

the PRESIDENT'S MESSAGE

FEBRUARY 2019



Two years ago last month, we launched the President's Panel on Politics and Policy (which I've shorthanded to "P4"). It was the very month that Donald Trump was inaugurated as the country's new chief executive, and it marked the first change of administration since I returned to UMB in 2010.

Of course, the new president and new Congress would leave their own imprint on the country. It is, after all, what they're elected to do. But we had only vague notions about what that imprint would look like in areas we care about deeply — for instance, in higher education, health care, and human and civil rights.

And so we invited in some experts and thought leaders, supplementing our own, who could substitute for a crystal ball and give us their predictions. But the idea for P4 was actually broader than having a chance to ask about domestic discretionary spending or the future of the Affordable Care Act. (We didn't know then how greatly exaggerated were the reports of its death.) P4 was an opportunity to come together as a university community, affirm our fundamental mission to improve the human condition, and figure out what that means following a sizable shift in political leadership.

When I proposed P4 to the UMB community the week following the 2016 election, it was this mission I invoked. I said, "Like the values we uphold, our mission endures. It endures irrespective of the person or party in political power. It is our binding promise to the leaders of this state and, even more importantly, to the citizens we serve together."

And that's why we continue the P4 series. Because there are issues that deserve our attention so that we might be better advocates and activists. Because the laws that politicians enact, locally and nationally, exert pressure on how we do our daily work and what we plan for the future. Because whatever our differences of ideology and opinion, our objectives are the same: policies that are smart, fair, and humane; policies that uplift rather than degrade, that protect rather than endanger, that enrich rather than impoverish.

The last two years have brought several notable lawmakers, analysts, reporters, and pundits to our campus for *illuminating conversations*. Among others, we've welcomed Sen. Barbara Mikulski, who, weeks after the 2018 midterms, talked about the historic number of women coming to the Capitol and what they could mean for policy (and policymaking) going forward; former Govs. Robert Ehrlich and Parris Glendening, who shared how

their administrations worked to influence federal policy and, at the same time, block federal overreach into state laws; *New York Times* op-ed columnist Frank Bruni, who, with his colleagues at the *Times*, had just sat down for a wide-ranging interview with President-elect Trump and therefore had some of the earliest intelligence on his presidential priorities; and *Chronicle of Higher Education* editor Goldie Blumenstyk, who talked about higher education's affordability crisis and how unchecked costs and ballooning student debt could put a target on universities' backs.



NEW YORK TIMES CHIEF WHITE HOUSE CORRESPONDENT MAGGIE HABERMAN IS COMING TO UMB ON MARCH 5.

On March 5, we'll welcome *New York Times* chief White House correspondent Maggie Haberman, who's been called "maybe the greatest political reporter working today" (*Elle*), a "scoop machine" (*The Week*), the "Trump-Whisperer" (*Vanity Fair*), and "one of the best-sourced journalists in the

game" (*CNN Business*). *New Yorker* editor David Remnick said, "To hang around Maggie Haberman is to be ashamed of one's indolence and inattention." It's rumored that the president has Ms. Haberman on speed dial, and you can be sure I'll be asking her about those phone calls when we sit down together. If you're curious, too, register [here](#).

Yes, P4 grew out of the uncertainty following the 2016 presidential election. But I promise you the series will continue, no matter who next occupies the White House. Because forming a more perfect union is a pursuit without end, and we've still got a lot of work to do.

Sincerely,

Jay A. Perman, MD
PRESIDENT

LAURELS

FEBRUARY 2019

UNIVERSITYWIDE



EMPLOYEE OF THE MONTH SAIFA POOLE AND DR. PERMAN WITH OFFICE OF THE PRESIDENT COLLEAGUES, FROM LEFT, BRUCE JARRELL, LEILANI UTTENREITHER, ROGER WARD, JON KUCSKAR, NAN MULQUEEN, JENNIFER LITCHMAN, ASHLEY VALIS, MALINDA HUGHES, ADRIANNE ARTHUR, PAULETTE HARRIS-GROSS, AND ELSIE STINES.

Saifa Poole, assistant to the senior vice president, was chosen as UMB Employee of the Month for January for handling a vast array of responsibilities and initiatives in the Office of the President — and always with a smile and a can-do attitude.

Kelly Quinn, PhD, senior resource specialist, Community Engagement Center, was selected to be a Rising Leader in the spring 2019 Baltimore Rising. Baltimore Rising aims to increase civic engagement by galvanizing leaders, building an agenda from the ground up, and enlisting new voters.

The Office of Academic Affairs is proud to announce that UMB **Student Affairs** was selected as

one of the 2019 Most Promising Places to Work in Student Affairs by ACPA-College Student Educators International and *Diverse: Issues In Higher Education*. UMB was one of 20 institutions selected, rising to the top in categories including workplace diversity, staffing practices, and work environment. Congratulations to all involved!

M.J. Tooley, MLS, AHIP, FMLA, associate vice president, Academic Affairs, Health Sciences and Human Services Library (HS/HSL), co-edited *Strategic Collaborations in Health Sciences Libraries*. Within this article collection, Tooley and **Alexa Mayo, MLS, AHIP**, associate director for services, HS/HSL, authored “Successful Collaborations

at the Local and National Level Builds Teenagers’ Skills to Advocate for Improved Health: Project SHARE” and joined HS/HSL colleagues **Patricia Hinegardner, MLS, AHIP**, associate director of resources, and **Aphrodite Bodycomb, MBA**, associate director for operations, in co-authoring the chapter “Strengthening Strategic Planning Through Diverse Collaborations.”



APRIL D. WRIGHT

April D. Wright, MLS, All of Us community engagement coordinator, National Network of Libraries of Medicine Southeastern/ Atlantic Region,

Health Sciences and Human Services Library, presented “Why Library Partners Are Critical to the ‘All of Us’ Research Program” at Maryland Tech Connect 2018.

