Diversity and Inclusion at the University of Cincinnati College of Medicine
The University of Cincinnati ranks among the nation’s top public research universities, educating over 43,000 students annually on an operating budget of $1.1 billion. As the founding place of co-operative education, UC also has a long tradition of putting theory into practice while standing among an elite group of universities with “very high research activity” as defined by the Carnegie Commission. U.S. News and World Report placed the University on its “up and coming university” and Best National Universities list. Forbes magazine named UC one of the world’s most beautiful campuses. The oldest university west of the Alleghenies, UC is approaching its 200th anniversary in 2019.
THE UNIVERSITY OF CINCINNATI COLLEGE OF MEDICINE IS COMMITTED TO DIVERSITY AND INCLUSION as we work to build a more diverse physician workforce in our community. Our mission is to recruit and retain talented students, residents and faculty from all ethnic, racial and gender groups into our outstanding medical center.

We are privileged to have world-class teachers, researchers and clinicians in our academic programs and affiliated hospitals, which include the UC Medical Center and Cincinnati Children’s Hospital Medical Center, ranked third in the country for pediatric care.

Our students participate in numerous community, professional and pipeline activities as we seek to create a supportive, multi-cultural environment and to encourage local elementary through high school students to pursue careers in medicine.

We’ve recently enhanced our curriculum to incorporate integrated cultural competence activities, as we endeavor to prepare our students to contribute to decreasing health disparities in our community and abroad. Our students also have a number of global health opportunities in order to expand their reach and care of underserved populations.

UC students, residents and faculty have frequent opportunities to network socially and professionally and have mentorship opportunities available to them, as we seek to enrich the network of talented diverse physicians in our medical centers and our community.

We’re excited to have initiatives to encourage departments to hire and retain residents and faculty from diverse backgrounds with the support of the Office of Faculty Development.

Our students, residents and faculty are our best ambassadors. We invite you to hear from them in the following pages about the support and opportunities they receive here at our great university.
“UC was at the top of my list for medical school even prior to college matriculation! Knowing that Cincinnati Children’s Hospital Medical Center ranked third-best for pediatrics nationwide, and was strongly associated with the College of Medicine, I fell in love at first sight. In fact, the fabulous reputation of UC College of Medicine drew me into earning my undergraduate degree from the same institution! Go Bearcats!

“UC has a wonderful commitment to diversity and cultural sensitivity. Thanks to the staff [of the Office of Diversity and Inclusion], I have attended a national conference, networked with medical professionals, and turned classmates into family—all in one year!”

MARCUS GERMANY
College of Medicine Student, Class of 2017

Academic Excellence

Established in 1819, the UC College of Medicine—the oldest medical college west of the Allegheny Mountains—has a rich tradition of training outstanding clinicians and leaders in biomedical research and academic medicine. The college is home to the nation’s first residency programs in emergency medicine and physical medicine and rehabilitation, and one of the first family practice residency programs.

Our affiliated teaching hospital, University of Cincinnati Medical Center, is a 771-bed quaternary care facility and part of the university-affiliated health system, UC Health. It is home to the area’s only adult Level 1 Trauma Center, a multi-solid organ transplant center and the UC Neuroscience Institute, which is highly regarded for its stroke care and research. Our students also train at Cincinnati Children's Hospital Medical Center, the third ranked children’s hospital in the U.S.

A new integrated medical school curriculum, introduced at the college in 2011—ahead of many other medical schools across the country—made way for hands-on clinical training in the first year through first responder training and other coursework. The Longitudinal Primary Care Clerkship pairs first- and second-year students with primary care physicians as part of an 18-month experience. Students also shadow clinicians in a variety of multi-disciplinary settings. In year three, students rotate through seven core clerkships for general physician training with additional specialty electives in community and urban hospitals. During year four, students complete two four-week acting internships in which they are given primary patient care responsibility. One internship is in primary care and one can be in the specialty of the student’s choice.

Research, innovation, and clinical excellence are points of pride at the University of Cincinnati:

Top Ranked:

- Ranked among the top 40 medical schools for research, according to U.S. News and World Report.
- Among the nation’s Clinical and Translational Science Award institutions.
- Department of Pediatrics ranked third in the nation, according to U.S. News and World Report.
“My wife and I were in medical school at the same time. She pursued pediatrics and I chose emergency medicine. What really drew us to Cincinnati was the quality of residency training. UC has a top tier program that was actually the first emergency medicine residency in the country. Cincinnati Children’s Hospital Medical Center offers great pediatrics training that ranks in the top three nationwide every year.

“We felt this was the perfect fit for us to come here and get training at a great place.”

Kris Ford, MD
Emergency Medicine Resident

Leading Biomedical Research and Innovation:
• Developed the first live, attenuated polio vaccine.
• Created the first heart-lung machine.
• Identified the protein, surfactant, vital for lungs to function and deficient in babies born early, which led to routine treatment for immature lungs and respiratory distress syndrome in premature infants.
• Pioneered studies and led protocols in the use of tPA in stroke diagnosis and treatment.
• One of the first four centers in the country to use gene therapy for the treatment of recurring brain tumors.
• Isolated a gene that leads to an increased risk of colon cancer.
• Identified two genes that convey a risk of heart failure 10 times greater than that faced by people who do not carry the gene, with the greater risk in African-Americans.

