



Celebrating Diversity

Acceptance, Respect, Understanding, Inclusion

UofL HSC Office of Diversity and Inclusion & Diversity Committees

HSC Shows PRIDE!

By Brian Buford, Director, LGBT Center, Melissa Schreck, SPHIS, and Julie Heflin, Communications & Marketing

This year, the Health Sciences Center showed its' PRIDE. Two events were held on the campus in celebration of the lesbian, gay, bisexual, and transgender (LGBT) community. To continue with the celebration, one of our top administrators received the 2013 Ally Award.

On October 1, the Health Sciences Center courtyard was filled with music, food, and people. Nearly 1,000 HSC faculty, staff, and students came out to support the LGBT community at the very first HSC Pride Cookout sponsored by the LGBT Center, the Women's Center, the School of Medicine and the HSC Office of Diversity and Inclusion, all of which have locations on

our campus. The crowd was greeted with the smell of barbecue, give-a-ways and educational materials.

In addition to the food and fun of the Pride Cookout, approximately 50 people attended the *Prevention vs. Prosecution: HIV Is Not a Crime* public forum sponsored by the School of Public Health and Information Sciences and the Louis D. Brandeis School of Law. Other event partners included the UofL LGBT Center, the Graduate Program in Bioethics & Medical Humanities, the ACLU of Kentucky and the Fairness Campaign. This community event



Panelists and hosts at the HIV forum. Front row (left to right): Karen Sams, HIV/AIDS Program Branch Manager, Kentucky Department for Public Health, Samuel A. Marcossan, Professor of Law, Brandeis School of Law, Susan Duncan, JD, Interim Dean, Brandeis School of Law, LaQuandra Nesbitt, MD, MPH, Director, Louisville Metro Department of Public Health and Wellness, Brian Buford, Director, LGBT Center. Back row (left to right): Sean Strub, Executive Director, SERO Project, Robert Suttle, Assistant Director, SERO Project, Craig Blakely, PhD, MPH, Dean, School of Public Health and Information Sciences.

was held at the Louisville Metro Department of Public Health and Wellness on October 2.

HIV criminalization refers to criminal statutes that apply only to people with HIV, and the sometimes heightened sentences people

with the disease face in court. This is a topic of concern among public health organizations and HIV policy leaders. "The degree to which we as a community accept diversity goes a long way in determining our collective quality of life," said UofL School of Public Health and Information Sciences Dean Craig Blakely. "Part of the university's mission is to provide teachable moments, and this forum provides an educational opportunity to stimulate discussion about a complex topic that impacts subsets of our community differently."

Kentucky Department for Public Health HIV/AIDS Program Branch

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Hundreds show their support of the LGBT community at the HSC PRIDE Cookout



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School of Dentistry

Dental and Dental Hygiene Students Take Part in Book-in-Common Program

By Brandy Warren, Communications and Marketing

University of Louisville dental and dental hygiene students recently participated in the university-wide [Book-in-Common](#) program. Their discussion centered on the book "This I Believe: The Personal Philosophies of Remarkable Men and Women," a collection of essays by both famous and regular folks, who write of their beliefs and how they got there. Students throughout the university are reading it as part of the Book-in-Common program. The discussion allowed the dental and dental hygiene students to branch out and think about what led them to their decision to pursue dentistry and dental hygiene and how they would relate to other people, including patients.

"It means a lot when you ask

someone about their life or their situation rather than assuming you know what is going on in their life," said student Katie Kaleel. "Everyone has a story. Everyone has their own beliefs. It's okay to hold your own, as long as you respect the values and beliefs of others."

Student, faculty and staff feedback to this year's Book-in-Common has been positive so far, said Christy Metzger, director of First Year Initiatives. Many students discussed "This I Believe" with faculty and staff facilitators as part of Welcome Week. "It was so interesting to hear back from the facilitators, how readily the students engaged with the ideas from the book," Metzger said. "This book has sparked student interest for a number of reasons, and they're eager to talk about it."

The Office of First Year Initiatives is doing a number of activities to take the book beyond the classroom and into other campus activities. There's an online [UofL specific portal](#) through "This I Believe" that will house UofL student, employee and alumni-written essays. So far, about 90 essays have been submitted, including essays from Justin Mog, assistant to the provost for sustainability initiatives; John Sauk, dean of the School of Dentistry, and Beth Boehm, dean of the School of Interdisciplinary and Graduate Studies.

