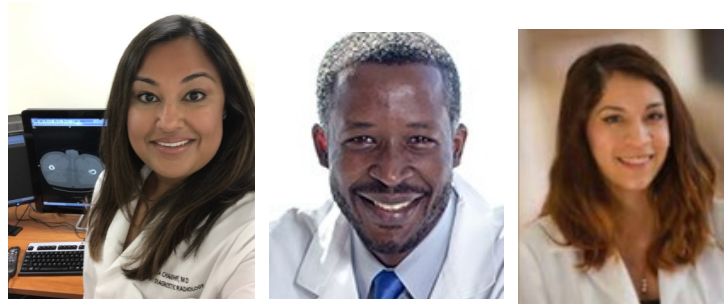


RUTGERS

New Jersey Medical School



DIVERSITY & INCLUSION



“OUR INCLUSIVENESS IS INTENTIONAL BECAUSE EXCELLENCE REQUIRES A DIVERSE COMMUNITY...”

RESIDENT AND FACULTY DIVERSITY PORTFOLIO

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New Jersey Medical School

DIVERSITY & INCLUSION

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Pharmacology, Physiology & Neuroscience

Physical Medicine & Rehabilitation

Psychiatry

Radiology

Surgery

Rutgers New Jersey Medical School Admissions

Dear Trainees, Faculty, and Administrators:

The Dean's Office thanks each department who contributed to the Rutgers New Jersey Medical School (NJMS) resident and faculty diversity portfolio. NJMS is proud to lead in diversity and inclusion, achieved through our cumulative efforts and commitment.

This resident and faculty diversity portfolio showcases, internally and externally, the diversity of our residents, faculty and academic leaders including underrepresented racial and ethnic minorities; women; lesbian, gay, bisexual, transgender identified individuals and allies; and other diverse groups that drive excellence at our academic institution.

This document has several purposes:

- To document, recognize, celebrate and honor the achievements of our departments in building a diverse resident and faculty workforce;
- As a recruitment tool in developing and attracting diverse resident and faculty applicants to all departments;
- Inspiring diverse residents to serve as future faculty and academic leaders.

We can continue to build a diverse health care workforce that leads locally, regionally, and nationally in culturally competent education, research, service and clinical care.

Gratefully,



Robert L. Johnson, MD, FAAP
The Sharon and Joseph L. Muscarelle
Endowed Dean of NJMS



Maria L. Soto-Greene, MD, MS-HPed
Executive Vice Dean, NJMS

WE ARE GME@NJMS

"OUR INCLUSIVENESS IS INTENTIONAL BECAUSE EXCELLENCE REQUIRES A DIVERSE COMMUNITY..."

GRADUATE MEDICAL EDUCATION | WINTER 2016



NATALIE CEDENO, MD

Excellent teaching attracted **Natalie** to NJMS. "Add to that the diversity of patients and hospital settings offered by the residency programs and you have a winner," she says. "We rotate through three different hospitals, which provide residents with exposure to patients from all different settings with a wide range of pathology and illness acuity." Location was also an important factor. New York City, she says, "is just across the river with access to restaurants, shows, sports, and museums."



DARE AJIBADE, MD, PHD, MPH

This 2012 NJMS graduate is now a fourth-year general surgery resident. **Dare** feels strongly that the future of medicine will be more humanistic and sees health care professionals leading the way. "To safeguard medicine, we must produce more diverse, culturally competent, and socially conscious physicians," he says. "We need a new breed of physician who advocates for patients and helps find solutions to troubling societal issues." In addition to providing excellent preparation for his specialty, Dare says that NJMS has supported him to develop as a patient and community advocate, teacher, mentor, and leader. His superior teaching skills were recognized with a Golden Apple Award from the NJMS Class of 2015.

ONDREA MCKAY, MD

A 2013 graduate of NJMS, **Ondrea** is currently in year 3 of a physical medicine and rehabilitation residency. "As a student here, I was able to see firsthand how much the faculty and staff care about the resident experience," she says. "The clinical experience is great, too. I knew that when I graduated, I would feel like a competent physician." With its proximity to the Jersey shore and to Manhattan, and "plenty of great restaurants right in the area," the medical school's "location is ideal" and affords "plenty of places and opportunities to hang out with your fellow residents."



JOSE CHURRANGO, MD

Jose's family emigrated to the U.S. from Peru in 1991. Four years later, as a high school sophomore, he participated in a summer program at NJMS through The Hispanic Center of Excellence (HCOE) and then made medical school his goal. He graduated from

Cornell University in 2001, earned his MD from NJMS in 2009, and finished his internal medicine residency there in 2012. He will complete a gastroenterology fellowship at NJMS in 2016. "The HCOE at NJMS helped and supported me throughout my journey to become a physician," he says.



CLAUDIA MIRANDA, MD

A 2014 graduate of NJMS, **Claudia** thinks compassion and recognizing the dignity of each human being are indispensable in a physician. "I've seen doctors here go into a room just to hold a patient's hand. I feel they are good people," she says. Terrorism in Peru brought Claudia and her family to the U.S. when she was a young child. The daughter of a pediatrician, she was adamantly against going into medicine because "I saw all of the sacrifices my father made. But suddenly, it became so clear that medicine is where I belong," she says. Claudia is currently a second-year internal medicine resident at NJMS.

ABOUT THE OFFICE OF GRADUATE MEDICAL EDUCATION POST GRADUATE PROGRAMS

The Graduate Medical Education (GME) program is the central administrative office for NJMS and the Rutgers School of Dental Medicine (RSDM) residency and fellowship programs. NJMS and RSDM provide the educational and clinical resources for high quality residency training.

Working with a large network of affiliated hospitals, NJMS sponsors 48 residency and fellowship programs. These programs provide the clinical education for medical and dental students, as well as clinical research opportunities and comprehensive primary and specialty care experiences.



ABOUT RUTGERS NEW JERSEY MEDICAL SCHOOL

Rutgers New Jersey Medical School (NJMS) is part of Rutgers Biomedical and Health Sciences, one of the country's largest academic health centers. NJMS is dedicated to excellence in education, research, clinical care, and community outreach. Some pertinent facts:

- NJMS has 21 academic departments and many world-renowned scientists and doctors;
- In 2015, NJMS was named #1 in the state for NIH funding;
- NJMS is located in Newark, NJ, where African Americans, Hispanics, American Indians, and Asian/Pacific Islanders comprise more than 90 percent of the city's population and face many socioeconomic, educational, and health challenges.
- Underrepresented minorities made up 19.4 percent of the medical school's enrollment in 2014-2015.
- NJMS ranks in the 90th percentile for underrepresented minority graduates and 70th percentile for minority faculty, according to the 2014 AAMC Missions Management Tool.

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NJMS RESIDENCY PROGRAMS

- Allergy & Immunology
- Anesthesiology
- Cardiovascular Disease
- Child & Adolescent Psychiatry
- Child Neurology
- Dermatology
- Diagnostic Radiology
- Emergency Medicine
- Endocrinology
- Endovascular Surgical Neuroradiology (NA)
- Gastroenterology
- General Practice Dentistry
- Geriatric Medicine
- Hand Surgery
- Hepatology (NA)
- Infectious Diseases
- Internal Medicine
- Internal Medicine / Pediatrics
- Interventional Cardiology
- Maternal Fetal Medicine
- Musculoskeletal Medicine (NA)
- Nephrology
- Neurology
- Neurosurgery
- Obstetrics and Gynecology
- Ophthalmology
- Oral and Maxillofacial Surgery
- Oral and Maxillofacial Surgery - OMFS - 6 Year
- Ortho Trauma
- Orthopaedic Surgery
- Otolaryngology
- Pathology
- Pediatric Dentistry
- Pediatric Rehabilitation
- Pediatrics
- Physical Medicine & Rehabilitation
- Plastic Surgery
- Podiatry
- Preventive Medicine
- Psychiatry
- Pulmonary Disease/Critical Care Medicine
- Reproductive Endocrinology
- Rhinology Endoscopy Based Surgery (NA) - Categorical
- Spinal Cord Injury Medicine
- Surgery
- Trauma/Surgical Critical Care
- Traumatic Brain Injury
- Urology
- Vascular Neurology
- Vascular Surgery

ANESTHESIOLOGY @ NJMS

"OUR INCLUSIVENESS IS INTENTIONAL BECAUSE EXCELLENCE REQUIRES A DIVERSE COMMUNITY..."

