Report of Activities and Accomplishments

Office for Graduate Education and Postdoctoral Affairs

September 2022 - August 2023

SCHOOL OF MEDICINE & DENTISTRY

UNIVERSITY of ROCHESTER

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Introduction

The School of Medicine and Dentistry's Office for Graduate Education and Postdoctoral Affairs (GEPA) is the central office that supports the graduate student and postdoctoral community in the School of Medicine and Dentistry (SMD). The Senior Associate Dean for Graduate Education and Postdoctoral Affairs, Richard Libby, Professor of Ophthalmology, leads the faculty, staff, operations, and strategic direction of the GEPA office.

GEPA is accountable to SMD leadership and, as one of the University of Rochester's graduate schools, University of Rochester leadership. In leading GEPA, Dean Libby works most closely with SMD's Vice Dean for Research, Stephen Dewhurst; Vice Provost and University Dean of Graduate Education, Melissa Sturge-Apple; University of Rochester school deans and graduate deans; SMD senior associate deans; SMD department chairs/center directors; and SMD graduate program directors. All graduate programs in the SMD are accredited per the University of Rochester's Middle States Commission on Higher Education accreditation as a graduate degree-granting institution, overseen by the Office of the Provost.

GEPA welcomed Gillian Coykendall, Senior Programmer/Analyst during the 2022-23 year. GEPA retained multiple key staff and faculty members including Sharon McCullough, Director of Graduate Education and Postdoctoral Affairs; Elaine Smolock, Director of Writing Services and Training Grant Development; Eric Vaughn, Director of Career Services; Steve Naum, Associate Director of Finance and Administration; Ben Lovell, Admissions Coordinator; Colleen Bailey, Secretary; Kandice King, Director of Graduate Enrollment; Kate Bognanno, Web Content Manager and Digital Content Strategist; Jeff Koslofsky, Senior Manager, Marketing and Communications; Odyssey Harrington, Secretary; and Nathan Smith, Associate Dean for Equity and Inclusion. GEPA greatly appreciates the efforts of staff and faculty members who moved on during the 2022-23 year including Ashley Campbell, Director for Equity and Inclusion; Tracy Pezzimenti, Registrar and Director of Student Services; Marlea Thomas, Assistant Registrar; and Jen Prosceo, Access Specialist. See Appendix A for a detailed organizational structure.

Need to know who to contact? Visit our GEPA contacts by functional area listing.

The graduate student community is comprised of matriculated graduate students in PhD, master's and advanced certificate programs as well as nonmatriculated students, visiting graduate students, students in graduate preparatory programs, student research interns, and students from other University of Rochester schools. At any given time, GEPA is responsible for supporting around 1,300 learners.

Enrollment in all GEPA Programs

	2020-21	2021-22	2022-23
SMD Postdoc Scholars*	140	115	116
SMD PhD Students^	349	368	355
SMD Master's Students^	131	130	133
SMD Advanced Certificate Students^	22	27	23
SMD Summer Scholars+	20	27	29
SMD PREP Students^	1	5	6
SMD Bridges Students^	2	2	2
SMD Non-Matriculated Students^	85	104	105

	2020-21	2021-22	2022-23
SMD Visiting Students^	20	11	7
SMD Unpaid Internships^	93	165	175
Non-SMD Graduate Students taking SMD grad courses^	72	88	120
UR Undergraduates taking SMD courses^ *(includes undergrad research and independent study)*	195	156	219
Totals	1,156	1,191	1,290

**July '20/'21/'22 snapshots | ^fall enrollment |+July '21/'22/'23 snapshots*

GEPA supports the entire student lifecycle and thus, has responsibility for recruitment, admissions, onboarding, registration, payroll and other financial services, career and professional development services, completion, commencement, and alumni engagement. GEPA provides similar services for postdocs including onboarding and completion, payroll and benefit services, career and professional development services, and alumni engagement. In supporting these critical functions, GEPA partners closely with experts in accreditation and assessment, disability services, education, equity and inclusion, faculty professionalism, finance and financial aid, grantsmanship, health and wellness, human resources, information technology, institutional reporting, international services, law, library sciences, marketing and communications, research and research administration, student services, and web services.

GEPA also partners closely with the numerous learner organizations affiliated with SMD including the Alliance for Diversity in Science and Engineering (ADSE), Graduate Students of Color (GSOC), the Graduate Student Society (GSS), the International Students & Scholars Association (ISSA), outGRADS, SMD Entrepreneurs, the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), UR Microbiome, the UR Postdoctoral Association (URPDA), the UR Science Policy Initiative (UR SPI), UR Thinkers, and UR Writing.

Graduate Programs

GEPA provides oversight for PhD, Master's, and Advanced Certificate programs.

Graduate Program Enrollment

PhD Program Enrollment	2020-21	2021-22	2022-23
Neuroscience	53	56	54
Immunology, Microbiology and Virology	50	51	46
Cell Biology of Disease	35	38	37
Biochemistry and Molecular Biology	32	37	36
Translational Biomedical Science	22	28	30
Cellular and Molecular Pharmacology and Physiology	28	28	28
Biomedical Genetics and Genomics	22	27	25
Statistics	26	25	25
Biophysics, Structural, and Computational Biology	19	19	20
Epidemiology	14	16	19
Toxicology	29	24	18
Health Services Research and Policy	19	19	17

Master's Program Enrollment	2020-21	2021-22	2022-23
Public Health	49	38	31
Marriage and Family Therapy	24	27	27
Clinical Investigation	19	12	17
Microbiology	15	17	13
Epidemiology	9	13	13
Medical Humanities	8	8	8
Medical Pharmacology	-	8	8
Statistics	2	1	5
Pharmacology	3	4	4
Physiology	1	3	3
Biostatistics	-	2	2
Health Services Research and Policy	1	-	1
Immunology, Microbiology, and Immunology	-	-	1
Neurobiology and Anatomy	2	-	-
Advanced Certificate Program Enrollment	**2020-21**	**2021-22**	**2022-23**
Clinical/Medical Technology	13	15	15
Experimental Therapeutics	1	5	4
Marriage and Family Therapy	2	2	2
Public Health	2	-	2
Analytic Epidemiology	1	2	-
Biomedical Data Science	1	2	-
Clinical Research Methods	1	1	-
Health Services Research	1	-	-

*Graduate Enrollment Descriptive Statistics**

	2020-21	2021-22	2022-23
PhD Enrollment	349	368	355
% international	27%	27%	30%
% HE&URiS R/E^{+}	11%	14%	15%
% disadvantaged background^	8%	10%	13%
% female	55%	57%	58%
Master's Enrollment	131	130	133
% full-time	37%	59%	55%
% international	8%	11%	17%
% HE&URiS R/E^{+}	11%	17%	18%
% disadvantaged background^	9%	11%	13%
% female	76%	77%	83%
Advanced Certificate Enrollment	22	27	23
% international	5%	0%	0%
% HE&URiS R/E^{+}	14%	7%	0%
% disadvantaged background^	5%	19%	9%
% female	68%	67%	83%

	2020-21	2021-22	2022-23

**Fall enrollment snapshot*
[+]Identifies as a member of a racial and/or ethnic group historically excluded from and underrepresented in science as defined by the National Institutes of Health (NIH)
^As defined by NIH

Recruitment and Admissions

Graduate and preparatory program recruitment and admissions are supported by Kandice King, Director of Graduate Enrollment; Ben Lovell, Admissions Coordinator; Odyssey Harrington, Secretary; Jeff Koslofsky, Senior Manager, Marketing and Communications; and Kate Bognanno, Web Content Manager and Digital Content Strategist. In addition to GEPA's staffing, GEPA supports recruitment and admissions by providing programs with recruitment budgets, supporting partial effort for several graduate program coordinators, and providing a state-of-the-art customer relationship management (CRM) system, Slate.

