

# the PRESIDENT'S MESSAGE

MARCH 2017



Nearly a year go, I used this *column* to talk about the University's efforts to examine the way we recruit and promote employees, to evaluate our job classification system, and to create career pathways and development opportunities that encourage advancement.

This work has been ongoing in the months since, and today I'm delighted to announce a new initiative aimed at helping UMB's women achieve their career potential. The **UMBrella Coaching Program** — a partnership between UMBrella (UMB Roundtable on Empowerment in Leadership and Leveraging Aspirations) and Human Resource Services — will provide career guidance and skill development, helping women reach their professional and personal goals.

The idea for the coaching program began percolating 18 months ago, after UMBrella Advisory Board members Jody Olsen, PhD, MSW, and Susan Buskirk, MS, delivered a presentation on mentoring programs aimed at women in higher education. Their UMBrella colleagues were intrigued and decided to assess interest in such a program at UMB.

UMBrella sent out a coaching survey last year, which elicited hundreds of responses, mainly from women in staff positions with two to 20 years of employment at the University. Four in 10 respondents reported a master's degree as their highest level of education, and six in 10 had earned either a bachelor's or a master's degree. The respondents indicated a keen interest in coaching opportunities, especially in such areas as career development, leadership development, workplace issues, collaboration and teamwork, interpersonal communication, decision-making, and work/life balance.

Respondents also weighed in on the characteristics they would want in a coach. They said they'd want to be matched with a coach who had a specific skill set or expertise relevant to their own career aspirations. They'd want a coach whose personality type matched their own, one who would be readily available to them, one who would have sufficient years of experience in managerial positions on which to base their advice as well as a track record of advancement and success at UMB.

With a broad framework established, UMBrella went to Human Resource Services (HRS) for guidance in building the coaching program. HRS had just created a position for a career development manager, someone who would help UMB employees acquire the skills and training they need for professional advancement. Cherita Adams, MBA, MS, had taken the job and was already consumed with how to foster internal mobility at UMB, how to make sure that University employees are given opportunities to grow in their careers, secure promotions, and enjoy success in their new roles.

With UMBrella and HRS working together, the coaching program came into focus. The pilot class will begin next month, pairing groups of six to seven participants with a coach from the UMBrella Advisory Board. (Twelve UMBrella coaches are leading the pilot class; in future classes, coaching positions will be opened up to the full UMB community.) Conducting the sessions in small groups, rather than one-on-one, allows the coaches to reach more employees more quickly and allows the participants to share their experiences and perspectives with colleagues who can enrich the dialogue with experiences of their own.

The full groups will meet at least once a month through September, with opportunities for additional one-on-one or smaller group coaching as needed. During the six-month class, each group will address the topics that survey respondents said were most important: self-discovery (finding one's strengths), communication skills, managing workplace conflict, collaboration, and leadership development.

The intent is to establish with each participant concrete steps she can take to reach her stated goals in each of these domains. The sessions are based on the GROW Model, a proven and popular framework for coaching and mentoring programs. GROW helps coaching participants establish their Goals, assess their current Reality, identify Options for reaching their objectives, and commit to the Way forward.

But the UMBrella Coaching Program isn't intended only to develop actionable steps toward participants' specific career aims. The small-group model is designed to build sustainable relationships that benefit the participants long term. The coaching program will create a tight network of UMB colleagues who can share their challenges and opportunities with one another, be a resource for one another, and ultimately help each other up the career ladder.

Eighty participants will be chosen for the pilot class. Organizers hope that, in time, the program will be replicated in individual schools and departments and, if there's sufficient interest, opened up to men. If you'd like to take part in the pilot, visit **UMBrella** for more information and an application, which is due by April 3.

I thank the UMBrella Advisory Board and HRS for their hard work on this program. I thank the *coaches* who have signed up for the pilot, knowing that their busy schedules will get even more crowded. And I thank everyone who has held tight to a vision of this University as a place where all of us can contribute and succeed. We're committed to making it so.

Jay A. Perman, MD  
PRESIDENT

# LAURELS

MARCH 2017

## UNIVERSITYWIDE



KIMBERLY CURRY, DR. PERMAN, AND COLLEAGUES FROM THE INSTITUTE OF MARINE AND ENVIRONMENTAL TECHNOLOGY.

**Kimberly Curry, MBA**, research administrator at the Institute of Marine and Environmental Technology, became what is believed to be the first off-site staff member to be named UMB's Employee of the Month in January. She was praised for her knowledge about research grants, her service orientation, the fact she does things with a smile, and is a great team player.

At UMB's Black History Month commemoration on Feb. 1 — featuring keynote speaker **Sherrilyn A. Ifill, JD**, president and director-counsel of the NAACP Legal Defense and Educational Fund, Inc. — the University's annual Dr. Martin Luther King Jr. Diversity Recognition Awards were presented. This year's winners are **Faiza Hasan**, a third-year student at the Francis King Carey School of Law who developed programs on "Immigration Issues in the 2016 Election" and "Combating Islamophobia" (Outstanding UMB Student Award); **Courtney Jones Carney, MBA**, who as director of the Office of Interprofessional Student Learning and Services Initiatives in Campus Life Services advocates for and produces diversity education and cultural celebration activities (Outstanding UMB Staff Award); and **C. Daniel Mullins, PhD**, who as chair of the Department of Pharmaceutical

Health Services Research in the School of Pharmacy and founder of the PATIENTS program engages people from all communities, especially those from underserved and minority populations, in the patient-centered outcomes research process (Outstanding UMB Faculty Award). Read more on the *winners* and the *event*.



