



Montefiore

From the OFFICE OF THE DEAN



Dear Einstein Community:

In October, I was pleased to introduce Lynne Holden, M.D., as our new senior associate dean for diversity & inclusion. As you may recall, one of Dr. Holden's primary goals has been to fill the roles of associate and assistant deans for diversity enhancement.

Introducing Our New Assistant Dean for Diversity Enhancement

It is my privilege, therefore, to introduce you to our new assistant dean for diversity enhancement, [Reginald Leon Hayes, B.S., B.Mus., M.Div.](#), who arrived on campus in late January. In this role, Mr. Hayes will concentrate on promoting diversity, equity, and engagement for both current and prospective students as well as those in Einstein's pathway programs.

Mr. Hayes comes to us from the National Academies of Sciences, Engineering, and Medicine (NASEM), in Washington, DC, where he served as associate program officer overseeing the Roundtable on Black Men and Women in Science, Engineering, and Medicine. The group seeks to identify and address systemic issues and historic barriers to Blacks pursuing careers in science, engineering, and medicine while sharing beneficial practices for increasing representation, retention, and inclusiveness.

Before joining the roundtable, Mr. Hayes served as an implementation partner of Partnerships for Enhanced Engagement in Research, which through funding

from the United States Agency for International Development, examined cervical cancer and the high mortality rates for women in Malawi and Mozambique. In addition to these roles at NASEM, he was an original member of its diversity, equity, and inclusion working group before its formal launch of the initiative.

Mr. Hayes also served as a research analyst for diversity in clinical trials at the National Cancer Institute, where he worked with principal investigator Ted Trimble, M.D., M.P.H., researching methods to assess and reduce barriers to medical and science mistrust among historically disadvantaged populations and to increase diversity in clinical trials conducted in the United States.

In these and other roles, Mr. Hayes has been immersed in building a more equitable workforce. He was recognized as a Diversity Champion, receiving a National Academies Award, for his successful efforts to create a culture of diversity, equity, and inclusion in the workplace. He also has taught high school biology and environmental science and has served as minister to a congregation in the Bronx, at Fordham United Methodist Church.

This wealth of experience, including within global health, will no doubt support our DEI goals at Einstein of bolstering our pathway program consortium, performing outreach at colleges and universities, and recruiting students to Einstein.

Mr. Hayes earned his bachelor's degrees from Shaw University (in biology) and from Nyack College (in vocal performance), and a master's in divinity from the Alliance Theological Seminary; this May, he will receive a master's in business administration from Western Governors University. He is a member of the National Association for the Advancement of Colored People and the National Association of Black Male Educators. As a trained tenor, he has performed in more than 86 countries worldwide.

Please join Dr. Holden and me in welcoming Mr. Hayes as our new assistant dean for diversity enhancement and in working with him to assure that Einstein lives up to the ideals set forth by our namesake—to be welcoming of all.

Offering Thanks to Nilda I. Soto

In addition, please join me in offering a resounding thank you to Nilda I. Soto, B.S., M.Ed., for her extended devotion and dedication to our students and pathway programs. Although Nilda formally retired last fall, she had agreed to stay on at Einstein to make sure we had appropriate coverage during the search for her replacement.

In closing, I also want to congratulate her on the establishment of the Nilda I. Soto Diversity, Equity, and Inclusion Excellence Scholarship—the first endowed DEI scholarship at Einstein. You can soon read more about that and Nilda in a feature that will appear on our website. Nilda’s support of our students over the past 32 years and her oversight of pipeline programs are a part of her enduring legacy here at the College of Medicine—and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read 'G. Tomaselli', with a stylized flourish at the end.

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