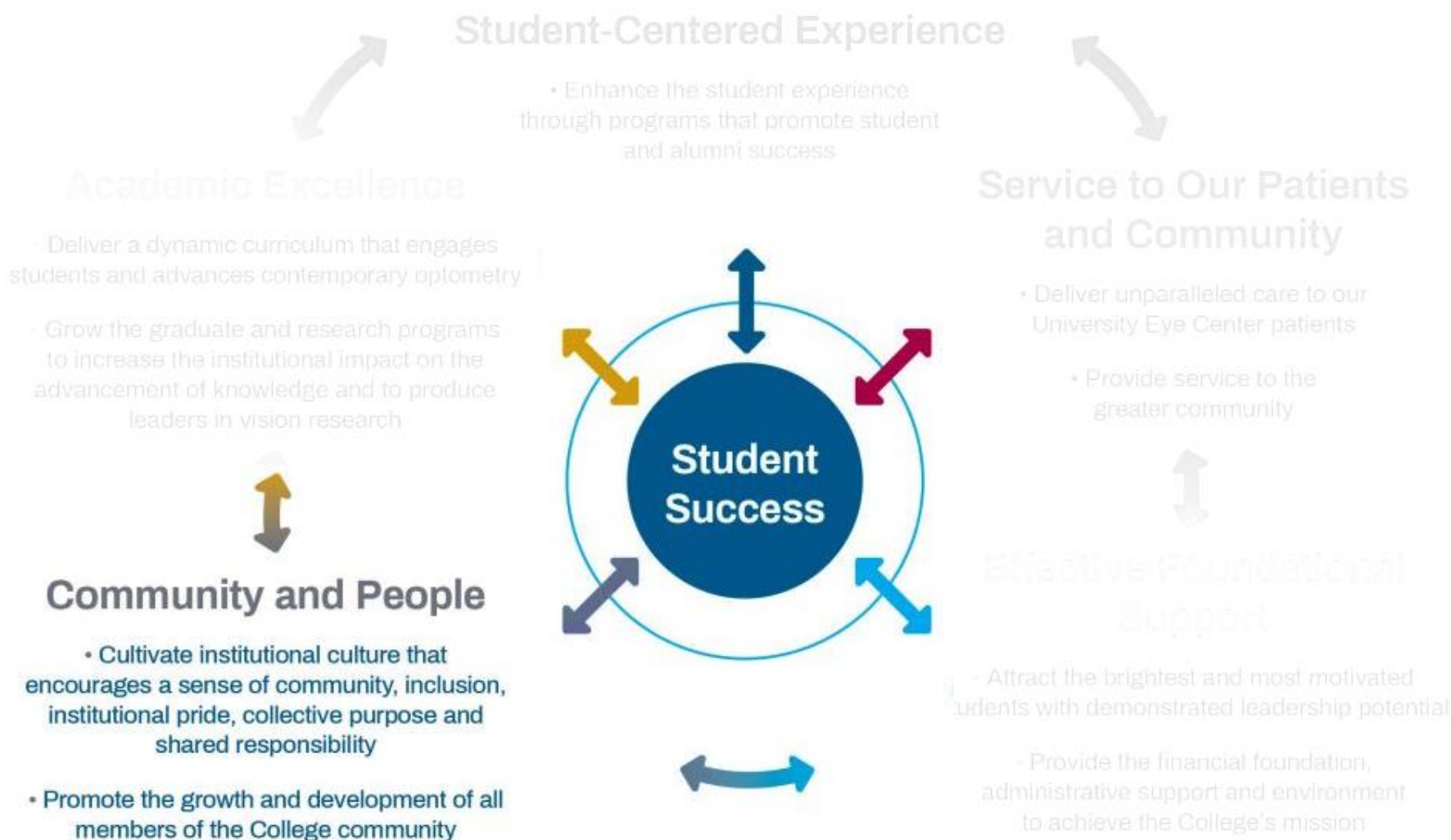




IRPC: Community and People

April, 2020

Gui Albieri



Goal 6.4. Build a diverse and inclusive community by implementing the recommendations of the 2017 Diversity and Inclusion Master Plan (DIMP)

- DIMP Goals:

