

I³ : Inclusion, Innovation & Inspiration

Volume 1 Issue 1 | Fall 2015

Diversity News

A Message from the Director

Welcome to the first issue of the I³- Inclusion, Innovation & Inspiration Newsletter. The goal of this publication is to inform our community about UB programs dedicated to creating an inclusive community where everyone thrives and succeeds, and to highlight the recent accomplishments of faculty, students, and administrators. Each issue will include updates from the Initiative for Maximizing Student Development (IMSD), The Collaborative Learning and Integrated Program in the Biosciences (CLIMB), and the Institute for Strategic Enhancement of Educational Diversity (iSEED). Please take a moment to learn about our collective efforts towards building excellence in research, education, and service, which we believe can only happen through promoting the importance of diversity and a spirit of inclusiveness in our community.

Sincerely,

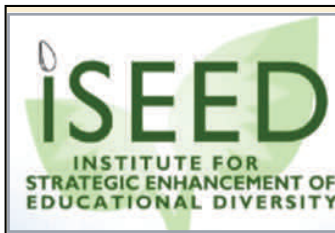
Margarita L. Dubocovich, PhD
SUNY Distinguished Professor

A look inside this issue...

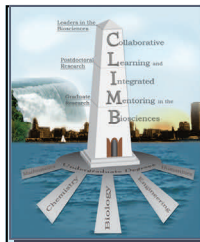
IMSD@UB

Initiative for Maximizing
Student Development

The **Initiative for Maximizing Student Development (IMSD)** just welcomed a new cohort of students. Learn more about the success of current IMSD scholars !



The **Institute for Strategic Enhancement of Educational Diversity (iSEED)** co-director, Louis A. Colon, PhD has been honored by President Obama!



Learn about what **Collaborative Learning and Integrated Mentoring in Biosciences (CLIMB) Program** alumni are up to!

IMSD@UB

iSEED

CLIMB

Office of Inclusion and Cultural Enhancement

35 Biomedical Education Building
Jacobs School of Medicine and
Biomedical Sciences

Contact us!

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Barbara Burke
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Announcements

Diversity News

Awards of Excellence for Promoting Inclusion and Cultural Diversity

Every year the Jacobs School of Medicine and Biomedical Sciences community nominates outstanding faculty, students, and staff who exemplify efforts to create a welcoming climate of inclusiveness within UB and the WNY community. On May 28, 2015, members of the Jacobs SMBS community were recognized at the 2015 Jacobs SMBS Faculty and Staff Recognition Awards following the annual Stockton Kimball Lecture for their achievements and outstanding contributions in many areas including inclusion.

Faculty Awards

This year two faculty members have received this honor, **Kim Griswold, MD**, Associate Professor of Family Medicine, Psychiatry and Social and Preventive Medicine and **James R. Olson, PhD**, UB Distinguished Professor of Pharmacology and Toxicology. Both faculty members have worked to improve the health

of underserved populations.

Student Awards

This year's Medical Resident Award was given to **Shalana O'Brien, MD**, Department of Surgery. Current medical students and authors of Short Coat, Long Road: A Social Medicine Newsletter, were honored for their inclusive perspectives on medical practice. The medical students are **Dan Kuhr, Chris Manschreck, Sarina Meikle, Nina Paroff, Maddie Ryan, Kathleen Soltis and Michelle Dick.**

Staff Awards

The recipient of the first staff award was **Elizabeth Marshall**, Department of Pharmacology and Toxicology. "Liz has made important contributions to the development of all our inclusion and diversity programs and initiatives..." said Margarita Dubocovich, PhD.



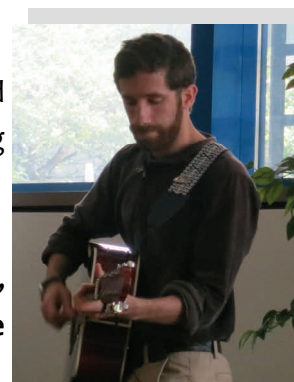
Celebration of Inclusiveness in Medicine and Science

Marc Nivet, EdD, MBA is the Chief Diversity Officer of the Association of American Medical Colleges. On June 18, 2015, Dr. Nivet, hosted by the Office of Inclusion and Cultural Enhancement, met with faculty and gave a lecture titled "Celebration of Inclusiveness in Medicine and Science: Diversity and Inclusion in Academic Medicine: From Fairness to Excellence."