GEPA supports recruitment for graduate/preparatory programs by conducting outreach including attending professional recruiting conferences such as ABRCMS (Annual Biomedical Research Conference for Minority Students) and SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in Science), participating in national McNair undergraduate research conferences, attending recruitment fairs at undergraduate institutions, visiting targeted undergraduate institutions such as local colleges and those who cater to populations historically excluded from and underrepresented in science, and hosting on-campus and virtual recruitment events (Appendix B). GEPA also generates leads for prospective students via Graduate Record Exam (GRE) name buys, virtual Biomed Fair registration lists, inbound email inquiries, inquiry form submissions, and website Smart Form pop-up marketing. GEPA collaborates with graduate programs to develop communication plans and drip marketing campaigns via Slate that are intended to convert prospective applicants to completed applications.

GEPA supports admissions for graduate/preparatory programs by managing the entire application cycle via Slate, managing the process by which programs make offers of admission, and monitoring and adjusting tactics as needed to ensure optimal yield by program. GEPA also hosts two, three-day interview weekends for 150 prospective PhD students annually. GEPA provides travel and accommodations for all interview weekend attendees and hosts/co-hosts four community events including a welcome dinner, a kick-off breakfast, a philosophy meeting (happy hour), and a poster session. The Office of Equity and Inclusion partners with GEPA to additionally offer Mosaic Community Connections events including a welcome event, a philosophy meeting, and a breakfast.

Key Recruitment Metrics

	2020	2021	2022
Conferences attended (includes McNair)	5	10	10
Undergraduate institution fairs attended	22^	12	4*
On-campus recruitment events	5^	8	8

^Virtual only effective March 2020 due to covid-19
**Decrease represents greater focus on strategic opportunities and fewer virtual fair options*

PhD Application Descriptive Statistics

	2020	2021	2022
PhD applications	927	1,063	1,511
% international	59%	60%	78%
% HE&URiS R/E*	8%	10%	5%
% disadvantaged background^	7%	12%	7%
% female	59%	56%	51%
PhD admits	160	175	163
Selectivity	17%	16%	11%
% international	32%	28%	31%
% HE&URiS R/E*	15%	26%	18%
% disadvantaged background^	13%	20%	21%
% female	65%	65%	71%
PhD enrollment	68	64	70
Yield	43%	37%	43%
% international	26%	30%	37%
% HE&URiS R/E*	13%	25%	13%
% disadvantaged background^	7%	20%	26%
% female	57%	58%	67%

**Identifies as a member of a racial and/or ethnic group historically excluded from and underrepresented in science as defined by the National Institutes of Health (NIH)*
^As defined by the National Institutes of Health (NIH)

*Master's Application Descriptive Statistics**

	2020-21	2021-22	2022-23
Master's applications	389	370	514
% international	58%	43%	50%
% HE&URiS R/E+	8%	15%	9%
% disadvantaged background^	3%	14%	11%
% female	62%	65%	61%
Master's admits	175	161	164
Selectivity	45%	44%	32%
% international	33%	22%	29%
% HE&URiS R/E+	10%	20%	15%
% disadvantaged background^	3%	19%	21%
% female	70%	74%	71%
Master's enrollment	74	63	85
Yield	42%	39%	52%
% international	12%	13%	21%

% HE&URiS R/E+	11%	30%	18%
% disadvantaged background^	5%	17%	24%
% female	81%	78%	71%

**Includes fall and spring of academic year*
+Identifies as a member of a racial and/or ethnic group historically excluded from and underrepresented in science as defined by the National Institutes of Health (NIH)
^As defined by the National Institutes of Health (NIH)

*Advanced Certificate Application Descriptive Statistics**

	2020-21	2021-22	2022-23
Advanced Certificate applications	38	49	47
% international	8%	6%	11%
% HE&URiS R/E+	11%	16%	15%
% disadvantaged background^	13%	20%	19%
% female	55%	76%	83%
Advanced Certificate admits	25	31	28
Selectivity	66%	63%	60%
% international	0%	6%	7%
% HE&URiS R/E+	12%	23%	7%
% disadvantaged background^	16%	23%	14%
% female	60%	71%	82%
Advanced Certificate enrollment	22	26	24
Yield	88%	84%	86%
% international	0%	8%	8%
% HE&URiS R/E+	9%	15%	0%
% disadvantaged background^	9%	19%	8%
% female	64%	69%	83%

**Fall/spring/summer of academic year*
+Identifies as a member of a racial and/or ethnic group historically excluded from and underrepresented in science as defined by the National Institutes of Health (NIH)
^As defined by the National Institutes of Health (NIH)

Academic Student Services and Program Support

Academic student services and program support are supported by Tracy Pezzimenti, Registrar and Director of Student Services; Marlea Thomas, Assistant Registrar; Colleen Bailey, Secretary; and Odyssey Harrington, Secretary.

A student is defined as matriculated PhD, Master's and certificate program students; postbaccalaureate students; visiting graduate students; and matriculated or non-matriculated students enrolled in SMD graduate courses/lab. GEPA supports students and graduate programs in myriad ways, as detailed below.

Standard Responsibilities of Academic Student Services and Program Support

Responsibility	Approximate Annual Count
Initiate and manage student visa process	40
Manage student onboarding requirements including verification of final degree conferral and official transcript, establish UR and URMC identities, guidance for health history and insurance	170
Host student orientation programming includes breakfast, student services presentation, Dean's meeting, lunch, resource fair, and course registration sessions	150
Create and manage graduate course listings	800
Perform registration audits	3,500
Manage University-required National Student Clearinghouse (NSC) reporting	12
Manage requirements related to qualifying exams and thesis defenses	155
Provide and process student fellowship letters and loan deferrals	20
Process degree/certificate completions and conferrals	175
Host the annual PhD commencement dinner	120
Manage Master's commencement ceremony	35
Provide degree and enrollment verifications	80

Commencement Awards

GEPA coordinates nominations for and funds four commencement awards annually, the Wallace O. Fenn award, the Vincent du Vigneaud award, the Dissertation Award for Excellence in Equity and Inclusion, and the Leadership Award for Excellence in Equity and Inclusion. PhD program directors nominate recent PhD graduates and a selection committee comprised of faculty is appointed by the Senior Associate Dean for Graduate Education and Postdoctoral Affairs.

Finances and Institutional Financial Aid

Graduate finances and institutional financial aid are supported by Steve Naum, Associate Director of Finance and Administration and Colleen Bailey, Secretary.

GEPA is responsible for ensuring that all student financial awards, including stipends, health insurance, and tuition aid, accurately reflect University, SMD, and program specific-guidelines and requirements on all relevant forms provided to the Bursar's Office and the Payroll Office. GEPA reviews and approves more than 1,400 forms for stipend, health insurance, and tuition awards annually.

Postdoctoral Affairs

Postdoctoral Affairs is supported by Steve Naum, Associate Director of Finance and Administration, and Colleen Bailey, Secretary. GEPA supports Postdoctoral Affairs by recommending and developing University and SMD policies and procedures that govern postdoctoral appointments and by providing administrative guidance to SMD departments hosting postdoctoral appointees.

Onboarding and Appointments

GEPA is responsible for maintaining a website for posting postdoctoral positions that are actively accepting applications and for ensuring that all postdoctoral appointments meet University and SMD eligibility and policy requirements. GEPA reviews and approves more than 450 postdoc appointment forms annually including new, change, and termination forms.

Postdoc Descriptive Statistics

	2020-21	2021-22	2022-23
New postdocs	50	47	41
Total postdocs*	140	115	116
% international	64%	56%	59%
% HE&URiS R/E+	2%	5%	6%
% disadvantaged background@	1%	3%	4%
% female	44%	49%	42%

**July '20/'21/'22 snapshots*
+Identifies as a member of a racial and/or ethnic group historically excluded from and underrepresented in science as defined by the National Institutes of Health (NIH)
@As defined by NIH prior to 11/22/2019 and after 11/22/2019

Benefits

Postdocs receive benefits from multiple areas including Human Resources, the Provost's Office, and SMD. GEPA is responsible for advocating for postdoc benefits via University channels, helping departments and postdocs understand the various benefits, and implementing postdoc benefits as appropriate.

