

# the PRESIDENT'S MESSAGE

OCTOBER 2015



## Later this month, we celebrate Founders Week — the University's 20th annual Founders Week.

Actually, that's not entirely true. When our celebration honoring UMB's history and people was inaugurated in October 1996, the festivities were considerably more compact. The celebration was Founders *Day* then — one day featuring a student breakfast in the morning, a research lecture in the afternoon, and a gala in the evening.

Founders Day was the invention of then UMB President David J. Ramsay, DM, DPhil, and his wife, Anne. Dr. and Mrs. Ramsay wanted a day expressly dedicated to commemorating not only the University's rich heritage but also its sustained excellence.

And so awards were presented then, as they are now. Two of our earliest three recipients are still part of the UMB family: Myron Levine, MD, DTPH, associate dean for global health, vaccinology, and infectious diseases in the School of Medicine, won the research award, and Lu Ann Marshall, academic coordinator in the Carey School of Law, won the public service award. (The teaching award went to Marshall Rennels, PhD, professor in the School of Medicine, who passed away in 2004.)

I look forward to recognizing this year's winners at the Oct. 17 gala: Researcher of the Year Margaret McCarthy, PhD; Teacher of the Year Edward Pecukonis, PhD, MSW; Public Servant of the Year Norman Tinanoff, DDS, MS; and Entrepreneur of the Year Christopher Meenan.

The excellence of UMB's people is one of few things that remain unchanged in the last 20 years, though that excellence has grown: 6,300 students are enrolled today, up from 5,700 in 1996, and our employee corps has grown from 4,700 to 6,500.

Just 20 years ago, our campus measured 4.4 million square feet across 47 buildings. We're now a 71-acre state-of-the-art teaching, research, and clinical care complex, with 68 buildings comprising nearly 7.5 million square feet. In 1996, the University had just completed its first Health Sciences Facility (HSF I). Today, I have the distinct privilege of looking out my office window at its quickly rising cousin, HSF III. The site is flanked by two beautiful buildings — for the schools of dentistry and pharmacy — that were merely dreams two decades ago.

In 1996, UMB had an annual economic impact of \$1 billion; today, that impact is tripled. Twenty years ago, our economic activity represented an \$8 return on every state dollar invested in the University; today, our return on the state's investment is nearly doubled.

In his inaugural Founders Day message, President Ramsay wrote about the University's flatlining state appropriations, which contributed 29 percent of our operating budget. Of course, no one knew then that fiscal challenges would shrink state support to just 19 percent of our revenues today. But making up for the loss is enormous strength in other areas. For instance, patient care now accounts for 26 percent of our revenues, up from 19 percent 20 years ago. Grants and contracts, which totaled \$122 million in 1996, today constitute a \$500 million enterprise.

President Ramsay was prescient in 1996, when he warned that our fiscal landscape was threatened by changes in health care and potential cutbacks in federal research funding. He said we need to diversify our research portfolio, partner with the private sector, become highly entrepreneurial, and eliminate barriers that prevent us from responding quickly to competitive opportunities.

And years later, as he was honored by the Greater Baltimore Committee for UMB's dramatic growth and rapidly rising profile, Dr. Ramsay said he always believed the University could be an internationally known, research-rich institution while remaining a powerful force for good in our own city. It's this duality — worldwide influence and local impact — that drives us still today.

Dr. and Mrs. Ramsay chose as the symbol for that first Founders Day the great English elm that in 1996 stood at the southwest corner of Davidge Hall, at the intersection of Lombard and Greene streets. The elm was a formidable survivor, having endured wars and disease to live nearly 200 years, before finally succumbing to old age in 2001.

But all was not lost. During Founders Week 2012, we planted a surviving seedling taken from the original tree at the time of its removal. Dr. Richard Taylor, a 1975 graduate of the School of Medicine, and his wife, Kathie, had nurtured the seedling in their home for years. And so, today, the elm grows again at Davidge Hall.

What a stunning tribute. Our English elm is not only a symbol of strength and resilience, of grace and beauty; it's a symbol, too, of renewal. It's emblematic of the love and affection UMB's people feel for this venerable institution and a sign of their dedication to nurturing its reputation and influence for generations to come.

I thank you for all the ways in which you nurture this University and every day add to our excellence. And I wish you a very happy Founders Week!

Jay A. Perman, MD  
PRESIDENT

20TH ANNIVERSARY

# Founders Week 2015

UNIVERSITY OF MARYLAND, BALTIMORE

Each year the University of Maryland, Baltimore (UMB) celebrates the achievements and successes of our students, faculty, staff, alumni, and philanthropic supporters and pays tribute to UMB's 200-plus-year history with a series of Founders Week events.

**SATURDAY, OCT. 17 | 6:30 P.M.**  
HYATT REGENCY BALTIMORE

## *Gala*

*Program and dinner followed by a live performance by the Capitol Steps. Tickets can be purchased for \$150 by contacting [events@umaryland.edu](mailto:events@umaryland.edu).*

**MONDAY, OCT. 19 | NOON**  
SCHOOL OF NURSING COURTYARD

## *Student Cookout*

*Tickets required. Open to UMB students only.*

**TUESDAY, OCT. 20**  
11:30 A.M. TO 12:10 P.M. OR 12:20 TO 1 P.M.  
WESTMINSTER HALL

## *Staff Luncheon*

*This event is at capacity and tickets are no longer available.*

**WEDNESDAY, OCT. 21 | 4 P.M.**  
BIOPARK LIFE SCIENCES  
CONFERENCE CENTER

## *Entrepreneur of the Year Presentation & Reception*

**THURSDAY, OCT. 22 | 4 P.M.**  
DAVIDGE HALL

## *Researcher of the Year Presentation & Reception*

**FRIDAY, OCT. 23 | 11:30 A.M.**  
KOESTER'S LOT

## *Food Truck Rally*

**FRIDAY, OCT. 23 | 1:30 P.M.**  
WESTMINSTER HALL

## *Medical Alumni Association Clinicopathological Conference*

## 2015 Founders Week Award Winners

THE FOLLOWING FACULTY MEMBERS WILL BE HONORED AT THE FOUNDERS WEEK GALA:



