

the PRESIDENT'S MESSAGE

MARCH 2016



For 2½ years, UMB has been preparing for the reaffirmation of our accreditation with the Middle States Commission on Higher Education. This reaffirmation, occurring every 10 years, offers us the chance to reflect — intensively and transparently — on what we do well as a University and what we can do better.

Our professional schools, and some of the programs within them, receive specialty accreditation, but this decennial affirmation at the University level assesses more than discrete educational programs. It evaluates such cross-school areas as governance and administration, financial stability, physical and technological resources, and student services. The endorsement is a declaration that, as an institution, UMB serves its students and society well — not only that we meet threshold standards of quality, but that we have processes in place to keep improving. And, of course, our federal funding depends on it.

We're now in the final stages of the Middle States process. Last month, we submitted our final *Self-Study Report* to our evaluation team, led by Denise Rodgers, MD, vice chancellor for interprofessional programs at Rutgers University, and we're hosting *town hall meetings* on March 9 and March 24 to discuss the report and what it means in terms of our work going forward. I hope you'll *register* for one of the town halls and be a part of this critical conversation.

The Middle States evaluation team will be on campus from April 3–6. The team will meet with UMB's Middle States Steering Committee and working group chairs, as well as groups of University and school leaders, faculty, staff, students, and constituents.

The visit will culminate on April 6 with Dr. Rodgers sharing the evaluation team's assessment of the University's performance in the domains we addressed in our Self-Study, along with recommendations for follow-up action. As details of this presentation are firming up, I'll share them with you. This April 6 event offers us a significant opportunity to show the evaluation team how proud we are of UMB and how dedicated we are to continuing our tradition of excellence. I hope for a strong showing among the UMB community.

Throughout this 30-month evaluation process, UMB has had to hit dozens of important milestones and deliver impeccable products that reflect the strengths and ambitions of this University. The fact that we uniformly did so is a tribute to the hundreds of people who took part.

I especially thank the Steering Committee and its co-chairs, Natalie Eddington, PhD, FAAPS, FCP, dean of the School of Pharmacy, and Roger Ward, EdD, JD, MPA, chief accountability officer, vice president for operations and planning, and vice dean of the Graduate School. We're tremendously lucky for their leadership. I thank the working groups and logistics team, who somehow distilled into seven compelling chapters the daily work and guiding aspirations of UMB. It was an enormous effort.

Finally, I thank everyone who contributed to the process, who submitted input and feedback in an effort to ensure that UMB keeps its promises to those we educate and those we serve — that we remain a responsible steward of the public's trust and the state's resources and that we embrace innovation so that we can keep getting better and better.

Of course, the Middle States Self-Study isn't the only way we articulate our institutional priorities and measure progress toward goals. Last month, I announced that we'll soon kick off our strategic planning process for 2017–2021. This Middle States exercise has brought to the fore several needs that could help shape UMB's next strategic plan. For instance, the Middle States Steering Committee and working groups identified the following actions as critical to continual improvement:

- Create a financial aid program that ensures a UMB education is affordable to Maryland students from all ethnic and socioeconomic backgrounds.
- Advance a culture that promotes conventional and nontraditional sources of research funding; interschool and cross-school collaborations in research and teaching; and integrity in scholarship and clinical care.
- Offer students learning opportunities that open up a diverse set of professional and entrepreneurial career pathways.

Continued from previous page

- Enhance our IT infrastructure to more fully integrate student learning and faculty development across all schools.
- Adopt a management framework that assesses each administrative and academic unit's progress in key areas, including student learning outcomes and career outcomes, tuition affordability, community engagement, shared governance, diversity and inclusion, and fundraising.
- Institutionalize the University's community engagement strategy.

To ensure continuity as we transition from the Middle States Self-Study to the strategic plan, I've asked Dr. Ward to co-chair the strategic planning process. I'm delighted that he's agreed, and I'm equally delighted that he will be joined by co-chair Claire Fraser, PhD, Dean's Endowed Professor of Medicine and director of the Institute for Genome Sciences.

The co-chairs will soon be sharing information with you about the 2017–2021 strategic plan. Our last strategic planning process enjoyed unprecedented involvement from the University community, and I hope you'll join in this exercise with the same enthusiasm you showed the last time around. UMB is as strong as it is only because you make it so, and I look forward to building on our strength together.



Jay A. Perman, MD
PRESIDENT

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

speaker

WILLIAM E. "BRIT" KIRWAN, PHD

FORMER CHANCELLOR, UNIVERSITY SYSTEM OF MARYLAND

"A Celebration of Knowledge and Its Challenges"

FRIDAY, APRIL 1, 2016

UNIVERSITY OF MARYLAND, BALTIMORE
WESTMINSTER HALL

NOON - LECTURE
LIGHT LUNCH IMMEDIATELY FOLLOWING



COREVALUES *Speaker Series*



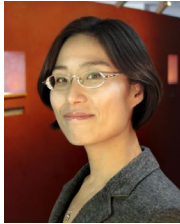
Visit umaryland.edu/corevaluesspeaker for more information about the Core Values Speaker Series and to view a list of upcoming speakers.



