

# the PRESIDENT'S MESSAGE

JANUARY 2019



When Executive Vice President and Provost Bruce Jarrell, MD, FACS, took to the stage at the Graduate School's centennial celebration in November, he had history lessons, he had stories, and he had props.

The celebration was held in South Baltimore's historic Parker Metal Building, integral to the city's metal lithography industry, which thrived in the early 20th century, alongside Baltimore's can companies. Dr. Jarrell, dean of the Graduate School, grew up on the Eastern Shore and spent a good bit of his childhood canning tomatoes from the family farm. He talked about the Shore's small canning operations, which largely died off in the 1960s and took the city's can companies with them. Not all of them though. The Independent Can Co. survived, and turns 90 this year.

Independent wasn't the biggest of its competitors, or the strongest. But it was the most innovative. It adapted over and over again. And that was the lesson in the sack of cans Dr. Jarrell lugged up onstage that night — that survival takes more than strength; it takes innovation. It was a theme repeated by every speaker who followed him.

For its first 90 years, UMB's Graduate School was an unsung gem. Its very first dean, Charles Appleman, said in 1940 that it was "invisible," permeating nearly all divisions and departments, but without many signs of its existence.

But change was coming to the Graduate School. Because change already had come to higher education. Certainly, it had come to non-professional universities less insulated from market trends, less insulated from students who demand flexibility and accessibility. Eighty-five percent of college students today are what we call "post-traditional" learners. They're older — working adults with full-time jobs and, yes, full-time families. Many are career-changers or ladder climbers, and are hungry for new knowledge and skills to achieve the goals they're chasing. Many have it all figured out, and just want help customizing their career path and the preparation they'll need for it — from the institutions already invested in their success.

These post-traditional learners require instruction that's easy to access. They need a blend of academic and occupational curricula, and policies that support the delicate balance they're trying to strike. They need stackable credentials, so they don't have to start from scratch if they step out of a program. It's a penalty we levy that almost always means the end of the line for these students.

When I came back to UMB in 2010, not one of our students was enrolled in a program delivered entirely online. We now have 700

fully online students in 14 programs. These are students who've grown up with concepts that many of us in higher education have had to learn: MOOCs, flipped classrooms, hybrid courses.

Of course, our programs at UMB are highly regulated and many need to be. But there has long been room for innovation. And it's into this space that the Graduate School has stepped. The school is establishing an Academy for Lifelong Learning to provide courses, certificates, and other micro-credentials for professionals at all stages of their careers. The Graduate School will provide a central infrastructure for program design, marketing, recruiting, and administration, and faculty from the participating professional schools — along with industry experts — will teach the courses themselves.



DEAN BRUCE JARRELL, TALKING INNOVATION (AND CANNING) AT THE GRADUATE SCHOOL CENTENNIAL CELEBRATION.

The Graduate School is developing a slate of professional master's programs in health sciences education and administration. Its Health and Social Innovation master's program launches this fall, challenging students to apply the principles of entrepreneurship, design thinking, and disruption to solve complex health and social challenges. Part online and part on-site at the Grid,

the program is designed to build leaders who can see problems in new ways and apply never-tried solutions to transform a city that still has so much untapped potential. (As a plug, I'll note here that applications are open, you don't need GRE scores to apply, and the cost for UMB employees is covered by tuition remission. To learn more, click [here](#).)

The Health and Social Innovation program is part of a larger focus for the Graduate School, a focus on the social good — working with local communities, local companies, and entrepreneurs to achieve a vision that civic leaders and neighborhood activists have struggled toward for years. This isn't the only focus, though. The Graduate School is growing student

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opportunities for international learning and global engagement. It now provides instructional support Universitywide, serving as a resource to the professional schools in course design and faculty development. The school is pioneering financing models to ensure that graduate education is accessible to *all* qualified applicants.