Preparatory Programs

Postbaccalaureate Research Education Program (PREP)

Established in 2003, PREP is currently supported by Co-Directors Elaine Smolock, Director of Writing Services and Training Grant Development, and Jacques Robert, Professor of Microbiology and Immunology; Kandice King, Director of Graduate Enrollment; Ben Lovell, Admissions Coordinator; and Odyssey Harrington, Secretary. Additionally, PREP is supported by a National Institutes of Health (NIH) R25 grant and the Department of Microbiology and Immunology.

PREP is designed to encourage students from groups historically excluded from and underrepresented in science who hold a recent baccalaureate degree in the biomedically-relevant sciences, to pursue a research doctorate, and to prepare these trainees for careers as outstanding research scientists and leaders in the biomedical community.

During the one-year program, PREP provides trainees with research training skills during a two-week boot camp, hands-on lab experience working on a NIH-funded research project, access to advising with one of over 70 faculty mentors across our biomedical research labs, a full tuition scholarship to take graduate level courses, a competitive stipend, opportunities to improve scientific writing and oral

communication skills, mentored focused training and network building, and preparation to be a competitive applicant for PhD biomedical graduate programs.

PREP Admissions, Enrollment, and Outcomes Descriptive Statistics

	2020-21*	2021-22	2022-23
PREP applications^	49	56	64
PREP admits	1	9	11
Selectivity	-	15%	17%
PREP enrollment	1	5	6
Yield	-	56%	55%
% female	0%	100%	33%
% matriculated into graduate programs	0%	80%	67%
PhD programs	0%	80%	67%
Master's programs	0%	0%	0%
Second year of PREP training	0%	0%	17%
Research position	0%	20%	17%

**Program was significantly limited due to covid-19*

^Adjusted all application counts to reflect updated reporting standards

Summer Scholars

Established in 1998, Summer Scholars is supported by Co-Directors Elaine Smolock, Director of Writing Services and Training Grant Development, and Bob Freeman, Professor of Pharmacology and Physiology; Kandice King, Director of Graduate Enrollment; Ben Lovell, Admissions Coordinator; and Odyssey Harrington, Secretary. Summer Scholars is an umbrella program that partners with SMD research departments and PhD programs including the Cardiovascular Research Institute (CVRI), Neuroscience, and Public Health Sciences as well as SMD's Medical Scientist Training Program (MSTP) and Rochester Institute of Technology (RIT).

Summer Scholars is designed to encourage students from groups historically excluded from and underrepresented in science to explore graduate education in the biomedical and health sciences.

During the ten-week program, Summer Scholars provides trainees with research training under the direct supervision of a participating faculty mentor or postdoctoral scholar, the opportunity to participate in research/educational seminars and presentations on graduate school and careers, the opportunity to construct a poster outlining their research and present the research at a final symposium, and interaction with UR graduate students and other summer trainees via lunches, group trips to area attractions, and various other social activities.

Summer Scholars Admissions and Enrollment Descriptive Statistics

	2021	2022	2023
SS applications	357	224	265
SS admits	31	36	42
Selectivity	9%	16%	16%
SS enrollment	20	27	29
Yield	65%	75%	69%
% female	60%	56%	86%
% HE&URiS^	100%	89%	100%

^Identifies as a member of one or more groups historically excluded from and underrepresented in science as defined by the National Institutes of Health (NIH) Notice of Diversity

Bridges

Established in 2013, Bridges is co-directed by Steven Barnett, Professor of Family Medicine and Public Health Sciences at the UR, and Bonnie Jacob, Assistant Professor, Science and Mathematics at Rochester Institute of Technology (RIT). The training mechanism is further supported by Elaine Smolock, Director of Writing Services and Training Grant Development; Patricia White, Research Associate Professor of Neuroscience and Otolaryngology; and Alaina Maiorano, Education Coordinator for Clinical and Translational Science Institute.

Bridges is a National Institutes of Health (NIH) National Institute of General Medical Sciences (NIGMS) R25 funded mechanism that involves a close partnership with RIT. Bridges is designed to encourage Deaf and Hard of Hearing Master's students in science to explore additional graduate education in the biological or biomedical sciences.

Bridges provides trainees with research training under the leadership of Dr. Smolock, who serves as Co-Director of Science Education and PhD Readiness, as well as the direct supervision of a participating faculty mentor at the UR. Trainees have the opportunity to participate in research/educational seminars and presentations on graduate school and career exploration, the opportunity to construct a poster outlining their research and present the research at a final symposium and interact with UR graduate students and other trainees.

Bridges Admissions and Enrollment Descriptive Statistics

	2021	2022	2023^
Bridges applications	3	2	0
Bridges admits	2	2	0
Bridges enrollment	2	2	2*
% female	100%	100%	100%

^Reflects transition from NIH R25 funding to a new T32 submission. Student recruitment could not occur during this time.
**Reflects students in their 2nd year of the program; carryover for 2022.*

Access and Disability Services

Access and disability services is supported by the Office of Disability Resources (ODR). ODR offers a variety of services for SMD preparatory program trainees (includes Bridges, Summer Scholars, PREP, and unpaid interns/shadows); matriculated, non-matriculated, and visiting graduate students; and postdoctoral appointees. ODR provides services for around 50 learners annually.

Annual Awards Ceremony

GEPA's annual awards ceremony is supported by Odyssey Harrington, Secretary. Rick Libby, Senior Associate Dean for GEPA, presents the majority of awards during the annual ceremony in the fall. GEPA collaborates with multiple stakeholders in coordinating the nomination and selection process. Collaborating stakeholders include department chairs, graduate program directors, graduate student and postdoc advising faculty, graduate students, the Graduate Student Society (GSS), postdocs, and a selection committee comprised of faculty.

GEPA and the GSS award up to twelve faculty and staff awards and nine graduate student and postdoc awards annually.

Annual Awards Provided by GEPA and GSS

Award Title	Awardee
Graduate Alumni Award	Faculty
Outstanding Graduate Program Director	Faculty
Outstanding Graduate Course Director	Faculty
Outstanding Graduate Student Teacher	Faculty
Excellence in Postdoctoral Mentoring	Faculty
Outstanding T32 Program Director	Faculty
Graduate Student Society (GSS) Advocacy Award	Faculty
Graduate Student Society (GSS) Mentoring Award	Faculty
Graduate Student Society (GSS) Recognition Award	Staff
Award for Excellence in Equity and Inclusion	Student
Graduate Alumni Fellowship	Student
Irving L. Spar Fellowship	Student
J. Newell Stannard Graduate Student Scholarship	Student
Merritt and Marjorie Cleveland Fellowship	Student
Outstanding Student Mentor	Student
Award for Excellence in Equity and Inclusion	Postdoc
Outstanding Postdoctoral Mentor	Postdoc
Outstanding Postdoc Researcher	Postdoc

Committee and Professional Association Affiliations

GEPA's core* faculty and staff currently participate in around 30 SMD/URMC committees, 30 University committees, and 10 regional/national committees and professional associations on an annual basis. See Appendix C for details.

**Appendix A*, *Organizational Chart, blue boxes represent core faculty/staff*

Equity and Inclusion

Equity and inclusion are supported by Nathan Smith, Associate Dean for Equity and Inclusion, and Ashley Campbell, Director for Equity and Inclusion. This team, formally organized under URMC's Office for Equity and Inclusion (OEI), supports SMD's research and research education missions by serving as a bridge between OEI and research/research education. They provide vision and expertise related to equity and inclusion, assist in recruitment efforts, and fund/organize events for the research community.

GEPA Finance and Administration

Departmental finance and operations are supported by Steve Naum, Associate Director of Finance and Administration; Colleen Bailey, Secretary; and Odyssey Harrington, Secretary.