OFFICE FOR DIVERSITY AND COMMUNITY ENGAGEMENT | FALL 2017

Michal Gajewski, D.O.

Residency Director, Assistant Professor



As an immigrant growing up with a single mother I cannot say that life was always easy. What further complicated the matter was the fact that I identified as a gay man. Although I realized even before then, that a certain stigma surrounds the LGBT community, as soon as I joined it, I made it a point to try to break through all the barriers and make life for future LGBT members a bit easier. One of the reasons why I had the strength to do this was because my mother was always supportive and always preached acceptance, compassion, and love. As a physician I have tried to practice the same principles when taking care of my patients and getting involved in community initiatives. I have been very lucky in that being a part of NJMS as well as the Department of Anesthesiology I am surrounded by like-minded people who support my growth and believe that those same principles bring better care to our patients. The fact that we have programs such as the LGBT Patient Wellness Initiative showcases our commitment to educating each other about our differences and are striving to erase the stigma.

Daniel Rodriguez-Correa, M.D.

Assistant Professor



If anyone had told me that I would become a physician while growing in a "barrio" of Puerto Rico, I would have never believed it. Now the dream has become a reality and I have the privilege to serve an incredibly diverse population in Newark at NJMS. When I began my work at this institution, I did not expect the tremendous support offered by the Office for Diversity and Community Engagement, and the Hispanic Center of

Excellence. Thanks to their support, I have been able to attend multiple workshops and conferences that have helped me further develop my academic career. In addition, I have been given the opportunity to engage and mentor medical students from disadvantaged backgrounds with the hope of helping them achieve their highest potential as future physicians. I could not have asked for more.

Thalia Palmer, M.D.

Assistant Professor



As a minority and the daughter of immigrant parents, I have always been acutely aware of the health care disparities that exist along racial and ethnic lines. As a result, seeking to have the greatest impact on both a clinical and personal level, upon graduation from fellowship, I was purposeful in my desire to serve in an urban setting. Not only did I feel the needs were greatest there, but I also believed my background would be an

asset in establishing a connection with my patients that is often so critical to delivering optimal care. Although I have since left that job, when the opportunity to join the medical staff at NJMS in the Department of Anesthesiology arose, I immediately accepted it. I felt reassured by the department chair's commitment to diversity, particularly along the lines of ethnicity, race, gender, and sexual orientation. Opportunities to grow and excel are made available to everyone not only within the department, but also within the hospital and medical school systems.

About Rutgers New Jersey Medical School

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ANESTHESIOLOGY @ NJMS

"OUR INCLUSIVENESS IS INTENTIONAL BECAUSE EXCELLENCE REQUIRES A DIVERSE COMMUNITY..."

OFFICE FOR DIVERSITY AND COMMUNITY ENGAGEMENT | SPRING 2017



OBIWANNE EMEJULU, MD, RESIDENT

A broken finger, followed by a concussion and a dislocated hip, all in one week, did little to slow my pursuit of playing football at the University of Houston. I kept my focus with the hope of one day achieving greater things on and off the field. It's no surprise that my journey into anesthesia would be filled with similar twists and turns. After graduating from medical school, I spent three years as a general surgery resident unsure of what my future in medicine would be. It took me three years to realize where my true talents and desires belonged to. And as I reflect on where this journey started, it thrills me to find myself here at the Rutgers NJMS anesthesia program. Not only am I surrounded with gifted co-residents, the faculty members provide both great mastery of the field and guidance. I am truly humbled to be part of this program.



**RITA SHANKAR, MD,
RESIDENT**

As a graduating senior and chief resident, I can truly say this program has made me academically, clinically, socially, and culturally very strong. I work with patients, co-residents, attendings, and OR staff of different sociocultural backgrounds on a daily basis. By learning from and helping each other, I believe we make patient care at Rutgers NJMS more efficient and comprehensive. As I step into my next phase of life I know that I will carry these enriching experiences with me as an aspiring pain physician.

SHEMILLE COLLINGWOOD, MD, RESIDENT

The anesthesiology department is invested in its residents' successful completion of residency, and their preparation for a rewarding career as an anesthesiologist. The emphasis on research, clinical skills, academics, mentorship, community service and resident wellness was evident within the first month of my training. Last summer, the department initiated an annual wellness seminar. To me, it underscores its focus on resident mental, physical and social well-being. The department encourages an environment of cohesiveness and collegiality by sponsoring a variety of activities, from volunteer opportunities at a Hoboken homeless shelter to a resident vs. faculty bowling night. I am very excited about my career choice and appreciative that NJMS is a part of this journey.



CHRISTIAN ESTRADA, MD, PAIN FELLOW

Growing up in a Spanish-speaking home, I learned at a young age the importance of community. NJMS is a place where diversity matters and is the place I chose to continue my commitment to the Latino community. Providing insight into different perspectives, driving innovation and fostering inclusiveness are areas of my life that NJMS has nurtured. These values, along with the training I received in anesthesia and currently in pain medicine, have prepared me to face the challenges that exist in today's communities. I am grateful for the ongoing support and mentorship I have received from faculty and staff.



**DEPARTMENT OF MICROBIOLOGY, BIOCHEMISTRY
AND MOLECULAR GENETICS @ NJMS**

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OFFICE FOR DIVERSITY AND COMMUNITY ENGAGEMENT



Vivian Bellofatto, PhD

Professor and Interim Chair, Department of Microbiology, Biochemistry and Molecular Genetics

During my undergraduate work at Douglass College and graduate work at Albert Einstein College of Medicine, I was privileged to work with smart, focused, successful and creative female scientists. These women were my key mentors during my early career. When I joined New Jersey Medical School over 25 years ago, I was pleased with the number of female scientists that were in the basic sciences and befriended many of them. In my current role as principle investigator in a new NIH-funded project and as Interim Chair of the Department, my key missions are to train and mentor all, while continuing to promote inclusion and diversity in my department and community at Rutgers New Jersey Medical School.

Nikhat Parveen, PhD

Associate Professor



After completing my Masters Degree in Microbiology in India, I came to the United States and joined the University of Hawaii at Manoa for my PhD degree. I initiated my postdoctoral research at the University of Massachusetts Medical School where I started working on Lyme disease pathogenesis. I have always made concerted efforts to recruit underrepresented minorities in my research starting from their undergraduate studies because I believe that to have good representation of diverse

populations at the faculty level and leadership positions in the future, we have to start early. I continued this approach after joining New Jersey Medical School where opportunity to bring in more diverse students and postdoctoral fellows is higher. In fact, this year I received an NIH diversity supplement to support training a postdoctoral fellow in my laboratory. Additionally, I have trained several students including NERA students who are now in medical schools. It is very rewarding for me to see that almost all students who conducted research in my laboratory during their bachelors degree have entered either medical or dental schools or graduate programs around the country. I hope that people trained by me follow this trend and become a driving force for diversity and inclusion in the future workforce of the country, particularly in the STEM fields.



Katsunori Sugimoto, MD, PhD

Assistant Professor

I moved from Nagoya University, Japan to New Jersey Medical School as an Associate Professor in 2004. My experimental work is in basic research, which is likely to have important practical use not in the short term, but in the long term. Why do I do basic research? The answer lies in exploring our natural curiosities. For example, conducting basic research is akin to picking up a pebble on a beach that has caught one's eye and then discovering a heretofore unknown value in that pebble.

My first 'pebble turned gem' was my discovery of a brand new role of replication factor C (RFC) in the ATM and Rad3-related (ATR) pathway in eukaryotic cells in 1996. As is often the case, it was difficult to convince my peers and funding agencies of the value of our discovery. However I managed to do so, and fortunately I am still working on RFC and ATR with continuous NIH support. I do constantly ask myself if my work on RFC and ATR will show that these molecules and pathways will truly be shining gems years in 25 years or more from now. The best answer I can give now is "maybe" or "should be". At the present time, I am committed to showing high school students, undergraduates and graduate students that scientific research is fun. I have had the opportunity to interact with 15 post-docs at New Jersey Medical School, seven of which are now faculty at academic institutions.

About Rutgers New Jersey Medical School

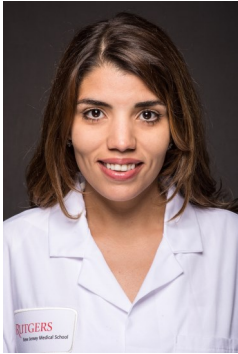
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EMERGENCY MEDICINE @ NJMS

“OUR INCLUSIVENESS IS INTENTIONAL BECAUSE EXCELLENCE REQUIRES A DIVERSE COMMUNITY...”