**ENTREPRENEUR  
OF THE YEAR**

**Christopher Meenan**  
*School of Medicine*

Faculty research associate, Department of Diagnostic Radiology and Nuclear Medicine



**RESEARCHER  
OF THE YEAR**

**Margaret McCarthy, PhD**  
*School of Medicine*

Professor and chair,  
Department of Pharmacology



**PUBLIC SERVANT  
OF THE YEAR**

**Norman Tinanoff, DDS, MS**  
*School of Dentistry*

Professor, Division of Pediatric Dentistry



**TEACHER  
OF THE YEAR**

**Edward Pecukonis, PhD, MSW**  
*School of Social Work*

Associate professor and director,  
Maternal and Child Health Training

Visit [umaryland.edu/founders](http://umaryland.edu/founders) to find out more information about the events beginning Oct. 17 and to learn more about our Founders Week award winners.



UNIVERSITY OF MARYLAND  
THE FOUNDING CAMPUS

# LAURELS

OCTOBER 2015

## UNIVERSITYWIDE

**Susan G. Dorsey, PhD, MS, RN, FAAN**, professor and chair, School of Nursing, Department of Pain and Translational Symptom Science, and **Richard Traub, PhD**, professor and vice chair, School of Dentistry, Department of Neural and Pain Sciences, are serving as co-principal investigators, and **Dean Dessum, PhD**, associate professor, School of Dentistry, Department of Neural and Pain Sciences, is a co-investigator, for the research study “Mechanisms Underlying Comorbid Pain Conditions in a Critically Relevant Model.” The UMB team was awarded a five-year, \$2.8 million grant from the National Institutes of Health for the project.

**Bohyun Kim, MA, MSLIS**, associate director for library applications and knowledge systems, Health Sciences and Human Services Library, presented “Back to the Future Part III: Libraries and the New Technology Frontier” for the South Central (N.Y.) Regional Library Council and “Users, UX and Technology” at the Code4Lib regional meeting.



NANCY PATTERSON

**Nancy Patterson, MLS**, community outreach coordinator, National Network of Libraries of Medicine Southeast/Atlantic Region, Health Sciences and

Human Services Library, presented posters on “Health Literacy Outreach to Disadvantaged People in Their Own Environment” and “Health Literacy 101: Increasing Literacy Reduces Health Disparities” at the Georgia International Conference on Information Literacy.

## SCHOOL OF DENTISTRY



JOHN F. CACCAMESE

**John F. Caccamese Jr., DMD, MD, FACS**, clinical assistant professor and vice chair, Department of Oral and Maxillofacial Surgery, is among

the inventors recently awarded a four-year, \$1.29 million National Institutes of Health research grant for developing a new system capable of non-invasive, three-dimensional imaging of engineered tissue.

**Carl Driscoll, DMD**, professor and director of postgraduate prosthodontics, has been selected for the American Academy of Fixed Prosthodontics (AAP) George H. Moulton Award. This is the highest award given by the AAP. It recognizes an individual whose achievements have made a significant impact and contributed to the art and science of fixed prosthodontics.



HELEN EDMOND WITH DR. PERMAN

**Helen Edmond**, an accountant in the payroll office who has held various jobs with the school since 1981, was named UMB’s August Employee of the Month for stepping up during times of short staffing and for being a team player who emulates the University’s core values.



GARY HACK

**Gary Hack, DDS ’79**, associate professor, Department of Endodontics, Periodontics, and Prosthodontics, co-authored “A Discussion

“A Discussion About Dermal Fillers, Botox, and Dentistry,” for the American Dental Association’s Professional Product Review.

## CAREY SCHOOL OF LAW



TAUNYA LOVELL BANKS

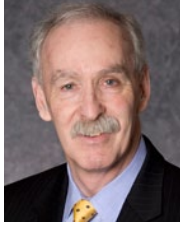
“Colorism Among South Asians: Title VII and Skin Tone Discrimination,” by **Taunya Lovell Banks, JD**, Jacob A. France Professor of Equality

Jurisprudence, was accepted for publication in the *Washington University Global Law Review*. Banks also authored “Race, Place, and Historic Moment — Black and Japanese American World War II Veterans: The G.I. Bill of Rights and the Model Minority Myth,” for *Intergroup Conflict and Cooperation*, a book project from the Seattle University School of Law, and “Post-Katrina Suppression of Black Working-Class Political Expression” for the *Journal of Public Management and Social Policy*.

LAURELS ARE SUBMITTED BY THE COMMUNICATIONS DEPARTMENTS OF THE SCHOOLS AS WELL AS BY REPRESENTATIVES IN VARIOUS UNIVERSITYWIDE OFFICES. THE OFFICE OF THE PRESIDENT IS NOT RESPONSIBLE FOR ERRORS IN THESE SELF-SUBMITTED LAURELS.

# LAURELS

OCTOBER 2015



ROBERT CONDLIN

“The ‘Nature’ of Legal Dispute Bargaining,” by **Robert Condlin, JD, LL.M.**, professor, will be published in the *Cardozo Journal of Conflict Resolution*. Condlin also

authored “Assessing Experiential Learning, Jobs and All: A Response to the Three Professors” for the *Wisconsin Law Review Online*.

