Inclusion
Is our Goal.

Our major focus in the past year has to make diversity and inclusion more a part of the UCF College of Medicine’s overall culture, a foundational way in which we communicate, teach, discover and lead. That’s because we know that having a diverse learning environment is only part of our goal. To be truly successful, we must create a shared environment where everyone is welcomed, respected and given the opportunity to grow.

To that end, we as the Council for Diversity and Inclusion (CDI) and the entire medical school have looked at how we incorporate inclusion into all elements of our mission — education, research, patient care and service. Diversity is explicitly stated as part of the 2015-2020 strategic plan that the college created to guide our growth over the next five years. The process for creating that plan was itself remarkable for its inclusion — colleagues from all parts of the college participated in brainstorming fora, served on committees and helped establish our key priorities as we embark on the next stage of our development. Discussions throughout that integrated process continually included the need to serve all students, all faculty, all patients and all parts of our community.

Just as we sought to make our culture more inclusive this year, so too is our CDI Annual Report. In it you will find photos and articles about a variety of College of Medicine initiatives that seek to train tomorrow’s health leaders as collaborative, team-oriented people who lead with cultural sensitivity, awareness and respect. Health leaders who understand the together we can do more than we can ever do apart. Health leaders who are true to the calling of being trained at the medical school of America’s Partnership University. ™

I hope you will enjoy this year’s report and that it will inspire us all on ways we can better engage in our increasingly diverse world.

Lisa Barkley, M.D.
Assistant Dean for Diversity and Inclusion
Assistant Professor of Medicine
Family, Sports and Adolescent Medicine Specialist
University of Central Florida College of Medicine
Celebrating “Who We Are”

To celebrate the College of Medicine’s diverse and inclusionary values, the medical school began in 2015 a “Who We Are” campaign highlighting faculty, staff and students.

“Who We Are” posters began going up on campus during the first week of school and continued throughout the year to highlight participants’ cultural and demographic backgrounds, what they value about diversity and inclusion and how they practice it.

Dr. Lisa Barkley, assistant dean of diversity and inclusion, called the effort a “social norming campaign,” to illustrate that people’s unique backgrounds and perspectives are part of the foundational culture of the College of Medicine. “As people learn more about each other, we hope they will celebrate our differences and see that despite our differences we have core values at heart,” she said.

Through the posters, medical school colleagues learned more about each other. An infectious disease researcher is the only tenure tract woman faculty member in her division, is also a mother and wants to be a role model for young women in science.

The director of Student Academic Support Services recently had her DNA processed and learned first-hand about the diverse nature of her family. She’s Eastern European Jewish (Ukrainian), Yugoslavian, Austrian, Hungarian, Turkish, Greek, Italian, Iberian, Jordanian, Syrian, Iraqi, Israeli, and Iranian. A medical student described how his artistic talents have helped him understand and reflect on his role as a first generation Asian-American.
Diversity and inclusion often come down to communication and in that context, the medical school’s Lunch & Learns are designed to help faculty, staff and students engage and converse in an increasingly diverse world.

Recent Council for Diversity and Inclusion mid-day topics have included racial stereotyping, gender identity, diversity of thought and the role of white mean in diversity and inclusion efforts.

Lunch & Learns are held bimonthly in conjunction with the college’s hosting of the Central Florida Diversity Learning Series, in-depth interactive sessions for area business leaders seeking more diverse workplaces. The Diversity Learning Series features nationally recognizes experts and advocates who them share their perspective with a broader range of medical school colleagues.

In July, facilitator John Fayad, of Gender Intelligence®, a training organization that helps businesses achieve more inclusive leadership, discussed the adage “men are from Mars, women are from Venus.” Making workplaces more inclusive for both men and women isn’t “about fixing women to behave as men, or fixing men to behave less as themselves,” Fayad said. “It’s about finding the authenticity in one another, and the value in our differences.”

Diversity also extends to how people think. In January, behavioral researcher Anne Herrmann-Nedhi described the brain as four unique quadrants that are used in different ways by different people. “Performance” thinkers are more analytical and numbers-oriented. “People” thinkers are motivated by emotions and personal connection. “Process” thinkers thrive in an organized, “take action” environment where things are accomplished with specific, defined steps. “Possibilities” thinkers are moved by innovation and risk-taking. Each kind of thinker is important for completing a successful big project, she said, adding, “the consensus is that difference is good. When you bring together different ideas, new ideas are born. It’s a powerful message.”
DIVERSITY AND INCLUSION

The College of Medicine leveraged a culture of diversity and inclusion in creating the second strategic plan in its young history. The 2015-2020 plan, that identifies goals for the continued growth of the young medical school, included participation by every medical school colleague who wished to get involved. Faculty and staff shared their ideas in open fora and served on committees, task forces and steering committees.