OFFICE FOR DIVERSITY AND COMMUNITY ENGAGEMENT



Cynthia Santos, MD

Assistant Professor

One of the driving factors in my decision to join the Rutgers NJMS community was the diversity of the faculty, resident, student, and patient populations. Many of us became doctors to help the underserved, especially in the very busy emergency department that serves as a safety net for this community. In the academic setting as well, Rutgers mentors have provided me the support to further this passion. As a medical toxicologist interested in global health, I helped create a course to teach toxicology around the world in areas that lack formal training. I am also developing a global surveillance program to help monitor for symptoms related to toxic exposure sites in low and middle-income countries. As a Dominican-American, I benefited from going to public school in a diverse urban environment, and I believe everyone should have access to excellent academic training and quality medical care.

John Paul Sanchez, MD, MPH

Associate Dean, Diversity and Inclusion & Associate Professor



I came to NJMS because the institution strives to value all aspects of human diversity. As a Latino gay man, NJMS has afforded me visibility in identity and the opportunity to serve on behalf of the institution for the betterment of our trainees, staff, patients and the Newark community. As Associate Dean for Diversity and Inclusion, I have had the unique opportunity to work with like-minded colleagues to ensure the development and promotion of the next generation of providers and academic leaders, diverse by gender, racial and ethnic identity, sexual orientation, and other dimensions.



Karma Warren, MD

Director, Volunteer Program
and Assistant Professor

I have always found it an honor to work in the same city where I was raised. As an African-American physician, I feel comfortable connecting with my patients and developing a level of trust that affords me the opportunity to educate on health prevention.

Here at Rutgers NJMS, I am excited about bridging Urban Health into the traditional medical school education, teaching Emergency Medicine residents, interviewing for future medical students and running the Emergency Medicine Volunteer Program. I have stayed here at NJMS for over 13 years because this is my FAMILY.

Novneet Sahu, MD

Assistant Professor

Diversity is the main reason I chose to return to Rutgers NJMS as faculty. As an Indian-American growing up and working in areas with different levels of diversity I feel privileged to work with patients, learners, colleagues, and leadership that reflect a strong sense of diversity and inclusion. These diverse minds help drive innovation and create a culture of partnership around education and healthcare. This is essential to my teaching, research, and clinical activities in community medicine and helps foster a respectful environment for us all to learn and grow as we strive for excellence.



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Rasheed Sanyaolu, MD

Resident

Being of Nigerian descent and growing up on the South Side of Chicago, providing care to those affected by health disparities has always been important to me. Joining the Emergency Medicine Program at NJMS was an easy choice for me. At NJMS, I am a ‘Men of Distinction’ Fellow, and have the opportunity to mentor underrepresented medical students as many physicians did for me when I was a medical student. These opportunities allow me to grow diversity within the NJMS community, and I am glad to add to it in my little way.



Chifaa Bouzidi, MD

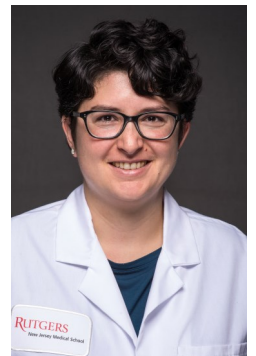
Resident

The first day I walked into Rutgers NJMS I was a 19 years old college student starting the NERA program. I walked in afraid and lacking confidence that a Moroccan-American female could become a physician...today I'm an Emergency Medicine resident in the same institution. NJMS has helped build me into the professional I am today. The most beautiful thing it had to offer me was its diverse faculty, students, staff, physicians and patients.

Michelle Davis, MD

Resident

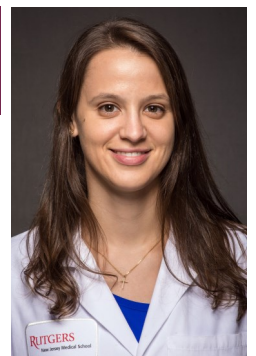
As an out lesbian, mixed Iranian-American, and non-traditional medical trainee, I am proud to be an emergency medicine resident at Rutgers NJMS. At NJMS, I have learned to view my intersectional identity and life experiences as an asset to the practice of medicine thanks to an inclusive institution and faculty that understand and champion diversity in our colleagues as well as our patients. I look forward to further serving our community as a fierce advocate for LGBTQ and pediatric health equity.



Ariel Sena, MD

Resident

Growing up in a large Italian- American family, provided me with many people to rely on for love and support. I was fearful that such a demanding career would compromise my ability to balance my work and family life. At Rutgers NJMS, I am fortunate to be part of a department that supports and fosters the importance of family. This applies to both our personal lives and our residency family. I am grateful to have many capable and accomplished women of diverse backgrounds in this department as mentors, and role models. They provide me with unique perspectives and insight while I develop my skills as an emergency physician, and discover what type of practice and career I hope to pursue.



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Cindy Amilcar, MD
Resident

As a first-generation Haitian-American woman, I have had the opportunity that most people dream of. I had the support of friends and family as I navigated the waters that is academia. My arrival to Emergency Medicine was not an easy one. I silently struggled with anxiety throughout medical school in fear of being seen as weak or not smart enough if I asked for help. When I was brave enough to ask for help, I was shocked by the number of resources available to me. In the black community, mental health is something we don't talk about. It's stigmatized and swept under the rug. NJMS serves a large African-American population and has a first-hand view of the damage of untreated mental health in the black community. Being an EM resident at NJMS has put me at the forefront of not only seeing, but impacting, changing and improving the state of mental health in the black community. I have the opportunity to help others as I have been helped.

Enoch Obeng, MD
Resident

As a Ghanaian who was lucky enough to be raised in the States, the importance of giving back is stressed constantly. For me, giving back means working with a diverse community. These diverse groups tend to be disproportionately poor, but don't let that fool you; Newark is on the rise and I love being a part of that. As a minority rising through the ranks, I see a lot of myself in Newark. And just as NJMS has made it a point to care for this community, they have provided me with opportunities to learn and grow. As a resident here, I have been able to explore passions such as global and community health while advancing as a culturally sensitive clinician.



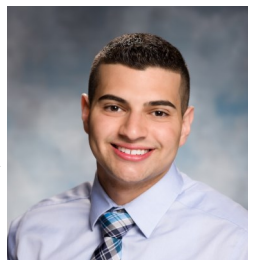
Georgia Davies, MD
Resident

As a first-generation African American born and raised in NYC, my greatest accomplishment is not only being the first in my family to obtain a medical degree, but graduating with distinction in community service. I am ecstatic that Rutgers NJMS gives me the opportunity to give back and train amongst a population that is as diverse as the one I have always been a part of my whole life. For me, the future for NJMS is bright - we are improving the overall health, well-being, and literacy of a community that so desperately needs genuine, compassionate, and energetic physicians like my colleagues and me.



Michael Uilo, MD
Resident

Health care disparities affecting LGBTQ individuals became a unique area of interest for me during my college and medical school training. As a proud ally of the of LGBTQ community, the NJMS department of Emergency Medicine has fully supported my passion for this evolving aspect of medicine. Under faculty guidance, I have had the opportunity to lead a seminar about best practices in taking sexual health history at a national conference for medical students. Going forward, I hope to integrate this important discussion into undergraduate medical curriculum at NJMS. The institution has been instrumental in allowing me to explore my interests within medicine while providing me with a platform to enhance the future of health care for all.



EMERGENCY MEDICINE @ NJMS

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Rebecca Goett, MD

Assistant Resident Director and Assistant Professor

As a Mexican-American, mother, and assistant residency director, my journey has been nurtured by mentors and champions who understand and value my journey through medicine. At NJMS, I feel at home surrounded by diverse faculty and students who represent the community I grew up in. My goals at NJMS are to support our underserved patients with serious illness by providing hospice and palliative medicine in the emergency department (ED), and provide medical education by disseminating awareness and knowledge.