COURTNEY JONES CARNEY WITH SENIOR ASSOCIATE DEAN FLAVIUS R.W. LILLY AND DR. PERMAN.



C. DANIEL MULLINS WITH DEAN NATALIE D. EDDINGTON AND DR. PERMAN.



FAIZA HASAN WITH DEAN DONALD B. TOBIN AND DR. PERMAN.

**Bohyun Kim, MA, MSLIS**, associate director for library applications and knowledge systems, Health Sciences and Human Services Library, wrote "Academic Libraries and the 2017 Top Ten IT Issues in Higher Education," which was published in *EDUCAUSE Review*. She was a panelist on the *American Libraries Live* episode "Makerspaces."

**Jennifer B. Litchman, MA**, chief communications officer and vice president and special assistant to the president, has been chosen to participate in Leadership Maryland, a statewide professional development program dedicated to building a better Maryland by harnessing the strength of its local business and community leaders. Litchman joins 51 others in the Class of 2017, which will complete the eight-month, hands-on learning program focused on the state's most vital social, economic, and environmental issues.



JENNIFER B. LITCHMAN

**M.J. Tooley, MLS, AHIP, FMLA**, associate vice president, Academic Affairs, and executive director, Health Sciences and Human Services Library, had her 2016 Janet Doe Lecture to the Medical Library Association (MLA) "We Can Be Heroes: MLA's Leadership Journey(s)" published in the *Journal of the Medical Library Association*.

## SCHOOL OF DENTISTRY

**Vineet K. Dhar, DDS**, associate professor and division chief, Department of Pediatric Dentistry, was awarded a \$2,195 scholarship from the American Dental Education Association (ADEA) for the 2017 ADEA Leadership Institute Phase V Leadership Development Tuition Scholarship — ADEA/ALL Chairs and Academic Administrators Program.



VINEET K. DHAR

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# LAURELS

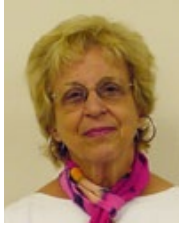
MARCH 2017



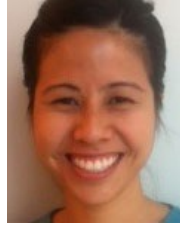
RADI MASRI



CARL F. DRISCOLL



ELAINE ROMBERG



PRISCILLA SIA

**Carl F. Driscoll, DMD**, professor and director, Prosthodontic Residency, **Radi Masri, DDS, MS, PhD**, assistant professor, **Elaine Romberg, PhD**, professor, and **Priscilla Sia, DDS, BDS, FACP**, resident, all in the Department of Prosthodontics, were co-authors of “Abutment Height on the Retentive Values of Pink Locator Attachments: An In Vitro Study,” which was published in *Prosthetic Dentistry*.



JIE GE

Student **Jie Ge** was awarded a \$2,500 scholarship from the American Dental Education Association (ADEA) as part of the 2017 ADEA/GlaxoSmithKline Consumer

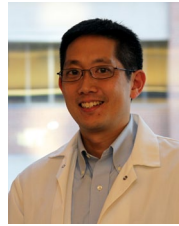
Healthcare Preventive Dentistry Scholarships.

**Mary Anne Melo DDS, MSc, PhD**, assistant professor, Division of Operative Dentistry, was the leading author for study “Ph-Activated Nano-Amorphous Calcium Phosphate to Reduce Dental Enamel Demineralization,” which was published in the journal *Artificial Cells, Nanomedicine, and Biotechnology*.



MARY ANNE MELO

**Harlan J. Shiau, DDS, DMSc**, clinical associate professor and acting program director, postgraduate periodontics, received a \$90,000 award from the Maryland Industrial Partnerships Program for the project “Treating Gingivitis with a Functional Chewing Gum.” It is a collaboration with company MastiX, LLC, which will provide matching funds for the project.



HARLAN J. SHIAU

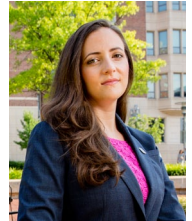
## CAREY SCHOOL OF LAW

“Race, Place and Historic Moment: Black and Japanese American World War II Veterans, the G.I. Bill of Rights and Beyond,” a chapter by **Taunya Banks, JD**, Jacob A. France Professor of Equality Jurisprudence, was published in *Intergroup Conflict and Cooperation*, a book from University Press of Mississippi.

**Danielle Citron, JD**, Morton & Sophia Macht Professor of Law, was named chair of the Electronic Privacy Information Center’s Board of Directors for 2017. Citron co-authored an op-ed, “Five Unexpected Lessons from the Ashley Madison Breach,” which appeared in *Ars Technica*. She also presented her article, “The Privacy Policymaking of State Attorneys General,” at an event hosted by Sen. Edward J. Markey and U.S. Reps. Joe Barton and Diana DeGette, co-chairs of the Congressional Bipartisan Privacy Caucus.

“Baltimore Warrant Recall Program Gives Defendants Second Chance,” an op-ed by **Douglas Colbert, JD**, professor, was published in *The Baltimore Sun*. Colbert also was a panelist for a program on bail reform at the Park School of Baltimore.

**Laura Dunn, JD ’14**, adjunct faculty member and executive director, SurvJustice, was appointed the liaison for the American Bar Association’s (ABA) Commission on Sexual & Domestic Violence to the ABA’s Criminal Justice Section’s Task Force on College Due Process Rights and Victim Protections.