This team manages all standard department financial operations including account reconciliation, budgeting, and purchasing, as well as all administrative operations including facilities and human resources management.

The entire GEPA team participates in interviewing and selection of new team members. GEPA also hires student employees associated with access/disability services and GEPA support and special projects. GEPA employs around seven students annually.

GEPA assists SMD graduate programs when hiring student tutors, providing financial support and detailed guidance concerning the student employment process.

Institutional Reporting

Institutional reporting is supported by Gillian Coykendall, Senior Programmer/Analyst; Tracy Pezzimenti, Registrar and Director of Student Services; and Steve Naum, Associate Director of Finance and Administration. The Senior Programmer/Analyst provides support to the entire GEPA team for their data and analytics needs as well as systems use, and optimization needs.

General Statistics and Facts

The following reports are available on the GEPA website.

- PhD Student Reports
    - Incoming class snapshot
    - Thesis information
    - First job out information
- Postdoc Reports

- Enrollment snapshot
- Next opportunity out information

Survey of Graduate Students and Postdoctorates in Science and Engineering

GEPA completes the annual Survey of Graduate Students and Postdoctorates in Science and Engineering. The survey, sponsored by the National Center for Science and Engineering Statistics within the National Science Foundation and by the National Institutes of Health, collects the total number of master's and doctoral students, postdoctoral appointees, and doctorate-level nonfaculty researchers by demographic and other characteristics such as source of financial support.

Leadership Support

Rick Libby, Senior Associate Dean for Graduate Education and Postdoctoral Affairs; Sharon McCullough, Director of Graduate Education and Postdoctoral Affairs; and Tracy Pezzimenti, Registrar and Director of Student Services, provide leadership support to all students, postdocs, faculty, and staff. GEPA collaborates with multiple stakeholders to provide effective leadership support including program leadership from more than 30 Advanced Certificate, Master's, and PhD programs; department leadership in more than 30 basic science and clinical departments and divisions throughout SMD; the CARE Network; the International Services Office; the Office of Counsel; the Office of Disability Services; the Office of Human Resources; the Office of the Provost; the SMD Faculty Professionalism Council; the SMD Office for Academic Affairs; the SMD Office of Research Integrity; the SMD Office of Equity and Inclusion; the Student Conduct Office; the University Counseling Center; and the UR Office of Equity and Inclusion.

Leadership support is necessary for multiple circumstances including learner academic, performance, professional, interpersonal, mental/physical health, and/or other personal challenges (financial, family, etc.) and learner concerns about faculty relationships, advising/mentoring practices and expectations, professionalism, and/or incivility and mistreatment. GEPA provides leadership support for more than 50 cases annually.

Marketing, Communications, and Web Services

Marketing and communications for research and research education is supported by Jeff Koslofsky, Senior Manager of Marketing and Communications; Kate Bognanno, Web Content Manager and Digital Content Strategist; other members of URMC's marketing, public relations teams, and web services; and SMD's research deans.

The Senior Manager of Marketing and Communications helps raise the profile of SMD's research mission with both external and internal audiences. The work is ongoing and includes growing SMD social media channels through sharing research, grants, and student/alumni accomplishments; implementing a research-specific social media strategy to raise the profile of SMD science and tell stories that demonstrate how our researchers are expanding knowledge of human health and the treatment of diseases; and continuous monitoring of incoming research to keep a pulse on what our faculty and trainees are publishing.

SMD research news, student and alumni highlights, and other GEPA content is shared on the SMD Facebook, Twitter, LinkedIn, and Instagram channels.

Newsworthy items are also added to the GEPA research education newsfeed on the URMC website.

GEPA's Web Content Manager and Digital Content Strategist collaborates with GEPA and graduate programs to maintain all GEPA websites, develop new sites as needed, and optimize sites for usability and to attract maximum traffic.

myHub: Career and Professional Development

myHub is supported by Elaine Smolock, Director of Writing Services and Training Grant Development; Eric Vaughn, Director of Career Services; Steve Naum, Associate Director of Finance and Administration; Colleen Bailey, Secretary; Odyssey Harrington, Secretary; Jeff Koslofsky, Senior Manager of Marketing and Communications; and Kate Bognanno, Web Content Manager and Digital Content Strategist.

myHub is comprised of multiple spokes including alumni; student and postdoc organizations; URBEST career services and internships; and writing, presentation, fellowships, and grants services.

Alumni Engagement

Ambassador Program

myHub collaborates with Alumni Relations to manage the URSMD Ambassadors Program. This program develops relationships and fosters pride between current clinical and research trainees and URSMD alumni through events, programs, tours, volunteering, and more. In addition to increasing learner presence at alumni events, the program educates current learners about the variety of professional opportunities available in science and medicine. There are around 12 graduate students and postdocs serving as ambassadors.

SMD Alumni Council

myHub participates on the SMD Alumni Council in an ex officio capacity. The Alumni Council is the administrative body representing all alumni of the SMD, is advisory to the Dean and supportive of the faculty, administration, students, postdocs, and alumni.

myHub's participation helps ensure that GEPA's mission and SMD's graduate and postdoctoral community are understood by the Council and represented in the Council's activities.

Podcast – The Next Step

A newly created podcast titled The Next Step features career stories and advice for trainees from GEPA alumni. Conversations are live streamed on the SMD LinkedIn channel and repurposed as a podcast that lives on YouTube and YouTube Music.

Communications

Opportunities to Explore (OTE) Newsletter and Weekly Email Digest

OTE is a weekly email newsletter that provides preparatory program students, graduate students, and postdocs with news, events, employment information, and other opportunities specific to learners in the biomedical and health sciences. The weekly email digest streamlines communication of individual events and announcements into one, twice weekly email, ensuring timeliness with less inbox clutter.

Social Media Channels

myHub operates the following social media channels.

- LinkedIn - University of Rochester SMD - Graduate Alumni
- Instagram - ursmd_myHub
- YouTube Channel

Student and Postdoc Organizations

myHub supports student and postdoc organizations by providing funding, professional development opportunities, institutional policy and procedure guidance/support, and administrative support. Current trainee organizations are outlined below.

Current Trainee Organizations

Organization Name	Scope
Graduate Student Society (GSS)	SMD
Postdoctoral Association (UR PDA)	UR
Alliance for Diversity in Science and Engineering (ADSE)	UR
Graduate Students of Color (GSOC)	UR
International Students & Scholars Association (ISSA)*	SMD
outGRADS	UR
Society for the Advancement of Chicanos/Hispanics/Native Americans in Science (SACNAS)	UR
SMD Entrepreneurs	SMD
UR Microbiome	UR
UR Science Policy Initiative (UR SPI)	UR
UR Thinkers	UR
UR Writing	SMD

**Established during the past year*

myHub Trainee Advisory Committee

This committee, which meets monthly, is comprised of representatives from all SMD trainee organizations as well as representatives from the Marriage and Family Therapy and Public Health Sciences Master's programs.

The purpose of the committee is to advise myHub leadership regarding programming and to facilitate collaborations between trainee organizations. The committee holds an annual retreat to bring trainee group leadership together providing opportunities to network, share goals for the upcoming year, provide feedback on myHub programs, develop collaborations among trainee groups, and share knowledge on various topics including equity and inclusion, marketing, and using campus tools such as the Campus Community Connection website and event management platform.

URBEST Career Services and Internships

myHub provides career services support via individual trainee meetings, events and workshops, and program- and department-specific events.

Individual Trainee Meetings

Career Services dedicates about 180 hours per year to individual trainee meetings plus about 150 hours of related prep work.

Individual Trainee Meetings Supported by myHub Career Services

Project	2020-21	2021-22	2022-23
Resume/CV/cover letter	65	61	141
Career exploration	26	25	62
Networking strategy	15	19	44
Other*	24	18	30
LinkedIn/Meliora Collective profile development	17	14	29
Internships	13	10	24
Individual development plan	17	20	2
Interview preparation	13	14	17
Job search strategy	22	24	12
Informational interviews	18	22	12
URBEST	10	5	1
Annual Totals	**237**	**231**	**393^**

**Includes meet and greet, negotiation, personal website creation, professional email/communications basics, teaching recognition, teaching statements, and travel awards*

^Increase due to enhanced reporting capabilities via new database adopted this year.