LAURELS

MARCH 2016

UNIVERSITYWIDE



BOHYUN KIM

Bohyun Kim, MA, MSLIS, associate director, library applications and knowledge systems, Health Sciences and Human Services Library (HS/

HSL), presented “Turning the IT Dept. Outward” at the American Library Association (ALA) midwinter meeting in Chicago and co-authored “Report of the LITA User Experience Interest Group Meeting,” which appeared in *Technical Services Quarterly*.

University President **Jay A. Perman, MD**, has received the 2016 Giving Back Diversity Leadership Award from *INSIGHT Into Diversity* magazine for his leadership at UMB and in the community. *INSIGHT Into Diversity* magazine, the largest and oldest diversity and inclusion publication in higher education, recently placed Perman among a select group of presidents and chancellors across the country with this honor. Perman co-chairs the UniverCity Partnership, an effort to redevelop and revitalize Baltimore City’s Westside; chairs the Downtown Partnership, dedicated to creating a vibrant city center; and charged UMB’s Diversity Advisory Council to explore and address issues related to career advancement among employees of color, cultural competency, and community engagement after the Freddie Gray unrest.



MARIA M. PINKAS

María M. Pinkas, MLS, metadata management librarian, Health Sciences and Human Services Library, has been accepted into the National Library of Medicine

Georgia Biomedical Informatics course.

At UMB’s Black History Month commemoration on Feb. 3, the University’s annual Dr. Martin Luther King Jr. Diversity Recognition Awards

were presented. This year’s winners are **Tanya L. Sharpe, PhD, MSW**, associate professor, School of Social Work (Outstanding UMB Faculty Award); **Brian Sturdivant, MSW**, director of strategic initiatives and community partnerships (Outstanding UMB Staff Award); and the Hispanic Dental Association (Outstanding UMB Student Award). In addition, a special award was given for the Carey School of Law faculty-led efforts that resulted in the eight-week course — Freddie Gray’s Baltimore: Past, Present and Moving Forward. **Read more** on the winners.



TANYA L. SHARPE WITH DR. PERMAN, KEYNOTE SPEAKER AND FORMER CHIEF JUDGE ROBERT M. BELL, AND DEAN RICHARD P. BARTH.



BRIAN STURDIVANT WITH DR. PERMAN, JUDGE BELL, AND ASHLEY VALIS.



DEAN MARK A. REYNOLDS, JUDGE BELL, AND SOME MEMBERS OF THE HISPANIC DENTAL ASSOCIATION.



JUDGE BELL, DEAN DONALD B. TOBIN, AND SOME OF THE FACULTY MEMBERS WHO HELPED DEVELOP THE COURSE FREDDIE GRAY’S BALTIMORE.

LAURELS

MARCH 2016

SCHOOL OF DENTISTRY



DOUGLAS BARNES

Douglas Barnes, DDS '83, MS, chair, Department of General Dentistry, was one of three guest speakers in Panama for a gathering of the Asociacion

Odontologica Panamena, the Central American country's national dental association meeting. **Hal Crossley, DDS '80, PhD,** a longtime faculty member of the school, also spoke.



VINEET DHAR



NORMAN TINANOFF



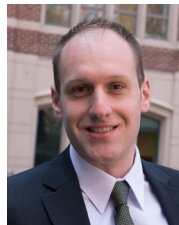
KUEI-LING HSU

Vineet Dhar, BDS, MDS, PhD, associate professor and chief, Division of Pediatric Dentistry, and **Norman Tinanoff, DDS, MS,** professor, were among

the co-authors of "Progress in Early Childhood Caries and Opportunities in Research, Policy, and Clinical Management," which was published in *Pediatric Dentistry*. Dhar and Tinanoff also joined their Division of Pediatric Dentistry colleagues **Kuei-Ling Hsu,**

DDS, MS, assistant professor, **James Coll, DDS, MS,** clinical professor, and **Edward Ginsberg, DDS,** clinical assistant professor, as co-authors of "Evidence-Based Update of Pediatric Dental Restorative Procedures: Dental Materials," which was published in the *Journal of Clinical Pediatric Dentistry*. Dhar also co-authored "Evidence of Effectiveness of Current Therapies to Prevent and Treat Early Childhood Caries," which was published in *Pediatric Dentistry*.

CAREY SCHOOL OF LAW



BIRCH BARRON

Birch Barron, MSPH, senior policy analyst, Center for Health and Homeland Security, wrote "Bleeding Control — The Next Step in Active Shooter Guidance,"

which was published by *Domestic Preparedness Journal*.