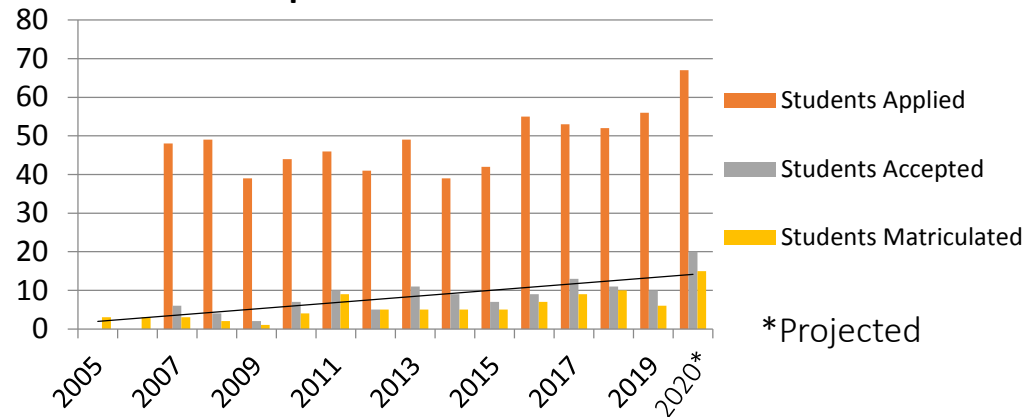
- DIMP Goal 1. Increase the recruitment of minority students to the professional OD and graduate programs
- DIMP Goal 2. Increase the recruitment of minority faculty
- DIMP Goal 3. Continue to provide support services for minority students that promote growth, development, and expand career choices
- DIMP Goal 4. Develop and implement solutions to increase student, faculty, staff, and patients' experience of diversity, inclusion, and equity that are data driven and evidence based



Goal 6.4. Build a diverse and inclusive community by implementing the recommendations of the 2017 Diversity and Inclusion Master Plan (DIMP)

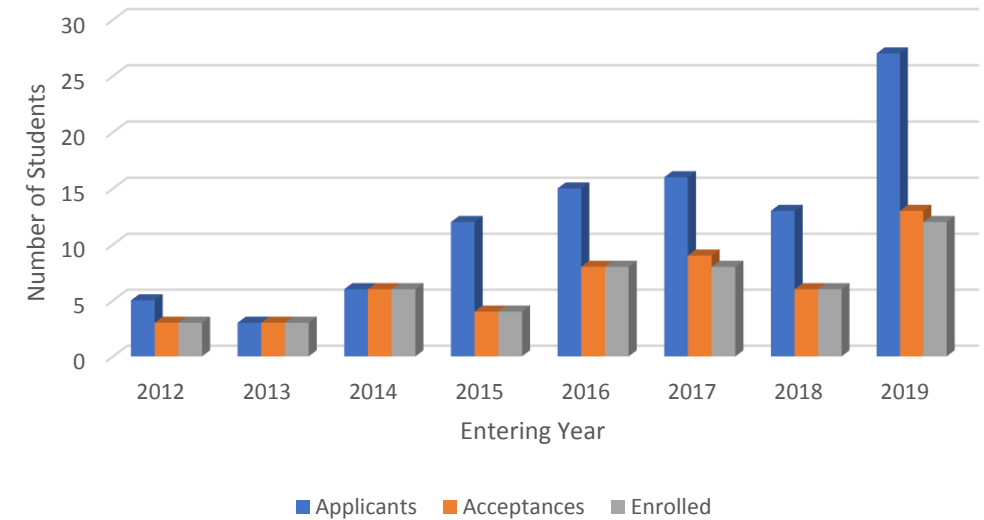
DIMP Goal 1. Increase the recruitment of minority students to the professional OD and graduate programs

Under-Represented Minority Students: Applied, Accepted and Matriculated



	Students Applied	Students Accepted	Students Matriculated
2009	39	2	1
2010	44	7	4
2011	46	10	9
2012	41	5	5
2013	49	10	5
2014	39	9	5
2015	42	7	5
2016	56	9	7
2017	53	13	9
2018	52	11	10
2019	56	10	6
2020	67	20	15*

CSTEP Students in SUNY OD Program



Entering Year	Applicants	Acceptances	Enrolled
2012	5	3	3
2013	3	3	3
2014	6	6	6
2015	12	4	4
2016	15	8	8
2017	16	9	8
2018	13	6	6
2019	27	13	12



Goal 6.4. Build a diverse and inclusive community by implementing the recommendations of the 2017 Diversity and Inclusion Master Plan (DIMP)

- ***DIMP Goal 2. Increase the recruitment of minority faculty***

- PRODiG proposal developed and submitted to System
 - Analysis of academic optometry and vision science workforce at national and College level
 - Analysis of hiring, retention and promotion practices at the College
 - Detailed strategy to increase unrepresented faculty representation
 - Request for funding of tenure-track position
- Funding approved and candidate identified (candidate did not accept SUNY's offer)