Events and Workshops

Career Services dedicates about 145 hours per year to events and workshops plus about 390 hours of related prep work.

Events and Workshops Supported by myHub Career Services

Title	Role	Partner(s)	Year	Annual Participants*
Career Stories	Leader	Elaine Smolock, Alumni/Advancement, Trainee Groups, SMD Master & PhD Programs	Monthly	100
Academic Track Programming	Leader	Elaine Smolock	Biennial	55
Individual Development Plan	Leader		Annual	20
Career Plan Development	Co-Lead	Alissa Clark (Greene Center)	Annual	50
Social Media Marketing (LinkedIn & Meliora Collective)	Co-Lead	Alissa Clark (Greene Center)	Annual	40
Informational Interviewing, Communication, Networking	Leader	Elaine Smolock	Annual	70
CV & Resume/Cover Letter Writing	Co-Lead	Alissa Clark (Greene Center)	Annual	25
Internship Exploration & Sharing	Leader	Trainees who have conducted internships	Annual	20
Job Search Strategies & Career Searches	Co-Lead	Alissa Clark (Greene Center)	Annual	25

Title	Role	Partner(s)	Year	Annual Participants*
Dissecting a Job Description	Leader		Annual	10
Career Exploration & Planning	Leader	InterSECT Job Simulations & myIDP	Annual	50
Graduate Career Consortium PhD & Master's Virtual Career Expo	Co-Lead	Alissa Clark (Greene Center)	Annual	50
Graduate Student Alumni Networking	Co-Lead	Alissa Clark (Greene Center) and SMD Alumni and Advancement	Annual	30
Negotiation	Co-Lead	Alissa Clark (Greene Center)	Annual	20
Interview Preparation	Co-Lead	Alissa Clark (Greene Center)	Annual	10
myHub URBEST Orientation	Leader	Elaine Smolock	Annual	25
Meet & greet myHub & GEPA	Leader		Annual	60
Imposter Syndrome	Leader	Josh Drew, Ph.D.	Biennial	45
Teaching Experiences (CETL Programming)	Co-Lead	CETL	Annual	10
Dress for Success	Assist with Promotion	Gwen Greene Center & JC Penney	Annual	5
Employer Spotlight Sessions	Organize and Facilitate	Employers	Bi-Monthly	75

**Represents approximate count*

Organization-Specific Events

Career Services dedicates about 10 hours per year to organization-specific events plus about 20 hours of related prep work.

Organization-Specific Events Supported by myHub Career Services

Title	Program/Department	Year	Annual Participants*
CV and LinkedIn Workshop	PREP Program	Annual	5
Navigating Your Future - Career Planning	Summer Scholars	Annual	30
International Education Week Career Program	IEW Week	Annual	40
Individual Development Planning for BME 402	Biomedical Engineering	Annual	20
Showcasing your Qualifications for a Competitive Edge	Future Faculty Series	Annual	50
myHub Overview	Pathology, Microbiology & Immunology Programs	Annual	30

**Represents approximate counts*

URBEST Internships

myHub oversees and promotes experiential learning opportunities to SMD trainees including internships. Participants in the internship program can apply for funding to assist with travel, lodging, and other expenses related to an experiential learning/internship experience. New internship sites established in 2022-23 include Freenome and Becton, Dickinson and Company.

URBEST Internship Summary 2022-23

Year	Count	Mean Duration	Sites
2023	6	4 mnths	Freenome, Genitex, Moderna (2), Troutman Pepper
2022	2	3 mnths	Moderna, UR Genomics Research Center

Leadership and Management for Scientists Course

myHub leads this 15-week course that focuses on topics research trainees may not otherwise be exposed to during their scientific training including cultural humility, finance/managing resources, interviewing – selecting team members, leadership, managing people, mindfulness coaching, negotiation, networking, project management, resolving conflict, strategic planning, and understanding your personal strengths. Around 25 SMD and ASE students and postdocs enroll in the course annually.

Writing, Fellowships, and Grants Services

myHub provides writing, fellowships, and grants support via individual trainee meetings, events and workshops, and program- and department-specific events.

Individual Trainee Meetings

Writing Services dedicates about 100 hours per year to individual trainee meetings plus about 50 hours of related prep work.

Individual Trainee Meetings Supported by myHub Writing Services

Project	2020-21	2021-22^	2022-23
Thesis	17	17	30
Fellowship/grant	26	19	18
Qualifying exam	23	12	13
Manuscript	20	13	12
Other*	17	16	8
Meet and greet	3	5	6
Literature review	4	4	5
Abstract	9	1	0
Rotation report	3	1	0
Annual Totals	**122**	**88**	**92**

**Includes research, personal, teaching statements; grad/med school application prep; time management; reference and citation assistance; summary statements*
^Reduced in-person/zoom office hours to 10 hours/week and increased online asynchronous material and writing clubs

Events and Workshops

Writing Services dedicates about 50 hours per year to events and workshops plus about 30 hours of time in related prep work.

Events and Workshops Supported by myHub Writing Services

Title	Role	Partner(s)	Year	Annual Participants*
NIH Fellowship and Grant Writing	Leader	n/a	Annual * 3	52
Chalk Talk	Leader	Postdoctoral Association (PDA)	Annual	25
Manuscript Writing (asynchronous)	Leader	n/a	Annual	n/a
Thesis Writing (asynchronous)	Leader	n/a	Annual	n/a
International Student Lunch and Learn	Leader	International Services Office (ISO)	Annual	20
Mentor Development Workshop	Leader	T32 Neuroscience; T32 Immunology and PREP	Annual	18
Grant Writing Workshops Featuring Hanover Grant Development	Co-Sponsor	Rochester Early-Stage Investigator Network (RESIN)	Annual * 2	30
Fellowship on the Fifteens	Leader	n/a	Annual * 3	50
Diversity Seminar	Co-Sponsor	Post-Baccalaureate Research Education Program (PREP)	Annual	25

**Represents approximate counts*

Organization-Specific Events

Writing Services dedicates about 60 hours per year to organization-specific events plus an approximate equivalent amount of time in related prep work.

Organization-Specific Events Supported by myHub Writing Services

Title	Program/Department	Year	Annual Participants*
Introduction to Graduate Education Programs	Hampton University	Annual	20
Pursuing Grants	Pathology Student Seminar	Annual	15
Overcoming Imposter Syndrome in Academic Writing	Rochester Institute of Technology	Annual	30

Title	Program/Department	Year	Annual Participants*
Mentor-Mentee Discussions	MD/PhD Retreat	Annual	19
Writing F-awards	Epi/Health Sciences Student Seminar	Annual	20
Information Session on myHub Resources	Neuroscience Graduate Program Student Seminar	Annual	15
Writing a Systematic Review	IND 417 Workshop in Scientific Communications	Annual	10
Writing a Literature Review	Marriage and Family Therapy Research Methods Course	Annual	8
Writing a Literature Review	Rochester Institute of Technology Deaf Hub	Annual	10
Writing for Joy, Not Just Out of Necessity	Toxicology Program Retreat	Annual	20

**Represents approximate counts*

Ombudsperson Program

The Ombudsperson program is available to provide learners with confidential, neutral, independent, and informal advice related to institutional policies, advisor/advisee relationships, other faculty or peer relationships, and more. SMD's three ombudspersons are:

- Bob Freeman, Professor of Pharmacology and Physiology
- Krystel Huxlin, Professor of Ophthalmology
- Chris Seplaki, Associate Professor of Public Health Sciences

Responsible Conduct of Research Training

Responsible conduct of research education is supported by Bob Freeman, Professor of Pharmacology and Physiology; Kelley O'Donoghue, Associate Vice President for Human Subject Protection; Ben Lovell, Admissions Coordinator; ten faculty lecturers; and approximately 25 small group discussion facilitators.