Tiffany Murano, MD

Associate Professor

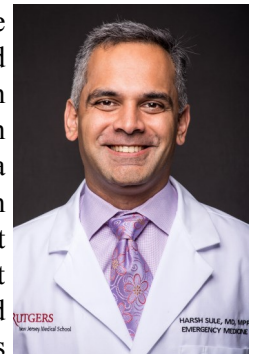


I am a multiracial woman who was born and raised in the Bronx, New York in a time and place where there were not a lot of individuals like me. I am also no stranger to health-care disparities as my family did not have regular access to health care. I feel that my background has definitely given me perspective and allows me to relate to not only my patients but also to my colleagues who are from varying cultures and upbringings. Rutgers NJMS has been tremendously supportive in supporting an environment of diversity and inclusion. As the former program director of the EM residency at Rutgers NJMS, I have been fortunate to mentor residents and students to be open-minded and accepting. I sit on the Board of Directors of the Council of Residency Directors in Emergency Medicine as well as the New Jersey Chapter of the American College of Emergency Physicians and I strive to promote diversity and inclusion at Rutgers NJMS and in my specialty on a national level.

Harsh Sule, MD, MPP

Residency Program Director and
Associate Director, Office of Global Health

Growing up in India and the Middle East, completing medical school and residency at urban public institutions in Chicago, working on global health projects in Azerbaijan and Sierra Leone, and working with refugees in Philadelphia makes diversity a big part of who I am and what I seek. At Rutgers NJMS I have been privileged to cooperate with colleagues across departments and schools to develop and mentor global health projects that have a positive impact on a diverse population ranging from Newark to various corners of the globe. I am constantly impressed that this school truly represents the diversity that exists within the state of New Jersey. The motivation and drive of students to serve the local community is what inspires me most to support them and be engaged in simply making “the world a better place.” As residency program director, my focus is on recruiting future physicians who are committed to the care of patients in our community and affording opportunities to our residents to engage with the surrounding community via formal community and urban health.



Sangeeta Lamba, MD, MS, HPed, FACEP

As Associate Dean of medical education at Rutgers NJMS, I have had the privilege of working collaboratively, for over 20 years, with a diverse set of senior and junior faculty, residents and medical students to ensure generations of culturally competent practitioners. As a woman of color it has been a special honor to co-found the NJMS Group on Women in Medicine and Science (GWIMS) and work towards greater gender diversity, inclusion, and promotion in clinical and academic medicine.



FAMILY MEDICINE @ NJMS

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EDUCATION

The Division of Medical Student Education administers the third year clerkship in family medicine (CFM), fourth-year acting internships, family medicine research and quality assurance electives. Many community family physicians in practices all over New Jersey serve as volunteer faculty and host third-year students for the CFM.

Faculty actively facilitate small groups in the Patient Centered Medicine course for first and second year students, and oversee projects and activities in two community engaged service learning electives: The NJMS student-run free clinic, the Student Family Health Care Center (SFHCC), and the Domestic Violence Intervention Program.

The Department of Family Medicine has been awarded five Health Resources and Services Administration (HRSA) grants for education in primary care. The last HRSA grant (2011-2016) focused on caring for underserved patient populations through the SFHCC. The department received the university-wide Departmental Award for Excellence in Education.

FACULTY PRACTICE

Our faculty practice offers comprehensive, holistic health care for all members of a family, from newborns to the elderly, and integrates behavioral medicine in routine daily care. Our patients come from diverse backgrounds, the majority identifying as Latino and African American. Staff and providers come from different backgrounds as well and many are fluent in Spanish. This contributes to an inclusive, multicultural, and welcoming environment, a better understanding of the needs of our patients, and an ability to address health disparities of the surrounding community. Since the practice is also part of a teaching institution, we have immediate access to the latest advances in medicine, which further contributes to excellent patient care.



Maritza De La Rosa, MD
Medical Director

Mission

To teach and model the principles of family medicine to students, residents and other physicians. We are dedicated to excellence in clinical care, research and advocacy; serving the greater Newark community and expanding the quality of primary care through education and collaboration with our students, patients and colleagues.

STUDENT HEALTH SERVICES

Student Health Services takes pride in providing a medical home for students in all professional tracks. Our patients are diverse, coming from varied backgrounds from around the globe. Our patients' needs drive the services we offer, and have broadened in scope over time.

We offer family medicine services and procedures, including acute and chronic medical care, preventive care, full spectrum women's health, mental health, LGBT care, and travel consultations.



RESEARCH

Departmental research is driven by our faculty expertise, including immunizations and infectious disease prevention, quality assurance and improvement (QA-QI), primary care education, contraceptive optimization, and intimate partner violence.

Many of our projects are community-based and focus on improving outcomes for the patient we serve. Our QA/QI studies assure that our physicians and other health care providers are delivering the very best and safest medical care available. Through this monitoring, we help our practices achieve the best patient outcomes.

Clinical trials in the department focus on improving patient experience with contraception.



STUDENT FAMILY HEALTH CARE CENTER

As a longitudinal clinical experience beginning in first year, SFHCC sets NJMS apart from other schools. Beginning after the Newark riots in 1967, it is the longest continually running student-run free clinic in the country.

The clinic is led by about approximately 18 third-year medical student directors and a faculty advisor. There is extensive medical student participation and NJMS primary care faculty provide supervision. Medical students, along with other health professions students (dental, pharmacy, and dietetics) provide primary care to patients of the greater Newark area twice per week throughout most of the year. Graduate students assist patients in obtaining charity care and low-cost medications.

Students are exposed to Newark's diverse population, caring for patients from throughout the city in English, Spanish and Portuguese.

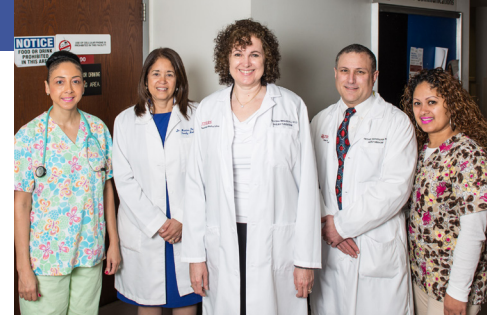


Contact us to learn more about how you can become involved in our community:

Department of Family Medicine
183 South Orange Avenue
Behavioral Health Science Building - E1557
Newark, NJ 07103
Phone (973) 972-7979
Fax (973) 972-7997



Chantal Brazeau, MD
Chair (Interim)



ABOUT RUTGERS NEW JERSEY MEDICAL SCHOOL

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INTERNAL MEDICINE @ NJMS

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CLAUDIA MIRANDA, MD, RESIDENT

I was born in Lima, Peru, near the tail-end of a terrorist regime. My family and I emigrated to the United States — like many others — with the hope of a better future. My father, a physician, showed me the meaning of hard work and dignity; my mother, likewise, was an example of perseverance and faith. When it came to choosing a medical school, I knew I wanted a place that was invested in that human connection — a place that took very seriously the holistic nature of medicine. Rutgers New Jersey Medical School provided that experience for me. When the time for residency came, I knew that this place was the best match for me. The program's camaraderie and sense of family is palpable, and I can think of no environment that is more supportive in cultivating a rewarding career in medicine!



**EMAN RASHED, MD,
RESIDENT**

In the lengthy years of training, it's easy to forget why you chose to go into medicine. We get so caught up in the evaluations, the schedules, and thinking about the "next step" that we forget how much good we can do right now. To be able to help people, to utilize our training for the purpose of easing the suffering that is rampant in the world, is an immense gift and responsibility. My participation in a mission trip to Jordan in 2015 left me with a renewed sense of purpose, a fresh dedication to my craft, and a larger perspective on what it means to be a physician. The faces and the stories all live on in my mind, for better or for worse. I wasn't sure how much I could give to my patients, but that didn't matter. I did my best, and they gave me so much more in return.

ADAM KIBOLA, MD, RESIDENT

Growing up in rural Tanzania, I saw my grandfather patiently attend to the needs of his community as a pastor. As I listened to him, I started to develop the desire to be involved in the kind of work that improves the lives of others. At the end of medical school, I worked with a team from the University of California, San Francisco (UCSF) on a project that involved creating a MSc in health monitoring and evaluation at Mzumbe University in Tanzania. Working with Tanzanians at Mzumbe University and the Ministry of Health helped me appreciate the management and policy issues associated with health care delivery in a resource-poor country. This experience led me to seek a residency program that offers the opportunity to learn from leaders who know creative ways to deliver cost-effective health care to a diverse patient population. The Rutgers NJMS residency program proved to be the right fit!