I can barely remember a time when the Graduate School was “invisible,” when it was quiet in its excellence. And yet it was just five years ago that the school offered its first program unaffiliated with one of UMB’s professional schools — a certificate in Research Ethics, enrolling just 12 students. Since then, the school has added three unaffiliated master’s programs and 11 fully online post-baccalaureate certificates. The school now appoints its own faculty and receives revenue directly from its program offerings. It enrolls nearly 1,500 students committed to addressing our biggest challenges of human health and well-being. Now 100 years old, the school has come into its own. And with innovation as its ethos, it’s eyeing another century of change.

During the school’s centennial celebration, as Dr. Jarrell prepared to leave the stage, he drew another comparison to the venerable Independent Can Co. Doug Huether, in his early 90s, stepped down as chair of the company’s board a few years ago, and the position was taken over by his son. Mr. Huether said the business had become more and more complex. “I wanted to change before people said, ‘Why don’t you change?’” But he still goes to work each day, five days a week, because it makes him happy, because he wants to be part of the excitement. Dr. Jarrell saw something instructive in that attitude — in committing to innovation as essential to an organization, and getting excited every day for what comes next.

Sincerely,



Jay A. Perman, MD  
PRESIDENT

# QUARTERLY Q&A

*with Dr. Perman*

THURSDAY

**Jan. 17, 2019**

Noon to 1 p.m. | School of Dentistry, Room G205

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

***This session will focus on sexual harassment and Title IX.***



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

# LAURELS

JANUARY 2019

## UNIVERSITYWIDE



BONNIE BISSONETTE

**Bonnie Bissonette, EdD**, director, Education Abroad and International Safety, Center for Global Education Initiatives, delivered opening remarks at the

Sen. Paul Simon Award for Campus Internationalization ceremony in Washington, D.C., in her role as vice president of NAFSA: Association of International Educators.



COURTNEY J. JONES CARNEY



EBONY NICHOLSON

**Courtney J. Jones Carney, MBA**, director, and **Ebony Nicholson, MSW**, academic coordinator, Interprofessional Student Learning & Service Initiatives, were granted University System of Maryland approval for a post-baccalaureate certificate in Intercultural Leadership, which will be launched in the Graduate School in fall 2019. This innovative certificate will equip students with an understanding of intercultural competence and the necessary tools for working across cultural differences.

**Sarah Dababnah, PhD**, assistant professor, School of Social Work (SSW), SSW alums **Karen Campion, MSW '17**, and **Helen Nichols, PhD '17**, and **Katherine Downton, MSLIS**, Health Sciences and Human Services Library, were among the

co-authors of “The Relationship Between Children’s Exposure to Intimate Partner Violence and Intellectual and Developmental Disabilities: A Systematic Review of the Literature,” which was published in the *American Journal on Intellectual and Developmental Disabilities*.

Security officer **Ferdine Ramadan**, who acted quickly and decisively to defuse a potentially dangerous situation in Health Sciences Research Facility I, was honored as UMB’s November Employee of the Month.



FERDINE RAMADAN WITH (FROM LEFT) SECURITY OFFICER WILLIAM GRIFFIN, POLICE CHIEF ALICE CARY, DEPUTY CHIEF THOMAS LEONE, AND ASSISTANT CHIEF DAMEON CARTER.

**Virginia Rowthorn, JD, LLM**, executive director of the Center for Global Education Initiatives, is senior author of “Reconfiguring a One-Way Street: A Position Paper on Why and How to Improve Equity in Global Physician Training,” which was published in *Academic Medicine*.

Two members of the School of Social Work Promise Heights team, **Shasha Satchell**, resource mom/certified lactation counselor/doula, and **Meldon Dickens**, resource dad, along with **Wendy Lane, MD, MPH**, clinical associate professor, School of Medicine, Department of Epidemiology and

Public Health, presented program updates regarding the expansion work in the Greater Mondawmin community at the annual Association of American Medical Colleges, Learn Lead Serve 2018 conference, held in Austin, Texas. The group presented highlights on a breastfeeding survey of African-American women’s knowledge, attitudes, and barriers encountered in breastfeeding.



