Annual Diversity Report
As our ninth Annual Report highlights, diversity continues to be a strategic priority at the University of Rochester. The major themes of this year’s report include: Faculty Professional Development, Growing Our Own--The Seeds of the Next Generation of Faculty, A New Partnership to Nurture the Pipeline, The Larger Picture--Inclusive Community, and the Capital Campaign--the Next Level. The report captures a snapshot of the hard work, commitment, and leadership of the greater Rochester community in achieving our vision of a more inclusive community. Click to read more: http://www.rochester.edu/president/assets/pdf/DiversityReport2015.pdf

Annual Diversity Conference
The annual University-wide diversity conference took place on April 17 with over 700 registrants, a record number of faculty, staff, students, community members, and local alumni participated. Keynote speaker, Jose Antonio Vargas, spoke about undocumented immigrants, the DREAM act, and the idea that you can’t change politics without changing culture. This year, there were 18 peer-reviewed workshops and 22 posters. The conference featured broader representation from community presenters including Metro Justice and Facing Race Embracing Equity Initiative. More information about specific workshops and posters can be found here: http://www.rochester.edu/diversity/annualconference/2015/index.html

Satcher Award Recipients Recognized
The fifth annual Dr. David Satcher Community Health Improvement Awards were presented in April. The community health improvement awards distinguish

Diversity Leaders Spotlight

Linda Chaudron
Associate Vice President and Senior Associate Dean for Inclusion and Culture Development
Dr. Chaudron’s new role became effective March 1 and builds on the progress that’s been made in fostering diversity at the Medical Center over the past several years. It expands the scope of her work to include the School of Medicine and Dentistry, School of Nursing, Strong Memorial Hospital, Eastman Institute for Oral Health, and other UR Medicine hospitals. In the past four years, Chaudron’s Office for Diversity has expanded educational opportunities on diversity issues; provided support and networking opportunities for students, trainees, and faculty members; and attracted local and national expert lecturers to raise awareness and competency on diversity issues. Dr. Chaudron was also recently honored with Susan B. Anthony Lifetime Achievement Award for her work as a champion of women in science and medicine. Chaudron was recently elected to the board of directors of the Women Executives in Science and Health care, and was named a distinguished fellow in the American Psychiatric Association in 2009. Her research and clinical care have helped many patients who suffer from perinatal depression. Chaudron is the 14th woman to receive the Susan B. Anthony Lifetime Achievement Award at the Anthony Center’s annual dinner.

Beth Olivares
Dean for Diversity Initiatives and Executive Director of Kearns Center
President Obama named Beth Olivares, long-standing McNair Director and Dean for Diversity Initiatives at the University of Rochester, a Presidential Award Recipient for Excellence in Science, Mathematics, and Engineering Mentoring. Dean Olivares is one of fifteen recipients (14 individuals and one organization) of this award and will be presented with it at a White House ceremony to be held later in the year. This award recognizes the crucial role that mentoring plays in the academic and personal development of students studying science and engineering—particularly those who belong to groups that are underrepresented in these fields. By offering their expertise and encouragement, mentors help prepare the next generation of scientists and engineers while ensuring that tomorrow’s innovators represent a diverse pool of science, technology, engineering, and mathematics talent throughout the United States.
individuals who have made significant contributions to community health in the greater Rochester region through research, education, clinical services, and outreach efforts. More on the recipients can be found here: https://www.urmc.rochester.edu/community-health/community-partnerships/satcher-awards/

**Cullen Recognized as a Community Champion for LGBT Equality and Justice**

The Empire State Pride Agenda, New York’s LGBT Advocacy organization will be honoring 25 Community Champions from Western New York in honor of its 25th Anniversary. Through his background as an educator, Dr. John Cullen has persuaded leaders at the University of Rochester to guarantee LGBTQ fair and equitable treatment and freedom from discrimination. His work at the University has led to the creation of the LGBTQ employee resource group, the addition of gender identity and expression to the organization’s non-discrimination policy, the establishment of transition-related health care benefits for both students and employees, and the launch of the Trans* @ UofR webpage that provides information to support Trans* students. Honorees will be presented with awards at the annual Spring Dinner on May 16. Learn more at http://www.prideagenda.org/events/spring-dinner#1

**Mentoring Workshop, Using Individual Development Plans to enhance your research productivity and career development**

The Office of Faculty Development and Diversity and the Clinical Translational Science Institute recently hosted a University-wide mentoring workshop titled Using Individual Development Plans (IDP) to enhance your research productivity and career development, and also held an informal session for graduate students and post-doctoral students.

Dr. Cynthia Fuhrmann, Assistant Dean, Career & Professional Development in the Graduate School of Biomedical Sciences at the University of Massachusetts Medical School, teaches workshops regionally and nationally, on topics such as preparing for the academic job search, giving a dynamic research talk, and creating an Individual Development Plan. She co-authored and coordinated technical development of myIDP, an interactive career-planning website launched by Science Careers in September 2012.

On April 9, the workshops focused on the benefits and challenges of creating an IDP and tools to assist in this process. She also focused on ways to incorporate IDPs and career development into graduate or postdoctoral training while maximizing research productivity.

Evaluations from the workshops were very positive, more information and materials from the day can be found at http://www.rochester.edu/diversity/mentoring/index.html

**Upcoming Events**

** Minority Male Leadership Association Black Tie Gala, May 15**

You are cordially invited to come and join the Minority Male Leadership Association (MMLA) and other distinguished leaders from the Rochester community for a celebration of our local youth. Our mission: “We, the Minority Male Leadership Association, are dedicated to exploring the characteristics of successful minority male leaders. We will build a community of young driven minority men focused on success by providing mentorship and promoting excellence.” One of our primary goals is to connect with the Rochester community as a whole to help improve the plight of young minority men. http://www.rochester.edu/diversity/affinity/mmla/index.html

**Posse Foundation Founder to Deliver Commencement Address, May 17**

Deborah Bial, founder of The Posse Foundation, which partners with the University of Rochester to provide full-tuition merit scholarships annually to 10 qualified entering freshmen from the Washington D.C. area, has been selected to deliver the 165th College commencement address. http://tinyurl.com/bialcommencement

**In the News**

**One Way Business Schools Attract Black Students: With Black Students**

http://tinyurl.com/simoninbloomberg

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