PRODIG PROPOSAL 2019-2020

SUNY COLLEGE OF OPTOMETRY

Abstract

This proposal, created by SUNY Optometry's PRODIG Committee (Appendix I), explores the state of underrepresented minorities (URMs) and Women in STEM (WSTEM) in faculty positions at SUNY Optometry. The proposal includes a detailed analysis of the academic optometry and Vision Science workforces both at the National level and at the College; hiring, promotion, and retention practices at SUNY Optometry; and barriers to careers in academic optometry. This proposal also outlines a detailed strategy to increase the number of URM in research and clinical faculty positions, and increase the number of women in higher faculty ranks. Based on the findings of this proposal, SUNY Optometry is requesting funding for a tenure-track position that is currently available, a position that will likely open next year, graduate stipends for qualified candidates, and funding for key pipeline-building initiatives that can benefit the College and other SUNY campuses.



Goal 6.4. Build a diverse and inclusive community by implementing the recommendations of the 2017 Diversity and Inclusion Master Plan (DIMP)

- ***DIMP Goal 3. Continue to provide support services for minority students that promote growth, development, and expand career choices***

CSTEP Grant Renewed until June 2025:



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12234

OFFICE OF HIGHER EDUCATION

Assistant Commissioner

The Office of Access, Equity and Community Engagement Services
Room 960 Education Building Annex
Albany, New York 12234

Tel: (518) 486-5202
Fax: (518) 474-7468

February 11, 2020

SUNY College of Optometry
33 West 42nd Street
New York, NY 10036

RE: RFP – Collegiate Science & Technology Entry Program GC#20-004
Award Amount per year: \$190,000
Tentative Award Amount for Cycle: \$950,000
Time Period: July 1, 2020 – June 30, 2025

Dear President Heath:

After reviewing your proposal responding to RFP GC#20-004, the New York State Education Department (NYSED) is pleased to inform you it has tentatively awarded your organization a grant in the amount of \$190,000 to serve 95 students per year.

There are several steps remaining prior to final approval. NYSED is required to obtain approval from the Division of the Budget and the Office of the State Comptroller. NYSED must also review and approve your proposed budget, as well as your plan for meeting Minority and Women-Owned Business Enterprise (M/WBE) requirements. If NYSED contacts you with any questions about your budget or M/WBE documentation, please be sure to respond promptly to avoid or minimize delay in finalizing your award.

In addition, NYSED is required to prepare a contract with grantees to carry out the services described in the RFP. The contract must be properly signed by both parties and then we will submit the contract for review and approval by the NYS Attorney General and the Office of the State Comptroller. If your contract receives final approval, you will receive an executed contract from NYSED's Contract Administration Unit.

No work should be initiated until the contract receives the formal approval of the Attorney General and the State Comptroller. All grants, regardless of type or dollar amount, are subject to further review, monitoring, and audit to ensure compliance. NYSED has the right to recoup funds if the approved activities are not performed and/or the funds are expended inappropriately.

The contract resulting from this award will require that grantees accept electronic payments for amounts due on the contract.

SUNY OPTOMETRY NAMED "SCHOOL OF THE YEAR" FOR DEDICATION TO DIVERSITY IN OPTOMETRY



National Optometric Student Association Recognized SUNY Optometry For Work To Increase Diversity In The Field Of Optometry

SUNY Optometry Student Awarded Cave Memorial Award For Outstanding Dedication To Community Involvement



Goal 6.4. Build a diverse and inclusive community by implementing the recommendations of the 2017 Diversity and Inclusion Master Plan (DIMP)

- ***DIMP Goal 4. Develop and implement solutions to increase student, faculty, staff, and patients' experience of diversity, inclusion, and equity that are data driven and evidence based***
 - CDO speaks at New Employee Orientation; Session on D&I added to New Student Orientation
 - Events organized by Spectrum and NOSA

SPECTrum Helps SUNY Optometry, University Eye Center Provide Better Care for Transgender Patients



Barbara Salva, a transgender advocate, and Elle Huertas, community educator for The LGBT Network, SUNY Optometry, April 22, 2019.