KAREN CZAPSKIY

"Kids and Rules: Challenging Individualization in Special Education," by **Karen Czapskiy, JD,** Francis & Harriet Iglehart Research Professor of Law,

was published by the *Journal of Law & Education*. Czapskiy also wrote "The Shared Custody Child Support Adjustment: Not Worth the Candle" for *Family Law Quarterly*.



MICHAEL GREENBERGER

"Lawyers Will Help, Not Hinder, DOJ's Baltimore Investigation," by **Michael Greenberger, JD,** professor and director, Center for Health and Homeland Security, was published in *The Baltimore Sun*.



MICHELLE HARNER

Michelle Harner, JD, professor and director, Business Law Program, moderated "Eye on Bankruptcy: Leading Bankruptcy Opinions from January

2016," a webinar from Bloomberg Law sponsored by the American Bankruptcy Institute.



FRANK PASQUALE

"Who Do You Blame When an Algorithm Gets You Fired?" an interview with **Frank Pasquale, JD, MPhil,** professor, was published in *Wired UK*. Pasquale

also wrote "Synergy and Tradition: The Unity of Research, Service, and Teaching in Legal Education," which was published in the *Journal of the Legal Profession*, and "Reforming the Law of Reputation," which appeared in the *Loyola University of Chicago Law Journal*.

LAURELS

MARCH 2016



ROBERT PERCIVAL

Robert Percival, JD, MA, professor and director, Environmental Law Program, spoke at the CATO Institute's "Cornerstone of Liberty:

Property Rights in 21st-Century America." He also was a featured guest on the "Justice on Trial" podcast discussing the Paris Climate Agreement.

The school and the Center for Health and Homeland Security (CHHS) hosted the "Law and Policy of Cybersecurity Symposium" at the Universities at Shady Grove. The nearly 100 participants, consisting of legal and cyber professionals as well as University System of Maryland students, heard from a range of speakers about critical issues, challenges, and legal developments related to cybersecurity. **Markus Rauschecker, JD '06**, CHHS cybersecurity program manager, gave a presentation on "Major Legislation and Important Court Decisions."

Five alumni — **Robert A. Alderson, JD '83**, **Anirban Basu, JD '03**, **C. Justin Brown, JD '05**, **John Frish, JD '83** and a member of Maryland Carey Law's Board of Visitors, and **William H. "Billy" Murphy Jr., JD '69**, were among 50 distinguished professionals chosen as 2016 "Influential Marylanders" by *The Daily Record*.

SCHOOL OF MEDICINE



BETH BARNET

Beth Barnett, MD, professor, Department of Family and Community Medicine, received \$1,809,184 to fund the second year of a three-year contract

with the Maryland Department of Health and Mental Hygiene to conduct an evaluation of Maryland's Maternal, Infant, Early Childhood Home Visiting (MIECHV) Program. MIECHV supports pregnant women and families and helps parents of children from birth to age 5 tap the resources and develop the skills they need to raise children who are physically, socially, and emotionally healthy and ready to learn.



NIEL CONSTANTINE

Niel Constantine, PhD, professor, Department of Pathology, Institute of Human Virology, received a two-year, \$375,000 grant from the United

States Agency for International Development (USAID) / Family Health International 360 for "The USAID Global Health Supply Chain Quality Assurance Program For Rapid Diagnostics (HIV and syphilis) and Other Laboratory Products (Point of Care Products)." He also received a two-year, \$131,000 grant from the USAID Program in Supply Chain Management for "Proposal to Establish and Implement Procedures to Assure Suitability for Intended Use

of Laboratory Supplies, and HIV/AIDS, TB, Syphilis, Hepatitis, and Pregnancy Rapid Test Kits."



DOUGLAS FLOCCARE

Douglas Floccare, MD, MPH, clinical assistant professor, Department of Emergency Medicine, was a keynote speaker at the 2015 Shanghai International

Forum of Urban Safety & Disaster Medical Rescue, sponsored by the Chinese Society of Disaster Medicine and held in China. His topic was "Integration of Public Service Helicopter EMS into the Healthcare System: An Overview of the Maryland Statewide Medevac Program."

Robert Gallo, MD, The Homer and Martha Gudelsky Distinguished Professor of Medicine, and director, Institute of Human Virology, received the 2015 Leonardo da Vinci Award from the now 40-year-old Italian Heritage and Culture Committee in New York City. Gallo, co-discoverer of HIV, received the award for his career in science.



DR. GALLO (CENTER) ACCEPTS HIS AWARD FROM NATALIA QUINTAVALLE, ITALIAN CONSULAR GENERAL OF NEW YORK, AND JOSEPH SCIAMÈ, PRESIDENT OF THE ITALIAN HERITAGE AND CULTURE COMMITTEE-NY, INC.