Dr. Deborah German, vice president for medical affairs and founding dean, said the collaboration led to a strong for continuing to “creating this century’s premier 21st century college of medicine anchoring a medical city that will one day be a global destination for medical education, research and patient care.”

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2015-2020 Strategic Plan Founded In Diversity, Inclusion

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THE CORE VALUES THAT GUIDE THE COLLEGE’S CONDUCT, PERFORMANCE, DECISIONS AND RELATIONSHIPS INCLUDE:

• Diversity — to be inclusive and value differences
• Reverence — to treat each person with respect and dignity and value his, or her, being
• Communication — to listen and be open and transparent with students, patients, and colleagues
• Service — to understand and respond to the needs of individuals and the community
OUR CURRICULUM
A Team Approach To Patient Care

Patients only get excellent care if their healthcare professionals work as collaborative teams, and with that focus, the College of Medicine’s curriculum includes interprofessional training that includes UCF social work and medical students along with University of Florida pharmacy students.

The goal of the interprofessional training is to give students teamwork “muscle memory” they can use when they enter the real world of health care.

“Each healthcare provider has an important role to play,” said Dr. Judy Simms-Cendan, associate professor of obstetrics-gynecology, who is leading the College of Medicine’s interprofessional efforts. “Whether you’re coming from pharmacy, social work or medicine, your understanding of the needs of a patient and their family is going to be different, but they’re all going to be reflected in the family’s overall health.”

One recent training workshops included teams of students working with a 52-year-old man seeking care for severe asthma attacks. He was a recent widower trying to raise his 15-year-old son in a mobile home. He was broke, overwhelmed and sick. The asthma patient was actually an actor. By working together students learned his home had recently flooded, causing mold, which social work students identified as contributing to his worsening asthma.

“I can think about what’s going on in his body, but the social worker knows the programs that are available to help him, and the pharmacists know more about the medication,” said first-year medical student Trevor Mattox. “If it were me alone, the man may have walked away with just another inhaler. That wouldn’t solve the issue, because he would still have mold in his house.”
JEWISH STUDENT ASSOCIATION FORMS

Lea Meir, an M.D. student in the class of 2018, founded the College of Medicine’s first Jewish Student Medical Association chapter in 2015, hoping to create a community for Jewish students and help colleagues across the medical school learn more about the Jewish culture.

The group’s first event at the college opened in the fall with a diverse set of students from various backgrounds and faiths discussing ethics and how a physician’s culture impacts care. The guest speaker, Dr. Lloyd Werk, pediatrics division chief at Nemours Children’s Hospital, spoke of his own journey of combining his love for medicine with a search for a deeper connection with his Jewish faith.

“I think it’s important for students of all faiths to get the Jewish perspective, because they will ultimately be treating Jewish people in the future,” Meir said of her diversity and inclusion efforts. “I wanted to give the perspective of Judaism, and how it plays into medicine.”

Because UCF’s College of Medicine and the Medical City community are so young, Meir said her first year of medical school caused feelings of isolation. She couldn’t be with family to celebrate some holidays and there were limited local options. Some colleagues didn’t understand

GLOBAL LESSONS IN CARE, COLLABORATION

The heat and humidity were oppressive and the smell of car fumes mingled with food stalls and garbage as buses carrying UCF medical and nursing faculty and students wound through the narrow downtown streets of San Francisco De Macoris in the northern Dominican Republic.

Anticipation was high as the group reached an elementary school that would serve as the day’s makeshift clinic for a rural village 30 minutes from the city. College of Medicine faculty member Dr. Judy Simms-Cendan was leading the 49-person medical mission team July 23-31, the fourth trip she has made to the same village as director of the college’s Global Health initiatives.

This year’s team was the largest to date and included UCF medical, nursing and engineering students, University of Florida pharmacy students, their faculty, community dentists and doctors and a chaplain. During their eight days, the team cared for 864 patients, 300 more than last year, in six impoverished communities with virtually no healthcare services.

The classrooms-turned clinic were dark and sparsely furnished so the team brought in their own generator to ensure constant electricity for light, dental compressors and the Ipads they used for completing electronic health records.
Military Connections

Thanks to partnerships with the VA, every UCF medical student spends time during their training caring for military veterans. And some of those students end up being soldiers themselves.

Third-year clerkships include stints at the Orlando VA Medical Center and Bay Pines Veterans Hospital in St. Petersburg. Faculty members say those experiences provide opportunities for students to develop their communication skills with a diverse group of patients who often are battling complicated medical issues. As Dr. Lisa Zacher, the Orlando VA’s chief of medicine tells students, working with veterans gives them practice in approaching patients as people first and not as just a disease or diagnosis. “Working with veterans, I like to ask them where they served first,” she said. “You can’t solve every problem, but you can listen. Those things can make a difference for your patients that day.”

