

From: COM Office of the Dean

Sent: Tuesday, January 09, 2018 11:21 AM

Subject: Office of Diversity & Inclusion Announcement on behalf of Margaret Tandoh, MD, Associate Dean for Diversity & Inclusion

Dear Colleagues,

I am pleased to share news about some exciting changes and opportunities in the Office of Diversity and Inclusion.

As outlined in our recently completed 2018-2023 [Strategic Action Plan](#), ODI has identified five main areas of focus that will guide the institution over the next five years. In an effort to ensure we meet the goals associated with these objectives, we have added several new positions to our team, including a Health Equity Inclusive Excellence Liaison, an Academic Excellence Liaison, and a Gender Equity Liaison. In addition, we are seeking one or more Diversity and Inclusion Departmental Champions from each department at the college to serve as leaders within their departments, helping to promote awareness of and manage the strategic diversity and inclusion planning process within their department.

I am pleased to announce that we have appointed Maria Mercedes Avila, Ph.D., and Eileen CichoskiKelley, Ph.D., as Health Equity Inclusive Excellence Liaison and Academic Excellence Liaison, respectively. An Associate Professor of Pediatrics and Director of the Vermont Leadership Education in Neurodevelopmental Disabilities (VT-LEND) Program, Dr. Avila also serves as adjunct faculty in the College of Nursing and Health Sciences. She has served as chair of the National Association of University Centers on Disabilities' Multicultural Council and has provided culturally responsive care and practice training to more than 3,500 providers across 46 organizations and 9 states. She is the recipient of the 2017 ALANA Outstanding Faculty Award, the Child Mind Institute's 2016 National Change Maker Award, the 2015 UVM Kroepsch-Maurice Excellence in Teaching Award and the 2014 Edith D. Hendley award from the UVM Women's Center. As the Health Equity Inclusive Excellence Liaison, Dr. Avila will work with each department on the development of a departmental strategic diversity plan to guide ongoing diversity efforts.

Dr. CichoskiKelly is Associate Professor of Family Medicine, Director of Educational Instruction, and the course director for the Teaching and Scholarly Requirement. A member of the Teaching Academy, her research in Medical Education focuses on program and curriculum design, LGBTQ health care and includes a two-year grant from the Northeast Group on Educational Affairs, one of four regional groups in the Association of American Medical Colleges (AAMC) to develop a model for mentorship in medical education research. She serves on the AAMC's Advisory Committee on Sexual Orientation, Gender Identity and Sex Development where she is the chair of the committee developing curricular materials to train doctors to care for LGBTQ youth. In her new role as Academic Excellence Liaison, Dr. Cichoskikelly will focus her efforts on developing programs and initiatives to support the diverse academic needs of medical students throughout their medical training.

I encourage faculty and staff who are interested in learning more about the Gender Equity Liaison position or Departmental Champion positions to view the position descriptions [here](#) or contact tiffany.delaney@med.uvm.edu.

I hope you will join me in congratulating Drs. Avila and CichoskiKelly on their new responsibilities.

With best regards,

Margaret Tandoh, M.D., F.A.C.S.
Associate Dean for Diversity and Inclusion
Larner College of Medicine, University of Vermont