LAURELS

MARCH 2016



ERIN HAGER



MAUREEN BLACK

The American Academy of Pediatrics issued a policy recommendation in the November issue of *Pediatrics* that pediatricians screen all children for food insecurity using a two-item screener validated by Department of Pediatrics faculty members **Erin Hager, PhD**, assistant professor; **Anna Quigg, PhD**, former postdoctoral fellow; and **Maureen Black, PhD**, the John A. Scholl, MD, and Mary Louise Scholl, MD, Professor in Pediatrics, as part of our Children's HealthWatch collaboration. Hager was quoted in a *New York Times* article about the policy titled "AAP Asks Pediatricians to Screen All Children for Food Insecurity."

More than 50 papers were presented by **Department of Radiation Oncology** faculty members at the annual meeting of the American Society for Radiation Oncology in San Antonio.



JACQUES RAVEL

Jacques Ravel, PhD, professor, Department of Microbiology and Immunology, and associate director, Institute for Genome Sciences, has been named a 2015-2017 Blaise

Pascal International Research Chair, one of the most prestigious European science awards. Ravel, whose research focuses on the human microbiome and its role in women's health, is spending this year working at the Institut Pasteur in Paris, and divides his time between Paris and Baltimore.

Robert Redfield, MD, professor, Department of Medicine, and associate director, Institute of Human Virology, received a five-year, \$10 million award



ROBERT REDFIELD

for Disease Control titled "Global Health Security Partner Engagement: Expanding Efforts and Strategies to Protect and Improve Public Health Globally." This project will be undertaken by UMB and several partners and includes core strategies for health care in Nigeria.



SOREN SNITKER

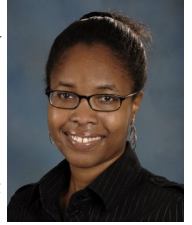
Soren Snitker, MD, PhD, associate professor, Department of Medicine, was named Fellow of The Obesity Society, the leading professional society

dedicated to better understanding, preventing, and treating obesity.

Scott Strome, MD, FACS, chair, Department of Otorhinolaryngology, and **Dan Schulze, PhD**, associate professor, Department of Microbiology and Immunology, are co-inventors of "Immunoglobulin Constant Region Fc Receptor Binding Agents," which received a South Korean patent. Intravenous immune globulin (IVIG) is used clinically to treat patients in cases ranging from autoimmune diseases to cancer.

Gerardo Vasta, PhD, professor, Department of Microbiology and Immunology, is a co-inventor on "Methods of Use for a Natural Thomsen-Friedenreich Disaccharide Compound," which received a U.S. patent. The technology is licensed to Glycomantra, a UMB startup company.

SOM students **Jon Watson** and **Shelly Hwang** hosted 75 students from the Biomedical and Allied Health Magnet Program at Glen Burnie High School. Arranged



DAWN ROBERTS

by **Dawn Roberts**, associate director of the Office of Student Affairs, the visit allowed the students to ask questions about careers in the medical field. The Future Doctors Club from Northern High School (30 students) paid a similar visit to campus, with med student **Joy Lee** serving as tour guide.

For all the SOM laurels, visit www.somnews.umaryland.edu.

SCHOOL OF NURSING

The Nurse Educator Doctoral Grant for Practice and Dissertation Research was awarded to clinical instructors **Amy Daniels, MS '12, BSN '89, RN**, and **Crystal DeVance-Wilson, MS '06, MBA, BSN '00, PHCNS-BC**; assistant professors **Marik Moen, MPH, MS, RN**, **Kristen Rawlett, PhD '14**, and **Alicia Williams, DNP, MBA**; and student **Vera Kuffour-Manu, MS '10**.



FRONT ROW (FROM LEFT): ALICIA WILLIAMS, VERA KUFFOUR-MANU, AND AMY DANIELS. BACK ROW (FROM LEFT): KRISTEN RAWLETT, MARIK MOEN, AND CRYSTAL DEVANCE-WILSON.

LAURELS

MARCH 2016



LYNN CHEN

Lynn Chen, PhD, assistant professor, has been elected membership chair of the Maryland Association for Institutional Research (MdaIR). She has been a member of MdaIR since 2012.



RACHEL ONELLO

Rachel Onello, PhD '15, MS (CNL) '07, RN, CHSE, CNE, assistant professor, gave three presentations at the 16th International Meeting on

Simulation in Healthcare, held recently in San Diego.



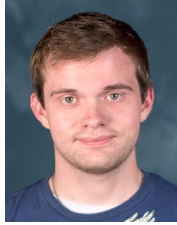
VALERIE ROGERS

Valerie Rogers, PhD '09, MS '97, RN, CPNP, assistant professor, was awarded a two-year, \$100,000 grant from the Alex's Lemonade Stand Foundation to

study circadian rhythm dysregulation in adolescents who have completed cancer treatment.