Residency Training
Graduate Medical Education, a joint office of the University of Cincinnati College of Medicine and the University of Cincinnati Medical Center, offers support to 56 accredited residency and fellowship programs. Residents engage in a full range of patient care activities in a stimulating learning environment in our extensive primary and tertiary care facilities. Trainees encounter a diverse population within inpatient and outpatient sites around Cincinnati.

Disciplines include:
• Advanced Education in General Dentistry
• Anesthesiology
• Dermatology
• Emergency Medicine
• Family Medicine
• Internal Medicine
• Internal Medicine –Pediatrics
• Internal Medicine –Clinical Scientist Training Program
• Neurology
• Obstetrics & Gynecology
• Occupational Medicine
• Ophthalmology
• Oral & Maxillofacial Surgery
• Orthopaedic Surgery
• Otolaryngology
• Pathology–Anatomic and Clinical
• Pediatrics
• Physical Medicine & Rehabilitation
“My husband and I both came to the University of Cincinnati for the opportunity to work on expanding our clinical experience in transplant surgery and anesthesiology. The University of Cincinnati Medical Center has a very diverse patient population with a broad spectrum of pathology. In the two years that we have been here, we have been able to gather experiences that would have taken us many years to gain elsewhere. Cincinnati is a fantastic place to raise a family. We look forward to our future here.”

YVONNE CUFFY, MD
Assistant Professor of Anesthesia

MADISON CUFFY, MD
Assistant Professor of Surgery

Clinical Excellence in a Place of Opportunity

The College of Medicine has an internationally renowned full-time faculty of more than 1,700 members, who along with our exceptional alumni and past faculty, have made considerable contributions to medicine and to the medical sciences. It is through the efforts of our faculty that we achieve our missions of outstanding education, clinical care and research.

The Office of Diversity and Inclusion works with the Office of Faculty Affairs and Development to promote excellence of all faculty by assisting them at every stage of their career and providing them with programs and resources that support their professional goals and their contributions to the missions of the College of Medicine.

Clinical faculty have appointments at UC Health, staffing numerous outpatient facilities as well as urban and community hospitals, including UC Medical Center, West Chester Hospital, Daniel Drake Center for Post-Acute Care and Lindner Center of HOPE. Opportunities to teach ambitious and caring residents and students allow our faculty to broaden their impact on the field of medicine.
Diversity Matters

The Office of Diversity and Inclusion is committed to increasing the number of qualified underrepresented minority medical students, residents and faculty at the UC College of Medicine, which strives to provide a supportive and inclusive environment for everyone and welcomes diversity in all aspects of our daily operations.

The office interfaces with various departments of the college, the Greater Cincinnati community and national offices committed to diversity in medicine. At the student level, the leadership team works closely with medical students to ensure that each reaches his or her greatest potential. Together with the Office of Student Affairs, the office educates the entire student body about diversity issues and assists in advising several student groups, including the Student National Medical Association (SNMA), the Minority Association of PreMed Students (MAPS), the Latino Medical Student Association (LMSA) and the Asian Pacific American Medical Student Association (APAMSA).

For residents and faculty, the office offers guidance, assistance and support for professional development and career advancement. The office provides networking and mentorship opportunities to ensure our physicians are connected to each other and to the Cincinnati community.

“I met my partner of 15 years while I was still in medical school and he has been with me through residency at UC, fellowship at UC, and now as an attending physician here at UC. We have always felt welcomed by staff and by students, and we have tried to do the same for others that come into the medical community.

“Growing up, I never expected to find this level of acceptance and satisfaction with my work environment. I look forward to what the future holds for the UC College of Medicine and its LGBTQ members and continuing to be a welcoming part of that family.”

ROBERT NEEL, MD
Associate Professor of Neurology, Neuromuscular Division, Neurology Residency Program Director
“I wanted to attend medical school at a place where I would develop the skills to become a competent physician; however, I also wanted to attend an institution where I felt supported and cared for. I chose UC because they have created a strong environment that feels like family. Even on my interview day, I felt comfortable and welcomed; I knew that my success was their priority and that to them I mattered much more than a number.

“Not only have I received excellent medical training at UC, but I have also received enormous encouragement and support to pursue my goals—starting a Latino Medical Student Association chapter and developing a for-credit Medical Spanish/Latino Health Elective.”

ALEX CORTEZ
College of Medicine Alumni 2015 and PGY-1

Supportive Environment
The College of Medicine provides academic support services for student success and career and professional development. It also facilitates service and research opportunities for students, residents and faculty. Cultural competence is infused into the curriculum, fostering interdisciplinary collaboration throughout the UC Academic Health Center and linking students, residents and faculty to community health partners and providers.