**Ellen Cornelius, JD '05**, senior policy analyst, Center for Health and Homeland Security, presented “Privacy vs. Cybersecurity — Who Wins?” at the 12th annual Maryland Higher Education Cybersecurity Conference.

“Reclassifying Office ‘Housework,’” by **Martha Ertman, JD**, Carole and Hanan Sibel Research Professor of Law, was published in the *Harvard Business Review*.



DONALD GIFFORD

“Keeping Cases from Black Juries: An Empirical Analysis of How Race, Income Inequality, and Regional History Affect Tort Law,” co-authored by **Donald Gifford,**

**JD**, Edward M. Robertson Research Professor of Law, will be published by the *Washington and Lee Law Review*.

*Comparative Perspective on Gender Violence: Lessons from Efforts Worldwide*, co-edited by **Leigh Goodmark, JD**, professor, was published by Oxford University Press.



DAVID GRAY

“Fourth Amendment Remedies as Rights: The Warrant Requirement,” by **David Gray, PhD, JD, MA**, professor, will be published in the

*Boston University Law Review*. Gray also authored “Dangerous Dicta” for the *Washington and Lee Law Review*.



JAMES GRIMMELMANN

“The Law and Ethics of Experiments on Social Media Users,” by **James Grimmelmann, JD**, professor, was published in the *Colorado Technology Law*

*Journal*. Grimmelmann also authored “Copyright for Literate Robots” for the *Iowa Law Review*.



LESLIE MELTZER HENRY

“Respect and Dignity: A Conceptual Model for Patients in the Intensive Care Unit,” co-authored by **Leslie Meltzer Henry, JD, MSc**, professor, was published in

*Narrative Inquiry in Bioethics*. Henry also co-authored “Just Compensation: A No-Fault Proposal for Research-Related Injuries,” which was published in the *Journal of Law and the Biosciences*.

“Law’s Acceleration of Finance: Redefining the Problem of High-

Frequency Trading,” by **Frank Pasquale, JD, MPhil**, professor, was published in the *Cardozo Law Review*. Pasquale also authored “The Algorithmic Self,” which was published in the *Hedgehog Review*, and co-authored “The Spectrum of Control: A Social Theory of the Smart City,” which was published in *First Monday*.



AMANDA PUSTILNIK

“Imaging Brains, Changing Minds: How Pain Neuroimaging Can Inform the Law,” by **Amanda Pustilnik, JD**, professor, was published by the *Alabama Law Review*.



MARKUS RAUSCHER

**Markus Rauschecker, JD '06**, adjunct faculty at the school and previously a senior law and policy analyst, has been named cybersecurity

program manager for the Center for Health and Homeland Security. He spoke at the GovConnects 6.0 Cyber Conference in September regarding “Law and Policy in the Cloud Era.”



RUSSELL J. STRICKLAND

**Russell J. Strickland, MS**, a former senior policy analyst with the Center for Health and Homeland Security, was appointed by Gov. Larry

Hogan to lead the Maryland Emergency Management Agency as executive director.

# LAURELS

OCTOBER 2015

## SCHOOL OF MEDICINE



EILEEN BARRY



DENISE ORWIG



JACQUES RAVEL



JOSEPH STAINS

Four faculty members have been selected among the University System of Maryland's 12 PROMISE AGEP (Association for Graduate Education and the Professoriate) Outstanding Faculty Mentors for 2015-2016. The four are: **Eileen Barry, PhD**, professor, Department of Medicine; **Denise Orwig, PhD**, associate professor, Department of Epidemiology and Public Health; **Jacques Ravel, PhD**, professor, Department of Microbiology and Immunology, and associate director of genomics, Institute for Genome Sciences; and **Joseph Stains, PhD**, associate professor, Department of Orthopaedics. Mentors were recommended by graduate students for diversity and inclusion efforts and actions, involvement in STEM diversity conversations, participation in PROMISE and Graduate Student Development activities (e.g., seminar panels, roundtable discussions), and/or a research agenda that broadens the participation of under-represented

STEM scholars. UMB's nominees came from under-represented graduate students at UMB, leaders of the NIH-sponsored Meyerhoff Graduate Fellows program, and **Erin Golembewski, PhD**, senior associate dean of the Graduate School.

**Brian Berman, MD**, professor, Department of Family and Community Medicine, and director, Center for Integrative Medicine, was senior author on



BRIAN BERMAN

"Bioregulatory Systems Medicine: An Innovative Approach to Integrating the Science of Molecular Networks, Inflammation, and Systems Biology with the Patient's Autoregulatory Capacity?" which was published in *Frontiers in Physiology*.

**William Blattner, MD**, professor, Department of Medicine, and associate director, Institute of Human Virology, and **Man Charurat, PhD**, associate professor, Department of Medicine, and director, Division of Epidemiology and Prevention, Institute of Human Virology, were awarded \$112,247 for a Global Fund subcontract to study the phylodynamic analysis of patterns and linkages among and between key and general populations in Nigeria.

**Christopher D'Adamo, PhD**, assistant professor, Department of Family and Community Medicine, and director of research, Center for Integrative Medicine, was quoted in the *USA Today* article, "Like It Hot? A Spicy Diet Might Mean Longer Life."

**Susan Keay, MD, PhD**, professor, Department of Medicine, is among the inventors of "A Novel Antiproliferative Factor and Methods of Use" and "Derivatives of APF and Methods of Use," which both recently received U.S. patents. The former concerns a compound used in cancer treatment and the latter involves novel compounds active against interstitial cystitis.