First-year students also can choose to enter their essay into a contest to win a \$350 prize. Essays will be featured on UofL Today.

Metzger said she hopes there will be an on-campus reading opportunity in the spring that will allow people on campus to come together and share both their experiences with the book and their essays.

"This I Believe" began in the 1950s as a radio series by famed journalist Edward R. Murrow. In 2005, the radio segments were re-launched and featured on NPR. The first "This I Believe" book, edited by Jay Allison and Dan Gediman, was released in 2007. With an accompanying international project, readers are encouraged to develop their own personal belief statements and post them online.

McCants Inducted into ADEA Leadership Institute Class of 2014

School of Dentistry Associate Professor Jennifer B. McCants, DDS, MSD, was selected as one of two dozen promising dental education leaders.



Dr. Jennifer McCants was inducted into the 2014 Leadership Institute during the American Dental Education Association (ADEA) Annual Session & Exhibition held March 16-19, 2013 in Seattle, Washington. Each of the 24 ADEA

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School of Dentistry students discuss "This I Believe".



School of Medicine

Diversity in Biomedical Research Training

By Tom Geoghegan, PhD, Associate Dean for Graduate and Postdoctoral Studies

Innovation is the key to biomedical research, and diversity is essential to innovation. Nothing new comes from people who look the same, act the same and have the same perspective trying to solve a complex problem. The National Institutes of Health has long recognized this and has a strong commitment to diversity in the biomedical research workforce and biomedical research training. However, in spite of their best efforts, the biomedical research workforce is not as diverse as it should be. According to NIH's own statistics, only 1.1% of NIH-funded principle investigators on research grants are African American and 3.5% Hispanic or Latino, and only 5.2% of PhDs in the STEM fields are earned by African American or Hispanic students.

At UofL, we have done consider-

ably better than these national numbers in recruiting and graduating African American students. From 2001-2008, 12.8% of all PhD students in the School of Medicine's biomedical science PhD programs were African American, and 14% of all PhDs awarded to US citizens or permanent residents were earned by African American students. This success was due in large part to the hard work and dedication of faculty and chairs committed to recruiting minority students by establishing personal relationships with colleges and universities that train large numbers of African American students.

Corey Reynolds is one of many success stories at UofL. He was among a group of students recruited to the UofL PhD program in Physiology and Biophysics from Tennessee State University in Nashville in 2002. Corey was fascinated by biological research, and the possibility of applying research to human health. However, he had no idea what a PhD was or how a PhD in a biomedical research discipline

could translate into a successful career. That was until two professors from UofL, Drs. Irv Joshua and Jeff Falcone, visited TSU. Corey recounted how excited he was



Corey Reynolds, PhD

when they enthusiastically described the program, the financial support available and the options for a successful career. After graduating *Magna cum laude*, from TSU, Cory entered the IPIBS program (Integrated Programs in Biomedical Science) pursuing a PhD in Physiology and Biophysics. He quickly established himself as a bright, curious and energetic student with a thirst for knowledge and boundless enthusiasm. Corey's dissertation on "Prevention by Copper Supplementation of Hypertrophic Cardiomyopathy in Mice." under the direction of Dr. Suresh Tyagi, earned him his PhD degree in 2007. In addition to

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Kingery Wins at Research! Louisville

During last month's [Research! Louisville](#) celebration, Francesca Kingery was the recipient of 2013 First Place Norton Healthcare Medical Student Award. Kingery is a second year medical student pursuing a dual MD/MA degree in Bioethics and Medical Humanities. Her winning poster presentation highlighted a community based participatory research project she completed over the summer in rural Kenya with funding support through the Gold Humanism Foundation. Her study utilized PhotoVoice to identify perceived barriers to health experienced by the local women. As part of her medical education, Kingery is also pursuing the Distinction in Global Health Track.



Dr. Pamela Feldhoff presents the first place award to Francesca Kingery



School of Nursing

Interdisciplinary Research Team Addresses Diabetes Self-management in African American Adults

By Diane Orr Chlebowy, PhD, RN, Associate Professor

African Americans are disproportionately affected by diabetes and experience higher rates of diabetes-related complications such as amputations, blindness, kidney disease and stroke than non-Hispanic whites. Diabetes self-management often presents challenges for African Americans as they try to follow their prescribed treatment regimens and make the necessary behavior changes. Dr. Diane Orr Chlebowy (Nursing) and her interdisciplinary team are examining type 2 diabetes self-management practices in African American adults.