BRITTANY GLADNEY, MD, RESIDENT

I was born in Illinois. My father was an engineer and my mother majored in finance. If you asked my five-year-old self what I wanted to be when I grew up, you would need to pull up a chair and get comfortable because my list of future professions was long. Medicine was part of the list, along with ballet dancing and journalism. Theatre was one of my early detours, then came engineering. Finally, the yellow brick road led me to medicine. I was familiar with Rutgers NJMS's internal medicine residency program since I received my MD degree from NJMS. I knew about the exposure to a diverse patient population with clinical pathology ranging from the common to the rare. I knew about the distinguished faculty whose passion for teaching would be a critical part of my training. What I didn't anticipate is how welcome I would feel. If I need anything, whether it is a recipe for lunch or fellowship advice, I don't have to look farther than my fellow residents. I am very proud to call myself a part of this amazing team of physicians.

INTERNAL MEDICINE @ NJMS

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Analise Douglas, MD

Resident

As a nine-year-old in Mississippi, I was quite unsure of my future career. It wasn't until going on a mission trip in my junior year of high school that I realized I loved caring for people and building rapport with them – and that a career in medicine would allow me to do that. I treasured the thought of serving individuals at a time when they were most vulnerable. During medical school at the University of Mississippi, I had the opportunity to work with a wonderful Internal Medicine physician who exemplified everything that I wanted to be. She inspired me and showed me that my personality and unique experiences could help shape my style of patient care. I came to Rutgers NJMS because I wanted to have exposure to complex and advanced diseases and wanted to be both competent and confident in the practice of medicine. I am so happy to be here!

Alejandro Silva, MD

Resident



I was born in Venezuela and my family moved to the United States when I was eight years old. I remember struggling my first few months living here; not knowing the language, missing familiar foods, and being away from my extended family. New Jersey became my family's new home. I attended Rutgers University as an undergraduate, and Auburn University for graduate school where I received my Master's in Animal Science. Being a medical student at Rutgers NJMS gave me the opportunity to work with patients from diverse backgrounds, including many from immigrant communities. These patients face multiple challenges when interacting with the healthcare system. When I work with them, I try to remember what it felt like when I first moved to the United States. I feel a strong bond with NJMS and am thrilled to continue my training in Newark.



Eman Rashed, MD

Resident

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Ranyelenu Efobi, MD

Resident



I was born in London, England, but my parents moved the family to Nigeria right before I started school as they wanted us to learn about our African culture, which played a huge part in shaping me into who I am today. I worked in a retail pharmacy for many years but realized I had a desire and love for clinical medicine. With the support of my husband and 3 children, I decided to pursue my dream of medical school. From the beginning of medical school at Albert Einstein College of Medicine, I knew that I wanted to be involved in the total care of the patient. This led me to pursue a residency in Internal Medicine. My decision to come to Rutgers NJMS was an easy one – I wanted to be back home in New Jersey, but more importantly, I wanted a program that would give me the best possible training and exposure to different types of pathology and different hospital systems and settings. I am grateful to be surrounded by such friendly and supportive people.

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MEDICINE@ NJMS

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Alfonso Waller, M.D.

Assistant Professor

Growing up in Northern New Jersey, to immigrant parents from Cuba, there was a great emphasis on hard work and education. After completing residency in internal medicine and fellowship in cardiology at NJMS in 2009 and 2012, respectively, I then pursued additional training in advanced cardiovascular imaging at Brigham and Women’s Hospital – Harvard Medical School. Two years later, I returned as an Assistant Professor of Medicine and Radiology, and as the Director of Advanced Cardiac Imaging at Rutgers NJMS. I was also selected as a Hispanic Center of Excellence (HCOE) faculty scholar, and I am thankful for the support I have received from both the HCOE and my Departments. The Department of Medicine has always been supportive throughout my early career, including training, and HCOE has been amazing for my continued development now as a faculty member.

Lisa Dever, M.D.

Professor

I have been a faculty member in the Department of Medicine at NJMS for over 23 years and serve as the Infectious Diseases Fellowship Director and Vice Chair for Faculty Development. I am also President-Elect of the Medical Executive Committee at University Hospital. I have had an incredibly rewarding and enriching professional experience that has offered me insight into the needs and concerns of students, housestaff, faculty, staff, and patients. I take great pride in being part of a department and institution that so highly values and supports diversity at every level. I am a strong advocate for our trainees and faculty and am dedicated to supporting career advancement of women and under-represented minorities and developing their professional and leadership skills. While progress has been made in narrowing the academic gap for women and minorities (rank, compensation, leadership positions), there is still much work to be done. I believe that NJMS is uniquely equipped and committed to fostering a diverse and vibrant community and can be a model for other institutions to follow.



Nelson Aluya, M.D.

Assistant Professor

My name is Nelson Aluya and I am an Assistant Professor and an attending physician in the Department of Medicine, NJMS. The dedication of the faculty and staff to service, and community responsiveness as well as the supportive culture for career growth was a major attraction to NJMS. I have had the opportunity to train and prepare culturally sensitive and socially competent young physicians over the years. Originally from Nigeria I understood the need to develop a uniquely dedicated Sickle Cell Transition clinic to achieve comprehensive care. I have also led and coordinated numerous, successful community outreach programs; a platform upon which other physicians can build upon.

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Obstetrics, Gynecology & Women's Health @ NJMS

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Damali Campbell, MD

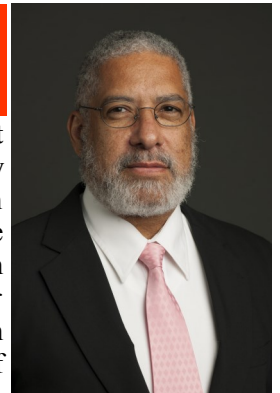
Assistant Professor

I greatly enjoy caring for patients, but I have found that I desire more. I chose NJMS because I was looking for an urban environment where I could not only practice the science and art of medicine but share it with others with similar ideals as mine. My journey to becoming the first medical professional in my family was filled with supporters, cheerleaders and advocates. Many experiences I've had along the way were shaped by being a woman of color. At NJMS I have found many mentors, colleagues, administrators, staff and students who share the passion of reaching out to help another. I see myself in them and they see themselves in me, all human, trying to live our best lives.

Theodore Barrett, MD

Associate Professor

I choose NJMS and NJMS chose me. I was celebrated as 'Resident of the Year' in 1996 and sought to stay on as a faculty member because of the nurturing environment here at NJMS. New Jersey Medical School, particularly the department of Obstetrics, Gynecology and Women's Health (Ob/Gyn) had, and continues to have, a strong academic tradition and one of the more diverse faculties outside of the traditionally black colleges. When we use the term, 'diversity', particularly in the work place, we are often referring to unequal or uneven access to professional opportunities for underrepresented segments of our society. I believed then, as I do now, that NJMS is an exception. My decision to seek a faculty position was predicated on the hope that I, as a member of one of those under-represented groups, would receive support and guidance through the different stages of my professional career as a physician, educator and researcher. I have had the distinct pleasure of working for two chairpersons during my career. One of which was the longest sitting chair of an Ob/Gyn department in the United States at the time of his retirement and the other is a freshly minted chair. Both have sought to improve life at NJMS for the faculty and patients we serve. Both have been nurturing in their words and deeds. Both, in their own way, have been a beacon of support for individuals such as myself.



Robin Christian, MD

PGY1 Resident



I am Robin Christian, an OB/GYN resident at NJMS. I identify as a gay transgender man, meaning I was assigned female at birth and have undergone a gender transition to live as a man. Socially I am part of the gay community. I feel very welcomed and supported at NJMS. I have been impressed by our department's commitment to working with transgender patients and learning about the challenges we face. I chose NJMS because of their dedication to working with underserved and marginalized communities, and I am grateful for the opportunities to be an advocate and educator through my work here.

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OPHTHALMOLOGY @ NJMS

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Suqin Guo, MD

Professor



Being raised by two physician parents in Beijing China, I learned kindness and strength at a very early age. Moreover, the influence of physician parents prompted my becoming an ophthalmologist. I completed my residency here, when Rutgers was UMDNJ and have been on the department faculty since. Working under the outstanding leadership of our department chair, as well as with exceptional colleagues, has further inspired me to be the very best I can be in my profession. Being part of this family "team," as well as training ophthalmology residents and being in charge of educating medical students, makes me proud of my "girl power" (most of my colleagues are men!). In my 19 years on the long academic road, culminating in my promotion to Professor, my chairman in particular has afforded me the greatest support and mentorship, in research, education, and patient care, at every step of the way. I can truly say that what makes our Medical School so strong lies, in such large part, in our unique diversity.