**Michelle Pearce, PhD**, assistant professor, Department of Family and Community Medicine, and part of the Center for Integrative Medicine, was quoted in "On Faith and Fitness" in *Experience Life!* magazine.

**John Reed, MD, MDiv**, assistant professor, Department of Family and Community Medicine, and director of inpatient services, Center for Integrative Medicine, appeared on "Direct Connection" on Maryland Public Television, speaking about how integrative medicine can help in the healing process.



J. MARC SIMARD

**J. Marc Simard, MD, PhD**, professor, Department of Neurosurgery, is among the inventors of "Methods for Treating Neural Cell Swelling,"

which was issued a U.S. patent. The invention is a method for reducing brain swelling and damage in patients with a brain injury or cerebral ischemia.

# LAURELS

OCTOBER 2015



RUIXIN ZHANG

**Ruixin Zhang, PhD**, assistant professor, Department of Family and Community Medicine, and part of the Center for Integrative Medicine, received

a 20-month, \$230,250 R21 grant for “Mechanisms of Social Support on Pain-Induced Affective Response” from the National Center for Complementary and Integrative Health at the National Institutes of Health.

## SCHOOL OF NURSING



LINDA COSTA

**Linda Costa, PhD, BSN '76, RN, NEA-BC**, assistant professor, presented “Crowd Science: Magnet Hospitals Collaborate to Define Discharge Models of Care,”

at the Sigma Theta Tau International Research Congress, held in San Juan, Puerto Rico.

**Marian Grant, DNP '10, RN, CRNP**, associate professor, completed her fellowship in the office of Congresswoman Nancy Pelosi. Grant’s fellowship has been extended as she has joined the Center for Medicare and Medicaid Innovation Hospice demonstration project. This project is a test for allowing Medicare beneficiaries to receive both hospice and disease-modifying treatment concurrently. Grant is serving as a content expert developing marketing materials for participating hospices to enroll patients more quickly.



ALISHA HACKNEY (RIGHT) AND STACEY IOBST.

Students **Alisha Hackney, BSN '13, RN**, and **Stacey Iobst, BSN '07, RNC-OB, C-EFM**, are among 46 nurses who received the prestigious Future of Nursing Scholars program award to support their studies. A multi-funder leadership program spearheaded by the Robert Wood Johnson Foundation, the Future of Nursing Scholars program aims to increase the number of U.S. nurses holding PhDs.

## SCHOOL OF PHARMACY



SUSAN DOSREIS

**Susan dosReis, PhD**, associate professor, Department of Pharmaceutical Health Services Research, received a 16-month, \$89,675 contract from the

Maryland Department of Health and Mental Hygiene for “Maryland State Foster Care Psychotropic Monitoring.”

**Steven Fletcher, PhD**, assistant professor, Department of Pharmaceutical Sciences (PSC); **Alexander MacKerell Jr., PhD**, the Grollman-Glick Professor in PSC; and **Paul Shapiro, PhD**, professor and chair of PSC, received a U.S. patent for “Non-ATP Dependent Inhibitors of Extracellular Signal-related Kinase.”



BRANDY GARZEL

Student **Brandy Garzel** received a one-year, \$56,324 predoctoral fellowship from the National Institutes of Health for “Role of BSEP in Drug-Induced Cholestatic Liver Toxicity.”



STUART HAINES

**Stuart Haines, PharmD**, professor, Department of Pharmacy Practice and Science, received a 14-month, \$19,966 contract from the

American Society of Health-System Pharmacists for “Best Practices in Insulin Pen Use in Hospitals.”



MAUREEN KANE

**Maureen Kane, PhD**, associate professor, Department of Pharmaceutical Sciences, has been named executive director of the school’s Mass Spectrometry

Center. Previously she was co-director.

**Raymond Love, PharmD**, professor, Department of Pharmacy Practice and Science, has been named vice chair of collaborative initiatives in the department.

# LAURELS

OCTOBER 2015



JOEY MATTINGLY

**Joey Mattingly, PharmD**, assistant professor, Department of Pharmacy Practice and Science, has been appointed to a one-year term on the Maryland Pharmacy Coalition.

**C. Daniel Mullins, PhD**, professor and chair, Department of Pharmaceutical Health Services Research, received a one-year, \$178,251 contract from the National Pharmaceutical Council for “Publication of Studies on Real-World Evidence: Journal Editor Perceptions and Approaches.”



VY NYUGEN

Student **Vy Nyugen** received the American College of Clinical Pharmacy’s (ACCP) 2015 Student Pediatric Practice and Research Network Travel Award

to attend the ACCP annual meeting in San Francisco in October.

Student **Abdulafeez Oluyadi** received a one-year, \$5,000 grant from the American Foundation for Pharmaceutical Education for “Elucidating the Role and Mechanism of Cleavage Specific and Polyadenylation Factor 30 (CPSF30) in mRNA Recognition and Post-Transcriptional Modification.”



NEHA PANDIT

**Neha Pandit, PharmD**, associate professor, Department of Pharmacy Practice and Science, has been elected secretary/treasurer of the American College of

Clinical Pharmacy’s HIV Practice and Research Network.

**Brent Reed, PharmD**, assistant professor, Department of Pharmacy Practice and Science, has been named the Maryland Society of Health-System Pharmacists’ Preceptor of the Year and received the American College of Clinical Pharmacy’s New Educator Award.

**Magaly Rodriguez de Bittner, PharmD**, professor, Department of Pharmacy Practice and Science, and executive director, Center for Innovative Pharmacy Solutions, has been named the school’s associate dean for clinical services and practice transformation.