Scholarship opportunities are available, including:

- **Marilyn Hughes Gaston Scholars Program**
- **The Lucy Oxley Scholarship Fund**
- **Cincinnati Medical Association Scholarships**
- **Peter and Sandy Stern Diversity Scholarship**
- **Merit and Need-Based Awards**
- **Service Commitment Awards**
- Scholarships for medical education that are also contingent on service commitment after residency training, including the **Choose Ohio First Primary Care Award of the Ohio Board of Regents, the Armed Forces Health Professions Scholarship Program and the National Health Service Corps.**

Medical students, residents and faculty can also take advantage of various social and professional networking and mentorship opportunities, including:

- **American Medical Women’s Association (AMWA)**
- **Asian Pacific American Medical Student Association (APAMSA)**
- **Christian Medical Association (CMA)**
- **Initiative on Poverty, Justice, and Health**
- **Jewish Medical Student Association**
- **Latino Medical Student Association (LMSA)**
- **Lesbian, Gay, Bisexual, and Transgender People and Allies in Medicine**
- **MEDVOUC—Medical Volunteers of the University of Cincinnati**
- **Outdoor and Wilderness Medicine Club (OWM)**
- **Spanish/Latino Health Issues Club**
- **Student National Medical Association (SNMA)**
- **Student Wellness Committee**
Global Thinking

The College of Medicine recently established an Office of Global Health to facilitate education and research opportunities in global health and medical education to faculty, residents and students. Global engagement is one of the core principles of the University of Cincinnati’s academic strategic plan, and the College of Medicine is a leader in global health, education and research.

Faculty, residents and students have pioneered and participated in programs around the world. Programs such as Village Life Outreach Project and Shoulder to Shoulder—founded by UC faculty—provide a variety of opportunities for faculty and students to learn while improving the health of people across the globe. Fourth-year medical students and residents are eligible to take a global health elective side-by-side with advanced students in other disciplines such as pharmacy, nursing and allied health sciences.

Students, residents and faculty from the College of Medicine have studied or worked in Tanzania, Guatemala, Ghana, Honduras, Botswana, China and South Africa, to name just a few locations.

The College of Medicine is also improving global health closer to home through such programs as the Initiative for Poverty, Justice and Health Scholars’ Program, the Urban Health Project and the Latino Health Collaborative.

As an educational institution, the College of Medicine encourages its researchers, teachers and learners to experience global health in all its dimensions, including working with colleagues in the Global Health Center at Cincinnati Children’s Hospital Medical Center.

“I chose UC for medical school because I am from Cincinnati and have always been aware of the reputation of the medical school and Academic Health Center. I stayed at UC for residency because I was blown away by the quality of the Family Medicine Residency Training Program. The faculty, staff and residents were all top-notch, and I knew that I could not get better training anywhere else.

“I have remained at UC as a faculty member because I am committed to repaying the debt I feel I owe to this institution. UC has been at the heart of my career success, and I am eternally grateful. Over the years, countless faculty, staff and mentors have pushed me to greater levels of achievement than I ever dreamed. I feel it is my duty to give back to the UC community through service—locally in Cincinnati, and globally in Tanzania.”

Christopher Lewis, MD
Associate Professor of Family Medicine
Assistant Dean of Diversity and Inclusion
Founder, Village Life Outreach Project, Inc.
Nestled among the hills of the Ohio River Valley, Cincinnati blends small town charm with big city amenities, producing one of the most comfortable places in the country to live. The greater metropolitan area—home to over two million—has a diverse range of neighborhoods from urban to historic to more rural areas. It was named in *Forbes*’ Top 15 Emerging Downtowns list. Cincinnati has a vibrant commercial base and is home to many major corporations such as Procter & Gamble, Kroger Company, and Macy’s, Inc.

Cincinnati has pride in its rich heritage. The city’s geographical position on the border of the southern and midwestern states defined much of its history, as did the arrival of large numbers of German and Italian immigrants in its early days. Since that time, Cincinnati has continued to attract diverse residents who embrace the city’s historical and cultural treasures and make Cincinnati a global destination for arts, cuisine, sports, entertainment, and family life.

**A VIBRANT MIX**

- Thriving entertainment and restaurant district and invigorated Gateway Quarter near downtown.
- Cincinnati Reds, baseball’s oldest franchise, and the NFL’s Cincinnati Bengals.
- Cincinnati, Midpoint and Bunbury Music Festivals as well as touring acts.
- National Underground Railroad Freedom Center, Juneteenth Festival, Cincy-Cinco Latin Festival, and Black Family Reunion.
- Cincinnati Art Museum, Taft Museum, Contemporary Arts Center.
- Playhouse in the Park, Emmy-winning regional theater.
- Cincinnati Symphony Orchestra, the fifth oldest orchestra in the U.S.
- Extensive city park network including Washington and the Waterfront Parks, as well as a wealth of regional parks and recreational areas.
Small town charm with big city amenities
We welcome you to connect with us and learn more about the supportive, diverse and inclusive environment at the University of Cincinnati College of Medicine.

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