Neelakshi Bhagat, MD

Professor



While growing up in India, I was encouraged by my father to be self-reliant, independent, disciplined, perseverant and industrious. I was extremely lucky to train in this Department of Ophthalmology where I returned after my subspecialty training to work along side colleagues who once were my mentors. Everyone supported and enriched my growth as an educator, researcher, and most importantly, as a physician. Neither my ethnicity nor my gender were ever a hindrance in any of my endeavors, whether they were educational, academic or patient-care related and my department has always supported me in my career aspirations. We each have unique strengths and experiences, the combination of which has created an organization that takes pride in training the next generation of ophthalmologists and in tackling the most challenging ophthalmic problems.

Tian Xia MD

PGY 3 Resident



Born in China and growing up in cities around the world, I was exposed early on to diverse cultures. I wanted to learn and work in a community where I could help the less fortunate while learning in a multicultural setting. When I was a medical student at NJMS, I was blessed with opportunities to serve the community as a director and inter-professional liaison at the student clinic, a humanism fellow, and a telemedicine eye screening volunteer. As an ophthalmology resident, I am fortunate to learn in this welcoming environment and to be supported by diverse faculty and co-residents. I hope to continue to work alongside influential role models in this residency program and medical school to care for the communities around me.

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ORTHOPAEDICS @ NJMS

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KAREEM SHAATH, MD, RESIDENT

I applied to the Department of Orthopaedic Surgery at Rutgers because of its excellent reputation. I have been interested in orthopaedic traumatology since day one and there is no better place to train for that during residency. The department has been extremely supportive in helping me prepare for a career in academic medicine. Being of Arab descent, a population that is not well represented within the orthopaedic community, I am extremely supportive of minorities in academic medicine.



**JESUS JUAREZ, MD,
RESIDENT**

The NJMS orthopaedic program initially drew my interest due to its urban location with a highly diverse patient population. Diversity in the community can present challenges in providing care in the form of language barriers or the ability to empathize with patients. We have an excellent group of orthopaedic residents from varied backgrounds, allowing us to provide a greater level of care for our patients – whether it's speaking another language or being familiar with different cultural beliefs. Also, having the opportunity to participate in mentorship roles to underrepresented minorities in medicine via student interest groups at NJMS, including the Men of Distinction program, has been an invaluable experience.

KIAUNTEE MURRAY, MD, RESIDENT

I was born at Newark Beth Israel Hospital and raised in Jersey City. I entered NJMS particularly interested in serving this community. Through my role as co-president of the NJMS chapter of the Student National Medical Association, I was in a unique position to witness the many ways the Office of Diversity and Community Engagement faculty and staff serve the greater Newark area. NJMS's faculty plays an essential role in cultivating a community of service for trainees. A diverse academic community necessitates respect for alternative opinions and approaches. Many members of the NJMS orthopaedics faculty facilitated early shadowing, research, and mentor opportunities that helped to guide my career as a medical student. This willingness to be present and engaged was essential in my decision on where to train, as this is the type of clinician I aspire to be.



JAMES R. NUTTALL, MD, FELLOW

The immediately evident culture of acceptance of the LGBTQ community that exists at NJMS is what attracted me to this institution. Working closely with the multidisciplinary team at NJMS, I have always felt comfortable fully engaging in the complex professional and social dynamics of the hospital. From the initial interview, I felt I had the freedom to fully integrate into the close relationships that are essential to a successful surgical fellowship. The supportive atmosphere greatly enhances the learning and teaching experience. The wonderful community at NJMS has facilitated my training as an orthopaedic oncologist.



O. FOLORUNSHO EDOBOR-OSULA, MD, MPH

Assistant Professor, Department of Orthopaedics, Division of Pediatrics

Growing up in Queens, New York, to immigrant parents from Nigeria, there was a great emphasis on hard work and education in my household. When I started my job search, I knew that I wanted to work in an inner city community because that is where I felt I could make the biggest impact professionally, clinically and personally. My department has supported me in all of those endeavors. From the moment I stepped onto the Rutgers NJMS campus I was welcomed with open arms. With the support of the Office for Diversity and Community Engagement and my department, I have attended several conferences and workshops designed to teach me how to succeed as an underrepresented minority in academic medicine. Working in Newark has been quite a rewarding experience for me. I have the pleasure of taking care of some of the most unique and challenging patients.



IRFAN AHMED, MD, MBBS

Assistant Professor, Department of Orthopaedics, Division of Hand and Microvascular Surgery

Diversity benefits not only benefits patients, but also physicians. We can all learn from each other, with communication being a key part of this process. In addition to the outstanding faculty and commitment to teaching, one of the things that made this job appealing to me was the diversity in the staff as well as the residency program. Now more than ever, cultural awareness should be part of patient care and that cannot happen without adequate representation within the field.



KATHLEEN BEEBE, MD

Associate Professor, Department of Orthopaedics, Division of Musculoskeletal Oncology

I am fortunate to have been supported and encouraged for 18 years by my department and the medical school in the field that I love. Regardless of whether I was the only woman in the department or was joined by others, I have always had equal opportunities to succeed. Having participated in track and field, cross country and road racing since the age of 11, I have always been comfortable toeing the line alongside my male colleagues. Being comfortable in this arena has allowed me to thrive in a field that is generally male-dominated. In both settings, our differences are celebrated but our common goals are the same. It doesn't matter where we come from or how we got there. Using our medical knowledge and individual strengths to care for patients is what brings us together. The medical school and department understand that we all have different and unique assets and nurturing these assets makes us stronger as a whole.



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PATHOLOGY @ NJMS

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Jessenia Guerrero, MD

PGY 3 Resident

Rutgers New Jersey Medical School made it high on my ranking list because of its openness to diversity and the strong women in the department. Being born and raised in Miami, Florida, cultural diversity is the norm and Rutgers felt like home when I interviewed. I wasn't judged by my background or where I went to medical school; I was welcomed. Also, the

women in the department are all role models and leaders in their fields. They encourage me to work hard to achieve the same. They help me overcome my weaknesses and support my unique strengths because they've all experienced the same obstacles in one point of their lives because they, too, are minorities. The acceptance of diversity/minorities has made my training enjoyable so far.

Valerie A. Fitzhugh, MD

Associate Professor

My medical career began as a student at New Jersey Medical School. One of the things I was amazed by was the diversity of my class, as I had not seen that level of diversity in any of the other medical schools at which I had interviewed. I went on to complete my residency training at NJMS and after a year of fellowship, returned to the institution. I have been fortunate to work alongside students, residents, and faculty from many backgrounds. I have also been fortunate to help so many people who have been less fortunate than me; it means so much to me that I have been able to give back to the community that has given to me in every aspect of my education. I look forward to continuing to serve the diverse community in which I have the pleasure to work.



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PEDIATRICS @ NJMS

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OFFICE FOR DIVERSITY AND COMMUNITY ENGAGEMENT | SPRING 2018



Nassali Mugwanya, MD

PGY I Resident

As a first generation American I have had what I now realize is the privilege of growing up immersed in two quite different cultures. My family routinely travelled back to Uganda making many stops around the world. As a result I have grown up with a unique view of the world and a strong sense of community. When deciding to go into medicine it was important to me that I maintain that view and train in a place where diversity and community are priorities both in patient population and faculty members. The pediatric program here at NJMS is exactly that. With the opportunity to care for children from various cultures and socioeconomic backgrounds, and the chance to learn from physicians with such varied clinical training, I feel that when I finish I will be prepared to serve in any community.

Dominga Padilla, MD

Associate Professor

As a Latina, raised by a single parent, born in the Bronx and raised in Jersey City, I developed an appreciation for cultural diversity that would influence many of my academic and professional decisions. Newark and NJMS have become my second home. As a pediatrician, my current clinical, research, and educational activities are focused on adolescents, in particular, those at high risk for HIV infection and HIV-positive adolescents. I attribute my successes in large part to the guidance and support provided through the Hispanic Center of Excellence. I happily state that I have received much, so much is expected in return. NJMS has allowed the opportunity to serve the youth, making the Division of Adolescent & Young Adults Medicine (DAYAM) their home.