LINDA SIMONI-WASTILA

**Linda Simoni-Wastila, PhD**, professor, Department of Pharmaceutical Health Services Research, received a two-year, \$213,719 contract from Novartis

for “Novartis Postdoctoral Health Outcomes Research Fellowship: Launching the Next Generation of Leaders.”

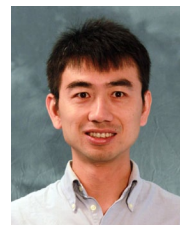


JAMES TROVATO

**James Trovato, PharmD**, associate professor, Department of Pharmacy Practice and Science, has been selected to receive the W. Arthur Purdum Award from the

Maryland Society of Health-System Pharmacists in acknowledgment of his significant contributions to health system pharmacy in Maryland.

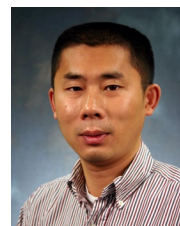
**Angela Wilks, PhD**, professor, Department of Pharmaceutical Sciences, received a nine-month, \$100,000 contract from the Maryland Technology Development Corp. for “New Targets and Approaches to Antibiotic Development.”



FENGTIAN XUE

**Fengtian Xue, PhD**, assistant professor, Department of Pharmaceutical Sciences, received a two-year, \$105,344 contract from Rakta Therapeutics

for “Selective Inhibitors of Heme Transporters as Anti-Parasitic Agents.”



BRUCE YU

**Bruce Yu, PhD**, professor, Department of Pharmaceutical Sciences, has been named director of the school’s Center for Nanobiotechnology. He also received

a two-year, \$664,884 contract from MedImmune for “Using NMR to Characterize Protein Formulations.”

# LAURELS

OCTOBER 2015

## SCHOOL OF SOCIAL WORK

Student and adjunct faculty member **Marie Bailey-Kloch, MSW**, presented “Feminism and Prostitution Diversion: Where is the Justice?” at the 32nd annual National Organization for Forensic Social Work Conference, Forensic Practice: Promoting Social Justice for All Through Policy and Practice Reform.

Dean **Richard P. Barth, PhD, MSW**, has been elected as a fellow of the American Psychological Association for “outstanding contributions in the field.”



MELISSA BELLIN



JULIE OKTAY

**Melissa Bellin, PhD**, associate professor, was the lead author and **Julie Oktay, PhD, MSW**, professor emerita, was a co-author of “A Qualitative Description of a Family Intervention for Breast Cancer Survivors Experiencing Fatigue,” which appeared in the *Journal of Psychosocial Oncology*.



MELISSA BESSAHA

Student **Melissa Bessaha, MSW**, received a U.S. Department of Health and Human Services-Substance Abuse and Mental Health Services Administration funded Minority Fellowship Program Predoctoral Dissertation Grant through the Council on Social Work Education.



JOAN DAVITT

**Joan Davitt, PhD**, associate professor, was invited as lead author to contribute the annual State of the Science article “Aging in Community: Developing a More Holistic Approach to Enhance Older Adults’ Well-Being” for the journal *Research in Gerontological Nursing*.

**Jodi Frey, PhD**, associate professor, has been awarded more than \$1.2 million from the Centers for Disease Control and Prevention for “Online Screening and Early Intervention to Prevent Suicide Among Middle-Aged Men.”

The school’s **Institute for Innovation and Implementation** has been awarded a three-year, \$2 million Thrive at 25 Phase II Implementation Grant to “Develop A Model Intervention for Youth/Young Adults With Child Welfare Involvement At-Risk of Homelessness.” The institute also has partnered with Anne Arundel and Prince George’s counties on two successful four-year, \$4 million grant applications to the Substance Abuse and Mental Health Services Administration focused on developing a model crisis response and stabilization system for children and youth with serious behavioral health needs and their families.



# HEEDAWARD

OCTOBER 2015

## UNIVERSITY EARNS NATIONAL DIVERSITY AWARD

Readers of this newsletter know the University has placed much attention on diversity and inclusion in recent months. President Perman's July-August message focused on the struggle to rebuild West Baltimore. In September's issue, we featured a lengthy recap of UMB's second "Discussion About Race in Baltimore," including videos of the July 28 and May 6 group forums.

So in this October issue it is with great pride that we announce that the University of Maryland, Baltimore (UMB) has been named a national leader in diversity, earning the prestigious 2015 *INSIGHT Into Diversity* Higher Education Excellence in Diversity (HEED) Award.

Diversity is a core value of UMB and — through groups such as the Diversity Advisory Council and the Office of Community Engagement — the University is strengthening its diversity, equity, and outreach programs. These efforts to build a community of inclusion and engagement took on special significance after Baltimore's devastating riots this spring.

"You should be very proud of the work you are doing to promote diversity and inclusion among your students, faculty, staff, and community," said Lenore Pearlstein, publisher of *INSIGHT Into Diversity* magazine.

The focal group in this effort is the Diversity Advisory Council (DAC), formed by Perman in 2010. The DAC is charged with strengthening and promoting diversity and inclusion as foundational University principles. The group is currently supporting efforts to ensure that all faculty and staff have equitable opportunities to advance their careers at UMB, that the University's people have the cultural competence needed to effectively serve Baltimore's diverse populations, and that UMB's engagement efforts are valued by the communities they're intended to help.

Advancing two of these goals are the Office of Community Engagement and the Center for Community-Based Engagement and Learning. The groups coordinate and enhance opportunities for community-engaged scholarship and service that improve the health and welfare of Baltimore's residents.