SCHOOL OF DENTISTRY



MEENAKSHI CHELLAIAH

Meenakshi Chellaiah, PhD, professor, Department of Oncology and Diagnostic Sciences, was the lead author of “Majumdar S L-Plastin

Phosphorylation Regulates the Early Phase of Sealing Ring Formation by

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

FEBRUARY 2019

Actin Bundling Process in Mouse Osteoclasts,” which was published in *Experimental Cell Research*.

Gary Hack, DDS, associate professor, Division of Prosthodontics, was accepted to attend the American Diabetes Association’s 2019 Call to Congress session March 27-29 in Washington, D.C.



MARCELA ROMERO REYES

Marcela Romero Reyes, DDS, PhD, FAHS, clinical associate professor, Department of Neural and Pain Sciences, and clinical director, Brotman Facial

Pain Clinic, was interviewed by the American Headache Society on her efforts to bridge the gap between orofacial pain and headache communities and the latest Brotman clinic projects.



DINA STAPPERT

Dina Stappert, DDS, clinical assistant professor, Department of Orthodontics and Pediatric Dentistry, was among the co-authors

of “Gingival Clefts Revisited: Evaluation of the Characteristics that Make One More Susceptible to Gingival Clefts,” which was published in the *American Journal of Orthodontics and Dentofacial Orthopedics*.

CAREY SCHOOL OF LAW



DEBORAH EISENBERG



TOBY GUERIN

Deborah Eisenberg, JD, professor and director, Center for Dispute Resolution (C-DRUM), and **Toby Guerin, JD**, managing director, C-DRUM, wrote “Maryland Schools, Restorative Practices, and School Climate,” which was published in the *MSBA* (Maryland State Bar Association) *Bar Bulletin*.

Leigh Goodmark, JD, professor, appeared on the HBO *Vice News* segment “The War at Home” on Nov. 30.



MICHAEL GREENBERGER

Michael Greenberger, JD, professor and director, Center for Health and Homeland Security, was quoted extensively in “Could Trump Freeze FEMA

Funds for California? Almost Certainly Not” in *U.S. News & World Report*.

Diane Hoffmann, JD, Jacob A. France Professor of Health Care Law and director, Law and Health Care Program, co-authored “Overzealous Use of the CDC’s Opioid Prescribing Guideline Is



DIANE HOFFMANN

Harming Pain Patients,” which appeared in *First Opinion*.

William Moon, JD, assistant professor, participated in the International Business Law Scholars’ Roundtable at Brooklyn (N.Y.) Law School.

Frank Pasquale, JD, MPhil, professor, was quoted in “The Search for Anti-Conservative Bias at Google” in *The New Yorker*.



FRANK PASQUALE

Robert Percival, JD, Robert F. Stanton Professor of Law and director, Environmental Law Program, presented “Species Protection in Asia and North America: The Case of Migratory Birds” at the 2018 Asian Law & Society Association Annual Conference at Bond University in Queensland, Australia.



AMANDA PUSTILNIK

Amanda Pustilnik, JD, professor, presented “A Systems Approach to the Opioid Crisis: Focusing on Institutions and Markets, Not Patients and Prescribers” at the

2018-2019 Utah Law Review Symposium, The Opioid Crisis: Paths Forward to Mitigate Regulatory Failure.

Maureen Sweeney, JD, associate professor and director, Immigration Clinic, was quoted in “Detained Immigrants Seeking Asylum at Border Get Help from



MAUREEN SWEENEY

LAURELS

FEBRUARY 2019

Baltimore Attorneys, Law Students” in *The Baltimore Sun* on Dec. 28.

SCHOOL OF MEDICINE

The following is a select list. For all the SOM laurels, visit www.somnews.umaryland.edu.

The Department of Pediatrics, Division of General Pediatrics’ practice, **Pediatrics at Midtown**, has been awarded the Gold Healthcare Provider award for being breastfeeding friendly. The awards recognize health care offices that promote and support breastfeeding through the combination of an office environment and education of health care professionals, office staff, and families.

Jennifer Albrecht, PhD, assistant professor, Department of Epidemiology and Public Health, received the American Academy of Sleep Medicine’s 2018 Strategic Research Award for “Impact of High PAP Adherence On Cardiovascular Outcomes Among Medicare Beneficiaries With Obstructive Sleep Apnea, 2006-2013.” This is a three-year grant for \$249,721.



MANUJ AGARWAL

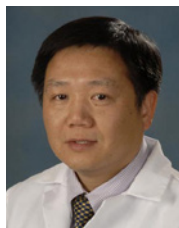


NAROTTAM LAMICHHANE

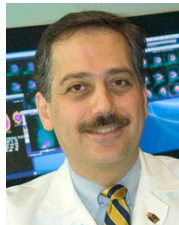
Assistant professors **Neha Amin, MD**, **Manuj Agarwal, MD**, and **Narottam Lamichhane, PhD**, all in the Department of Radiation

Oncology, were the authors of “Checkpoint Inhibition: Will Combination with Radiotherapy and Nanoparticle-Mediated Delivery Improve Efficacy?” which was published in *Medicines (Basel)*.

Mary Beth Bollinger, DO, professor, Department of Pediatrics, was among the co-authors of “Association Between Second-Hand Smoke Exposure and Caregiver Stress in Children with Poorly Controlled Asthma,” which was published in the *Journal of Asthma*.



WENGEN CHEN



VASKEN DILSIZIAN



MOHAMMAD SAJADI

Angiography for the Diagnosis of Cardiac Device Infections,” which was published in the *Journal of the American College of Cardiology: Cardiovascular Imaging* 2018.