Dr. Chlebowy and University of Louisville colleagues, Dr. Sula Hood (former Public Health student), and Dr. Scott LaJoie (Public Health) recently examined the factors affecting type 2 diabetes self-management in African American adults. Support from peers, family,

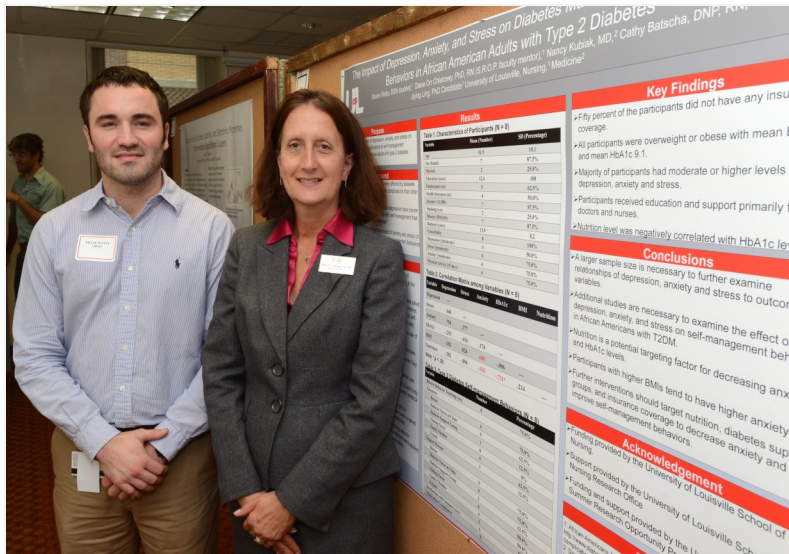
and healthcare providers positively influenced self-management by providing cues to action, reinforcement, direct assistance, and knowledge; family support was the strongest predictor of self-management in this sample. A lack of self-control over dietary habits and often forgetting to monitor glucose levels or take medications were common barriers to self-management.

The team further examined gender differences in type 2 diabetes self-management and found that positive outlook, regular healthcare visits, prioritization of health, and independence facilitated self-

adverse effects of medications were barriers for women.

Dr. Chlebowy and University of Louisville faculty colleagues, Dr. Nancy Kubiak (Medicine), Dr. Rick Cloud (Social Work), Dr. John Myers (Medicine), and former colleagues, Drs. Peggy El-Mallakh and Mary Pat Wall, received funding from Passport Health Plan's Improved Health Outcomes Program to investigate the effects of face-to-face motivational interviewing sessions on diabetes outcomes and diabetes self-management behaviors in African American adults with type 2 diabetes. Motivational interviewing significantly increased the odds of physical activity adherence and doubled the odds of adherence to the glucose monitoring schedule.

Since individuals with comorbid diabetes and depression have higher rates of non-adherence to medications, poorer glycemic control, and more difficulty with self-management than non-depressed people with diabetes, Dr. Chlebowy and her team, Dr. Kubiak, Dr. Catherine Batscha (Nursing), Jiying Ling (PhD student), and Shane Watts (BSN student) are presently examining the effects of depression, anxiety, and stress on diabetes biomarkers and adherence to self-management behaviors in African American adults with diabetes.



Shane Watts, BSN student, Dr. Diane Chlebowy, faculty mentor presenting their research findings at the SROP presentation session on July 31, 2013

management behaviors in men, whereas acceptance of diabetes was a facilitator for women. Lack of family support, lack of personal time at work, and lack of knowledge were barriers for men, whereas embarrassment, lack of finances, negative outlook, perceived lack of disease control, and



Public Health and Information Sciences

Cross-Cultural Academic Experiences: GOTTA LOVE THEM!

By Trinidad Jackson, MS, MPH, 2nd Year Doctoral Student & Muriel Harris, PhD, MPH, Associate Professor

In public health, we aim to promote health and prevent disease, death, and disability of ALL people. Understanding how populations operate in multiple unique contexts is pertinent to optimal health promotion and prevention. To enhance the global health learning experience, Health Promotion and Behavioral Sciences faculty member Dr. Muriel Harris enabled direct international learning opportunities in Ghana for SPHIS graduate students. I was fortunate to participate in the inaugural 2010 trip, as well as the most recent, completed in 2013.