UMB's HEED nomination mentioned the work of these groups in the context of riots provoked by the death of Freddie Gray. The University "developed a one-stop shop for finding useful information and opportunities to support our community neighbors during and after the period of unrest," said the nomination. "At the heart of our mission are our community engagement efforts, which are second to none."

The HEED nomination also highlighted what UMB's schools are doing related to diversity — both individually and together through interprofessional initiatives. These activities led UMB to a HEED Award in 2013.

For instance, each of UMB's seven schools works hard to recruit and admit a diverse student body. As part of their outreach efforts, schools often invite prospective students from under-represented groups to receptions in Baltimore and elsewhere, connecting these prospective students with enrolled students and/or alumni who share similar backgrounds. When holding open houses on campus, schools make sure that the student and faculty panels welcoming prospective students are diverse and that these events highlight culturally diverse aspects of Baltimore and UMB.

The focus on diversity doesn't stop at recruitment: Once students are enrolled, they're immersed in experiences that expose them to different perspectives, cultures, and communities.

Retaining diverse students, faculty, and staff at UMB is another key priority, and that's accomplished, in part, by making diverse groups feel welcome. Various campus organizations represent international students, women, the disabled, and the LGBTQ community, among others. Additional groups advance affirmative action and equity, diversity research, and ethnic and gender studies.

The HEED nomination spotlighted accommodations provided to UMB's people, including lactation centers for new mothers, unfettered wheelchair accessibility in all buildings, sign language translators, and textbooks in Braille. It also recognized UMB's commitment to maximizing procurement opportunities for minority-owned businesses and employment opportunities for veterans and for people with disabilities.



# HEEDAWARD

OCTOBER 2015

The HEED nomination acknowledged UMB's efforts to encourage dialogue and scholarship on the complex interaction of race, sexual orientation, class, and gender in society. University events — such as those celebrating Black History Month, Women's History Month, Asian Pacific American Heritage Month, Gay Lesbian Pride Month, National Hispanic-Latino Heritage Month, National Disability Employment Awareness Month, and Arab American Heritage Month — are designed to foster an appreciation of the experiences of those who work and learn at the University and those whom UMB serves.

All of these efforts are guided by the University's strategic plan, which identifies diversity as a key theme and holds UMB's leaders accountable for three diversity and inclusion goals:

- promote a commitment to diversity and a culture of inclusion;
- enhance the environment to ensure diversity is valued and inclusion becomes a guiding principle in every aspect of the University's activities; and
- cultivate the idea that cultural competency is the right thing to do and promote it as a competitive advantage to be attained and valued by faculty, staff, and students.

This and much more was mentioned in the 29-page HEED entry that a six-person UMB team headed by Sheila Greenwood-Blackshear, MS, CAAP, diversity/EEO/AA manager, compiled over 50 days.

Roger J. Ward, EdD, JD, MPA, the University's chief accountability officer, vice president of operations and planning, and interim chief human resources officer, said he couldn't be prouder.

"As a University, UMB has made great strides in the area of diversity and inclusion in recent years," he said. "The implementation of the strategic plan, our response to the unrest in the city, and our continuing efforts to improve through open race forums and a campus climate and culture survey, among other initiatives, are all to be commended. The 2015 HEED Award is recognition that we are on the right path, though our work is far from complete. I thank those who prepared the entry and those students, faculty, and staff at UMB whose commitment to diversity and inclusion made the award possible."

— By Chris Zang

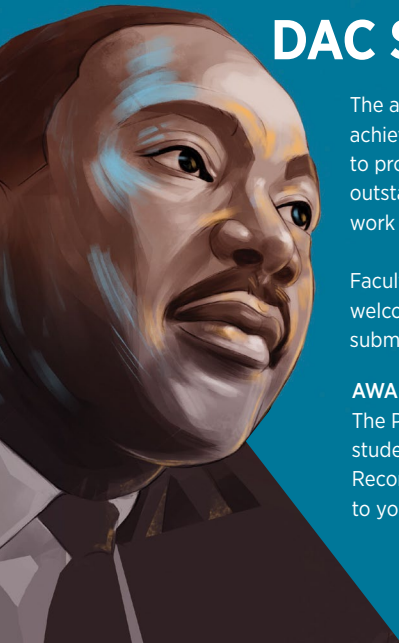
## DAC Seeks MLK Diversity Award Nominations

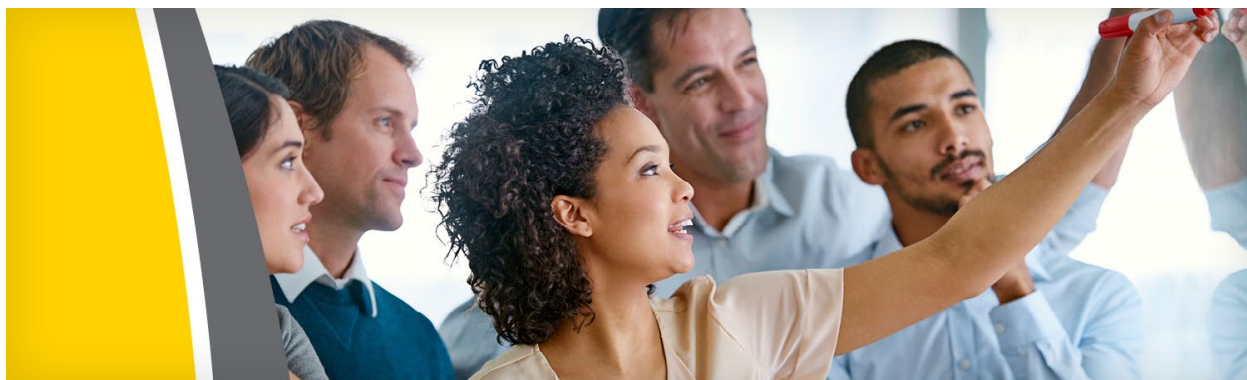
The annual Dr. Martin Luther King Jr. Diversity Recognition Awards publicly recognize individual and/or group achievement in the areas of diversity and inclusiveness and highlight our University's steadfast commitment to promoting diversity as one of our core values. There are three categories: outstanding UMB faculty or unit; outstanding staff or unit; and outstanding student or student group. The recipients' personal and/or professional work must serve as a testament to the ideals epitomized by the life and work of Dr. King.