Wengen Chen, MD, PhD, associate professor, and **Vasken Dilsizian, MD**, professor, both from the Department of Diagnostic Radiology and Nuclear Medicine, wrote a review article with **Mohammad Sajadi, MD**, associate professor, Department of Medicine, Institute of Human Virology, titled “Merits of FDG PET/CT and Functional Molecular Imaging over Echocardiography and CT

Robert Creath, PhD, assistant professor, and **Mark Rogers, PT, PhD, FAPTA**, George R. Hepburn Dynasplint Professor,



MARK ROGERS

both from the Department of Physical Therapy and Rehabilitation Science, were co-authors on “Effects of Aging on Hip Abductor-Adductor Neuromuscular and Mechanical Performance During the Weight Transfer Phase of Lateral Protective Stepping,” which was published in the *Journal of Biomechanics*.



GORDON SMITH



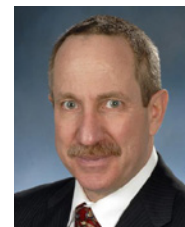
PETER HU



COLIN MACKENZIE



THOMAS SCALEA



JON MARK HIRSHON

Zachary Dezman, MD, MS, assistant professor, Department of Emergency Medicine; **Gordon Smith,**

LAURELS

FEBRUARY 2019

MB, ChB, MPH, adjunct professor, Department of Epidemiology and Public Health; **Peter Hu, MS, PhD**, associate professor, Department of Anesthesiology; **Colin Mackenzie, MB, ChB**, professor emeritus, Department of Anesthesiology; **Thomas Scalea, MD, FACS, MCCM**, Francis X. Kelly Distinguished Professor in Trauma Surgery and physician-in-chief, R Adams Cowley Shock Trauma Center; and **Jon Mark Hirshon, MD, PhD, MHS**, professor, Department of Emergency Medicine, authored “Repeat Lactate Level Predicts Mortality Better Than Rate of Clearance,” which was published in the *American Journal of Emergency Medicine*.

John Eley, PhD, assistant professor, Department of Radiation Oncology, was among the authors of “Spatially Fractionated Proton Mini-beams,” which was published in the *British Journal of Radiology*.



JOHN ELEY

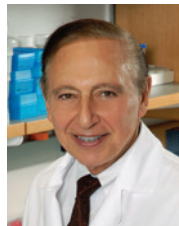


CLAIRE FRASER

Claire Fraser, PhD, Dean’s Endowed Professor, Department of Medicine, Microbiology & Immunology, and director, Institute for Genome

Sciences, has been appointed president-elect of the American Association for the Advancement of Science. AAAS is the world’s largest multidisciplinary

scientific society and a leading publisher of cutting-edge research through its *Science* family of journals.



ROBERT GALLO

Robert Gallo, MD, the Homer & Martha Gudelsky Distinguished Professor in Medicine, co-founder and director, Institute of Human

Virology, will present the keynote lecture titled “HIV/AIDS: Lessons from the Past; Prospects for the Future,” at the Feodor Lynen Lecture and receive the Feodor Lynen Medal during the Miami Winter Symposium 2019 Evolving Concepts in HIV and Emerging Viral Infections. The prestigious lecture has been given by 28 then or future Nobel laureates.



MIRIAM LAUFER

Miriam Laufer, MD, associate professor, Department of Pediatrics, and associate director for malaria research, Center for Vaccine Development and

Global Health, is the corresponding author on “A Randomized, Controlled Clinical Trial of Chloroquine as Chemoprophylaxis or Intermittent Preventive Therapy to Prevent Malaria in Pregnancy in Malawi,” which was accepted for publication in *The Lancet*.

Jay Magaziner, PhD, MSHyg, professor and chair, and **J. Kathleen Tracy, PhD**, associate professor, both from the Department of Epidemiology and Public Health, received a three-year, \$410,000 research agreement



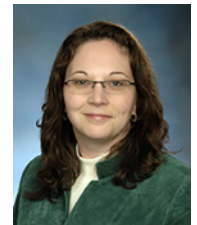
JAY MAGAZINER



J. KATHLEEN TRACY

from the R Adams Cowley Shock Trauma Center for “Strategic Academic Partnership Between the Department of Epidemiology and Public Health and the Center for Injury Prevention and Policy.”

Lynn Schriml, PhD, associate professor, Department of Epidemiology and Public Health, Institute for Genome Sciences, was the



LYNN SCHRIML

keynote speaker for the 11th Hellenic Bioinformatics Conference: Genome Informatics Precision Medicine & Clinical Omics — In a World of Data Economies in Thessaloniki, Greece. Her presentation was titled “International Microbiome Data Coordination and Consortium Studies.”

Gibran Shaikh, MD, MS, a postgraduate year 2 resident in the Department of Dermatology, received a one-year, \$5,000 grant from the Maryland Dermatologic Society for his project, “Skin-To-Skin.Org: An Online Community for New Mothers.” His mentors are **Marcia Driscoll, MD, PharmD**, associate professor, and **Brian Green, DO**, assistant professor, who are also from the Department of Dermatology.

LAURELS

FEBRUARY 2019

Clint Sliker, MD,

associate professor, Department of Diagnostic Radiology and Nuclear Medicine, was among the co-authors of “Influence of Luminal Stenosis

in Aneurysmal and Non-Aneurysmal Blunt Cerebrovascular Injury,” which was published in *Injury*.



CLINT SLIKER

instructors, have been awarded a Nurse Educator Doctoral Grant for Practice and Dissertation Research. All received the maximum award amount of \$30,000. The grants goals are to increase the number of doctorally prepared nursing faculty in Maryland, to strengthen faculty development for optimal capacity at schools of nursing, and to recruit and retain a diverse nursing faculty.

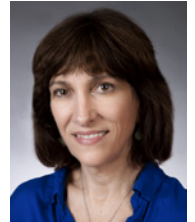


ANJANA SOLAIMAN

Nursing (AACN). Moen was honored at AACN’s 2019 Doctoral Education Conference in San Diego, where she presented her award-winning study, “Social Stability as a Consistent Measure of Social Context in a Low-Income Population.”

Anita J. Tarzian, PhD ’98, MS

’96, RN, associate professor, was elected a Hastings Center Fellow in December. She joins a community of 200 individuals worldwide whose work has informed scholarship and/or public understanding of complex ethical issues in health, health care, life sciences research, and the environment.