LAURA DUNN

**Martha Ertman, JD**, Carole & Hanan Sibel Professor of Law, presented at “Rethinking Care Responsibilities: Using Market Mechanisms to Promote Gender Equality,” a global conference at Tel Aviv University and Bar-Ilan University in Israel.

# LAURELS

MARCH 2017



DONALD GIFFORD

**Donald Gifford, JD**, Jacob A. France Professor of Torts, was appointed to the Southeastern Association of Law Schools Resource Team for Tort Law. Gifford also co-authored *Legal Negotiation: Theory and Practice*, which was published by West Academic.



MARK GRABER

“President Trump and American Constitutionalism,” an op-ed by **Mark Graber, PhD, JD, MA**, University System of Maryland Regents Professor, was published in Oxford University Press’ blog.



MICHELLE HARNER

**Michelle Harner, JD**, professor and director, Business Law Program, moderated the Association of American Law Schools’ (AALS) Business Association program, “Business Law in the Global Gig Economy: Legal Theory, Doctrine, and Innovations in the Context of Startups, Scaleups, and Unicorns,” at the AALS annual meeting in San Francisco.



RENÉE HUTCHINS

*Developing Professional Skills: Criminal Procedure*, by **Renée Hutchins, JD**, Jacob A. France Professor of Public Interest Law and co-director, Clinical Law Program, was published by West Academic.

“Environmental Law in the Trump Administration,” written by **Robert Percival, JD**, Robert F. Stanton Professor of Law and director, Environmental Law Program, was published in *Emory Corporate Governance and Accountability Review, Presidential Inauguration Issue*. Percival also gave a talk, “Environmental Transitions: Forces Shaping the Evolution of Global Environmental Law,” at the University of Cambridge in England.

**Markus Rauschecker, JD**, cybersecurity program manager, Center for Health and Homeland Security, was featured in an article in *LLM Guide*, highlighting cyber LLM degree opportunities at UMB. He also moderated a panel on Surveillance and Law Enforcement at the symposium “The State of Cyberlaw: Security and Privacy in the Digital Age” hosted by the school.



WILLIAM REYNOLDS

“Lynne Battaglia: What A Career and What a Legacy,” by **William Reynolds, JD**, Jacob A. France Professor Emeritus

of Judicial Process, was published in the *Maryland Law Review*.



RENA STEINZOR

“Putting the Reins on Regulation,” an op-ed by **Rena Steinzor, JD**, Edward M. Robertson Professor of Law, was published in *The American Prospect*.



DONALD B. TOBIN

**Donald B. Tobin, JD**, dean and professor, **Courtney Capute, JD ’86**, and **Andy Jezic, JD ’94**, were chosen as Influential Marylanders by *The Daily Record*.

## SCHOOL OF MEDICINE

The following is a select list. For all the SOM laurels, visit [www.somnews.umaryland.edu](http://www.somnews.umaryland.edu).



DAYANAND BAGDURE

**Dayanand Bagdure, MD, MBBS, MPH**, assistant professor, Department of Pediatrics, was among the co-authors on “Enterovirus D68 in Critically Ill Children: A Comparison With Pandemic H1N1 Influenza,” which was published in *Pediatric Critical Care Medicine*.

# LAURELS

MARCH 2017



CDC DEPUTY DIRECTOR SCHUCHAT AND CVD DIRECTOR KATHLEEN NEUZIL.

The **Center for Vaccine Development** hosted the 23rd Annual Frontiers in Vaccinology Lectureship. Topics included international fieldwork, new vaccine development and challenge studies, antimicrobial resistance/nosocomial infections, malaria, and hot topics. Frontiers culminated with a presentation “From the Holy Grail to Hesitation and Back: Journey of Vaccines in America” by Anne Schuchat, MD, principal deputy director, Centers for Disease Control and Prevention.



LOUIS DETOLLA

**Louis DeTolla, VMD, MS, PhD, DACLAM,** professor, departments of Pathology, Medicine, and Epidemiology and Public Health, was the 2016

recipient of the John M’fadyean Medal in Comparative Pathology, presented by the president of the British Society of Veterinary Pathology in Bologna, Italy. DeTolla represented the *Journal of Comparative Pathology* at the annual joint meeting of the European Society of Veterinary Pathology (ESVP) and the European College of Veterinary Pathology (ECVP) and presented the plenary lecture “Vaccine Strategies in Emerging Diseases.” Sir John M’fadyean was a veterinary pathologist knighted by Queen Victoria who is considered the founder of modern veterinary research.

**Howard Dubowitz, MB, ChB, MS, FAAP,** professor, Department of Pediatrics, received a two-year, \$967,543 award from the Governor’s Office of Crime



HOWARD DUBOWITZ

Control & Prevention for providing mental health services to “victims of child maltreatment.” Kudos also go to **April Rectanus, MA, LCPC,** director of the Care Clinic, and the clinic team.



XIAOFENG JIA

**Xiaofeng Jia, BM, PhD,** associate professor, departments of Neurosurgery, Orthopaedics, Anatomy and Neurobiology, was the senior author on “Stem

Cell Transplantation for Peripheral Nerve Regeneration: Current Options and Opportunities,” which appeared in the *International Journal of Molecular Science*.