Faculty, staff, and students may nominate individuals or units in any award category. Self-nominations are welcome. The specific guidelines and nomination forms are available on *The Elm*. Nominations must be submitted via *The Elm*.

### AWARDS SELECTION PROCESS

The President's Diversity Advisory Council (DAC) shall appoint a work group that represents faculty, staff, and students. It will review all nominations and recommend three potential award recipients to the DAC for approval. Recommendations will be forwarded to President Perman, who will select the recipients. The DAC looks forward to your nominations!





## TOWN HALLS PUSH PROCESS FORWARD

A series of five Middle States Town Hall meetings in September allowed the University community to learn about the accreditation and self-study process and to provide input on recommendations made so far.

The Middle States Commission on Higher Education is a regional accrediting organization that uses peer evaluation to assure quality and improvement in educational institutions. Middle States is one of seven regional accreditation organizations across the country. Its accreditation is necessary for the University to continue to receive federal funding.

UMB first earned Middle States accreditation in 1921, and the full accreditation process occurs every 10 years. The University currently is engaged in the self-study portion of the reaccreditation process, examining itself and identifying potential areas and strategies for improvement.

Self-study is a particularly valuable portion of the process, said Middle States steering committee co-chair Roger Ward, EdD, JD, MPA, chief accountability officer and vice president of operations and planning at UMB. “We get this chance every 10 years to say, what are we doing well and where do we have room to improve?” he said.

The process will conclude with an evaluation team’s visit here in April 2016 and a preliminary visit by the team’s leader, Denise V. Rodgers, MD, vice chancellor for interprofessional programs at Rutgers Biomedical and Health Sciences, in November 2015.

The five meetings on Sept. 1, 2, 3, and 9 in the Southern Management Corporation Campus Center and on Sept. 16 in Westminster Hall all were led by Middle States steering committee co-chairs Ward and Natalie D. Eddington, PhD, FAAPS, FCP, dean and professor of the School of Pharmacy and executive director of University Regional Partnerships.

The events focused upon five specific themes that the steering committee has identified as particularly important to the self-study process: community engagement; educational innovation and transformation; student life, career development, and support services; research, scholarship, and entrepreneurship; and institutional effectiveness. Each of these themes has its own work group that has been working on recommendations since the spring.

At each Town Hall, dozens of volunteers divided into smaller groups to discuss and evaluate the recommendations, ranking the ideas in their order of importance. Eventually, there will be one core recommendation left for each of the five themes. Recommendations include:

- **Community engagement:** Strengthening an off-campus urban extension center to match outreach efforts with the needs the community expresses, and breaking down barriers to collaboration between UMB schools regarding community outreach.
- **Educational innovation and transformation:** Committing new resources such as information technology infrastructure to improve faculty development across all schools, and identifying new funding sources to assure the University remains affordable.
- **Student life, career development, and support services:** Fostering a culture that supports excellent learning outcomes for students and strong co-curricular educational initiatives, as well as promoting the health and well-being of a diverse student body.
- **Research, scholarship, and entrepreneurship:** Creating a culture that values nontraditional funding sources, encouraging interdisciplinary, cooperative work among schools, and emphasizing ethics and integrity campuswide.
- **Institutional effectiveness:** Using a project management approach to evaluate key indicators related to the strategic plan/core values.

# MIDDLESTATES

OCTOBER 2015



A TABLE OF VOLUNTEERS TALKS OVER THE RECOMMENDATIONS AT THE COMMUNITY ENGAGEMENT MIDDLE STATES TOWN HALL MEETING IN THE SMC CAMPUS CENTER.

Those at the Town Halls heard presentations from Ward and Eddington on the Middle States process as a whole, and detailed presentations from each working group explaining the reasoning behind the recommendations.

Terry Hollon, a project manager in Facilities and Operations, volunteered for the community engagement Town Hall. Hollon has always been cognizant of community involvement, raised by parents committed to serving their community. “I see a problem, I want to fix it,” Hollon said.



VOLUNTEERS WATCH THE TOWN HALL PRESENTATION ON INSTITUTIONAL EFFECTIVENESS AT WESTMINSTER HALL.

The topic also was a natural fit for Shanda Crowder, EdD, MEd, director of the Center for Positive School Climate and Supportive Discipline, a new initiative of the School of Social Work. Crowder hoped the Town Hall would help her to learn more about the University “and it’s good for me to offer a fresh perspective,” she said.



REBECCA WISEMAN, PHD, RN, ASSOCIATE PROFESSOR, SCHOOL OF NURSING, AND SCHOOL OF PHARMACY STUDENT GEOFFREY HEINZL, CO-CHAIRS OF THE COMMUNITY ENGAGEMENT WORKING GROUP, PRESENT THEIR FINDINGS.

