



The Office of Faculty Diversity and the Office of Student Diversity and Inclusion (pictured above) are actively engaging peers to advance diversity, equity, and inclusion at UT Southwestern.

## Departmental Diversity Leaders

The Office of Faculty Diversity recently established the Diversity Leaders initiative to advance and promote diversity, equity, and inclusion (DEI) in our departments.

Each department chair appoints a diversity leader – a faculty member who serves as an advisor on issues of DEI – to sit on the department’s executive leadership team. Under the direction of Quinn Capers IV, M.D., Associate Dean for Faculty Diversity, diversity leaders from all departments meet regularly as a collaborative group to discuss challenges and opportunities they have identified around DEI.

The diversity leaders will guide the development and implementation of initiatives to address these challenges and opportunities, with protected time to do so, thanks to the support of the Office of the President, the Dean’s Office, and all of UT Southwestern’s departments.

This approach to DEI recognizes that enhancing diversity in medicine and science is an effort that requires strategic planning, cross-departmental engagement, and institutional support to succeed.

Research shows that developing DEI competencies improves the quality of [health care delivery](#) and [science](#).

In the upcoming weeks, the Diversity Leaders will be forming DEI committees in each department. Please consider joining and engaging in this effort to advance DEI.

## Coming Soon: UTSW-Parkland Health Equity Scholars Program

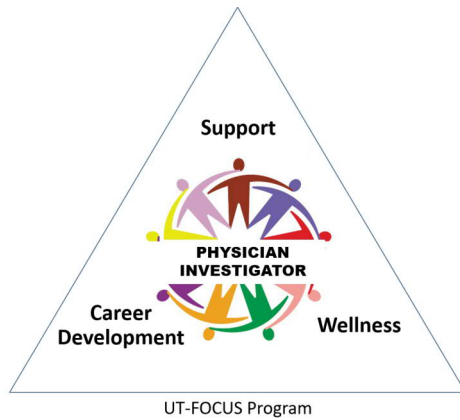
UT Southwestern and Parkland Hospital will launch the UTSW-Parkland Health Equity Scholars Program later this year.

The program will provide resources to recruit and retain outstanding faculty committed to care for patients from underserved and disadvantaged populations.

Scholars will have two years of protected time (approximately 20% FTE) to engage in a mentored health equity or community outreach project.

We will share more information on eligibility and the nomination process in the upcoming months.

## Announcing the UT-FOCUS Awardees



The [UT Southwestern Funds to Retain Clinical Scientists \(UT-FOCUS\)](#) program provides financial, career development, and wellness support to meet the goal of retaining early career physician scientists with a clear need for additional assistance due to caregiving responsibilities exacerbated by COVID-19.

Awardees will receive \$50,000 in supplemental flexible funds. Additionally, they will get access to a personal wellness coach for confidential guidance and support specific to caregiving responsibilities; networking opportunities and group coaching around work-life balance; and additional resources to support their research programs.

We are delighted to announce the first round of UT-

FOCUS awardees:

**Emily Adhikari, M.D.**, Assistant Professor, Obstetrics and Gynecology

**Andrew Day, M.D., M.P.H.**, Assistant Professor, Otolaryngology

**Jenny Francis, M.D., M.P.H.**, Associate Professor, Pediatrics

**Kara Goss, M.D.**, Assistant Professor, Internal Medicine

**Rachel Leon, M.D., Ph.D.**, Assistant Professor, Pediatrics

The program is funded by a grant from the Doris Duke Charitable Foundation/American Heart Association and support from the UT Southwestern Dean's Office. The next invitation for applications will go out in June 2022.

## Faculty Highlights in 2021



**Discover. Educate. Heal.** In 2021, we continued to advance our mission in spite of the challenges posed by COVID-19. With relentless dedication to biomedical discoveries, our faculty led innovative research, won prestigious scientific honors, and welcomed new leaders. UT Southwestern's commitment to education was furthered this year with the approval to launch a new School of Public Health and a health informatics degree program. Achievements for outstanding patient care included the renewal of the Harold C. Simmons Comprehensive Cancer Center's comprehensive designation and the ranking of UT Southwestern as the No. 1 hospital in DFW for the fifth year in a row by *U.S. News & World Report*. Read more in the [2021 Year in Review](#).

## Now Open: Annual COI Statement of Financial Interest

The [Conflict of Interest Statement of Financial Interest \(COI Statement\) and Training Module](#) is open. Completing the training and COI Statement, as required by our policy, facilitates the approval of faculty outside activities as well as the identification and management of conflicts of interest.

The brief training module addresses multiple policy changes and provides additional guidance on completing the COI Statement. If you have submitted a COI Statement in the past, information from the prior year will be pre-populated.

Faculty (except emeritus and volunteer faculty), advanced practice providers, medical students, and anyone involved in the design, conduct, and reporting of UT Southwestern research, are among those who must complete the COI Statement by March 1. You will be automatically contacted via email to submit a statement if these requirements apply to you.

## Upcoming Events

### Call for Abstracts: Simulation Center Forum

The [UT Southwestern Simulation Center](#) will hold its annual Quality Improvement and Research Forum on May 11, bringing together individuals from various backgrounds who share a common interest in health care simulation, quality improvement, and research. The deadline to [submit abstracts](#) is Jan. 15.



### Martin Luther King Jr. Commemorative Celebration

The [2022 Martin Luther King Jr. Commemorative Celebration](#) will feature Keith Norris, M.D., Ph.D., Professor of Medicine at UCLA, as well as honor student recipients of the Martin Luther King, Jr. Scholarships for Community Service. The [virtual event](#) will take place Jan. 19.

### Successfully Obtaining an R (SOAR) Grant Program

The [SOAR R-Grant Writers Workshop](#) is a grantsmanship program that provides junior faculty conducting basic, translational, or clinical research the opportunity to work with a coach to craft a fundable proposal. [Apply](#) by Jan. 20.

### Medical District PK-8 Biomedical School

The new [Medical District PK-8 Biomedical School](#), a partnership between UT Southwestern and the Dallas Independent School District, is set to open in fall 2022. [Applications](#) close on Jan. 31.

## UTSW Brain Pressure Project Critical to Mars Mission



NASA has documented vision problems in more than half of the astronauts who served for at least six months on the International Space Station. The phenomenon remains one of the biggest health dilemmas of human space exploration. But findings from UT Southwestern – which NASA enlisted to seek answers to astronauts' vision problems – suggest a [high-tech sleeping bag](#) may provide a solution.

### Staying Connected, Informed, and Involved

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