ACHSAH KEEGAN

**Achsah Keegan, PhD,** professor, Department of Microbiology and Immunology, Center for Vascular and Inflammatory Diseases, presented an

invited seminar to the Center for Vascular Biology and Therapeutics at the Yale University School of Medicine titled “Regulation of Alternative Macrophage Activation and Type II Inflammation by Insulin Receptor Substrate 2 (IRS2).”

**Mary Kay Lobo, PhD,** assistant professor, Department of Anatomy and Neurobiology, was honored by President Obama as a recipient of the Presidential



MARY KAY LOBO

Early Career Award for Scientists and Engineers, the highest honor bestowed by the U.S. government on science and engineering professionals in the early stages of their research careers.



CHARLES SIMONE II

**Charles Simone II, MD,** associate professor, Department of Radiology, and medical director, Maryland Proton Treatment Center, was appointed the new chair of the

executive committee of the Proton Collaborative Group (PCG). PCG is an independent nonprofit corporation that provides proton therapy-specific clinical research oversight to nine independent treatment centers and institutional members across the U.S.



GERARD SLOBOGEAN

**Gerard Slobogean, MD,** assistant professor, Department of Orthopaedics, was awarded \$150,000 from the Orthopaedic Trauma Association

Research Committee for “A Blinded Exploratory Randomized Controlled Trial to Determine Optimal Vitamin D3 Supplementation Strategies for Acute Fracture Healing.”

# LAURELS

MARCH 2017

**Milagritos Tapia, MD**, associate professor, and **Karen Kotloff, MD**, professor, both from the Department of Pediatrics and the Center for Vaccine Development, Institute for Global Health, were among the co-authors on “Pertussis-Associated Pneumonia in Infants and Children From Low- and Middle-Income Countries Participating in the PERCH Study,” which was published in *Clinical Infectious Diseases*.



MILAGRITOS TAPIA



KAREN KOTLOFF

**G. David Trisler, PhD**, assistant professor, and **Christopher Bever, MD, MBA**, professor emeritus, both in the Department of Neurology, are among the co-inventors of “Stem Cell Culture Medium and Method of Using Said Method and the Cells,” which received a U.S. patent. The invention is a method for purification and propagation in stem cell research.

**Gerardo Vasta, MD**, professor, Department of Microbiology and Immunology, Institute of Marine and Environmental Technology, was honored in December by the Argentine Ministry of Science, Technology, and Innovation with the Raíces award, which recognizes scientists who have established themselves abroad, while continuing to actively promote science and technology in Argentina.



STEFANIE VOGEL

**Stefanie Vogel, PhD**, professor, Department of Microbiology and Immunology, has been awarded a five-year,

\$2,727,307

National

Institutes of

Health R01 grant for “Macrophage Differentiation and Disease Outcome in Influenza Infection.”

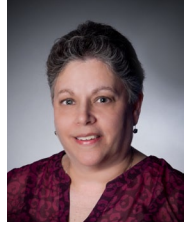
## SCHOOL OF NURSING

The school is approved to launch a Paul D. Coverdell fellows expansion program through the Peace Corps. After serving in countries around the world, two returned Peace Corps volunteers each year are offered an opportunity to bring their expertise to communities and neighborhoods in Baltimore while pursuing their studies at the school with the help of a \$10,000 scholarship that can be applied to tuition and fees.

The school and Cecil College in North East, Md., signed an agreement of dual admission that will ensure students’ seamless transition from Cecil’s Associate Degree in Nursing (ADN) program to the school’s Bachelor of Science in Nursing (BSN) degree. Through the agreement, students are simultaneously admitted into Cecil’s ADN program and the school’s BSN program while satisfying the requirements of both schools.



ANN FELAUER



LORI MOONEY

**Ann Felauer, MSN, RN, CPNP-AC/PC**, clinical instructor and specialty director, Pediatric Nurse Practitioner-Acute and Primary Care, and **Lori Mooney, MS ’09, BSN ’05, PMHNP-BC**, clinical instructor, are participating in the Center for Medical Simulation and the MGH Institute of Health Professions’ comprehensive instructor workshops. Felauer and Mooney received scholarships to support their participation; the scholarships were awarded to five teams of two nursing educators from health care organizations or education programs using or seeking to use simulation in their nurse training curricula.



DEBRA WIEGAND

**Debra Wiegand, PhD, RN, CCRN, CHPN, FAHA, FPCN, FAAN**, associate professor, traveled to Brazil to take part in the dissertation committee for

University of São Paulo School of Nursing student Maiara Rodrigues in December. While in Brazil, Wiegand helped teach a weeklong course that focused on conceptual and methodological issues in conducting end-of-life research.

# LAURELS

MARCH 2017

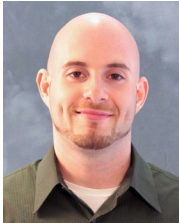
## SCHOOL OF PHARMACY



SHANNON TUCKER



LISA FINN



GEORGE ANAGNOSTOU

**George Anagnostou, MS**, senior instructional technology specialist, **Lisa Finn, MPH**, assistant director of assessment, and **Shannon Tucker, MS**, assistant dean

for instructional design and technology, completed the ExamSoft Certification Program demonstrating their knowledge of best practices in the creation and support of exams and users.

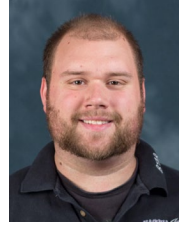


HILLARY EDWARDS

**Hillary Edwards**, assistant director of program management and evaluation, **PATIENTS** program, has been appointed to the Public Responsibility in

Medicine and Research's Emerging Professionals Working Group.