In 2010, our goal was to collaborate with the University for Development Studies (UDS) and the Kong community to assess the atti-

tudes, beliefs, behaviors, and perceived barriers related to malaria prevention and treatment in the Upper West Region of Ghana. During the investigation, community members identified socio-ecological factors that impact conditions for malaria prevention, transmission, and treatment. The collaborative mixed methods approach used for data collection provided a deeper understanding of how to facilitate effective international initiatives while considering perspectives from other cultures; how to engage community members to generate community solutions for malaria; and institutional and community barriers that impede progress of malaria initiatives.

In 2013, we set our sights on Louisville's sister city, Tamale, where we collaborated with Tamale Teaching Hospital (TTH), UDS, and the Community Health Nursing Training School to assess factors that influence health care service delivery and

consumer experience. TTH is currently undergoing renovation, and has experienced an increased number of employees over the past three years. Standing as the largest health care entity in the city, it is imperative that quality improvement efforts be sustained for TTH. The methodology for this project involved a survey, and the convenience sample came from institutions. In contrast, the



From left to right: Tamale Hospital Staff, Trinidad Jackson & Dr. Harris analyzing qualitative data. Chief's palace in Tamale.

2010 malaria project was community based and the data were triangulated through the use of PhotoVoice, key informant interviews, surveys, and informal communications.

These experiences were invaluable for a number of reasons. They allowed for practical public health application, since we collaborated with stakeholders to facilitate, create data collection tools, collect data in the field, analyze data, and disseminate results to target audiences. Additionally, the activities were completed in international



Village children retrieving water in Kong, Ghana

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HSC Office of Diversity and Inclusion

Diversifying the Health Care Workforce through the Professional Education Preparation Program

By Katie Leslie, MS, Program Director

Each summer, a flood of eager pre-health students invade the Belknap and Health Sciences Campuses. You may see them in the labs of the dental school, shadowing in the OR at University Hospital, or feverishly studying for entrance exams at Ekstrom library. These students are part of the Professional Education Preparation Program (PEPP), a 30+ year state initiative designed to increase the number and proportion of students from health professions shortage areas and underrepresented minority/ethnic groups who apply to, are accepted by, and graduate from medical and dental school. The number of such students succeeding in medical and dental school is designed to increase the number of medical and dental graduates who ultimately establish practice to provide care to underserved geographic areas and population groups.

The primary components of the program are summer residential workshops conducted each year at the University of Louisville (PEPP Pre-College Summer Workshop and the MCAT-DAT Review Summer Workshop) and the University of Kentucky (PEPP Pre-College Summer Workshop and PEPP Step II). Students are not required to attend these institutions for under-



A few of the more than 60 PEPP alumni currently enrolled on HSC

graduate or professional school, and may attend one or more of the offered programs. The programs also provide advising and support for alumni throughout college and the professional school admissions process.

Students attend the pre-college workshops after their senior year of high school. The program provides academic enrichment in college-level math and science, career exploration, clinical exposure

to medicine and dentistry, planning for the pre-health curriculum, and advising for professional school admissions requirements and processes. Other activities are designed to facilitate a successful transition to undergraduate education. Students volunteer at local health care facilities and participate in community service projects. Students attend the MCAT-DAT Review Summer Workshop or PEPP Step II after completing at least two years of college coursework. The primary focus of these programs is preparation for the professional school admissions tests and application process. Students attend classes, take practice exams, and participate in sessions focused on completing applications, developing personal statements and interviewing skills.

A recent outcomes study conducted by the Office of Diversity and Inclusion revealed that 58% of PEPP participants who graduated from college went on to pursue a graduate or professional degree in the clinical sciences! Currently, there are 67 alumni of the PEPP programs enrolled in graduate or professional degree programs on the University of Louisville Health Sciences Campus. These students

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PRIDE

Manager Karen Sams and UofL law professor Samuel A. Marcossou provided the health and legal context of this multi-faceted issue. “Social justice is the cornerstone of our law school,” said Susan Duncan, Dean of the Brandeis School of Law. “That’s one of the reasons we are especially pleased to contribute to this important forum, and we want to do our part to help the public better understand what it means to be HIV positive.”