ANITA J. TARZIAN

SCHOOL OF NURSING

The school recently signed agreements of dual admission with Wor-Wic Community College (WWCC) in Salisbury, Md., and the Community College of Baltimore County (CCBC) campuses in both Essex and Catonsville, Md. These agreements of dual admission will enable a smooth transition from WWCC and CCBC’s Associate Degree in Nursing programs to UMSON’s Bachelor of Science in Nursing program. They become the 12 and 13th community colleges statewide, respectively, to sign such agreements with UMSON.



KAREN CLARK



ANN HOFFMAN

Karen Clark, PhD, RN, CCRN, and **Ann Hoffman, DNP, MS ’11, RN,** both assistant professors, co-authored “Educating Healthcare Students: Strategies to Teach Systems Thinking to Prepare New Healthcare Graduates,” which was published in the *Journal of Professional Nursing*.

SCHOOL OF PHARMACY



HANNAH MURPHY BUC



NICOLE SMITH

Hannah Murphy Buc, MSN, RN, CNE; **Nicole Smith, MS ’14, RN, CNE, CHSE;** and **Anjana Solaiman, MS, RNC, IBCLC,** all clinical

Marik Moen, PhD ’18, MPH, RN,

assistant professor, has been named the 2018-19 recipient of the Excellence in Advancing Nursing Science Award by the American Association of Colleges of



MARIK MOEN



ANGEL BIVENS



MALISSA CARROLL



ERIN MERINO

The Maryland Poison Center (MPC), in collaboration with the school’s Office of Communications and Marketing, received a Best in Maryland Award at the Public Relations Society of America-

LAURELS

FEBRUARY 2019

Maryland Chapter's annual awards dinner in December. The award was for the creation and implementation of a social media campaign to raise awareness of the services provided by the MPC. **Angel Bivens, BSPHarm, MBA, CSPI**, the MPC's assistant director of operations and public education; **Malissa Carroll, MA**, school writer and web content specialist; and **Erin Merino, MBA**, school senior marketing specialist, collaborated on the project.

Cynthia Boyle, PharmD, professor, Department of Pharmacy Practice and Science, will receive the Jacob W. Miller Award from the American Pharmacists Association Foundation at the organization's annual meeting in March.



CYNTHIA BOYLE



NICOLE BRANDT

Nicole Brandt, PharmD, professor, Department of Pharmacy Practice and Science, and executive director, Peter Lamy Center on Drug Therapy

and Aging, has received a one-year, \$55,000 grant from the Johns Hopkins University School of Medicine for "FY19 Geriatric Workforce Enhancement Program."

Catherine Cooke, PharmD, research associate professor, Department of Pharmacy Practice and Science, has received a one-year, \$32,192 grant

from IMPAQ International for "Part D Enhanced Medication Therapy Management Technical Implementation Support."



CATHERINE COOKE

Susan dosReis, PhD, professor, Department of Pharmaceutical Health Services Research, has received a six-month, \$167,046 contract from GSK Vaccines R&D Center for "Outcomes Assessment of Medicare Beneficiaries Receiving Vaccines."

Mathangi Gopalakrishnan, PhD, research assistant professor, Department of Pharmacy Practice and Science, has received a one-year, \$55,000 contract from Dr. Reddy's Laboratories for "Amendment 2 for DRL-Celecoxib-Acute Pain Study" and a one-year, \$55,000 contract from Alkermes for "Pharmacokinetic Modeling and Simulation of 047."

Student **Maya Hanna, MPH**, received third place in the 2018 Donald O. Fedder Student Poster Competition at the Maryland Public Health Association's Annual Meeting.



MAYA HANNA

Joey Mattingly, PharmD, assistant professor, Department of Pharmacy Practice and Science, has been appointed



JOEY MATTINGLY

to the editorial board of the journal *Pharmacoeconomics – Open*.

PhD candidate **Jacquelyn McRae, PharmD**, has been named an at-large member of the Maryland Public Health Association's Board of Directors.



JACQUELYN MCRAE



ELEANOR PERFETTO

Eleanor Perfetto, PhD, professor, Department of Pharmaceutical Health Services Research, has received a one-year, \$38,991 contract from Excerpta Medica

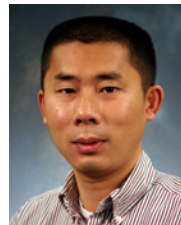
and a one-year, \$91,998 contract from Pfizer, both for "Use of Real-World Evidence in Value and Health Technology Assessment."

Fadia Shaya, PhD, professor, Department of Pharmaceutical Health Services Research, has received a one-year, \$150,214 contract from the DentaQuest Foundation for "Health Economics and Outcomes Research Fellowship."



FADIA SHAYA

Bruce Yu, PhD, professor, Department of Pharmaceutical Sciences, and director, Bio- and Nano-technology Center, has received a one-



BRUCE YU

LAURELS

FEBRUARY 2019

year, \$123,196 contract from Pfizer for “Water NMR to Determine Aggregation.”

SCHOOL OF SOCIAL WORK



HAKSOON AHN



PAUL SACCO

Haksoon Ahn, PhD, associate professor, and **Paul Sacco, PhD**, associate dean for research, are members of the 2019 class of Fellows of the Society for Social Work and Research. 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. Sacco also co-authored “The Effect of Legal Mandates on Substance Use Disorder Treatment Completion Among Older Adults,” which was published in the international journal *Aging & Mental Health*.

Dean **Richard P. Barth, PhD, MSW**, co-authored “Going to Scale with Evidence-Based Interventions: The Next Frontier for Prevention Science” that was presented at the 11th Annual Conference on the Science of Dissemination and Implementation of Health held in Washington, D.C.

Melissa “Mel” Bellin, PhD,

associate professor, played an important role in the development of new guidelines for care released by the Spina Bifida Association. Bellin, who collaborated with physicians, nurses, and occupational therapists on the Self-Management and Independence task group, was one of 100 experts from around the world to provide evidence-based and medical guidance on providing care for people with spina bifida — from birth through adulthood.