All SMD graduate students and postdoctoral appointees are required to complete responsible conduct of research education by completing the Ethics and Professional Integrity in Research course and attending the annual lecture.

Ethics and Professional Integrity in Research Course

Ethics and Professional Integrity in Research is a ten-week course that covers the topics below. More than 200 people complete the course on an annual basis. In addition to SMD graduate students and postdocs, the course is completed by select Arts, Sciences and Engineering undergraduate/graduate students and postdocs, School of Nursing students, medical students, residents, fellows, faculty, and staff.

Ethics and Professional Integrity in Research Course Topics

Course Introduction / Data Management & Ownership / "The Lab"
Human (Clinical) Experimentation / Conflict of Interest
Animal Experimentation
Mentor-Mentee Relationship
Collaboration and Team Science
Unconscious Bias and the Impact on our Research Environment
Publishing Research Results – Authorship and Transparency
Scientific Misconduct
Research Rigor and Reproducibility
Ethics of Stem Cell Research and Therapeutics

Annual Lecture

The Annual Lecture on Biomedical & Health Science Research Ethics is presented by both internal and external guest speakers. The 2023 lecture was presented by Lainie Ross, MD, PhD and was titled "*Children in Medical Research: Access Versus Protection*."

SMD Unpaid Academic Internship and Shadowing Program

The SMD unpaid academic internship and shadowing program is supported by Steve Naum, Associate Director of Finance and Administration and Colleen Bailey, Secretary.

This program provides SMD departments with a mechanism to enable them to host and onboard student interns in their lab, research area, etc.

SMD Unpaid Academic Internship and Shadowing Program Enrollment Statistics

	2020-21*	2021-22	2022-23
Total Internships^	93	165	175
% high school	2	5	5
% UR undergrad	64	70	63
% other undergrad	12	10	13
% grad, med, etc.	22	15	19

*^Fall counts | *Participation was affected by COVID-19*

Training Grant and Fellowship Development and Support

Training grant and fellowship development is supported by Elaine Smolock, Director of Training Grant Development and Steve Naum, Associate Director of Finance and Administration.

GEPA collaborates with principal investigators, grants administrators, and other SMD Dean's Offices to provide customized institutional letters of support from Deans Libby and Taubman. GEPA provides letters of support for around 20 training grants per year, including the following National Institutes of Health (NIH) mechanisms: D43, K12, R25, T15, T32, T90, U2C TLI, UL1. GEPA also provides the resources outlined below.

Education and career development opportunities annual listing
Fellowship (F) and Career Development (K) award checklists based on the SF424 instruction manuals
Individual Development Plan (IDP) requirements for learners
Institutional commitment letter template for fellowship applications
Institutional recruiting efforts related to equity and inclusion
NIH F-series and K-series writing workshop materials/recordings are available on the myHub website
Responsible Conduct of Research (RCR); Rigor and Reproducibility and Research (R^3) boilerplate text
Raw data for tables 1, 6, 8
Shared resources boilerplate text

Key Accomplishments

Awards Received

Mary Church, formerly with the Office for Graduate Education and Postdoctoral Affairs, won the Graduate Student Society (GSS) Recognition Award for fall 2022.

Equity and Inclusion

PhD Interview Weekends

Introduced three new Mosaic Community Connections events for PhD Interview Weekends including a welcome event, a philosophy meeting, and a breakfast. The purpose of the events is to engage in fun, food, and fellowship with friendly competitions and gaming, connect current groups and hubs interested in professional development, equity and inclusion initiatives, and special interest groups, and create spaces for authentic engagement with and understanding of our approach to diversity, equity, inclusion, and justice at the University. More than 85% of participants rated the events as “good” or “excellent”.

Mosaic Distinguished Alumni Lecture Series

This newly established program in partnership with the Office of Equity and Inclusion, the Office of Alumni Relations and Constituent Engagement, and the Black Alumni Network seeks to create a more inclusive and diverse campus community by inviting accomplished individuals from historically underrepresented, underserved groups to return to the University of Rochester. These esteemed alumni share their experiences as former Rochester students and delve into their unique career paths, offering invaluable insights and advice to current trainees and inspiring and empowering them to pursue their dreams and career paths. Through this lecture series, students are given a platform to connect with successful alumni with similar backgrounds, allowing them to establish valuable connections that may benefit their future careers.

Human Values in Research Course

In the Fall of 2022, Patricia Luck and John Cullen conducted the second of two pilots of the new course for PhD students, Human Values in Research, promoting ethical, equitable and inclusive values in scientific and health research.

GEPA Awards Ceremony

Established a new GEPA awards ceremony and Philosophy Meeting to celebrate the start of the new academic year. Over 150 people were in attendance at the 2022 inaugural celebration.

Graduate Recruitment and Admissions

Recruitment

Hosted GEM Grad Lab event on campus for prospective racial/ethnic minority enrollment of PhD candidates. This was a first-of-its-kind collaboration to unify SMD and Arts, Sciences & Engineering/Kearns in promoting the breadth of University of Rochester's graduate program offerings in STEM disciplines.

Contracted national Diversity in Action magazine advertising to reach prospective racial/ethnic minority students interested in enrolling in summer, post-bac and graduate biomedical and health sciences programs. Developed ad themes and managed the multi-issue project in collaboration with key internal stakeholders.

Updated the structure of Sproull and Provost fellowship incentives to award all $50,000 from the Sproull and Provost awards as additional stipend directly to the student over the first five years of the PhD program. Sproull yield was 40% for 2023 compared to 30% for the previous 10 years. Provost yield was 50% for 2023 compared to 33% for the previous 10 years.

Hosted three new Equity and Inclusion events for PhD Interview Weekend (see Equity and Inclusion section for details).

Applications

- Fall 2023 PhD applications submitted were the highest on record with 46% growth.
- 160% increase in PhD applications from 2015 to 2023. With a fixed enrollment target, SMD is becoming more selective year over year; for fall 2023, 10.6% of PhD applicants were offered PhD admission compared to 19.3% in 2015.
- Average growth ~50% in Master's applications from 2015 to 2023.

Enrollment

- The 70 members of the incoming Fall 2023 PhD cohort have the highest average GPA among the past five years of incoming students.
- 46% increase in Master's programs enrollment 2018 to 2023.

Marketing, Communications, and Web Services

Established regular meetings with faculty and trainees to help them better promote their research on social media and learn how marketing and communications can best support them.

Launched SMD's first podcast, The Next Step, featuring career stories and graduate school advice from SMD alumni.

Grew the SMD LinkedIn page to more than 10,000 followers (53% in 2 years). Grew the new SMD Instagram page to greater than 1,000 followers in the first year.

Launched websites for two new Master's programs: Master of Science in Genetic Counseling and Master of Science in Medical Physics.

Master's Graduation Ceremony

Successfully advocated moving the SMD Master's Graduation Ceremony to a larger venue at Kilbourn Hall, allowing us to host our largest number of graduates (60) in recent years.

myHub

Programming

Contracted with Archer Career to develop a 7-week myHub Career Exploration Module Program to assist trainees with developing a strategic career exploration plan that better aligns with their goals. Successfully launched cohort 1 with approximately 25 participants engaged in various career modules. Collected data through surveys and focus groups to help continually improve the program.

Developed professional development content focused on writing services, including videos to be featured on myHub's YouTube channels and grant writing self-service modules via Archer Career. This material provides a cache of self-service material for trainees.

Incorporated peer mentorship by former F30/F31/F32 awardees into myHub's NIH Fellowship writing clubs.

Increased Graduate Student Appreciation Week participation 300% (400+ participants in 2023) by providing trainees with a wider variety of events to show our appreciation for their contributions to the community and showcase the many resources and services available to them. Some highlights of the week were an overview of Miner Library, the Three Minute Thesis (3MT) competition, a SMD resource scavenger hunt, and an appreciation lunch with therapy dogs.