Goal 7. Promote the growth and development of all members of the community

- Increase professional development opportunities for faculty and staff
 - Session on cultural competency delivered to members of the admissions committee and hiring managers



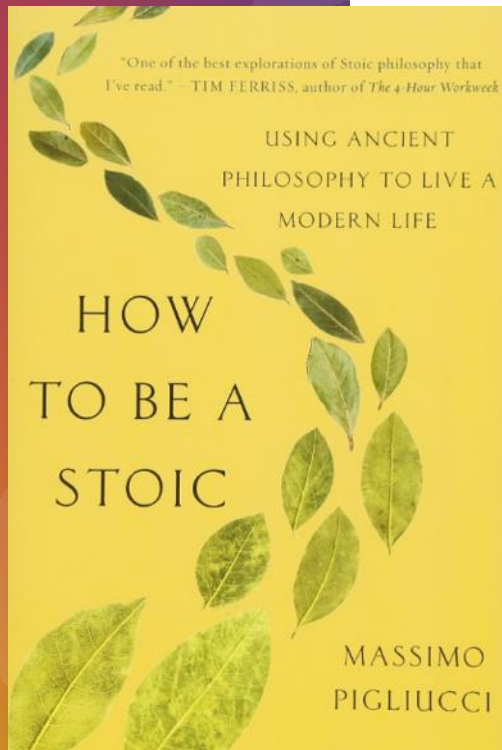
"I just wanted you to know that the Pearl S. Buck program was excellent. One of my takeaways was that we should not be treating people the way we would like to be treated, but how they would like to be treated and also to find the times for teachable moments. It was also nice to be able to have the outgoing group and incoming group lunch together.

Thank you for arranging this. It would be incredible if this could be expanded to include staff."



Goal 7. Promote the growth and development of all members of the community

- Increase professional development opportunities for faculty and staff
 - Implementation of Philosophy for a Better Life series with CI support (session attended by students, faculty, and staff)



Lecture Series of Chinese Philosophy

**Becoming an Excellent Healthcare Professional:
A Chinese Philosophy Perspective**

Dr. Guilherme Albieri

How can one master the art of patient care?
What does it take to be a distinguished healthcare professional?
This session will explore these questions from a Chinese philosophy perspective,
and provide practical tools for self-cultivation.
You will leave this session with a unique mindset to approach clinical care and life in general.

Venue: Room 206
Time: Thursday, September 26, 2019 | 12:00 pm
Gourmet Chinese food will be served before the lecture

中国文化零距离
思辨的智慧，快乐的源泉
Lecture Series of Chinese Philosophy

**THE POWER OF DAO: A TIMELESS
GUIDE TO HAPPINESS AND HARMONY**
Dr. Lou Marinoff, CUNY

**Wednesday, October 2, 2019
12:00 pm
Room 222**

Chinese food will be served before the lecture.
A book signing ceremony will be presented after the lecture.

Lou Marinoff is Professor of Philosophy and Asian Studies at The City College of New York, president of the American Philosophical Practitioners Association, and author of internationally bestselling books on philosophy for everyday life. The Power of Dao reflects Lou's lifelong devotion to Chinese wisdom. In youth he was a student of Grandmaster Sing Ming Li, learning the arts of Kung Fu and Chinese medicine. In maturity he became a cultural advisor to venerable Xi Yongshin, Abbott of Shaolin Temple. Lou serves global leadership forums such as Horasis and the WEF. Dao is his constant guide.

Lecture Series of Chinese Philosophy
The Confucius Institute for Health presents the Second Lecture on Confucianism

**Confucius, You Surprised Me: Readings from the Analects
on Learning, Governance, and the Political Life**
By Annping Chin, Yale University

**Wednesday, November 13, 2019
12:00 PM
Room 222**

Gourmet Chinese food will be served before the lecture.

Annping Chin is a leading world scholar of the Confucian classics. Her lecture will focus on three chapters of the Analects to uncover what Confucius thought about learning, governance, and the political life: how they relate to one another and how they could translate into action and policies. It also asks what might seem surprising yet fresh and compelling about his views and what they can teach us as we confront our own political reality.

纽约州立大学视觉光学学院医学与健康孔子学院
Confucius Institute For Healthcare at SUNY College of Optometry

Goal 7. Promote the growth and development of all members of the community

- Increase professional development opportunities for faculty and staff
 - 2 Summer Educator's Delegation to China successfully implemented
 - Delegates learned about Chinese eyecare delivery system, engaged in cultural activities, and presented scientific papers at Vision China



Goal 7. Promote the growth and development of all members of the community

- Increase professional development opportunities for faculty and staff
 - Student Winter camp to China
 - Students learned about the Chinese eyecare delivery system and learned about Chinese culture



Next Steps

- Implement new CSTEP grant
- Request training and development funding for D&I initiatives
- Request PRODiG funding for qualified positions
- Implement strategies outlined in PRODiG plan
- Reassess feasibility of China Summer and Winter camps
- Update DIMP (2020-21)