Speakers also included organizers of the [Sero Project](#), Sean Strub and Robert Suttle. Strub discussed his perspective on HIV criminalization and why he advocates for reform, while Suttle shared his personal story of prosecution and incarceration on a nondisclosure charge in Louisiana. His story is portrayed in the short film [HIV is Not a Crime](#), which was shown the night of the forum.

LGBT Center Director and Assistant Provost for Diversity Brian Buford said Pride Week is a great time to engage in these conversations. “The idea that people with HIV can face criminal charges for how and when they disclose their status may come as a surprise to many, even some in the LGBT community—that is why it’s important to host a public dialogue. The awareness of threats can be the catalyst for improvement,” Buford said.

To close out the week, Dr. David Wiegman, Associate Vice President for Health Affairs, was honored for his service to the LGBT community during the Pride Week keynote event Oct. 3. The LGBT Center gave Wiegman its 2013 Ally Award for providing a key voice in bringing LGBT awareness to the Health Sciences Center. The LGBT Center gives the Ally Award annually in recognition of a university faculty or staff member who has taken steps to support the LGBT community. He helped launch a student organization and hosted numerous events that focused on LGBT topics. Most recently, he helped create space at the HSC for a satellite LGBT Center office and spoke at the cookout.



Dr. David Wiegman, Associate Vice President for Health Affairs, received the 2013 Ally Award during PRIDE Week

A lifetime supporter of underrepresented communities, Wiegman focused on correcting racial disparities in the 1960s and ’70s, gender bias in the 1970s and ’80s, and international representation in the ’80s and



’90s. He was one of the first administrators to offer support to the LGBT Center and saw it as a natural progression of his work. “I stay inspired, motivated and idealistic because over a long life I have repeatedly seen that with continued effort positive change can be generated (often not easily) and people’s lives (both individually and as a group) can be markedly improved. This reward is tremendous!”

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Cross-Cultural

sociocultural contexts. This led to significant learning among participants, including community members. Other activities that were facilitated included presentations on community based participatory research, presentations on pediatric malnutrition; and dialogue regarding the enhancement of a primary school in the town of Kpanvo.

Overall, these experiences were insightful, as we learned much about the people of Ghana, and gained useful public health skills within a global context. The UofL team and I look forward to more diverse global health experiences.



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Biomedical Research

his academic pursuits he, along with two other TSU graduates at UofL, began the Black Biomedical Graduate Student Organization (BBGSO) as a way of promoting professional development among minority (and non-minority) graduate students.

So where is Corey now? After graduating, Corey moved to a postdoctoral position at Baylor College of Medicine (BCM) in the Department of Molecular Physiology where he studied molecular and genetic aspects of dystrophic cardiomyopathy. His research made extensive use of transgenic and genetic knockin mouse models, and after only 2 years at BCM he assumed a position managing the mouse phenotyping core facility. In 2012, Corey was appointed Assistant Professor in Molecular Physiology at BCM and the Director of the Mouse Phenotyping Core facility. In that capacity he helps to manage a 1.7 million dollar NIH U54 consortium grant for

broad based disease phenotyping of knockout mice.

Corey is only one of many successful African American graduates from UofL's biomedical PhD programs at the School of Medicine. In fact, five TSU graduates have completed their PhD degrees here since 2002 and gone on to launch successful careers. Adrienne Bratcher and Candice (Thomas) Gatewood both came to UofL from TSU in the same year as Corey, and earned their degrees in Physiology and Biophysics. Both were instrumental in starting the BBGSO. Adrienne is currently an Assistant Professor and Director of the MS program in Exercise Physiology in the Department of Health & Sport Sciences, College of Education & Human Development at UofL. Candice, after completing her postdoctoral work at the University of Memphis, now teaches at Galen College of Nursing. Other TSU graduates who have completed the PhD at UofL include Ashley Triplett, who earned her PhD in Microbiology and Immunology in

2012 and after post-doctoral training at NIH is now a Science Policy Fellow with the FASEB (Federation of American Societies for Experimental Biology); and Brooke (Henderson) Watson, 2012 PhD in Physiology and Biophysics, who is a research associate at the Tennessee Campus Compact in Nashville.

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McCants

Leadership Institute Fellows was selected for the yearlong education experience through a competitive application process. Participants emerge with the knowledge and skills necessary for their careers, and a greater self-understanding and a deeper personal vision. Sessions covered leadership theory, team building, communications, managing change, public policy, educational policy, legal issues, research, and budgeting and financial management, designed to guide and enhance professional development.