Transitioned all myHub appointment scheduling and tracking to Handshake, allowing for quicker turn around on setting appointment. Have received positive feedback from trainees.

Trainee Organization Support

Supported new trainee organization, UR Microbiome, with creation of donation support, a conference website, and a registration fee system for their inaugural Finger Lakes Microbiome Symposium (FiLMS) conference.

Created a myHub Frequently Asked Questions resource to assist trainee organizations with managing their budgets, programming, and initiatives.

Marketing and Communications

Launched new marketing pieces for myHub including SMD alumni testimonials and advice to current and prospect trainees; career, grant and writing tips; and resources via LinkedIn and Instagram.

Re-designed the Opportunities to Explore newsletter and Email Digest to enhance users' experience.

New Graduate Courses Approved

PHP 463 Human Anatomy Practicum (July 2022)
BST 461 Biostatistical Methods I
BST 462 Biostatistical Methods II
IND 442 Science Outreach to All

TOX 510 Toxicology in Risk Assessment
PHP 463 Human Anatomy Practicum

New Graduate Programs and Concentrations Approved

Concentrations: Master's of Public Health

Clinical Research Methods
Health Analytics
Health, Behavior and Society

Concentrations: PhD in Translational Biomedical Science

Bioinformatics
Clinical Research Methods

Concentrations: Microbiology and Immunology

Bioinformatics
Cancer Biology

Concentrations: Toxicology

Bioinformatics
Cancer Biology

Postdoctoral Affairs: Recruitment Task Force

Collaborated with a committee of faculty and the Postdoctoral Association to develop recommendations related to recruiting postdocs. Recommendations will be incorporated into GEPA's strategic plan.

Policy and Process Improvements

Implemented multiple recruitment- and admissions-related innovations and efficiencies to improve the applicant experience. Including greater automation and timeliness with relocation funding information and text messaging campaigns.

Created new guidelines for registration and record needs including for Program Concentration Proposals and Terminal Master's Degree Completion.

Strategic Plan

Collaborated with the Scientific Advisory Council (SAC) to develop a GEPA strategic plan. Conducted a SWOT (strengths, weaknesses, opportunities, and threats) analysis with all GEPA stakeholders to provide evidence-based recommendations.

Summer Scholars: New Partnership with Pharmacology and Physiology

Established a new partnership with Pharmacology and Physiology's Nanobuddies program. This program seeks to offer summer research partnership opportunities between undergraduate students and high school students from groups historically excluded from and underrepresented in science.

Training Grant and Fellowship Development and Support

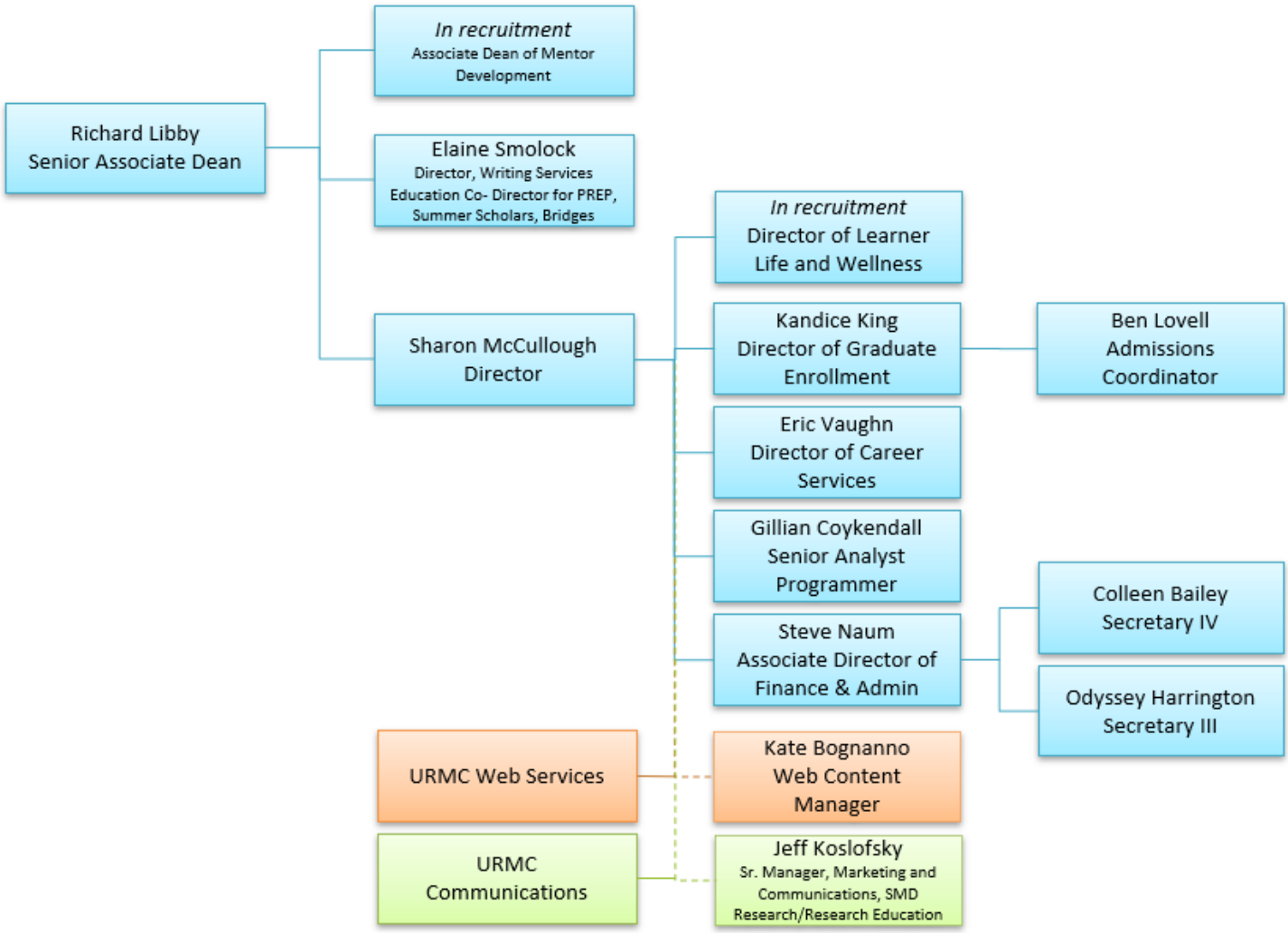
Grant Partnerships

Elaine Smolock, Director of Training Grant Development, serves as Co-PI, Key personnel, Core Director, or Consultant on the grants outlined below.

Elaine Smolock, Director of Training Grant Development, Partnerships

Program Director	Title	NIH Reporter #
Robert, Jacques Smolock, Elaine	University of Rochester Medical Center PREP Training	1R25GM140202-01
Dewhurst, Stephen	IRACDA at Rochester Partnership to Advance Research and Academic Careers in Deaf Scholars	2K12GM106997-06
Dunman, Paul Ward, Brain	Infection and Immunity: The Pathogenesis of Host-Microbe Interactions	2T32AI118689-06A1
Morrell, Craig Pat White	IMSD: The Hub at Rochester: Education and Advancement of Deaf and Hard of Hearing Graduate Students (THREADgS)	1T32GM148295-01
Robert, Jacques Mosmann, Tim	Training in Immunology Research	T32 Awaiting NOA
Laccaruente, Amanda Fay, Justin McCall, Matt	GIDS-REM	1R25HG012324-01
Suarez Martinez, Edu	U-RISE Puerto Rico	1T34GM145504-01A1
Jacob, Bonnie	RIT U-RISE	1T34GM145542-01
Jacob, Bonnie Barnett, Steven	Bridges to the Doctorate for Deaf and Hard of Hearing Students	1T32GM150252-01
O'Banion, Michael Kerry	University of Rochester Medical Science Training Program	T32 Pending NOA