The medical school is currently home to 50 military veterans who are faculty, staff and students. The Class of 2019 includes four military veterans, several with combat experience. One is first-year M.D. student Arron Smith, who served as a U.S. Army combat medic in Iraq before working as an orthopedic nurse and then entering med school. His wife, Melissa, is a second-year medical student who also served as an Army nurse in Iraq, where they met.

Military service also highlighted Commencement 2015 as graduates - who participate in the military’s Health Professions Scholarships program took their oath and were pinned with their new rank as officers moments after receiving their diplomas. The crowd of almost 1,000 gave the new military physicians a standing ovation.

One of those doctors is Megan Vu, who is currently doing her surgical residency at Naval Medical Center San Diego. Military service has special meaning for Vu as members of her family escaped South Vietnam in 1975 on a U.S. Navy ship during the fall of Saigon. She says she wouldn’t be alive today without the actions of those soldiers so she enlisted in the Navy as a way to give back. “Members of the military continue to be my heroes with their dedication, commitment, their courage,” she said. “I now have the best job in the world – caring for heroes.”
Psychosocial FAMU

“Quote.”

Story
All UCF College of Medicine students must complete the two-year research project, designed to develop their “spirit of inquiry.”

That spirit came in diverse topics – the incidence of anxiety and depression in rheumatoid arthritis patients; the personality characteristics of medical students who do international service projects; how sexual identity influences health equity for adolescents and young adults; the incidence of ischemic versus hemorrhagic stroke in Hispanics.

Students choose their research in an area about which they are passionate and work with FIRE mentors - medical school and other UCF faculty and volunteer community physicians - to test their hypotheses. Some present their research at national meetings; others publish in scientific journals before ever graduating from medical school.

“This part of our curriculum showcases the future and the way that our students are thinking beyond the practice of medicine that is today and are creating the practice of medicine and answering the questions that are needed for tomorrow,” said Dr. Deborah German, vice president for medical affairs and dean of the medical school.

FIRE projects are generally individual endeavors, but in 2015, one mentor – Dr. Naren Ramakrishna, an M.D.-Ph.D. who serves as a professor of radiation oncology at the medical school – worked with nine students. Dr. Ramakrishna cares for patients at Orlando Health’s UF Health Cancer Center. His UCF students researched a variety of hypotheses on how various cancers metastasize to the brain. They reviewed the cases of 500 patients who suffered from breast and lung cancers and melanoma, had different types of tumors and had received different types and dosages of radiation.

Two second-year UCF medical students – Gurjaspreet Bhattal and Zoran Pavlovic – said their research experience showed them how cancer treatments must be individualized to take into account the patient’s unique health factors, including genetic makeup. “To have the opportunity to learn how to do this new research, and how to read an MRI and understand a brain scan at our age and then to be able to present it publicly is unbelievable,” Pavlovic said.
PIPELINE
AND
PARTNERSHIP
For nearly 60 Orange and Osceola County underserved high school students who share the dream of working in medicine, the College of Medicine’s Health Leaders 2015 Summer Academy gave them opportunities to learn about the health field, practice some of its skills and discover what they need to do to achieve their dreams.

The two-week camp included experiments in biomedical research labs, discussions with current medical students and doctors, investigating the causes of disease and tours of facilities like St. Cloud Regional Medical Center and Nemours Children’s Hospital.

Health Leaders – and a program called Health Explorers for middle school students – is a College of Medicine pipeline designed to give children from medically underserved communities the training, mentorship and inspiration to be competitive for healthcare jobs.

As Rhonda Baur, pipeline director of the Osceola County Education Foundation, explained, “We want more of our students to get further education after they get out of high school. That will not only help their quality of life, but can also help our community, and we want them to give back to their

WANT TO LEARN MORE?
MED.UCF.EDU/DIVERSITY
College of Medicine faculty and students showed their passion for health and community service January 31, 2015 as they provided health screenings to about 100 people at the annual Zora Neale Hurston festival. The event honors Hurston and her hometown of Eatonville FL, the oldest incorporated African-American municipality in the United States.

The Council for Diversity and Inclusion (CDI) organized health screenings at the medically underserved community, including vision, blood sugar, blood pressure, height, weight and BMI. Medical students, under the supervision of core and volunteer faculty, did the screenings. Students from Jones High School’s medical magnet program, who are part of the Health Leaders pipeline program, escorted patients through the screenings and kept track of their results.

Angel Ortiz is one of those Health Leaders. A 10th grader at Jones, her dream is to become an emergency surgeon. Angel recorded screening results and keep patients moving through the “one-stop clinic.” She said some of her “patients” were worried about their health; some had family histories of ailments like high blood pressure and diabetes. She said her dream of being a doctor is spurred by her love of science – “I love learning about the parts of the body and how they

High school graduates from Orlando’s underserved Parramore community who wish to become doctors will be able to attend the University of Central Florida College of Medicine on full scholarships.