Student **William Hedrich** received a one-year, \$20,000 fellowship from the PhRMA Foundation for "The Role of the Constitutive Androstane Receptor in the Treatment of Hematologic Malignancies."



WILLIAM HEDRICH



EMILY HEIL

**Emily Heil, PharmD**, assistant professor, Department of Pharmacy Practice and Science, received a \$60,000 award from the Society of Infectious

Diseases Pharmacists for a pharmacotherapy residency.



STEPHEN HOAG

**Stephen Hoag, PhD**, professor, Department of Pharmaceutical Sciences, and director, Good Manufacturing Practice Facility, received a 30-month,

\$89,746 contract from Battelle Memorial Institute for "Effect of pH of Smokeless Tobacco Products on the Pharmacokinetics of Nicotine in Current Users," and an eight-month, \$112,143 contract from the National Institute of Pharmaceutical Technology and Education for "Excipient Risk Assessment Database."

**William McLean**, multimedia manager, was named UMB's February Employee of the Month for his rapid response when a contractor's incomplete upgrade left the school and its satellite campus in danger of not starting the fall semester on time due to a dysfunctional audiovisual integrated system.



WILLIAM MCLEAN ACCEPTS HIS PLAQUE FROM DR. PERMAN.

**Ebere Onukwugha, PhD**, associate professor, Department of Pharmaceutical Health Services Research, and executive director, Pharmaceutical Research Computing center, received a six-month, \$380,839 contract from Pfizer for "Clinical and Economic Burden of Illness and Natural History Study in the U.S. Medicare Parkinson's Disease Population."

## SCHOOL OF SOCIAL WORK



RICHARD P. BARTH

A late 2016 paper in *Research on Social Work Practice* examined the productivity of social work scholars using the Google Scholar "h-index" for fellows of the American Academy

of Social Work and Social Welfare and the Society for Social Work and Research. Dean **Richard P. Barth, PhD, MSW**, had the fourth highest h-index overall and the highest of any scholar with a social work degree.

# LAURELS

MARCH 2017



MELISSA BELLIN



NALINI NEGI



CHARLOTTE BRIGHT

Three faculty members have been named Society for Social Work and Research (SSWR) fellows: associate professors **Melissa Bellin, PhD, MSW, Charlotte Bright, PhD,**

**MSW,** and **Nalini Negi, PhD, MSW.** SSWR fellows are members who have served with distinction to advance the mission of the society — to advance, disseminate, and translate research that addresses issues of social work practice and policy and promotes a diverse, equitable, and just society. Bellin also was appointed to the Spina Bifida Association Healthcare Guidelines Advisory Board. Bright gave two invited presentations on implementation research at the Federal University of Goiás in Goiânia, Brazil, as part of the First International Seminar on Public Policy and Social Policy: Research Experiences and Practices in the Field in

Brazil and in the United States. Negi has been accepted to participate in the Social Work Research to Policy Boot Camp taking place in March in the nation's capital.

**Lisa Berlin, PhD,** associate professor, gave an invited presentation at the Zero to Three annual meeting in New Orleans. She described “The Partners for Parenting Project: Home-Based Early Head Start + Attachment and Biobehavioral Catchup (ABC).”



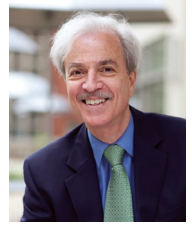
LISA BERLIN



JENNIFER KELMAN

**Jennifer Kelman, PhD,** director, Child Welfare Academy, has been invited to join the Curriculum Advisory Committee for the Children's Bureau-supported Building Evidence Training (BET) Project. The BET Project will engage accredited schools of social work and state child welfare training academies to test new or adapted curricula to build the knowledge and skills of current and future child welfare front-line staff.

**Michael Reisch, PhD, MSW, MA,** Daniel Thursz Distinguished Professor of Social Justice, was inducted as a fellow of the American Academy of Social Work and Social Welfare at the 2017 conference of the Society for Social Work and Research in New Orleans. He was honored for his “distinguished accomplishments [that] have advanced the field and contributed to a more sustainable, equitable, and just future.”



MICHAEL REISCH

**Paul Sacco, PhD,** associate professor, edited *Alcohol and Aging: Clinical and Public Health Perspectives*, a book published by Springer International.

**Corey Shdaimah, PhD,** associate professor, was a guest of Hebrew University's dual degree Law and Social Work program. She met with 35 students in their dual-degree BSW/LLB program to discuss how social workers and lawyers navigate the challenges and benefits of drawing on dual perspectives, particularly when they are embedded in systems of punishment and surveillance. She also was the opening speaker for the Tenth Annual Bellow Fellows Workshop at Harvard Law School.

## QUARTERLY Q&A with Dr. Perman

TUESDAY, MARCH 28, 2017

Noon | School of Pharmacy, Room N103

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



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



# CORE VALUES

MARCH 2017

## MOORE WOWS CROWD WITH ACCOUNTABILITY REMARKS

Since it was Valentine's Day, Wes Moore, MLitt, spoke from the heart as he discussed accountability on Feb. 14 as the fifth speaker in the UMB Core Values Speaker Series.

Integrity is crucial in leadership. Higher education isn't just what you learn but who you're learning it from and who you're learning it with. There is no Plan B for safe communities. If you don't understand the macro you can't mourn the micro.

These were just a few of the insights provided by Moore to a UMB audience of 200-plus who sat in rapt attention at Westminster Hall.