SCHOOL OF PHARMACY

Postdoctoral fellow **Imran Ansari, PhD**, received a travel award to attend the Behavior, Biology, and Chemistry: Translational Research in Addiction conference in San Antonio.



BRANDON DRENNEN

Student **Brandon Drennen** received a travel award to attend the American Chemical Society's national meeting in San Diego.

Students **Priyanka Gaitonde** and **Joseph Vandigo** received the Department of Pharmaceutical Health Services Research's Arthur Schwartz Memorial Scholarship.



PRIYANKA GAITONDE



JOSEPH VANDIGO



MERYAM GHARBI

Student **Meryam Gharbi** has been appointed to the American Pharmacists Association-Academy of Student Pharmacists National Standing

Committee on Communications.

Students **Maya Hanna** and **Patience Moyo** received the Department of Pharmaceutical Health Services Research's Donald O. Fedder Memorial Scholarship.



MAYA HANNA



PATIENCE MOYO



VIJAY IVATURI

Vijay Ivaturi, PhD, research assistant professor, Department of Pharmacy Practice and Science, received a five-year, \$500,000 contract from Upsher-Smith

Laboratories for "Pharmacometric Support for a Neuro-oncology Drug Development Program."

C. Daniel Mullins, PhD, professor and chair, Department of Pharmaceutical Health Services Research, received a one-year, \$191,515 contract from AlphaNet, Inc. for "Alpha-1 Antitrypsin Deficiency Costs and BIA."

SCHOOL OF SOCIAL WORK

Student **Marie Bailey-Kloch, MSW**, was the lead author of "Finding the Right Fit: Disparities Between Cisgender and Transgender Women Arrested for Prostitution in Baltimore," which was published in the *Journal of Forensic Social Work*. **Corey Schdaimah, PhD**, associate professor, was among the co-authors.



MELISSA BELLIN

Melissa Bellin, PhD, MSW, associate professor, is the lead author of the article "Stress and Quality of Life in Urban Caregivers of Children with Poorly Controlled

Asthma: A Longitudinal Analysis," published recently in the *Journal of Pediatric Healthcare*.

LAURELS

MARCH 2016



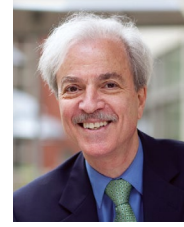
CAROLINE LONG
BURY

Caroline Long Burry, PhD, MSW, associate professor, was awarded an inaugural Katherine A. Kendall grant. The Katherine A. Kendall

Institute for International Social Work Education is an institute of the Council on Social Work Education. Burry and fellow Kendall honoree Carolyn Tice, professor and associate dean of the BSW program at University of Maryland, Baltimore County, will develop a new BSW/MSW course, *Environmental Social Work Practice: A Global Perspective*,

and will teach this course in partnership with the Rajagiri College of Social Sciences in Kochi, India.

Kathryn Collins, PhD, MSW, associate professor, co-authored “A Pilot Study of Reducing Developmental and Complex Trauma Symptomatology with Families to Prevent Child Abuse and Neglect: Trauma Adapted Family Connections,” which was published in the *Journal of Public Child Welfare*. Other school co-authors included **Pamela Clarkson-Freeman, PhD**, research assistant professor, **Frederick Strieder, PhD**, clinical associate professor, and research assistants **Polly Reinicker, MSW**, and **Crystal Baldwin, MSW**.



MICHAEL REISCH

Michael Reisch, PhD, MSW, MA, Daniel Thursz Distinguished Professor of Social Justice, delivered the keynote address at the annual conference of the European

Social Policy Network in Haifa, Israel. His topic was “The Welfare State in a Socially and Ethnically-Contested Multicultural Society.” He also presented a workshop on “Methodological Issues of Poverty and Social Justice Research in a Socially Contested Society,” and met with Israeli and Palestinian activists.



MIDDLE STATES Accreditation

JOIN THE CONVERSATION

Wednesday, March 9, noon to 1:30 p.m.

Thursday, March 24, 3 to 4:30 p.m.

SMC Campus Center, Elm Ballroom

Upcoming TOWN HALLS

Learn about the results from our Middle States Self-Study and our upcoming committee review.



UNIVERSITY of MARYLAND
THE FOUNDING CAMPUS

Register at umaryland.edu/middlestates/register

PUBLIC SAFETY

MARCH 2016



SERIOUS CRIME DOWN AT UMB, YEAR-END STATS SHOW

Led by robberies, which dropped nearly 60 percent, serious crime at UMB fell in 2015, according to recently released statistics from the UMB Police Force.

Robberies, incidents that involve violence or the threat of violence, dropped from 12 in 2014 to five in 2015. Aggravated assault, which includes the use of a weapon, dropped from eight in 2014 to seven in 2015, and simple assault fell from 16 to 15 in 2015.

Antonio Williams, MS, police chief and associate vice president of public safety at UMB, was encouraged by the 2015 statistics.