The Center for Medical Humanities and the Office of Inclusion and Cultural Enhancement co-sponsored 'Music is Medicine'; a bi-weekly lunchtime concert featuring artists from the medical school community.

The Spring 2015 music series featured artists including: **Tom Fuchs** (photo on right), **Docapella, Ellene Sandoval, Amanda Albrecht, Emily Rodgers, Dan Kuhr** and **Jesse Fodero**. Thank you to all of those who provided their musical talents!



To sign up to perform during the Fall 2015 semester contact Liz Marshall at eam6@buffalo.edu

Diversity News

Diversity and Productivity



Efforts to increase inclusion and diversity are often perceived as in terms of fairness or equity. However, There is mounting evidence that diversity is a key element to success. Disparate views, experiences, and intellect can lead to more creative thinking and successful problem solving. Just as many of us foster personal and professional excellence by broadening our networks and connecting with diverse individuals, it is becoming clear that groups of researchers and even corporations are more productive and successful when they are inclusive and diverse.

Diversity can lead to more productivity in scientific research. For example, interdisciplinary research, or research conducted by scientists from a variety of disciplines, may be more

productive than less diverse research teams. In an analysis of the publication rates of national NIH RO1 grants, Hall and colleagues¹ found that interdisciplinary research teams produced more publications over a 10-year time period as compared to single investigator initiated grants.

***‘as the world becomes more diverse
it is increasingly important to...seek
the successes of varied
collaborations’***

In addition, Freedman & Huang^{2,3}, analyzed the authorship of millions of research articles and found that articles with authors of multiple ethnicities received more citations as compared to articles with authors of the same ethnicity. This pattern persists when examining the geographic diversity of researchers. Research articles which include authors from different parts of the country are cited more often. Taken together these results suggest that all forms of diversity lead to increased productivity in scientific research endeavors.

There is also evidence which suggests diversity is good for business. A researcher at the University of Illinois Chicago⁴ discovered that businesses with high racial diversity had an average revenue of \$761.3 million; almost 15 times greater than business with low racial diversity. In addition, businesses with a higher number of women employees generated fourteen times more revenue, and almost a two-fold increase in the number of customers retained as compared to less diverse businesses. These relationships persist after controlling for business size, age of organization, size of the company, industrial sector and region.

The benefits of diversity are robust and as the world becomes more diverse it is increasingly important to embrace diversity and seek the successes of varied collaborations.

1. Hall KL, Stokols D, Stipleman BA, et al. Assessing the Value of Time Science: A Study Comparing Center- and Investigator- Initiated Grants. *Am J Prev Med.* 2012;42(2):157-163.
2. Freedman R, Huang W. Strength in Diversity. *Nature.* Vol 513: Macmillan Publishers Limited; 2014:18.
3. Freeman RB, Huang W. Collaborating with People Like Me: Ethnic Co-Authorship within the U.S. . *J Labor Econ.* in the press.
4. Herring C. Does Diversity Pay?: Race, Gender, and the Business Case for Diversity. *Am Sociol Rev.* 2009;74:208-224.

Meet our CLIMB Alumni



Alexander Morrison-Nozik, PhD is postdoctoral associate at Case Western Reserve University in Cleveland, Ohio. In 2013, Alex completed a PhD in Pharmacology from UB under the mentorship of Dr. Ji Li. Alex is currently working with Dr. Saptaris Haldar at the Case Cardiovascular Research Institute to understand the transcriptional mechanisms regulation skeletal muscle plasticity; to understand how defined factors are involved in controlling muscle ergogenic versus wasting mechanisms via transactivation of the glucocorticoid receptor. The aim of this project is to develop novel therapeutic strategies for muscle wasting diseases such as Duchenne Muscular Dystrophy. Another aim of this research is to understand the mechanisms of heart failure using small molecules targeting pathologic gene expression.

IMSD@UB Program News



The IMSD@UB is a program that **develops student talents, promotes the professional growth of PhD students, and enhances intellectual and cultural diversity in the biomedical and behavioral sciences at UB.**

The IMSD@UB began in 2012 with the support of the National Institutes of Health.

Congratulations!

We would like to congratulate **Emmanuel Yawson** and **Kerri Pryce**, PhD students in the Department of Pharmacology and Toxicology, and **Melisa Medina-Rivera**, PhD student in the Department of Biochemistry for passing their respective qualifying exams!