At the educational innovation and transformation Town Hall, Janice Hoffman, PhD, RN, associate professor and assistant dean for the baccalaureate program at the School of Nursing, was excited about the prospects of making the University more adaptive. “We need to be more innovative to meet our students where they are,” she said.

Dzifa Dordunoo, PhD, RN, assistant professor at the School of Nursing, “wanted to hear what we can do better,” she said. “That’s why we’re here, to make students successful.”

Alison Watkins, director of UMB’s research integrity office, said she wanted to be a part of the student life, career development, and support services Town Hall to learn more about the Middle States accreditation program. “It’s also an opportunity to learn a lot about the schools, what makes them unique.”

For more on Middle States, visit the [website](#).

— By Karen Robinson

# STRATEGIC PLAN

OCTOBER 2015

## 4 THEMES ARE FY16 FOCUS

Four themes will be the focus as the final year of the 2011-2016 UMB strategic plan takes shape. The Executive Implementation Committee (EIC), a group that includes the school deans and University vice presidents as well as leaders from various campus administrative units, recently approved the emphasis on the four areas, and the \$550,000 in funding attached to two of them.

The “excel at interdisciplinary research” theme will proceed with its goal to inform the development of knowledge, public policy, and human services as the four multi-school research teams it originally funded will be finishing their projects with the intention of seeking outside sponsor support to continue their research. Theme leaders E. Albert Reece, MD, PhD, MBA, and Mark Reynolds, DDS, PhD, MA, deans of the medical and dental schools, respectively, will evaluate the value of further enhancing interschool collaborative teams with University-directed seed funds to encourage more cross-school research projects.

The “excel at interprofessional education” theme awarded five seed grants in fiscal year 2015. In FY16, the IPE work group will develop a mechanism to disseminate results of those five projects and offer faculty development opportunities, including competitive faculty awards to expand their IPE/interprofessional care knowledge and skills.

The other two themes requested funding that was approved by the EIC for FY16.

The “drive economic development” theme received \$50,000 to create 10 entrepreneurial fellowships. The 10 UMB students will be awarded paid fellowships to assist UMB faculty in developing their inventions. The students will assist in evaluating technologies, market opportunities, funding sources, and regulatory and legal issues.

“We envision the students working in interdisciplinary teams in close collaboration with the staff of UM Ventures, which is UMB’s technology transfer group,” says James L. Hughes, MBA, chief enterprise and economic development officer and vice president at UMB and director of UM Ventures. “In addition to assisting UMB in bringing new technologies to market, the students will gain hands-on, real-world experience in commercializing research discoveries.”



## UNIVERSITY of MARYLAND STRATEGIC 2011-2016 PLAN

REDEFINING COLLABORATION

The last of the four approved themes for FY16 is “achieve pre-eminence as an innovator,” which was awarded \$500,000 to fully integrate the University of Maryland Medical System (UMMS) information systems with UMB’s Research HARBOR (Helping Advance Research By Organizing Resources). This will take place through a newly formed unit called the Informatics Innovation Incubator (I<sup>3</sup>), led by J. Kathleen “Kate” Tracy, PhD, associate professor in the Department of Epidemiology and Public Health at the School of Medicine and one of the driving forces behind the creation of the Research HARBOR. Affiliation with the I<sup>3</sup> will be open to members of all UMB schools.

“By making these data sets available to University researchers, we are able to study population health and answer questions about clinical care and disease, all the while extending the University’s pre-eminence as an innovator,” says Karen D. Matthews, MPA, director of planning and program development at UMB.

Matthews is quick to point out that just because only two themes were awarded funding for FY16 doesn’t mean strategic plan funding has been cut back.

“Several tactics are continuing to receive recurring funds to support the University’s strategic goals,” she says. “Besides the \$550,000, which the EIC allocated in its last meeting to FY16 initiatives, \$1.6 million of recurring funds also are allocated to support previously approved goals with long-term initiatives associated with them. So in essence, \$2,150,000 is this year’s investment in the plan. Over the five-year period since the plan’s inception, \$7,550,000 of new money has been allocated to strategic priorities.”

# STRATEGIC PLAN

OCTOBER 2015

The EIC is excited by the prospect of what FY16 holds for the strategic plan, while celebrating many previous successes. “The EIC is quite happy with the progress it has made over this plan’s cycle,” Matthews says. “Perhaps the most significant outcome of this process is our collaborative efforts across all University schools to make decisions together to benefit the University as a whole.”

This team approach will carry over into the University’s 2017-2022 strategic planning process. Work for this will get underway in January 2016 with a start date of July 2016 for the next five-year cycle.

“We envision this planning process will be shorter than the previous plan cycle mainly due to the University’s self-study review as part of the Middle States decennial reaccreditation

process,” says Roger J. Ward, EdD, JD, MPA, chief accountability officer, vice president for operations and planning, and co-chair of the Middle States steering committee. He succeeded Peter Gilbert as the University’s strategic plan leader.

“We still plan to provide opportunities for the University community to give their feedback and to communicate on progress along the way.”

Read more about the *four themes* and the *overall strategic plan*.

— Chris Zang

ACCOUNTABILITY | CIVILITY | **COLLABORATION** | DIVERSITY | EXCELLENCE | KNOWLEDGE | LEADERSHIP

*speaker*

## CARRIE HESSLER-RADELET

PEACE CORPS DIRECTOR

**Collaboration: Working With  
Communities for Change Here and Abroad**

**THURSDAY, OCT. 15, 2015**

UNIVERSITY OF MARYLAND, BALTIMORE 3 P.M. LECTURE; RECEPTION  
SMC CAMPUS CENTER ELM BALLROOM IMMEDIATELY FOLLOWING



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