Rhanda Darville, MD

PGY III Resident



I was born and raised in the Bahamas, an English-speaking developing Caribbean country, and left the island essentially only for vacations and to further my education. I attended undergrad in the southern United States and medical school in the Dominican Republic. During my interview with the NJMS Pediatrics Department, it was highlighted that we serve diverse populations in a largely urban setting. Once I joined the department, I was also struck by the diversity within the department itself. We are made up of providers from all corners of the globe and of many ethnicities. Learning to appreciate our own diversity helps us to appreciate that of our patient population. We are living proof that we are actually more alike than we are different. I am also excited by the fact that our patients get to see health care providers who look like them and speak the same languages. Many of us come from similar backgrounds and have had similar experiences. This program clearly fosters a culture of diversity and inclusion and I am proud to complete my training here.

About Rutgers New Jersey Medical School

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PHARMACOLOGY, PHYSIOLOGY & NEUROSCIENCE @ NJMS

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Jorge E. Contreras, PhD

Associate Professor with Tenure

I joined NJMS in 2010 supported by the Hispanic Center of Excellence and the Department of Pharmacology and Physiology. Here, I found a place that fostered and potentiated my career as an academician and scientist. I started my academic position as a non-tenure track faculty member. After obtaining two NIH R01 grants, I was promoted to a tenure-track position. My laboratory has been continuously funded by NIH since 2011, and funded by the New Jersey Commission on Brain Injury Research for several years. The positive academically nurturing environment in the Department has allowed me to serve as a regular member of an NIH Study Section, as well as on a journal editorial board and hold office in scientific societies. Today, after my promotion to associate professor with award of tenure, I am at an exciting point in my research career and thoroughly enjoying my work as well as training students and postdoctoral fellows.

Paula Bartlett, PhD

Assistant Professor

I am extremely fortunate to have been supported in my research career in the Department of Pharmacology, Physiology and Neuroscience. My department from faculty to the student body is highly diverse with an amazing spirit of community and unity. As a woman, I have been supported free of gender bias as I have developed my research and transitioned from a postdoc to assistant professor. I believe my department provides an inclusive and diverse environment and this plays a major role in the success of all members of the department.



Krista Blackwell, PhD

Assistant Professor

As an African-American woman, I consider it a privilege to serve as a faculty member in the Department of Pharmacology, Physiology and Neuroscience. My role as an educator and researcher has continually been supported by my department and the Office for Diversity and Community Engagement (ODACE). Through their support, I have been able to participate in professional development and leadership programs, in addition to advancing my role in course leadership at NJMS. I also have had the opportunity to interact with students of color not only in NJMS, but also in the School of Graduate Studies and the School of Dental Medicine. To be able to mentor students interested in science and health-related careers is one aspect of my job that I consider an honor. One of the most rewarding aspects of my career is, by far, when a student achieves academic success and accomplishes their ultimate career



Jayashree Pain, PhD

Instructor

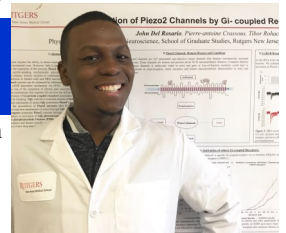
I was born and raised in Kolkata, India. After completing my PhD in Biochemistry, I came to the United States to pursue more research opportunities and a better life. I have been fortunate to call New Jersey Medical School my home for the past 15 years and become part of a community of internationally and culturally diverse scientists. In the Department of Cell Biology and

Molecular Medicine, I had the privilege to collaborate with several faculty members on various aspects of cardiac physiology. I then transitioned to the Department of Pharmacology, Physiology and Neuroscience to work on iron-sulfur cluster biogenesis in mitochondria and cytoplasm. As a female immigrant researcher, I have felt respected and inspired by my colleagues and learned how to become a better scientist. I continue to be happy and comfortable in our university environment that truly promotes diversity and equality.

John Del Rosario

PhD Candidate

As an African/Hispanic-Latino-immigrant from the Dominican Republic, the pursuit of a PhD in Science was not something one would see in the neighborhoods of Santo Domingo, where I grew up. At the age of 17 years old, I decided to embark on a journey to the United States in the quest for higher education. After successfully completing a bachelor and master, I decided to apply to the multidisciplinary PhD program in biomedical sciences. I hope that my experience at NJMS/SGS could serve as source of inspiration for other minority students that struggle to achieved their goals as biomedical scientists.



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PHYSICAL MEDICINE & REHABILITATION @ NJMS

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Ondrea McKay, MD

Fellow, Traumatic Brain Injury

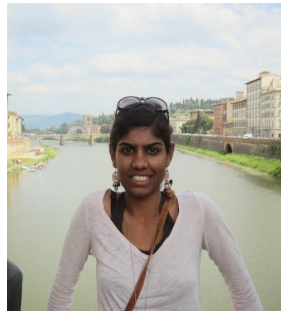


I graduated NJMS in 2013 and completed my residency at Rutgers NJMS/Kessler in 2017. As a student here, I was able to see firsthand how much the faculty and staff care about the resident experience. The clinical experience is great, too. I knew that when I graduated, I would feel like a complete physician. With its

proximity to the Jersey shore and to Manhattan, and plenty of great restaurants right in the area, the medical school's location is ideal and affords plenty of places and opportunities to hang out with your fellow residents.

Sharon Bushi, MD

PGY-3 Resident



My journey at NJMS began as a student, slowly growing in knowledge and experience from the variety of teaching opportunities provided to me. From the didactics to the clinical rotations, the education gave me a solid foundation to build on during residency. I was especially interested in PM&R and the interdisciplinary approach

the field takes toward patient care. With this in mind, I completed a year in internal medicine further that strengthened my foundation in general medicine. I am currently completing my second year of the PM&R residency where I am rewarded by the progress I see in my patients every day. I am continuously inspired by my attendings and peers and hope to find my place in the world of rehabilitation medicine in the near future.

Laurie Dabaghian, MD

PGY-4 Resident



As an Armenian, I lived my life juggling my Armenian American identities. Born in Saudi Arabia, to parents who were born in Lebanon, I spent a lot of my life discovering and embracing different cultures and identities. Medicine always felt like a calling

for me, as I believed it was a profession and art that focused on the care of all people. My experience as a medical student at Rutgers New Jersey Medical School and now as a resident in PM&R has further fulfilled my passion of helping those in need across different cultures. This school and department have fostered my belief and focus on improvement a patient's quality of life.

Jasmine Ng, MD

PGY-3 Resident



I am fourth-generation Malaysian Chinese. Raised in a Malay village, I knew my family was different but we nonetheless contributed and flourished. We later moved to China, where my schooling instilled values of hard work and tenacity, eventually leading me to the US for college and medical school. Being so far from home took a toll, so I took a

year off to join a medical NGO in rural China working in a cerebral palsy clinic. There, amongst children with special needs, I discovered my passion for PM&R. I am grateful for the opportunity to realize my dream through NJMS.

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Monifa Brooks, MD

Medical Director – Kessler Institute for Rehabilitation, West Orange
Residency Program Director, Fellow Traumatic Brain Injury



Growing up in Baltimore, Maryland, I initially planned to become a veterinarian. Multiple allergies later, I turned my attention to improving the lives of people, rather than their much-loved pets. As the first physician in my family, I did not have a blueprint to follow to navigate the world of medical education. I was fortunate to have many mentors to assist me along the way. As a residency program director, I understand the importance of providing encouragement and guidance to physicians in training. I believe learning to provide excellent patient care to a diverse patient population is key to developing into an outstanding and empathetic physician. The Rutgers system consistently strives to provide world-class treatment to every patient throughout the continuum of care. I consider it a privilege to contribute to that delivery of care.

Anthony H. Lequerica, Ph.D.

Senior Research Scientist, Kessler Foundation

One of my lines of research is on issues of cultural diversity in brain injury rehabilitation. Clinically my caseload has become 90% Spanish-speaking patients who need a neuropsychological evaluation in Spanish. As a Puerto Rican, it is a blessing to work in an environment where diversity is valued and I'm thankful for the support I have received from my department to pursue my career goals in working with underserved populations. As I celebrate 10 years at NJMS, I look forward to many more, educating students and residents about research and through ongoing collaboration with faculty.



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PSYCHIATRY @ NJMS

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Nicole Guanci, M.D.

Assistant Director, Residency Training Program

Growing up in and around Newark as the only girl in a first-generation immigrant family, I learned early on how to advocate for myself and people in need within the community. It is not surprising that I am now a female leading a primarily male Crisis Response Team in the Emergency Department as an attending psychiatrist, addressing behavioral disturbances of the mentally ill and indigent populations. Coming to NJMS at 18 years old and continuing here through medical school and residency, I have had the privilege of belonging to a primarily female class. Now, as an attending in the Department of Psychiatry, I also have the privilege of working in a department that welcomes women in leadership positions. I am hopeful that as one of the upcoming Associate Program Directors of the Psychiatry Residency Program, I will have the opportunity to continue to foster the development of female leadership at NJMS.