Moore knows higher education, as a Rhodes Scholar and Johns Hopkins graduate who founded BridgeEdU, a national initiative focusing on addressing the college completion crisis.

And he knows accountability and responsible citizenship, as a decorated Army combat veteran, White House fellow, youth advocate, best-selling author, and host of "Future City" on WYPR Radio, "Beyond Belief" on the Oprah Winfrey Network, and is executive producer and host of PBS' "Coming Back with Wes Moore," which follows veterans as they reintegrate back into society.

So he was the perfect person to address accountability before higher educators including UMB President Jay A. Perman, MD, who joined Moore onstage and initiated the discussion with questions like:

*What does accountability mean to you?*

*How does higher education help to build accountability?*

*As a community, how can we be more accountable to each other?*



"When I think about accountability I think of my kids," said Moore. "I have a 5-year-old daughter, who is my heart. And I have a 3-year-old son, who is my soul. And one of the things I say to them is there is nothing I want them to be. There are certain things they cannot be," Moore added, drawing a laugh from the crowd. "I tell them I want you to understand the world doesn't revolve around you, but the world doesn't exist without you. I want you to be accomplished and happy and free."

Moore said higher education has to be not just at the table but at the head of the table. He likened all his experiences to a home built on stilts. "You can knock out the military stilt and the house may wobble but it won't fall. Same for the financial stilt. But there is one thing that if you chop it out everything would fall and that's because it's really not a stilt but a foundation. And that is higher education."

That education has given Moore a sense of psychological confidence, of belonging. "There is nowhere I go where I need permission," he said. "There isn't a single place I go that I feel that I'm there due to someone's benevolence. Or someone's kindness. Or someone's social experiment or because someone believes in inclusion. I belong and no one can take that away from me. And that matters."



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Moore said there is no Plan B to improve communities. “If you really want to live in a community that is safe and prosperous you better make sure that EVERYBODY is safe and prosperous.”

He mentioned leaders from Patriots coach Bill Belichick to Martin Luther King Jr. and said there aren’t military leaders or political leaders or sports leaders. There are just leaders. “Leadership is not about making everyone like you,” Moore said with Perman voicing his agreement. “It’s about putting them in a better place to succeed.”

Which is what Moore is trying to do with BridgeEdU, which reinvents the freshman year of college. Fewer and fewer people who begin college are finishing, due to a number of obstacles, Moore said. Finances, being academically unprepared, and not feeling socially comfortable are three of them. Maybe the students are the first in their family to go to college and the transition is very complicated.

“They need a different type of onboarding. A better support system,” Moore said. “We call our students scholars. A student is someone in college. A scholar is someone who knows why he or she is there. So we want to help scholars.”

Early results are encouraging. A group of 75 scholars who were accepted at Coppin State only because of BridgeEdU have flourished grade-wise. But many challenges remain, Moore telling the story of a man who missed back-to-back classes, raising a red flag at BridgeEdU, because he didn’t have the money for a bus pass. “It’s never acceptable for someone to drop out of school because he couldn’t afford a bus pass,” Moore told the sympathetic crowd.

He thanked UMB for the support it has shown to BridgeEdU and recalled his first best-selling book *The Other Wes Moore* about how two kids with the same name grew up fatherless in similar Baltimore neighborhoods but met different fates ... one as a White House fellow; the other in prison for murder.

“Wes is now in year 16 of a life sentence at Jessup,” Moore said of his namesake. He recounted asking the prisoner if both of them were products of their environments, which in the speaker’s case included military school. “Actually I think we are products of our expectations,” the prisoner told Moore, who remarked to the Westminster Hall crowd, “We both wound up exactly where we thought we would.”

So, in closing, Moore said, “We can change our structures and our laws but we also must change our psychology. Because frankly there are those born into lower expectations than ours. Because of how they look. Because of what their sex is. Because of their family image. We cannot continue to let people be defined by (a) the things they’re not responsible for or (b) the things they should not be ashamed of. ... When people ask me what exactly do you do, my answer is simple: I teach freedom.”

— Chris Zang

See *photos* from the event.

*Learn more* about the UMB Core Values Speaker Series.



MARCH 2017

## MEDICARE EXPERT LAUNCHES SERIES

A lot of things are changing in Washington, but academic medicine remains a bipartisan stalwart in the ever-important health care picture.

Such was the message of Karen Fisher, JD, chief public policy officer for the Association of American Medical Colleges (AAMC), who on Jan. 31 launched the President's Panel on Politics and Policy at the University of Maryland, Baltimore (UMB).

Introduced as one of the nation's leading experts on Medicare by UMB President Jay A. Perman, MD, Fisher spoke for 50 minutes then answered questions for another half-hour, covering a wide range of topics.

She pointed out that the AAMC is a nonpartisan organization, committed to the goal to advocate and educate about academic medicine regardless of what party is in power.

Smiling at the roughly 150 people gathered in the Southern Management Corporation Campus Center ballroom, she said, "This is not going to surprise the people in the room, but we need to let the policymakers know: Academic medicine is the bedrock of health care, particularly for vulnerable populations. Teaching hospitals in the AAMC make up 5 percent of all the hospitals,



KAREN FISHER, CHIEF PUBLIC POLICY OFFICER FOR THE ASSOCIATION OF AMERICAN MEDICAL COLLEGES, COVERED A WIDE RANGE OF TOPICS.