Funding Opportunities

American Association of University Women (AAUW)

Foundation Opportunities: The AAUW has a variety of education funding awards for women within the STEM profession and for women pursuing different levels of education.

- ◆ American Dissertation Fellowship
- ◆ Selected Professions Fellowships
- ◆ Postdoctoral Research Leave Fellowship
- ◆ Summer/Short-Term Research Publication Grant
- ◆ Website: <http://www.aauw.org/what-we-do/educational-funding-and-awards/>

Cystic Fibrosis Foundation (CFF) Student Traineeship: this traineeship introduces students to research related to cystic fibrosis.

- ◆ Eligibility: Candidates must be in or about to enter a doctoral program (M.D., Ph.D., or M.D./Ph.D.). Each applicant must work with a faculty sponsor on a research project related to CF.
- ◆ Funding amount- \$1,500 to sponsoring institution
- ◆ Application deadline: on-going
- ◆ Website: http://www.cff.org/research/ForResearchers/FundingOpportunities/TrainingGrants/#Clinical_Fellowships

Check out the IMSD website for more funding opportunities!
www.buffalo.edu/imsd

Student Spotlight

Amaris C. Borges Muñoz



As a Ph.D. student in the Department of Chemistry working with Luis A. Colón, PhD I am working towards the evaluation and development of new stationary phases for separation techniques. The objective of my work is to assemble, characterize, and explore the physicochemical and adsorptive properties of the carbon-based nanomaterials on silica substrates. My interest in separation techniques emerged during my undergraduate senior year when I worked in the quantitative determination of oxalate by ion exchange chromatography.

Congratulations to Amaris on giving at talk at The Pittsburgh Conference on Analytical Chemistry and Applied Spectroscopy (PITTCON)



Meet our Scholars

Jennifer Martin, PhD student in the Department of Pharmacology and Toxicology has learned a great deal during her time at UB. After receiving a BS in Chemistry from St. John Fisher College, Jennifer was accepted into the Department of Pharmacology and Toxicology and is finishing her first year in graduate school. Jennifer has participated in exciting research which has allowed her to pursue her scientific interests.

Why did you choose to pursue a PhD?

I fell in love with research and knew that going to school for a PhD would allow me to continue doing what I love.

What made you choose a program in Pharmacology?

I was interested in research regarding how drugs have an impact on the body.

What type of research are you involved in?

I work with Dr. David Dietz whose research focuses on the neurobiology of drug addiction. The aim of my research project is to understand how Actin-binding protein alters dendritic spines and how these

changes affect addictive behaviors such as drug intake and relapse.

What about your research excites you?

The exciting part about the research I am doing is that I utilize both basic molecular research and animal behavior models.

“There is a sense of community among the graduate school students..”

What has been the most beneficial aspect of the IMSD program?

The most beneficial aspect of the program was building a research presentation step-by-step in the Research Communication Workshops. This process allowed me to become more comfortable presenting research and it allowed me to improve my presentation through the feedback I received from others. I also learned how to present to an audience which may not be familiar with the type of research I am doing.

What has been your biggest challenge in grad school?

The biggest challenge for me has been finding the balance between doing research and class work. It is hard to do well in the lab if you are not doing well in classes, so they are both very important. However, spending time in the lab is where I want to be.

Is there an accomplishment you are most proud of since the start of your PhD training?

I was accepted into the Summer Program in Neuroscience, Ethics & Survival (SPINES) summer program at The Marine Biological Laboratory. SPINES is an intensive four week summer research training program which will strengthen my existing training through the IMSD program. In addition, I will have the opportunity to attend the SPINES Neuroscience Symposium which will expose me to researchers from across the country.

Do you have any advice for new PhD students?

My advice would be to form study groups. The IMSD program facilitated that for us and it was very helpful. Also, don't be afraid to talk to professors and ask them questions. Lastly, attend seminars and meet with the speakers; it's a great networking opportunity.

What is one thing you like about being at UB?

The one thing I like most about being at the University at Buffalo is the atmosphere. There is a sense of community among the graduate school students both within the department and between each department.

What is the reason you came to UB?

