiative was untaken for both academic and financial reasons, but ultimately the aim is to do what is best for our research enterprise.

At our upcoming senate meeting on **October 6**, we'll discuss the proposal for two of our current basic science departments—physiology & biophysics and anatomy and structural biology—to be absorbed into other departments. While this subject has been announced at previous senate meetings, I plan to share the committees' recommendations in more detail and put the change to our faculty senate for a vote at the next meeting.

Why Make the Change?

The overarching goal of this restructuring is to enhance the excellence of our basic research programs, promote more collaboration, and provide avenues for better integration of research programs with the health system.

As an institution, we punch well above our weight in terms of NIH-grant funding, often outperforming our much larger and longer established counterparts in New York City and nationally. This is a testament to the excellence of our faculty. As our investigators are already aware, for every dollar of grant funding received, our institution provides 53 cents in support. The new proposal has the virtue of streamlining current and future administrative costs allowing for the most efficient investment in research programs. In addition, it will help us to:

- Unify scientific missions previously dispersed across departments.
- Enhance the exchange of ideas afforded by departmental works-in-progress meetings and expand opportunities for collaboration.

- Preserve key disciplines while adapting disciplinary boundaries that place us in line with those making major advances in 21st-century science.
- Improve opportunities for mentorship, for advising students, and to receive interim support.

An Evolving Process

As we move forward, I want to stress that evaluation of the research enterprise is a continual process. We envision the proposed reorganization of departments will evolve as we assess progress and outcomes and make appropriate modifications as data and input guide us.

To begin, our research finance team will work with faculty and administrators whose departments are changing to ensure that all grant management between old and new departments is transferred smoothly. All faculty and staff will have a home within their new departments and should discuss their needs and concerns for making successful transitions with their new department chairs and laboratory staff during October. I also will meet with department chairs, faculty, and staff—both those of dissolved departments and those welcoming new faculty, students, and staff.

While change can be difficult, it often can offer invigorating and exciting challenges and rewards. I am confident that, working together, we will tap into the excellence that has made our research enterprise so successful throughout our history. We also will learn and grow from the experience as we identify meaningful ways to diversify our capabilities and demonstrate our capacity to build on the strengths of our talented and dedicated investigators.

I look forward to our discussion.

Sincerely,

A handwritten signature in black ink, appearing to read 'G. Tomaselli', with a stylized, flowing script.

Gordon F. Tomaselli, M.D.

The Marilyn and Stanley M. Katz Dean

Albert Einstein College of Medicine

Executive Vice President and Chief Academic Officer

Montefiore Medicine