A SCHOOL OF NURSING STUDENT ASKS KAREN FISHER A QUESTION.

yet they train 75 percent of the residents, they receive more than 50 percent of research funding from NIH, and they do a disproportionate amount of Medicaid and Medicare charity care. They're critical to the communities they serve and you see that right here in Baltimore."

Before her current post with the AAMC, Fisher served as senior health counsel for the Senate Finance Committee for four years, where she played a key role in drafting the Medicare Access and CHIP Reauthorization Act of 2015, which is responsible for the new Medicare physician payment system.

She provided many insights about governmental affairs, and though she admitted the Trump administration presented some unique challenges, she expressed confidence that the AAMC would continue to represent tomorrow's doctors as it has done since 1876.

"What we do for any new Congress or administration is provide a list of maybe 40-45 issues we focus on and what our policy positions are," Fisher said. "We say we want to be a resource for you."

Fisher said academic medicine and the AAMC are "well respected in the congressional halls of BOTH parties. They see academic medicine as people who are on the leading edge, and focusing on health care and research and education. The AAMC had

Continued from previous page



a reputation when I was on the Hill — and still does — as a straight shooter.”

Fisher, who has more than 20 years’ experience in U.S. health care policy, said the AAMC reacted to the election outcome by releasing “The Work Ahead for Academic Medicine: Our Guiding Principles” in December. It included three principles.

The AAMC will strive to advance:

- A health care system that provides high-quality, cost-effective care for all;
- A well-trained, culturally competent, diverse health care workforce, improving health for all; and
- Medical science to prevent disease, alleviate suffering, and improve the quality of life.

Fisher pointed out that reports such as these are provided for every new administration and that an August report titled “Policy Priorities to Improve the Nation’s Health” was released when the world thought Hillary Clinton was going to be the next U.S. president.

She expressed some fears; for instance, a \$2 billion research funding increase included in a 2017 appropriations bill might not get passed, given that the Trump administration is focused on so many other areas. Despite the importance of fiscal issues, “health care is never going to go away. Every new administration poses new challenges, new opportunities,” said Fisher.

She admitted “this administration, with the language that has been used and the tenor of some of the dialogue from the campaign, has made this a very challenging time. But we will work through that and keep our focus on what we do and stay true to our principles.”

In his introduction, Perman spoke of why the President’s Panel on Politics and Policy was being launched.

“When I announced this speaker series in December, it was with a mind to come together as a University community to discuss what a Donald Trump administration could mean for UMB’s daily work and our plans for the future,” he said.

“After the president’s ‘interesting’ first week in office, some sweeping executive orders and, I think all would agree, a weekend marked by fear, confusion, and even more protests, now I think it’s absolutely essential that we do this. In very many domains, there’s an enormous amount at stake for us and for our University, for the mission we’ve embraced together and, most importantly, for the many thousands of people that we daily dedicate our lives and careers to serving.”

Fisher’s remarks were followed by more than half-dozen questions by UMB faculty, staff, and students. They touched on topics such as prescription drug costs, grant-funded programs overseas, mainstream and social media reporting, social determinants of health, federal restraints on gun violence, student loans, and nursing shortages.

“Make your voices heard,” urged Fisher, who said that when she was on Capitol Hill, legislators read every piece of mail sent to them. “Policymakers love hearing from their constituents. Now it’s more important than ever.”

— Chris Zang



LOUISA PEARTREE, ASSOCIATE DEAN FOR ADMINISTRATION AND FINANCE, JOINS THE DISCUSSION.

# PRESIDENT'S PANEL

## *on* POLITICS AND POLICY

### SPEAKER SERIES

The President's Panel on Politics and Policy is a speaker series examining issues important to the UMB community that are likely to be affected by the new presidential administration and Congress, including health and higher education policy, federal budget priorities, and civil rights and social justice.



*Speaker*

## GOLDIE BLUMENSTYK, MS

Editor, *The Chronicle of Higher Education*

Goldie Blumenstyk, MS, is one of the nation's most respected higher education journalists. As a reporter and an editor at *The Chronicle of Higher Education* since 1988, she is known for her expertise on for-profit higher education and educational innovation. Other topics she has covered include distance education, the internet boom and bust, state politics, university governance, and fundraising. She has reported for *The Chronicle* from China, Israel, Peru, and several countries in Europe, and her stories have received numerous awards.

In addition, Blumenstyk has been a frequent guest on public radio and public affairs shows, and her work has appeared in *The New York Times* and *USA Today*. She is co-founder of *The Chronicle's* new reporting project, "Re:Learning | Mapping the New Education Landscape." And her articles on colleges' relationships with industry, including their efforts to become biotech hubs and their dealings with corporate giants like BP, ExxonMobil, and Novartis, have been widely cited by experts.

Her best-selling book, *American Higher Education in Crisis? What Everyone Needs to Know*, was published by Oxford University Press in 2015. Before joining *The Chronicle*, she covered City Hall at *The Orlando Sentinel*.

Blumenstyk has a BA (history) from Colgate University and a master's degree from the Columbia University Graduate School of Journalism. Follow her on Twitter @GoldieStandard.

*Topic:*

Higher Education

**TUESDAY,  
MARCH 21**

SMC CAMPUS CENTER  
ELM ROOM 208

**8 to 8:30 a.m.**  
Breakfast

**8:30 to 10 a.m.**  
Lecture and questions

**REGISTER EARLY. SPACE IS LIMITED.**  
[umaryland.edu/politics-panel](http://umaryland.edu/politics-panel)

UNIVERSITY of MARYLAND, BALTIMORE



# CURECORNER

MARCH 2017

## SCHOOL OF DENTISTRY OPENS DOORS, MOUTHS TO PROMOTE ORAL HEALTH

Students and faculty of the University of Maryland School of Dentistry (UMSOD) welcomed sixth- and seventh-graders to the school on Saturday, Feb. 18, for the UMB CURE Oral Health Promotion to prevent tooth decay followed by educational activities for CURE Scholars and their parents.