"I basically mandated to our department that we have to reduce violent crime on the campus. So I was certainly encouraged," Williams says. "I'm not happy yet, but the numbers are moving in the right direction."

Asked about the reasons for the huge drop in robberies, he cited improved strategies, increased visibility of the UMB Police Force, and especially making additional riding escorts available.

"Back in October 2014, we added a second van to the riding escort program," Williams recalls. "It was my desire that anyone who wants a ride can get a ride. If people don't feel comfortable walking around in the evening, it was my desire that people don't have to walk around in fear. When it gets dark, get a ride [by calling 6-6882], and it really helped."

Additional police personnel and expanded boundaries and times also strengthened the riding escort, which served 13,621 riders in 2015, twice that of the year before.

Murders, rapes, and arsons remained at zero in UMB's year-end crime statistics. Stolen vehicles fell from three in 2014 to one in 2015. But not all the numbers were favorable. Due to an uptick in thefts (from 68 in 2014 to 79 in 2015) overall crime incidents were the same in 2014 as in 2015 (109 incidents each year).

Williams said mobilizing greater forces outside, especially after the unrest in April, and less in the buildings themselves, which is where thefts occur, contributed to the increase.

"We have limited resources and we took more of those resources and put them outside because people were telling me, 'Chief, I don't feel safe walking in this location or that location.' We try to be responsive to our community. I'm concerned about thefts, like all crime. Now that violent crime is down, people are more concerned about other types of issues, like theft or crossing the street or street signs that have fallen down."

Lowering thefts will be part of an anti-theft initiative Williams will be rolling out in the months ahead. For now, he offers the following suggestions.

"It's a two-fold thing. Part of it is what can the community do and then what can the Department of Public Safety do? I believe we still need to emphasize the message of people keeping valuables in their possession. Don't leave valuables unattended. Also take advantage of programs like Operation Identification, where laptops and larger items can be engraved. And resources like CITS [Center for Information Technology Services], which can provide information about laptop tracking software, such as LoJack for computers."

Deputy Chief Milland Reed, MS, spoke at Dr. Perman's November Q&A about how new policing strategies, with an emphasis on employees' arrival and departure times, have been effective. Williams hopes to grow on those successes.

"We look to break something out every year," he says. "We certainly try to be accommodating to our community. So we'll be breaking something out shortly to help people have some tools and some avenues to help take part in reducing thefts around the campus."

Though thefts went up in 2015, the 79 incidents pale beside the 139 and 120 thefts on campus in 2012 and 2013, respectively. Is Williams surprised by the improving numbers, especially in a year when there was civil unrest and rising crime in the city?

Continued from previous page

“No. I was not surprised,” he says. “We have a track record here of being rather successful at keeping some of the things that happen around the city, in general, away from our campus. Some of that is due to the efforts that we put in as a public safety department. I believe some of that can be attributed to our community members being more cognizant, as well, and then there’s also another piece that I hear from time to time on the street, that certain people feel we have a good reputation as a University and as a public safety department, and that contributes to the notion that it’s not so easy to commit crimes on this campus.”

Williams is looking forward to crime stats dropping further as well as to improvements to the police station itself.

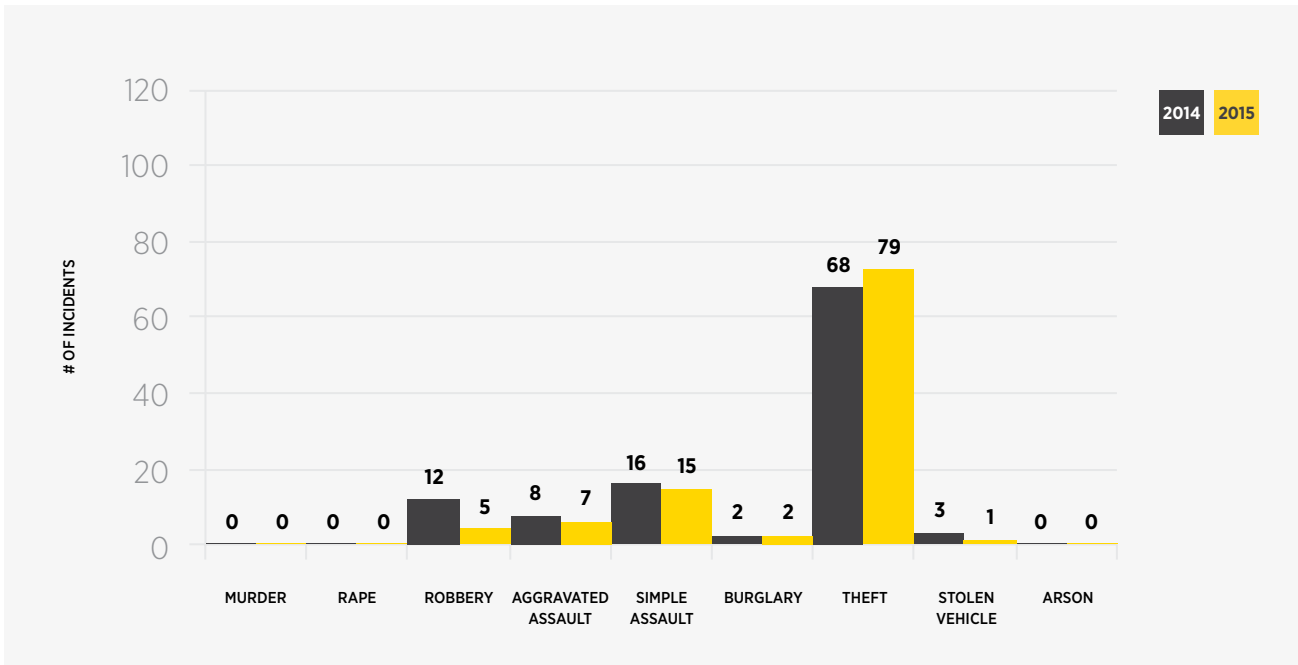
“We got approval from the regents to complete our renovation project next door at 222 N. Pine St. That’s going to involve building a brand new communications center, which should open in 2017. There’s also going to be a new emergency operations center.”