MELISSA “MEL” BELLIN



NADINE FINIGAN-CARR

Nadine Finigan-Carr, PhD,

research associate professor and assistant director, Ruth H. Young Center, is lead author of “A Traumagenic Social Ecological

Framework for Understanding and Intervening with Sex Trafficked Children and Youth,” which was published in *Child and Adolescent Social Work Journal*.

PhD candidate **Elizabeth Franklin** and alumna **Helen Nichols, PhD '18**, are among the co-authors of “Cancer Patient Perspectives on the Use of Clinical Pathways and Shared Decision-Making in Cancer Care,” which was published in the *Journal of Clinical Pathways*.

Brook Kearley, PhD, research assistant professor, is a co-author of “Reducing Crime Among Youth

at Risk for Gang Involvement: A Randomized Trial,” which was published in the journal *Criminology and Public Policy*. She also is principal investigator of a National Institute of Justice \$770,657 award to the school’s Institute for Innovation and Implementation through 2021 to help conduct a long-term follow-up of a randomized controlled trial of Functional Family Therapy, an evidence-based delinquency intervention program that was specifically accommodated to serve gang-at-risk and gang-involved youth.



AMANDA LEHNING

Amanda Lehning, PhD,

associate professor, was the featured speaker at The Future of Aging Research, part of the University Seminars at

Columbia University. Her December talk, titled “Are There Relationships Between Patterns of Living and Patterns of Aging?” examined the intersection of neighborhood environments and individual resources to support aging in place. Lehning also is the author of a chapter in the new book *Resilience in Aging: Concepts, Research, and Outcomes*.

Corey Shdaimah, PhD, professor and academic coordinator, MSW/JD Dual Degree Program, is a co-author of “Exploring the Use of an Emancipation Checklist for Older Youth Exiting Foster Care” just published by *Juvenile and Family Court Journal*. She also co-edited a special issue of *Social Work and Society on Early Childhood Education and Care*.

The New *Elm* Is Coming!



The Elm, the dynamic, collaborative website the Office of Communications and Public Affairs created in 2013 to allow the UMB community to interact online, is getting even better. This month the new *Elm* will debut, offering the following features:

- » Each of UMB's seven schools has a **dedicated page** of its own to tailor content to its specific audience.
- » **Enhanced filters** allow users to find information they are interested in, by filtering content by topic or audience, whether for students, faculty, staff, or alumni.
- » A section called **Accolades** has been added where UMB people can be acknowledged for the work they do — be it by co-worker or someone in the community.
- » **Voices & Opinions** allows you to share your perspective on an issue that matters to you.
- » An improved UMB social media component **aggregates social media** content from all UMB social media accounts.
- » The new *Elm's* homepage and each school's corresponding homepage include navigational links at the bottom that help you find the **most important UMB resources fast**.

An improved *Elm Weekly*, greater access to University news, and many other enhancements are part of the new *Elm*. See for yourself by visiting [this preview](#).

ANTI-HARASSMENT EFFORTS ANNOUNCED AT Q&A

University of Maryland, Baltimore (UMB) President Jay A. Perman, MD, devoted his first quarterly Q&A of 2019 to the issues of Title IX and sexual harassment. Beyond questions, answers, and the start of a new dialogue on these important topics, Perman announced actions he's taking to promote anti-harassment and gender-equity efforts across the University.

With an eye on short- and long-term results, Perman says he will form a task force to strengthen the University's anti-harassment policies and practices as well as create a permanent committee to advise him on women's issues, a group similar to the Diversity Advisory Council he formed that promotes inclusion initiatives at UMB.

"I intend to put forth these working groups in the next 30 days," Perman told the audience of 100-plus students, faculty, and staff that attended the Q&A on Jan. 17 at the University of Maryland School of Dentistry. "Our Diversity Advisory Council has moved the needle in terms of how we behave with one another and how we respect the differences among us. I regret not having the equivalent of a women's advisory council, but now I will make that happen."

Two of UMB's core values — accountability and civility — are central to these issues and were touched upon throughout the hourlong discussion. In fact, to kick off the Q&A, Perman stood in front of a large screen displaying the seven values and held a framed poster that included their definitions.

"It might sound corny, but I look at this poster every day," he said. "When I came to UMB as president nine years ago, we put forth a strategic plan and decided it needed to stand on some core values. The matter of mistreatment, sexual harassment, and concerns about retaliation all relate to civility and accountability, but in fact this is a conversation about all of those values."



SEVERAL SCHOOL OF MEDICINE STUDENTS ASKED QUESTIONS AFTER THE PRESENTATIONS BY SUSAN C. BUSKIRK (LOWER LEFT) AND MIKHEL A. KUSHNER (LOWER RIGHT).

"I'm going to need the help of everybody on this campus in being committed to saying we live our core values as we tackle this problem. Because there is much work to be done."

Perman was joined by two leaders in UMB's Office of Accountability and Compliance (OAC) — Susan C. Buskirk, DM, MS, deputy chief accountability officer and assistant vice president, and Mikhel A. Kushner, JD, MSW, executive director, diversity and inclusion, and Title IX coordinator.

Buskirk said part of OAC's mission is to respond to and investigate concerns about discrimination, sexual harassment, and Title IX, the law that prohibits discrimination on the basis of sex in any education program or activity that

Continued from previous page

is federally funded. She urged the UMB community to seek out OAC on questions about compliance or ethics via an **online consultation form** or to report harassment concerns or incidents on the **EthicsPoint hotline**, a third-party website that is linked at the bottom of umaryland.edu webpages next to a whistle icon.

Saying he understands why many sexual harassment victims don't come forward, Perman stressed the importance of the hotline, which protects anonymity but allows OAC to reply through a code that lets the complainant respond to follow-up questions if necessary or review the office's report if one is generated.