Tooth decay is the single most common chronic childhood disease. Preventive measures include fluoride treatments and dental sealants. Children received free oral examinations and oral hygiene instructions and also engaged in healthy food discussions.

Dental sealants are thin plastic coatings applied to the grooves on the chewing surfaces of the back teeth. Most tooth decay in children occurs on these surfaces. Sealants prevent tooth decay by keeping bacteria and food particles out of these grooves. Fourteen CURE Scholars received sealants.

Mark A. Reynolds, DDS, PhD, MA, dean and professor, welcomed the group along with Leila H. Liberman, RDH, MDE, clinical instructor in the Department of Periodontics at UMSOD.

“We are all very proud of the UMB CURE Scholars,” said Reynolds. “You indeed are true scholars, in that you learn everything with passion and purposefulness,” he told the group.

“We hope that you’ll be inspired to take a look at oral health care as a career path and as a way of being a service to your community,” he said. “Your dentist and dental hygienist can be very important in helping to identify problems that may need care by other providers.”

In talking about the importance of oral health, Reynolds asked for a show of hands of how many knew oral health was related to overall health and was pleased to see that the youngsters had grasped the concept. Similarly, when Liberman rose to talk about sealants, she invited one of the Scholars to the podium to share his definition. He got a round of applause for saying they strengthened the teeth.



DEAN REYNOLDS AND LEILA LIBERMAN (BOTH FAR RIGHT) AND THE MANY PARTICIPANTS IN THE UMB CURE ORAL HEALTH PROMOTION.

Parents accompanied their children to the exams, which were conducted by UMSOD students and supervising faculty members from several departments and divisions within the school.

After the exams, parents were offered a workshop on workforce opportunities available through the Community Engagement Center in UMB’s Office of Community Engagement (OCE). Lisa Rawlings, MBA, OCE’s director of workforce initiatives, was accompanied by a parent of a CURE Scholar, Aiysha Harris. Together they described the collaborative process that led to Harris getting a job at the University.

The event marked a return to the UMSOD for the seventh-graders in the UMB CURE Scholars Program, which is supported by the National Cancer Institute’s Continuing Umbrella of Research Experiences (CURE) Program.

UMB’s pipeline initiative identifies promising middle school students and prepares them for health care and research careers through mentorship and hands-on workshops and lab experiences. Last summer, a series of enrichment activities at UMB concluded with Planet Smilez: Discovering Dentistry Camp.

UMSOD student Kathryn Pawlak, the founder of the nonprofit organization Planet Smilez, once again engaged with the Scholars as an organizer of the Feb. 18 event, along with organizer Michelle Tarr, a senior in dental hygiene at UMSOD who expects to begin studies next fall to become a dentist.

UMB CURE Executive Director Robin Saunders, EdD, MS, expressed gratitude to the UMSOD for its continuing strong support.

— Patricia Fanning

# PUBLIC SAFETY

MARCH 2017



## PROTECT YOUR CAR FROM THIEVES



Car theft appears to be on the rise nationally. The National Insurance Crime Bureau says anti-theft technologies that had been keeping car thieves at bay in recent years have led criminals to become more clever, preying on rental car fleets or using falsified ownership titles.

Locally, stolen auto was just one of two categories to increase (by one incident) in the otherwise sterling **2016 UMB Police Force crime report**. So what steps can we take to deter car thieves?

Some of the following are just plain common sense. For instance, lock the car. Don't leave it running with the keys inside. Even the stars of *Dumb and Dumber* could grasp those tips. Yet experts say 50 percent of all vehicles stolen are left unlocked.

Other safety tips are more subtle.

When purchasing auto stereo equipment, choose items that can be removed and locked in the trunk. Out of sight is out of mind for car thieves. This also applies to a laptop or gym bag left in plain sight on your passenger seat. It's a temptation some thieves can't resist.

And "stay aware of your surroundings," urges Cpl. J.R. Jones, safety awareness officer in UMB's Department of Public Safety. "Just like we tell pedestrians to keep their heads up and notice what's going on around them, the same applies to drivers. Be aware of cars around you on the road. Know the route you are going before leaving the garage."

There have been cases of "bump and rob" in Baltimore where carjackers bump your car from the rear, then steal it when you get out to look for damage. If another car bumps yours and you feel threatened, drive to a populated area or, if you have a cell phone, call 911 or the UMB Police Force (6-6882 on campus). If you do get out of your vehicle, turn it off and take your keys or fob with you. If confronted with a "your keys or your life" demand, turn the keys over.

"There are other cars out there but there is only one you," Jones says.

Here are some other tips to deter car thieves:

- Park in busy, well-lit areas
- If using valet parking, only turn over your ignition key (or better yet, your valet key that doesn't open other parts of your car)
- Never hide a second set of keys in your car
- Completely close car windows
- Park your vehicle with the wheels turned toward the curb
- Always use your emergency brake
- Do you have a garage at home? If so, use it.

These tips don't guarantee a theft won't occur, but they do improve your odds. For more safety tips, visit the **UMB Public Safety website**.

— Chris Zang