Williams also is very proud of his police force.

“I would certainly say that the dedication and commitment of not just the sworn people, but the entire department, really helped improve the conditions on the campus,” says Williams, who just hired three lieutenants to bolster his force. “It’s a holistic approach. People see the officers on the street, some of the security people, but it’s a combination. Also the communications people and the administrative staff. They’re critical, because they’re the ones that most of the public interacts with. It took a combined effort of the entire department to get the results that we have, but also to take us forward to improve, and we *will* improve.”

— Chris Zang

UMB Crime Chart



CURECORNER

MARCH 2016

FIRST MENTOR FELLOWSHIP IS AWARDED

CURE Corner is an occasional feature that will appear in The President's Message. It discusses noteworthy updates from UMB's CURE Scholars Program, a new pipeline initiative that prepares children for health and research careers through hands-on workshops, lab experiences, and mentorship. UMB's middle school students are the youngest ever to participate in the National Cancer Institute's Continuing Umbrella for Research Experiences (CURE) national program.

The UMB CURE Mentor Fellowship has been created and the program is proud to name its first recipient. Developed with the support of the UMB Graduate School, the University of Maryland School of Medicine, and its Graduate Program in Life Sciences, the fellowship is designed to give UMB students hands-on training and a unique experience in teaching and mentoring of minority students at the middle and high school levels in STEM (science, technology, engineering, math) and health care disciplines.

The inaugural \$4,000 fellowship has been awarded to Tierra Johnson, a fourth-year PhD student in the School of Medicine's molecular medicine program who works in the laboratory of Toni Antalis, PhD. As part of the UMB CURE team, Johnson serves as lead mentor at the Green Street Academy partner school and coordinates diverse aspects of the program including after-school curriculum and mentor communications.

The UMB CURE Mentor Fellowship will allow Johnson to gain skills in curriculum preparation and assessment, grant/resource management, effective communication with diverse audiences, and team leadership that will augment her graduate education and professional development.



TIERRA JOHNSON

"I am thrilled to be the inaugural UMB CURE Fellow," Johnson says. "Not only do I thoroughly believe in this program, but I love working with our outstanding Scholars. I anticipate witnessing this program soar to amazing heights and am delighted to be involved during its early development."

She also will facilitate communications between mentoring teams comprised of faculty and students from the six UMB professional schools and the Graduate School. The mentoring teams are matched with UMB CURE Scholars for classroom tutoring, science projects, field trips, and recreational activities.

Applications for the UMB CURE Mentor Fellowship are due April 15 for the summer term, July 15 for the fall term, and Nov. 15 for the spring term. For more information, visit the [website](#).

HELP ALONG THE WAY

MARCH 2016

ONCE AN HR INTERN, ANDERSON GROWS

Being at the University of Maryland, Baltimore (UMB) has been a learning experience for Jana Anderson, an analyst in Human Resources. Not as a student, but as an employee.

Raised in West Baltimore, Anderson came to UMB as a high school sophomore at St. Frances Academy in 1998 as part of YouthWorks, a hands-on, work readiness program coordinated by the Mayor's Office of Employment that UMB has participated in for 25 years. Aside from an eight-month span in 2014, Anderson has remained at UMB, collecting respect, accolades, and a profession along the way.

She was looking for spending money, not a career, when she arrived. "Two HR professionals from here came to my school and taught us how to write a resume and how to interview," Anderson recalls. "I just remember how professional they were. It just seemed exciting to me."