MANY STAFF, STUDENTS, AND FACULTY RAISED QUESTIONS AT THE Q&A ON JAN. 17 THAT ADDRESSED ISSUES OF TITLE IX AND SEXUAL HARASSMENT.

“Too often in America victims become the villain, or they're embarrassed to come forward, and I understand that,” Perman said. “With EthicsPoint, you can have your anonymity and still allow us a way to get back to you. When somebody stands up and complains, they absolutely have every right to get some feedback, and this is a way to do that.”

Kushner, the Title IX coordinator, says her job includes investigating reports of potential violations of the equity law and looking for patterns of discrimination within an institution but that her role goes well beyond those tasks. She described Title IX

as a starting point toward taking a broader look at and discussion of discrimination and gender-equity issues.

“That's why general conversations about civility like this are so important,” Kushner said. “The topic of sexual harassment affects every single person in this room. The conversation certainly can happen through a task force and an advisory committee, but it also needs to happen on the streets, in the hallways, and in our classrooms.”

After Buskirk and Kushner's presentation, the floor was opened to questions. Several questioners raised the issue of accountability, saying they believed the University has fallen short in creating a harassment-free environment and responding to sexual harassment claims. Perman pledged to do better on both fronts.

“I certainly would acknowledge that, for a variety of reasons, we have not held people sufficiently accountable,” he said. “That's why I'm standing in front of you. I feel that facts need to be put forward, people have a right to respond — because we are going to respect individual rights — but if wrongdoing is found, then there needs to be a corrective action.”

UMB's efforts in this area come in the wake of the national #MeToo movement and the University of Maryland School of Medicine (UMSOM) on Nov. 30 launching a “Program in Cultural Transformation,” a major restructuring of its senior leadership positions to ensure that women are represented at the highest levels of the school. The UMSOM program is designed to transform the school's culture into a national model for a respectful, inclusive, and professional work environment.

With his initiatives, Perman hopes to engage the entire University community in this mission. He welcomed input and asked for suggestions from faculty, staff, and students as he forms the task force and advisory committee.

And in responding to a UMSOM student who hoped that the efforts would not be fleeting, Perman promised persistence.

“This is a dialogue, but it's not a one-and-done dialogue,” he said. “This commitment to gender equity and anti-harassment needs to be in the fabric of our institution, in our DNA. I'm going to do everything I can to make sure that happens. And where I'm falling short, I always count on the students to point it out.”

— Lou Cortina

THE UMBRELLA GROUP

UMB Roundtable on Empowerment in Leadership
and Leveraging Aspirations

Empowering Women to Succeed

UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

WOMEN'S HISTORY MONTH

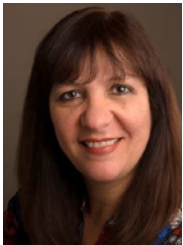


MORNING KEYNOTE

Mei Xu, MA
CEO, Founder
Chesapeake Bay
Candle

UMBrella Symposium and Workshops: *Be a Catalyst for Change in Your Life and Your Career*

This year's event features a daylong symposium and workshops designed to give participants tools and strategies to be a catalyst for change in their lives and careers. The day will include two keynote addresses, breakout sessions, and an experiential workshop to integrate the day's learnings into simple mind-body practices.



AFTERNOON KEYNOTE

**Duilia de Mello,
PhD, MS**
Vice Provost, Dean
of Assessment, and
Professor of Physics
Catholic University
of America

WEDNESDAY, MARCH 13

SMC Campus Center

8 a.m. - 3 p.m.

BREAKOUT SESSIONS



How to Negotiate
Stacy Smith, JD
Director, Special Projects,
Center for Dispute
Resolution
Carey School of Law



**How to Recognize
Implicit Bias**
**Kristin Reavis, MD '09,
MBS**
Assistant Professor
School of Medicine



**How to Craft Your
Narrative**
Laura Wexler
Co-founder
The Stoop
Storytelling Series



How to be Authentic
F. Emelia Sam, DDS
Associate Professor
Howard University
College of Dentistry



**How to Recognize and
Respond to Gender-
Based Violence**
Leigh Goodmark, JD
Professor
Carey School of Law

WORKSHOP



**Taking Care of
YOU: Self-Care
Strategies for
Mind-Body & Heart**
**Kathy Flaminio, LGSW,
MSW**
Founder and President
1000 Petals

UMBrella events are open to all UMB faculty, staff, and students.

REGISTER TODAY. SPACE IS LIMITED.
www.umaryland.edu/whm



ARE YOU AN ARTIST?

1807: An Art and Literary Journal



Are there days when you cannot wait to get home from work to “work” on your other project? Do you find yourself longing for the weekends to spend time creating your art? Do you ever wonder if the short story you wrote, the jewelry you crafted, the metal you welded, or the photo you snapped actually qualifies as art?

Merriam-Webster answers that question quite simply as it defines art to be “the conscious use of skill and creative imagination especially in the production of aesthetic objects.” So, then, are you an artist? If so, this presents the next question: Where do your creative talents lie? How do you express your “inner Monet”?

Artists are not alone at the University of Maryland, Baltimore (UMB). Although many of us have busy “day jobs,” there are a large number of people in the UMB community — those studying in the University, working in the Medical Center, living in the neighboring Southwest Baltimore community — who are artists balancing their creative endeavors while working or studying full time.

UMB’s Council for the Arts & Culture is pleased to announce that the inaugural edition of *1807: An Art and Literary Journal*, will launch in the spring of 2019 to showcase our artists. *1807* will be an anthology that is curated, edited, and produced by members of the UMB community, and the council encourages your submissions! Submitting is free; submissions may be made online only.

Arts Council founder and chair Jennifer Litchman, MA, senior vice president for external relations and special assistant to the president, shares, “The goal of *1807* is to promote the artists in the UMB community and to create more engagement between UMB and our neighbors in Southwest Baltimore. The journal also will serve as a recruitment tool for faculty, staff, and students, and for fundraising.”