The reason I choose UB was because of the faculty. The faculty expressed no concern over my shift in interest from Chemistry to Pharmacology. They encouraged this change and made me feel as though they really wanted me to come to UB.

iSEED Program News



The Institute for Strategic Enhancement of Educational Diversity (iSEED) is a university-wide institute that promotes building a culturally and intellectually diverse and academically inclusive community of graduate students, postdoctoral fellows, faculty and staff. The iSEED is focused on excellence in education, engagement in research, mentoring and enhancement of professional development central to the UB mission.



iSEED scholars Laurie Grieshober, Emily Brooks, Angela Ruscitto and Efreem Kifle

iSEED Scholars

iSEED scholars are nominated by seven participating schools including the College of Arts and Sciences, the School of Dental Medicine, the School of Engineering and Applied Sciences, the Jacobs School of Medicine and Biomedical

Sciences, the School of Nursing, the School of Pharmacy and Pharmaceutical Sciences and the School of Public Health and Health Professionals. Students participate in a Professional Development Catalyst series workshop to help support their academic and career goals.

Learn more about iSEED at www.buffalo.edu/iseed



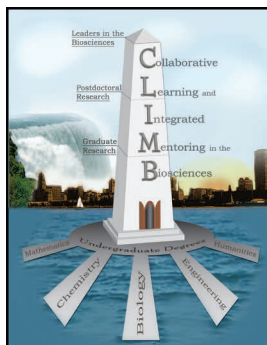
iSEED sponsored a welcome-back event for the beginning of the Spring Semester. Everyone escaped the cold to share their suggestions for additional professional development support. This event was a great success! We garnered

Honored by President Obama



Luis A. Colòn, PhD, iSEED Co-Director, A. Conger Goodyear Professor of Chemistry, and Associate Dean for Graduate and Postdoctoral Education of the Graduate School, recently received the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM). On March 27, 2015 the National Science Foundation (NSF) on behalf of the White House named 14 individuals including Dr. Colòn to receive the nation's highest mentoring award stating that, "PAESMEM recognizes outstanding efforts of mentors in encouraging the next generation of innovators and developing a science and engineer workforce that reflect the diverse talent of America." Dr. Colòn was honored at a White House ceremony this summer.

CLIMB Program News



The Collaborative Learning and Integrated Mentoring in the Biosciences (CLIMB) Program at UB provides professional development for students to not only learn, but apply, the essential skills of a professional scientists. This training will help students choose the best research opportunities, write outstanding fellowships and grants, craft publications, confidently present their work, and ultimately, find the best jobs.

First CLIMB Cohort Rising Up for Success



CLIMB Scholars back row (from left to right): Amanda Titer Gleixner, Bethany Rankin Asare, Katelyn Carr Rappold, Alex Morrison-Nozik, Jay Garaycochea, and Bo Zhou,; front row (left to right): Shannon Clough, Melinda Haarmeyer, Megan Stearns Jones, and Wei Luo

In 2009, the first cohort of CLIMB scholars began their PhD training at UB. Take a look at what these students are doing now!

Bethany Rankin Asare
PhD, Pharmacology (2015)
Advisor: Raj Rajnarayanan, PhD

Ekue Bright Adamah-Biassi
PhD, Pharmacology (2014)
Regulatory Advisor at SI Group

Shannon Clough
PhD, Neuroscience (2015)
Advisor: Margarita L. Dubocovich, PhD
Postdoctoral Associate, Department of Pharmacology and Toxicology, UB

Alice Crane
MD/PhD, Pharmacology and Toxicology (2014)
Urology Resident, Cleveland Clinic

Jay Garaycochea
PhD, Neuroscience (2014)
Postdoctoral Associate, University of Rochester Medical Center

Amanda Titler Gleixner
PhD, Pharmacology Program
Duquesne University

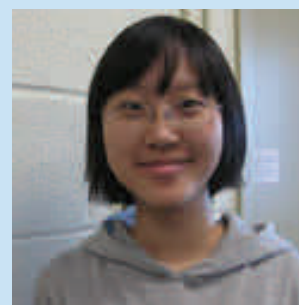
Melinda Haarmeyer
MS, Biochemistry (2011)
Research Technician, Roswell Park Cancer Institute

Megan Stearns Jones
PhD, Microbiology and Immunology
Advisor: Timothy Murphy, MD

Wei Luo
PhD, Microbiology and Immunology (2014)
Postdoctoral Researcher, University of Pittsburgh

Alexander Morrison-Nozik
PhD, Pharmacology (2013)
Postdoctoral Fellow, Case Western Reserve University

Meet our CLIMB Alumni



Jia Cheng, PhD (2014) is a postdoctoral associate at The Rockefeller University working in the lab of Dr. Paul Greengard. Currently, she is working on the molecular basis of major depressive disorder by studying the role of P11 in the pathophysiology of depression. Electrophysiological, biochemical and behavioral approaches are applied to uncover the specific brain region and specific cell types that are involved in major depressive disorder. Their goal is to shed light on the molecular basis of depression and provide evidences for developing novel therapies. Dr. Cheng worked in Dr. Zhen Yan's lab in the Department of Physiology and Biophysics during her time at UB.