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PEPP

represent just a few of many program success stories.

Dr. Amanda Chism, a PEPP alumni and fourth year resident in the University of Louisville Combined Internal Medicine and Pediatrics Residency Training Program, is currently investigating the residency choices and practice locations of PEPP medical school graduates for her senior scholarly activity project. A native of rural Brandenburg, KY, Chism credits the PEPP programs for helping her become a physician. "PEPP provided first-hand exposure to medicine, streamlined my undergraduate time, and clarified what it would take for me to become a physician. Instead of figuring out how to get into medical school, I could concentrate on performing each pre-medical requirement to the best of my ability. PEPP also introduced me to people who have dedicated their lives to caring for others. By studying and emulating these individuals, I learned what makes a quality physician." After completing her residency, Dr. Chism plans to practice both internal medicine and pediatric primary care just outside of her hometown in Radcliff, KY.



Amanda Chism, MD, PEPP
Alumni

Upcoming Events and Announcements

- ◆ Cross-Cultural Academic Experiences in Ghana; Speaker: Trinidad Jackson.
Date: Tuesday, October 29 from 2:00 to 3:30pm
Location: School of Public Health and Information Sciences, Room 103
- ◆ Student-Parent Visibility Day & Clothing Exchange; Sponsor: [UofL Student Parent Association](#)
Date: Thursday, November 7 from 11:00am to 2:00pm
Location: George Howe Red Barn, Belknap Campus
- ◆ [LGBT Center Training Program at HSC \(Series\)](#); Session Topic: Bedside Manner and LGBT Patients
Date: Thursday, November 7 from 12:00 to 1:00pm
Location: School of Medicine Instructional Building B, Room 202
- ◆ [CRASH into New Ideas and Perspectives](#)
Date: Tuesday, November 12 from 9:30 to 11:30am
Location: Human Resources, Room 103A, Belknap Campus
- ◆ International Food Festival; Contact: [Priska Ndege](#), SPHIS SGA President
Date: Tuesday, November 12 from 12:30 to 3:00pm
Location: School of Public Health and Information Sciences, Room TBA
- ◆ [UofL Women's Center Empowerment Luncheon](#); Contact: [Phyllis Webb](#)
Date: Thursday, November 14 from 11:30am to 1:00pm
Location: University Club, Belknap Campus
- ◆ Doing Diversity, Reproducing Whiteness; Contact: [Katie Leslie](#)
Facilitators: Dr. David Owen and Dr. Shelley Thomas
Date: Friday, November 15 from 12:00 to 1:00pm
Location: Kornhauser Auditorium
- ◆ [Women 4 Women Event](#); Topic: Breast Research Awareness and Support
Date: Friday, November 15 from 2:00 to 3:00pm
Location: Student Activities Center, Room W312, Belknap Campus
- ◆ [Anne Braden Memorial Lecture](#); Speaker: Dr. Khalil Gibran Muhammad
Date: Wednesday, November 20 from 5:30 to 8:30pm
Location: Student Activities Center, Belknap Campus
- ◆ [Feast on Equality benefitting the LGBT Center](#)
Date: Friday, November 22 from 7:00 to 10:00pm
Location: Kentucky Center for African American Heritage

What are you doing to increase diversity on the Health Sciences Campus?

Guidelines for article submission

- ◆ Length of the article should not exceed 500 words
- ◆ Information/project/research news should not be older than two years
- ◆ Suggested topics may include, but not limited to:
 - ◆ Community-based projects at the local, state, national, international level
 - ◆ Partnership/Collaborative interactions
 - ◆ Research activities related to diversity
 - ◆ Service activities
 - ◆ Teaching models
- ◆ Submit articles by the 5th of each month to the appropriate school diversity committee chair



HSC Diversity Chairs

School of Dentistry

Linda Hart Lewis, RDH, MEd
Associate Professor
linda.lewis@louisville.edu

School of Medicine

Deborah Winders Davis, PhD
Professor
deborah.davis@louisville.edu

School of Nursing

Fawwaz Alaloul, PhD
Assistant Professor
f0alal02@louisville.edu

School of Public Health & Information Sciences

Irma Ramos, MD
Assistant Professor
irma.ramos@louisville.edu