With *1807* the council strives to encourage members of the UMB community to express themselves creatively through art and the written word. The annual journal will showcase the talents of our faculty, staff, students, and the broader UMB community and neighbors in the visual arts (painting, drawing, photography), other art mediums (sculpture, clay, metal, glass, textiles, jewelry, wood), and the written word (short story, essay, poetry). *1807* seeks high-caliber, unpublished works that broadly and creatively relate to the council’s themes of social justice, health, healing, the mind, and the body.

“The council is tremendously excited to publish the University’s first-ever art and literary journal,” says Litchman. “And we hope the University community shares our enthusiasm and submits works of art for publication.”

To do so, visit www.umaryland.edu/arts/journal/ to see submission instructions. The deadline is Feb. 15.

— Dana Rampolla

LIVENEARYOURWORK

FEBRUARY 2019

IMPROVED PROGRAM HELPED 20 BECOME HOMEOWNERS IN 2018



TARA WELLS, WHO WAS URGED BY NURSING SCHOOL DEAN JANE KIRSCHLING TO APPLY FOR THE LIVE NEAR YOUR WORK GRANT, BOUGHT A HOME IN PIGTOWN AND SAYS HER NEW NEIGHBORS “HAVE BEEN AWESOME.”



SHEA LAWSON, WHO WORKS AT THE SCHOOL OF MEDICINE, WAS THE FIRST EMPLOYEE TO BENEFIT FROM THE IMPROVED UMB PROGRAM.

The University of Maryland, Baltimore’s (UMB) Live Near Your Work (LNYW) Program was designed to open the door to homeownership for University employees. In one short year since the program’s relaunch, that door has swung open 20 times, and Dawn Rhodes, MBA, chief business and finance officer and vice president, is thrilled with the results.

“In addition to the 20 people who took advantage of the opportunity to buy a home, I am so pleased with the UMB team and the community partners who made this happen,” says Rhodes, who led the initiative’s upgrade in January 2018 and emphasizes that community revitalization is key to the program’s mission. “Becoming a homeowner and developing equity is a financially transformative life event. It’s phenomenal that UMB can do that for its employees and contribute to the revitalization of Southwest Baltimore at the same time.”

The improved LNYW Program offers eligible employees a UMB grant of \$16,000 — plus a matching grant of \$2,500 from the city of Baltimore — to help with closing costs and down payments on houses in seven targeted Southwest Baltimore neighborhoods: Barre Circle, Franklin Square, Hollins Market, Mount Clare, Pigtown/Washington Village, Poppleton, and Union Square.

The University’s former LNYW outlay of \$2,500 (plus \$2,500 from the city) was rarely used, so UMB leaders committed \$1.5 million to boost the grant, with more than \$320,000 used to date. In addition, the initiative was transformed through community partnerships with Live Baltimore, the Southwest Partnership, and GO Northwest Housing Resource Center to offer homebuying workshops, financial counseling, neighborhood tours, a housing fair, and more.

When UMB President Jay A. Perman, MD, presented the improved program to employees in a kickoff event last January at the SMC Campus Center, he predicted the moves would “change the game.” And they have, especially considering that only four employees received grants under the old LNYW Program between 2013 and 2017.

“When you take into account those types of numbers, this exceeded all of my expectations of the program in Year 1,” says Emily Winkler, Human Resources benefits manager and LNYW Program coordinator, who adds that it was more than the money that moved employees to action. “I feel that the community engagement aspect of the program really sealed the deal with our buyers. Each one I have talked to has raved about their neighbors and this wonderful opportunity.”

Continued from previous page

Employees from several UMB offices and each of the professional schools — dentistry, law, medicine, nursing, law, and social work — have utilized the program, extolling the benefits of living close to their workplace and owning a home as opposed to renting.

Among the new homeowners:

- Shea Lawson, research project coordinator at the Brain and Tissue Bank at the School of Medicine, was the first employee to use the grant, settling into a Pigtown rowhouse in March. “I really didn’t have enough for a down payment on a house. I would’ve had to canvass some relatives for a loan,” Lawson says. “If it weren’t for this program, I probably would’ve ended up in another rental situation.”
- Tara Wells, program administrative specialist in the Department of Organizational Systems and Adult Health at the School of Nursing, heeded the advice of the school’s dean, Jane M. Kirschling, PhD, RN, FAAN, to pursue the grant. Wells is now the proud owner of a rowhouse in Pigtown. “The neighborhood is quiet. It’s really peaceful. And the neighbors on my block have been awesome,” she says. “I would encourage anyone at UMB to take advantage of this program.”
- Olayinka Ladeji, MPH, PATIENTS Program project manager at the School of Pharmacy, stacked an additional \$10,000 in outside homebuying grants to her LNYW funds and bought a house in Washington Village. “I appreciated all the different resources that were made available to me by the program, including referrals to different organizations in Baltimore that assist homebuyers,” she says.
- Vonetta Edwards, PhD, laboratory research lead specialist at the Institute for Genome Sciences at the School of Medicine, bought a house in Hollins Market, saying the grant was her catalyst. “It propelled me from thinking about purchasing a home to actually doing it,” Edwards says. “Especially for first-time homebuyers, the amount that covers both closing costs and the down payment is almost too good to leave on the table.”



SHEA LAWSON BOUGHT A ROWHOUSE IN PIGTOWN USING THE \$18,500 GRANT, WHICH INCLUDES \$16,000 FROM UMB AND \$2,500 FROM THE CITY OF BALTIMORE.

Heading into Year 2 of the improved LNYW Program, interested UMB employees are encouraged to attend homebuying workshops, offered by GO Northwest, that are scheduled for **Feb. 23** and **April 27** at the SMC Campus Center, as well as a Live Baltimore-led trolley tour of Southwest Baltimore planned for May 11. The trolley tour proved popular last year, and Rhodes is eager for more employees to get on the LNYW train in 2019.