Appendix A: GEPA Organizational Chart, Fall 2023



Appendix B: 2022-23 Recruitment Calendar (for fall 2023 entry term)

Open house for prospective PhD students (2)

Information session for Summer Scholars

Information session for Post Baccalaureate Research Education Program (PREP)

Open house for prospective Master's students

Interview weekend for prospective PhD students (2)

Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS) conference

University of Maryland, Baltimore County (UMBC) McNair research conference

Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS)

Heartland McNair research conference

University of Buffalo McNair summer research conference

Biomed virtual graduate school fair (3)

State University of New York (SUNY) Geneseo graduate school fair

National Institutes of Health (NIH) graduate school fair

Cornell University graduate and professional school day

Houghton University graduate school fair

Graduate Education for Minorities (GEM) grad lab

Southeastern Association of Educational Opportunity Program Personnel (SAEOPP) Atlanta McNair research conference

State University of New York (SUNY) Binghamton graduate school fair

Appendix C: Committee and Professional Association Affiliations

Committee Name	Scope	Participant	Start	End
Basic Needs Hub	UR	Sharon McCullough	2020	present
CUNY City College/UR Joint Program Team	UR	Kandice King	2020	present
Diversifying International Student Body with Grok Committee	UR	Kandice King	2021	present
Education Information Technology Advisory Committee (co-chair)	UR	Rick Libby	2020	present
Food Pantry Steering Committee	UR	Sharon McCullough	2020	present
Graduate Education Steering Committee	UR	Rick Libby	2018	present
Graduate Student Wellness Committee	UR	Steve Naum	2021	present
Graduate Student/Professional Appreciation Week (GSAW)	UR	Eric Vaughn	2019	present
Higher Ed User Group (HEUG)	UR	Steve Naum	2023	present
Human Capital Management (HCM) system transition - multiple subgroups	UR	Sharon McCullough	2022	present
Human Capital Management (HCM) system transition - multiple subgroups	UR	Steve Naum	2022	present
International Education Week (IEW) Planning Committee	UR	Eric Vaughn	2019	present
International Services Office (ISO) Collaborative Meeting	UR	Tracy Pezzimenti	2022	present
Middle States Standard V Working Group	UR	Rick Libby	2022	present
myURHR Change Network (super user)	UR	Steve Naum	2023	present
Postdoc Admin/Dean Group	UR	Sharon McCullough	2019	present
Sales Force Users Group	UR	Eric Vaughn	2019	present
Student Systems Governance	UR	Rick Libby	2021	present
Transportation Advisory Committee	UR	Sharon McCullough	2020	present
University Committee on Academic Policy and Administration (UCAPA) (formerly CAP + UCEEA)	UR	Rick Libby	2022	present
University Council on Graduate CARE Network	UR	Tracy Pezzimenti	2021	present
University Council on Graduate Education	UR	Rick Libby	2018	present
University Council on Graduate Student Life	UR	Eric Vaughn	2019	present
University Data Governance Council	UR	Rick Libby	2020	present
University Enterprise Applications Governance Executive Committee	UR	Rick Libby	2021	present
University Graduate Admissions Committee	UR	Kandice King	2020	present
University Slate Working Group	UR	Kandice King	2021	present
UR Career Leaders Group	UR	Eric Vaughn	2017	present
UR Student Change Review Board	UR	Tracy Pezzimenti	2020	present
UR Student Communications Review	UR	Tracy Pezzimenti	2020	present
UR Student Finance Divisional Finance SIG	UR	Steve Naum	2021	present

UR Student Project Champion	UR	Tracy Pezzimenti	2020	present
ABRCMS Recruitment Representative	SMD	Elaine Smolock	2019	present
Associate Dean's Executive Planning Team (ADEPT)	SMD	Rick Libby	2018	present
Basic Science Chairs	SMD	Rick Libby	2019	present
Bridges to the Doctorate Executive Committee	SMD	Elaine Smolock	2020	present
Clinical and Translational Science Institute (CTSI) Strategic Leadership Group	SMD	Rick Libby	2018	present
Clinical/Medical Technology Advanced Certificate Program Advisory Board	SMD	Tracy Pezzimenti	2018	present
Committee on Graduate Studies (CGS)	SMD	Rick Libby	2018	present
Committee on Graduate Studies (CGS)	SMD	Tracy Pezzimenti	2016	present
Committee on Graduate Studies (CGS)	SMD	Sharon McCullough	2010	present
Deaf-Roc Conference Leadership and Committee Organizer	SMD	Elaine Smolock	2019	present
Educational Internal Advisory Board for the Wilmot Cancer Institute	SMD	Elaine Smolock	2020	present
Graduate Student Society Poster Judging Panel	SMD	Elaine Smolock	2018	present
Health Equity Research Initiative Group	SMD	Elaine Smolock	2021	present
HERIG - Health Equity Research Interest Group	SMD	Rick Libby	2022	present
Marketing/Communications Committee for Research and Research Education	SMD	Rick Libby	2020	present
Marketing/Communications Committee for Research and Research Education	SMD	Sharon McCullough	2020	present
Medical School Administrators Group (MSAG)	SMD	Steve Naum	2023	present
Medical School Administrators' Group (MSAG)	SMD	Sharon McCullough	2010	present
Medical School Advisory Council (MedSAC)	SMD	Rick Libby	2018	present
Medical Scientist Training Program (MSTP) Admissions Committee	SMD	Rick Libby	2019	present
myHub Advisory Group Faculty Advisor	SMD	Elaine Smolock	2019	present
myHub Trainee Advisory Committee	SMD	Eric Vaughn	2017	present
New Faculty Welcome/Orientation	SMD	Rick Libby	2019	present
Research Early Stage Investigator Network (RESIN) Member	SMD	Elaine Smolock	2022	present
Rochester Bridges to the Doctorate/Rochester Postdoc Partnership (RPP) Oversight Committee	SMD	Rick Libby	2018	present
Rochester Bridges to the Doctorate/Rochester Postdoc Partnership (RPP) Science Education Co-Director	SMD	Elaine Smolock	2020	present
SACNAS Recruitment Representative	SMD	Elaine Smolock	2020	present
Scientific Advisory Committee (SAC)	SMD	Rick Libby	2019	present
Senior Associate Deans (SAD) quarterly meeting	SMD	Rick Libby	2020	present
SMD Alumni Council (ex officio)	SMD	Eric Vaughn	2017	present

Three Minute Thesis Committee	SMD	Steve Naum	2017	present
URMC Faculty Out and Ally List	SMD	Elaine Smolock	2022	present
Wilmot Education Executive Committee	SMD	Rick Libby	2020	present
Rochester Area Career Development Association (member)	regional	Eric Vaughn	2010	present
ABRCMS Poster Judge	national	Elaine Smolock	2021	present
Association of American Medical Colleges (AAMC), Graduate Research, Education, and Training (GREAT) Group, Postdoctorate Leaders Section	national	Sharon McCullough	2011	present
BioGAP special interest group of National Association of Graduate Admissions Professionals (NAGAP)	national	Kandice King	2019	present
Career Leadership Collective (member)	national	Eric Vaughn	2019	present
Graduate Career Consortium (member), (executive committee member, treasurer 2020-2023)	national	Eric Vaughn	2017	present
HighEdWeb Association Volunteer	national	Jeff Koslofsky	2021	present
National Association of Graduate Admissions Professionals (NAGAP)	national	Kandice King	2019	present
National Association of Graduate Admissions Professionals (NAGAP) Marketing Committee	national	Kandice King	2021	present
National Association of Graduate Admissions Professionals (NAGAP) Mentorship Program - Mentor Role	national	Kandice King	2020	present
National Postdoctoral Association (NPA)	national	Steve Naum	2017	present
National Postdoctoral Association (NPA)	national	Eric Vaughn	2017	present
National Postdoctoral Association (NPA)	national	Sharon McCullough	2011	present
Slate Users Group	national	Kandice King	2020	present