Plus there was the money, meager as it was. "I think we got \$5 an hour," Anderson says smiling. "I had never worked before. I was 16. I wanted to earn my own money, not just my dad's allowance. Plus I was never interested in working at the mall or McDonalds."

So young Jana came to UMB for eight weeks during the summer of 1998. She remembers her HR duties well. "Filing, filing, filing," she says. "Back then, nothing was electronic. So we had a lot to file. I worked in the staffing department."

She also made copies, answered the phone, and handled receptionist duties at the front desk, which she says was an education in itself. "You had all kinds of people coming off the street applying for jobs back then, they couldn't do it online, and I had to learn how to deal with those different personalities. I learned how to remain calm, even though someone else may be upset."



JANA ANDERSON (SECOND FROM LEFT) AND THREE OF HER MENTORS: JULIET DICKERSON (FAR LEFT), LA'CONYA HAMILTON, AND JENNY MADDOX.

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JANA ANDERSON

The teenager's professionalism caught the eye of Juliet Dickerson, HR's director of staffing and career services, who has been with the department since 1998. "Jana did everything you asked her to do, and then some," Dickerson recalls. "She was pleasant, engaged, and mature beyond her years."

So when Anderson's 1998 stint ended, HR asked her back various times in 1999 and 2000. In May 2001 she became a part-time office clerk in HR while taking college classes and became a full-time employee in 2003. Why did she keep returning?

"It was the people," says Anderson, who today ensures the accurate and timely processing of employee transactions as part of the HR Service Center. "I just remember working at HR and thinking they were the nicest people and I genuinely enjoyed working and learning various processes. I felt like they saw something in me and that's why they asked me to come back. I've been a supervisor to several YouthWorks students so I know when they are excited about working and when they're not. I was happy — no thrilled — to be here."

And she learned a lot.

"I learned so much from the people here. How to dress in a professional setting. How to be professional and behave in certain ways. I picked up things from a lot of people here that they probably don't even know that I picked up on, just being observant."

People like Ronn Wade, her first YouthWorks mentor at the School of Medicine; the late Lois Reisig, her supervisor when Anderson moved to the School of Nursing in 2005 for nine years; Nursing's Jenny Maddox; and HR colleagues like Dickerson, La'Conya Hamilton, and Mary DiGiacinto, former staffing director.

"Mary ran a tight ship," Anderson says. "She was very good on educating her whole team and even though I was 16, 17, 18, 19, 20 at the time, she would still give me the same professional articles she was giving her staff. That helped me stay abreast of what I needed to know to move up."

Which she did before leaving UMB in April 2014 and returning to HR in December 2014. Now she vows "I will never leave again."

Not that she is finished growing. Anderson earned her HR certification through the Society of Human Resource Management in 2012. She is now in her junior year at University of Maryland University College, pursuing a bachelor's degree in HR management. Then she hopes to earn her MBA.

She has a 9-year-old son Brandon she raves about and she and her husband bought their first home in 2013, which is a good thing because Jana loves to host large family holiday celebrations. "This Christmas it was 15 to 20 people," she says with a smile.

She is quick to credit UMB for her personal and professional success and her good fortune in coming as a YouthWorks intern in 1998.

So years from now, when Brandon is in high school, if he asks his mom for permission to join YouthWorks, what would Anderson say?

"I would highly recommend it for him. I definitely would," she says. "It's a great opportunity and it opens doors for you. The two months you're working here, you're learning so much!"

And sometimes the intern flourishes and gives back to the University as well.

"I think Jana is everything you hope for when you bring on a YouthWorks student," Dickerson says. "She didn't just come to work. Even in high school she tried — and continues to — learn everything she could. Her success is very inspiring, because she works hard and cares deeply about UMB. As a result, her peers, supervisors, and colleagues are very fond of her and consider her an excellent team member. As a teenager and now as a young woman, I can't ever remember hearing Jana tell someone she couldn't do something."

Anderson savors the compliments. "It's just a blessing to be back here," she says. "The culture here. The people. I'm very fortunate." She now looks back and says "what started as a simple summer job has flourished into a career in HR for me."

— Chris Zang



UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

WOMEN'S HISTORY MONTH

MARCH 10

NOON | WESTMINSTER HALL

KEYNOTE SPEAKER

Stephanie Rawlings-Blake, JD '95
Mayor of Baltimore City

Donations will be collected for Paul's Place; please bring all donations to the event.

A light lunch will be provided.

Event is free to UMB staff, faculty, and students, but registration is required by March 4.



REGISTER ONLINE:

umaryland.edu/whm

QUARTERLY Q&A

with Dr. Perman

MONDAY

March 28, 2016

11 a.m. to noon | BioPark, Discovery Auditorium

Please join me as I answer questions from students, staff, and faculty. Everyone is welcome to attend.

This session will feature an update on the comprehensive review of the University's personnel actions spawned by UMB's "Discussion About Race in Baltimore."



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