“To have 20 grant recipients in Year 1 really speaks to the dedication of the core team working on the project at UMB, and I personally would like to double our number the second year,” Rhodes says. “Mayor Catherine Pugh mentions the program often, recognizes Dr. Perman regularly for the program’s success, and challenges other anchor institutions in Baltimore to step up the way UMB has.”

“This was the right thing to do in the right neighborhoods, and I think Live Near Your Work is another example of how UMB walks the talk for community engagement.”

— Lou Cortina

The LNYW website has more information on the program’s parameters, application process, targeted neighborhoods, and more.

PUBLIC SAFETY

FEBRUARY 2019



CHIEF IS UPBEAT SIX MONTHS INTO JOB



NEW BLACK UNIFORMS FOR POLICE (GRAY AND BLACK FOR SECURITY) IS ONE OF THE MARKETING INITIATIVES CHIEF CARY HAS ROLLED OUT.

Six months into her role as police chief at the University of Maryland, Baltimore (UMB), Alice Cary, MS, is happy, proud, challenged, and eager to see what 2019 brings.

“I love coming to work,” says Cary, who took over as chief on June 11. “I love thinking strategically and creatively, and I do have a big vision for this agency. There are not a lot of police forces on urban college campuses and I want our agency to be nationally recognized for the things we do.”

Such cutting-edge thinking was what got Cary the job in the first place. In candidates’ forums, she unveiled plans to utilize body cameras, tasers, and ATV-type vehicles, and to offer extensive mental and physical health programs for Public Safety staff.

After six months, she is even more convinced her faith in the UMB Police Department is well-placed. “Absolutely,” Cary says. “I mean, there’s great longevity here, people are dedicated, they take their jobs seriously, and so it’s my job to be their advocate, to listen to what they need, and do my best to get what they need to help them keep our University community safe.”

Support from the UMB administration has been key, she says. For the first time in years, the security force is fully staffed. Internal promotions have created some openings for sworn officers, but three police officers were hired recently as well as a newly created security director position. “So I can see the light at the end of the tunnel, and that’s unusual in this day and age to have a full police force, which allows us flexibility in our staffing to do other things,” Cary says.

The first six months were spent building a foundation, she says, meeting members of her department as well as external stakeholders and learning the culture at UMB. The next six months will have “more of an internal focus and career paths,” she says. “For instance, there are a lot of security officers who want to become police officers, so I have a sergeant [Michael Blue] who’s taken the lead on that. He is creating a mentorship/coaching program to help those interested in becoming police officers. A lot of our security officers have institutional knowledge and internal knowledge of our police department, so why not help them become prepared for the next level?”

She’s rolling out a Community Engagement Academy of 10 citizens in February. The academy, which teaches the community about how the UMB Police Department functions, is an outgrowth of COAST, the Campus Outreach and Support Team based at the BioPark that Cary created last fall. She names COAST as her proudest accomplishment of the first six months.

“In addition to making the connections, the shining star right now is COAST, the campus engagement team,” she says. “Having liaisons between neighbors and University police is something this community has really needed and getting the right people in the right positions [led by Lt. Matthew Johnson, Cpl. Andrew Degele, Cpl. Bruce Mealy, Acting Sgt. J.R. Jones and new to the team — Pfc. Yale Partlow, homeless liaison officer, and Cpl. Gale Barnes, Lexington foot patrol officer] really makes the machine run smoothly.”

The homeless liaison program is something Cary launched and she also wants to create a student liaison program that involves younger police administrative staff.

Continued from previous page

Cary, who was patrol operations captain with the University of Oregon Police Department before coming to UMB, says her first experience as chief is “everything it was cracked up to be and then some.”

“Sometimes I have to pinch myself because this is something I aspired to be as a very young lady in college. It took me a long time to get there, but the universe has certain plans for you, and I’m glad it took me a long time to get here. I think it gives me a depth and breadth of what’s needed, though I’m still learning. It’s a great job. I think part of that enthusiasm is because of UMB, and the overwhelming support I get from this campus community.”

Cary says part of building partnerships during the first six months has been building trust. “You know, some people stand by and think ‘what’s she going to do?’ when I’m confronted with challenges,” Cary says. “People needed time to get to know who I am, and see that I’m authentic, that I care. I’m a nice person, but that doesn’t mean that I’m a pushover.”

If there was any doubt about that, she and her husband went scuba-diving with hammerhead sharks over the holiday break. Raised in a tough part of Michigan, she also was prepared for some discrimination as the first female police chief in the UMB Police Department’s 70-year history, but she says her reception has been nothing but welcoming.

“I think part of it is my police experience going back 33 years. It was a lot different in the mid-1980s becoming a female police officer, and I think that makes me a stronger, more vocal person now in standing up for gender equality. I’m in a position to speak for those who can’t advocate for themselves. I think it’s very important that women get the same and equal treatment, both in education and promoting up into the ranks within the department. Both genders bring a lot to law enforcement.”

Full of praise for a police force that was doing “a wonderful job” long before her arrival, Cary has enhanced marketing of the department with uniform changes (new black uniforms for police, minus Stetson hats, and gray and black uniforms for security), community outreach, ride-alongs for students, speaking at orientations and Q&As — even joining her officers in the Polar Bear Plunge at Sandy Point State Park on Jan. 25.

She says she “absolutely” made the right decision to come to UMB and “there’s no looking back.” Need proof? She and her husband have purchased a home and a boat, so the Michigan native can rekindle her childhood days on the Great Lakes. “My husband and I really love it here,” she says. “It’s a great place to be.”

— Chris Zang

CAMPUS CLIMATE SURVEY COMING SOON!

Your voice matters. Make UMB an even better place to work and learn. As a last piece of the 2011-2016 strategic plan, UMB launched a campus climate survey. Now we’re gearing up for a second survey, which will be delivered to you **Feb. 18** via **email directly from Gallup**. So keep an eye on your inbox and let your voice be heard.

HUMAN
RESOURCES



GALLUP®

ATTRACT. ENGAGE. DEVELOP.
www.umaryland.edu/hrs/benefits