Danilo Been Carrasco, M.D.

PGY IV Resident



Born and raised in the Dominican Republic, being a professional in my culture is a way to give back to your family and to make them proud. Medicine was an altruistic option and it gave me joy and motivation to join various non-profit organizations and volunteer my time.

I was oblivious to the challenges awaiting me when I came to United States from the Caribbean. The language barrier, the food, the culture were all different however having the opportunity to be part of NJMS mitigated these worries. Instead of boundaries, these differences such as being bilingual have proven to be helpful and are a bridge to connect with the large Latino community that we treat. Feeling accepted and supported has made this journey a learning and fulfilling experience.

Noah Villegas, M.D.

Assistant Director, Residency Training Program

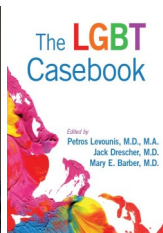


I am originally from New Mexico and came to the east coast after being accepted to NJMS. Coming to the east coast, I was amazed with the amount of diversity in the population. I was also surprised with the small

Hispanic / Latino representation within the medical school class despite the large Hispanic east coast population. However, NJMS provided an open and caring environment and I never felt like a minority. Graduating medical school in 2012, I continued on at NJMS Psychiatry Residency Program. In my last year of residency I was the Chief Resident and graduated residency in 2016. Currently I am an inpatient attending for University Hospital and I will be one of the new incoming Associate Program Directors for the NJMS Psychiatry Residency Program since July 2017.

Petros Levounis, M.D.

Department Chair / Associate Professor



During medical school, I was mentored by Jonathan Lax, who introduced me to ACT UP and served as my primary advisor for my medical school honors thesis titled: “**How People with HIV/AIDS Alter Clinical Trial Protocols.**” I graduated from Columbia University’s Psychiatry residency training program receiving the National Institute of Mental Health Outstanding Resident Award before completing my fellowship in Addiction Psychiatry at New York University. From 2002 to 2013, I served as director of the Addiction Institute of New York. My academic interests include the use of crystal methamphetamine among gay men & sexual identity in psychotherapy.

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RADIOLOGY @ NJMS

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Humaira Chaudhry, MD

Assistant Professor and Division Chief, Diagnostic Imaging

In 1974, my father immigrated to the United States from South Asia with a few dollars in his pocket. In the society he came from, boys were given an elevated status in comparison to girls and great importance was bestowed on having a son. Regardless of cultural norms, my father placed high value on educating his children to their highest potential and was not deterred by having only daughters. I am the youngest of his 3 daughters, all of whom graduated with their medical doctorate from New Jersey Medical School (NJMS). After residency and fellowship, I returned to NJMS as an attending radiologist. I currently serve as Division Chief of Diagnostic Imaging in the Department of Radiology. Having a leadership role in a safety net hospital empowers me to advocate for the cause I am most passionate about – disparities in healthcare delivery. Being a female leader also helps me to continue my father’s legacy of gender equality as it

positions me as a role model and resource for women pursuing a career in radiology, a specialty in which women have historically been significantly underrepresented.

Magdalena Pilar Salvador, MD

Assistant Professor

Growing up in Ecuador and being surrounded by poverty, I knew early on that I wanted to pursue a career in medicine so that I could help those in need. When I came to the United States to complete my residency at New Jersey Medical School, I fell in love with this institution and its patients. I have been practicing as an attending radiologist specializing in breast imaging for the past 9 years. As a Hispanic radiologist, I have been able to connect with my patients through commonality in culture and language. Many of my patients are faced with a diagnosis of breast cancer and I find incredible personal satisfaction in being a resource for them when they are afraid and at times alone. There are no words to describe how I feel when I receive their gratitude through hugs and kisses.



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Sharon Gonzales, MD

Assistant Professor and Interventional Radiologist

I was born in Trinidad and Tobago with native Carib Indian, Creole, Venezuelan and Portuguese backgrounds. My mother brought me to America as she saw the promise of a better academic future here. She was a single parent and we occasionally faced economic hardships but eventually I became the first person in my large extended family to go beyond college. I credit my mentors at Rutgers New Brunswick who helped guide me toward science and medical school through programs like SMDEP and EOF. Early on, I gravitated toward teaching and was a TA in biology and later served as a scribe in medical school. I decided to pursue a career in Interventional radiology and worked in private practice before eventually coming to NJMS in 2005. Here I found an economically disadvantaged urban population in great need of high-quality medical care as well as a diverse medical faculty that was dedicated to serving the Newark population. NJMS also offered me opportunities to become involved with medical student education through an institutional leadership committed to supporting diversity, faculty development and mentorship. I am now deeply involved in many aspects of medical education, including Admissions, Student Affairs, Education, and the Office for Diversity and Community Engagement. I help teach Patient Centered Medicine and Radiology, and I am a premedical, medical, and postgraduate career advisor. As less than 10% of all internationalists are women and there are a low number of underrepresented minorities in radiology overall, I am proud to mentor future academic radiologists and internationalists. I hope to help increase diversity in my field that I believe will better serve our increasingly heterogeneous population.



Tarek Jazmati, MD

PGY-3 - Diagnostic Radiology

As my medical education at the University of Damascus came to a close, Syria became devolved by a civil war. The resultant lack of accessible health care became unbearable at times. Having witnessed such destruction, I wanted to become part of the solution to the collateral damage left behind in the wake of a war. I feel fortunate to have matched at Rutgers University. The high-quality training and educational environment combined with the available global health initiatives will help me achieve my career goals.

Oluwole Tairu, MD

Diagnostic Radiology

I was born in Nigeria and moved to New Jersey to complete high school and college. During my summers as a college student, I participated in the Rutgers Summer Medical and Dental Educational Program, which was setup to expose minorities to the health professions. These were invaluable foundational experiences in directing my career path toward becoming a physician. I returned to NJMS as a neuroradiology attending in 2015 in part because I wanted to give back to the institution and community that helped shape me. I believe we practice in an increasingly global community and Rutgers has a workforce that mirrors the diverse cultural perspectives of the people we serve. This helps us to excel at upholding that standard of excellence we strive to provide to our patients.



Surgery @ NJMS

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Dorian J. Wilson, MD

Professor

I have spent essentially my entire career in academic medicine at Rutgers (legacy UMDNJ) NJMS. It is difficult, in fact, to imagine how I might have successfully evolved as an academician, clinician and educator anywhere else. Now, Professor of Surgery in the Division of Liver Transplantation and Hepatobiliary Surgery, I recognize that, even early on, I was consciously aware of the unique opportunities readily available to me in an enormously diverse and multi-cultural setting. Finding myself at the outset in a complex field where precious few shared my racial background or cultural identity, I received critical support from individuals and mentors on all levels. They in turn created a collective awareness and an environment that was poised in a unique way to understand the challenges I faced as a man of color. More importantly, I was granted the privilege to evolve naturally, using talents that have allowed me become a leader in educational efforts geared at humanism in medicine and the critical role it plays in patient-centered care. Finally, believing that socioeconomics affect well-being, by encouraging diversity at Rutgers, I trust that essential groundwork is being laid for health benefits on a much wider scale.



Jesus Rosado, MD

Research Resident



The NJMS Hispanic Center of Excellence has been a major part of my life since the age of 16. I was a young Hispanic male with a dream of becoming a doctor and helping people. But coming from a single parent home where no one in my family had gone to college, becoming a doctor was just a dream. Everything changed the moment I was accepted to participate in the Summer Youth Scholars Program at NJMS. It was there I would meet other people just like me. I was inspired to pursue my dreams and make them into a reality. After a very long journey I was accepted into NJMS to continue my growth. At NJMS I was able to serve as a TA for the HCOE programs that trained me and pay it forward. There I saw the next generation whose stories were just like mine. I was using my story to encourage these young students. Today I am a surgical resident and have reached my goal of becoming a doctor, but not without the help of so many. I

thank the HCOE and everyone who works with it for giving me that opportunity and showing me that dreams are always attainable with hard work and perseverance.

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Residency Director: Anastasia Kunac kunacan@njms.rutgers.edu

Rutgers, The State University of New Jersey