Check out her latest publication!

Cheng J, Xiong Z, Duffney LJ, Wei J, Liu A, Liu S, Chen G, and Yan Z (2014): Methylphenidate Exerts Dose-Dependent Effects on Glutamate Receptors and Behaviors. *Biol Psychiatry* 76:953-62.

Katelyn Carr Rappold (2015)
PhD, Neuroscience Program

Bo Zhou
PhD, Biochemistry (2015)
Postdoctoral Fellow, Stanford University
Institute for Stem Cell Biology and Regenerative Medicine

Announcements

Meetings and Conferences

Meeting and conferences are an excellent way to network and learn more about a particular field of research or new technique. A few students have attended conferences and presented their research this spring, including **Kerri Pryce** and **Anthony Jones** at the ASPET annual meeting at Experimental Biology, **Melisa Medina-Rivera** at Chromosome Dynamics Gordon Research Conference and **Amaris C. Borges Muñoz** at PITCON. Talk with your faculty mentor about specific conferences you may be able to attend.



If you are interested in submitting an article for our next issue please contact Lauren at lnitecki@buffalo.edu

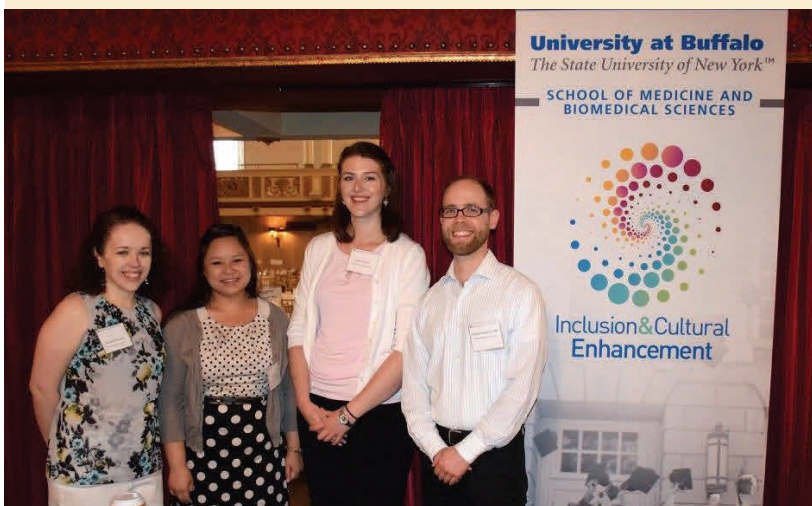
Summer means Research



The CLIMB UP and iSEED hosted 31 undergraduate students from universities throughout the country for a 10 week summer research program. From breast cancer to understanding social play, students participated in novel research projects with faculty at all three UB campuses in the STEM and health sciences fields. The program concluded with a poster session on UB Summer Research Day at the Buffalo Clinical and Translational Research Center in the Downtown Medical Campus. Aaliyah Gibbons (senior, Clarkson University) and Jacob Khuri (junior, University of Redlands) were selected to give oral presentations of their research.

Learn more about CLIMB-UP and apply for next summer at www.buffalo.edu/climb

Spring Clinical Day and Scholarly Exchange Day



Program staff from left to right: Elizabeth Marshall, Jackie Baum, Lauren Nitecki and Graham Pumphrey, PhD

The Office of Inclusion and Cultural Enhancement attended the Spring Clinical Day 2015 and Scholarly Exchange Day. This event honors the outstanding research conducted by residents, fellows and faculty. The event also featured a panel discussion organized by the Office of Global Health Initiatives titled, "Global is Local: Caring for Refugees and Immigrants in Western New York," and a keynote presentation by Dr. Dan Kelly titled "Lessons Learned from the Ebola Crisis."