

Department of Neurobiology Diversity Statement:

The Department of Neurobiology at UAB SOM has a long history of promoting scientific excellence and diversity. We acknowledge multiple forms of bias and prejudice in academia and are working proactively to eliminate them.

Actions

UAB's Department of Neurobiology has taken the following actions to create a more diverse, inclusive, and equitable environment for our faculty, staff, and trainees:

1. Development and leadership of the NIH/NINDS-funded R25 neuroscience graduate RoadMap Scholars program to support URM and students with disabilities. [2014-present]
2. Creating, funding, and leading the Summer Program in Neuroscience (SPIN) a research and professional development program for under-represented minority (URM) undergraduate students. [2002-present]
3. Upcoming NIH R25-funded Summer Research Program for URM undergraduate students in neuroscience. [2022]
4. Leadership of NIH-funded PREP Scholars Program, a 1-2 year, stipend-supported post-baccalaureate program for URM recent college graduates at the UAB School of Medicine. [2018-present]
5. Creation and support of annual National Enhancement of Under Represented Academic Leaders (NEURAL) Conference, the only regional neuroscience graduate trainee conference of its kind, funded by the NIH/NINDS R25 neuroscience graduate RoadMap Scholars Program. [2015-present]
6. Creation of Departmental Diversity, Equity, and Inclusion (DEI) lending library for staff, trainees, and faculty to educate themselves about systemic racism and bias against multiple groups. [2020-present]
7. Intentional make-up of department faculty search committees to include women and URM faculty as chair, co-chair, or both, at least 50% women members, and inviting all URM faculty to serve on every faculty search committee. [2018-present]
8. Intentionally encouraging URM faculty to say "no" to additional committee assignments that they feel may not contribute to their personal career growth. [2018-present]
9. First department at UAB SOM to require all candidate faculty applicants to provide a statement explaining their contributions and commitment to addressing issues of diversity, equity, and inclusion (Diversity Statement). [2020-present]
10. Actively encouraging non-URM faculty to participate in DEI committees and events. [2020-present]
11. Faculty Leadership of UAB's School of Medicine Black/African-American Faculty Association by Neurobiology Faculty member Dr. Farah Lubin. [2020-present]
12. Neurobiology Seminar Series presentations intentionally chosen to ensure representative numbers of women speakers. [2018-present]
13. Intentional inclusion of URM faculty speakers in Neurobiology Seminar Series, including one slot reserved for URM faculty nominated by our trainees (in addition to the 2 speakers nominated annually by our trainees). [2019-present]
14. Inclusion in Neurobiology Seminar Series of presentation on Title IX policies and office at UAB. [2020-]

15. Inclusion in Neurobiology Seminar Series presentations on the Common Thread, UAB SOM's essential modules in cultural inclusion [2019-present]
16. Advocating successfully for current UAB SOM Graduate Biomedical Sciences policy to waive the application fee for early graduate school applications. [2018-present]
17. Advocating successfully for the UAB SOM Graduate Biomedical Sciences current policy to no longer require the GRE for graduate school applications. [2018-present]
18. Continued advocacy for inclusive policies in admissions at undergraduate and graduate levels.
19. 4 department faculty offices, including department chair's, designated as LGBTQIA+ community member Safe Zones following online and in-person training. [2018-present]
20. Unconscious bias training required for all faculty and administrative staff. [2019-present]
21. Departmental Staff members encouraged to make use of UAB's Employee Assistance & Counseling Center including counseling, financial wellness, and life coaching among other assistance.
22. Departmental Faculty and Staff encouraged to make use of UAB AWARE (always working to advocate, retain, & employ) program with disability-management services for any employee whose job is impacted by a physical, mental, or emotional impairment.
23. Annual Department of Neurobiology Participation in UAB School of Medicine Diversity Fair. [2017-present]
24. Per UAB Policy, all course syllabi provide information regarding Disability Support Services, Student Counseling Services, and Title IX Office resources and reporting channels.

Contributions of Department Faculty to DEI Recognized by Recent Awards

- Dean's Excellence Award in Diversity to Neurobiology Associate Professor Dr. Farah Lubin. [2020]
- President's Award for Diversity to Neurobiology Associate Professor Dr. Farah Lubin. [2020]
- Student-nominated Disability Student Services Award to Neurobiology Professor Dr. Vladimir Parpura. [2019]



NEURAL CONFERENCE AT UAB

- Over 50 NON UAB neuroscience trainees
- Graduate trainees from 15 states & Puerto Rico
- 125 UAB meeting registrants
- Professional Development workshops
- Poster Presentations
- Oral Presentations
- Keynote speakers













Conference Program Planning Committee = 10
 UAB and non-UAB Roadmap Scholars
Keynote Speakers: Past keynote speakers include: Roger Nicol, Erich Jarvis, Kristen Harris, Gordon Legge, Carl Hart, Helen Scharfman, Daniel Colón-Ramos, Ketema Paul, Edwin Weeber, Damien Fair, Eve Marder and Manisha Patel.