As Orange County Public Schools broke ground on a new community school that will address the needs of preschool through middle school students on one campus, UCF officials announced they would provide the full scholarships to community school students who go on to graduate from Orlando’s Jones High School and UCF and are offered admission to the medical school.

“To me it’s all about giving back,” said Dr. Deborah German, vice president for medical affairs and dean of the UCF College of Medicine. Dr. German, who received a full scholarship to Harvard Medical School, was the first in her family to graduate college and could not have afforded medical school without the scholarship. She called the Parramore scholarship a way of “paying forward” the gift given to her. “During the announcement, I saw a 2-year-old child standing where the new Parramore school will be built,” she said. “I wanted to pick him up and say, ‘You can be a doctor. And we will pay for it. You just have to work incredibly hard. Dream big. You
Humanism in Diverse Forms

The inaugural members of a society recognizing humanism and expertise shows the diversity of the College of Medicine’s students and the dreams that brought them to medical school.

One of the humanitarians is the son of a former Cleveland Police officer almost killed in the line of duty trying to stop a grocery store robbery. Another is a Ph.D. who went to medical school because she wanted a more patient-centered way to cure. A third, a native of Nepal, worked as a waiter, busboy and dish washer to pay for college and medical school.

In September 2015, the college inducted 14 seniors into its new UCF Chapman Chapter of the Gold Humanism Honor Society, which honors students for their humanitarian spirit, clinical skills and service. Honorees include:

- **Pete Guerra**, who grew up in inner city Cleveland and played high school and college baseball, which gave him the opportunity to travel and see locations well beyond his neighborhood. A first-generation college student, Guerra’s father, Pedro, worked for the Cleveland Police Department for 20 years and was “a great example of what it means to care about the community you serve,” his son said. Guerra’s medical school application tells the horror he felt as a young boy hearing about the robbery on the news and realizing his father was the officer responding. The elder Guerra, who now trains police in locations like Afghanistan and Haiti, attended the honor society induction and proudly said his son was always focused on helping others. “He was always volunteering, after school, on weekends, all the time, with any group, he was helping,” he said. Pete Guerra hopes to specialize in family practice.

- **Wendy Carcamo**, a first-generation college student who already holds a Ph.D. in molecular biology and has done research on Hepatitis C. At the age of 3, a close friend was diagnosed with leukemia and her friend’s doctor explained to Carcamo how the chemotherapy treatments she was witnessing, while tough, would make her friend better. “My experience is a constant reminder of the healing power a smile from a doctor can bring to a child’s life,” she wrote in her medical school application. Carcamo, who hopes to specialize in pediatrics, says children inspire her already hopeful nature. She said she was recently reminded of the importance of compassion in medicine during the hospitalization and death of her maternal grandmother because “the physician cared about us as family members and put himself in our shoes.”

- **Abhishek Roka**, who grew up in Nepal and when his parents came to America seeking a better life was responsible for his two younger sisters. He came to the states as a teenager and worked as a waiter, busboy and dishwasher to support his family. He heard young college students at the Indian restaurant where he worked talking about their studies and discussions...
Diversity Week 2015 at the UCF College of Medicine gave faculty, staff and students the chance to flash back and meet a childhood favorite, Sonia Manzano, known to many as “Maria” from Sesame Street.

The Bronx native spoke about her 44-year run as an actress on the iconic children’s television show, and the importance of education in helping to bring equality to diverse groups. She emphasized how a lack of knowledge -- not a disinterest in wellness -- often results in health disparities. She described her own turbulent upbringing as an example and how she used her role on Sesame Street to show young people the importance of education. “In my house, if you were reading, it was considered being lazy,” she recalled. “I always tried to remember that there is a kid watching who is dealing with that in their house also.”

Manzano traveled to the College of Medicine after serving as keynote speaker at UCF’s October 12 Diversity Breakfast on the main campus. She stressed the importance of continuing the fight for fairness and equality. That need extends to making sure physicians are culturally competent.
Dr. Cristina Fernandez-Valle, a professor in the college’s Burnett School of Biomedical Sciences, has been selected to the prestigious Hedwig van Ameringen Executive Leadership in Academic Medicine® (ELAM) program for 2015-16. ELAM is the only program in North America dedicated to preparing women for senior leadership roles in academic health science institutions.

Dr. Fernandez-Valle is a nationally recognized researcher in neurofibromatosis (NF), a disease that attacks Schwann cells and causes tumors on the nervous system that can lead to deafness, facial disfiguration and severe pain. She has also received national and UCF recognition as a mentor for Hispanic students in science.

Each ELAM fellow completes a project designed to address a strategic priority at their institution. Dr. Fernandez-Valle’s project is to develop a pipeline program to increase the numbers of Hispanics – especially women – in the biomedical sciences.