



Montefiore



From the OFFICE OF THE DEAN

Dear Einstein Community:

This spring, we congratulated our colleagues and former deans Drs. Nerys Benfield and Irene Blanco on their new leadership positions at University of California San Francisco and Northwestern University, respectively. Drs. Benfield and Blanco made tremendous contributions to diversity, equity, and inclusion at Einstein as advocates, mentors, teachers, and leaders displaying tenacity in pushing diversity and inclusion (D&I) initiatives forward. While their departures represent a significant challenge for the College of Medicine, we are looking forward to appointing faculty to these critical leadership positions.

To that end, the search committee for a senior associate dean has been formed, co-chaired by Dr. Ed Burns, executive dean, and Dr. Michael Cabana, professor and Michael I. Cohen University Chair of Pediatrics. Comprised of faculty, staff, and students, its members have begun to interview applicants for the position with the goal of determining the strongest candidates. After reviewing their recommendations and meeting the candidates, I expect to finalize my decision for this new and important leadership role by early fall.

Rounding Out Diversity Leadership

The search for an associate dean for diversity enhancement (filling Dr. Blanco's former role) will commence once the new senior associate dean of diversity and inclusion is appointed.

While our search processes are underway, we are fortunate to have excellent

stewardship support from other diversity leaders, including Nilda Soto, assistant dean for diversity enhancement; Fanta Sissoko, program manager for diversity & inclusion; Yvonne Ramirez, vice president for human resources; and Ed Burns. These colleagues have agreed to provide additional oversight and support so that we can continue pushing strategic D&I goals forward.

Students who have typically reached out to the office of diversity enhancement may continue to do so by contacting Nilda Soto or Madeline Banks, administrative assistant for diversity enhancement. Additional support is also available from our office of student affairs (OSA) by contacting Dr. Allison Ludwig, associate dean of OSA, Dr. Mimoza Meholli, assistant dean of OSA, or Dr. Michelle Blackmore, director of our office of academic support and counseling.

Thanks to the strong network of D&I teams, much of our work in this and related areas continues to progress. Some highlights include:

- Dr. Priti Mishall, associate professor of pathology, and Dr. William Jacobs Jr., professor of microbiology & immunology, have agreed to serve as interim co-chairs of the Diversity, Equity, and Inclusion Subcommittee of the Senate. They will work to facilitate discussions and advance the proposed revisions to Einstein faculty tenure and to our promotions policy.
- Dr. José Pena, professor of neuroscience, and Dr. Adebola Adedimeji, research associate professor of epidemiology & population health, are serving as interim co-chairs of the Faculty Diversity Action Planning Committee. New members have been added to this group as well.
- A Mentoring Advisory Committee has been working to improve mentor and mentee training at Einstein.
- An analysis of the Diversity Engagement Survey results is being completed by the office of institutional research, and will be made available to the Einstein community.

- We've submitted an application for the INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award. (Einstein previously received a HEED award in 2021.)
- We are thrilled to have welcomed 20 high school students to our Einstein Enrichment Program and 20 participants in our Bronx Health Opportunities Partnership-Einstein (Bronx HOPE) program.
- A guide on [reporting bias and mistreatment](#) is now accessible on our Einstein [website](#), where you also can find additional information on policies, resources, and recent events.

I look forward to continuing our important work in creating a more inclusive Einstein, including introducing our new D&I leadership this fall.

Sincerely,



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