RAJANIECE M. THOMPSON

**Rajaniece M. Thompson, CCMA** AmeriCorps Vista member for the Office of Community Engagement, presented a poster on the progress

of building sustainability at the Community Engagement Center. This presentation took place at the 2018 Campus Compact Mid-Atlantic Presidents’ Institute 10th Anniversary Celebration at Gallaudet University.

**Tara Wink, MLS**, historical collections librarian, Health Sciences and Human Services Library, co-presented “Underrepresented Archives” at the Mid-Atlantic Regional Archives Conference in Wilmington, Del.



BRIAN ZELIP

**Brian Zelip, MSLIS, MA**, emerging technologies librarian, Health Sciences and Human Services Library, presented “Making for Health and Life

Sciences Education and Research” at the Construct3D 2018 Conference at Georgia Institute of Technology.

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# LAURELS

JANUARY 2019

## SCHOOL OF DENTISTRY

**Seyed Omid Dianat**, resident, Division of Endodontics, received a research grant from the Foundation for Endodontics for his research proposal “The Accuracy and Efficiency of a Dynamic 3D Navigation System for Negotiating Calcified Canals.”



GARY HACK

**Gary Hack, DDS**, clinical associate professor, Department of Advanced Oral Sciences and Therapeutics, gave a presentation titled “Diabetes & Dentistry” to the Howard County Dental Association.



MARY ANNE MELO

**Mary Anne Melo, DDS, MSc, PhD**, associate professor, Division of Operative Dentistry, authored a paper titled “Human In Situ Study of the Effect of Bis(2-

Methacryloyloxyethyl) Dimethylammonium Bromide Immobilized in Dental Composite on Controlling Mature Cariogenic Biofilm,” which was published in the *International Journal of Molecular Science*.

**Ke Ren, PhD, MD**, professor, Department of Neural and Pain Sciences, **Mark A. Reynolds, DDS, PhD, MA**, dean and professor, **Abraham Schneider, DDS, PhD**, associate professor, Department of Oncology and Diagnostic Sciences, **Michael D. Weir, PhD**, research assistant professor, and **Huakun Xu, MS, PhD**, professor and director,

both of the Division of Biomaterials and Tissue Engineering, were among the co-authors of “Novel Metformin-Containing Resin Promotes Odontogenic Differentiation and Mineral Synthesis of Dental Pulp Stem Cells,” which was published in *Drug Delivery and Translational Research*.



DAN YANG

Student **Dan Yang** received a Basic Science Research award at the Hinman Student Research Symposium in Memphis, Tenn.

## CAREY SCHOOL OF LAW



BARBARA BEZDEK

**Barbara Bezdek, JD, LLM**, professor, presented “Commoning Theory and the Baltimore Community Land Trust Movement” at the Celebrating

Commons Scholarship Conference co-sponsored by the International Association for the Study of the Commons and Georgetown University Law Center.

**Patricia Campbell, JD, LLM**, director, Intellectual Property Law Program and the Maryland Intellectual Property Legal Resource Center, served on a panel on patent law and gave remarks regarding *Helsinn Healthcare S.A. v. Teva Pharmaceuticals USA, Inc.*, an on-sale bar case that’s currently before the Supreme Court, at the annual Federal Circuit Symposium at American University.

**Karen Czapan斯基, JD**, professor, gave a talk on the secondary sales of structured settlement benefits by young adults affected by childhood lead poisoning at the annual meeting of the National Structured Settlements Trade Association in San Diego.



PAULA MONOPOLI

The review essay “Mother. Author. Orator. Woman Suffrage Leader: The Feminist Legacy of Elizabeth Cady Stanton” by **Paula Monopoli, JD**, Sol & Carlyn Hubert

Professor of Law and founding director, Women Leadership & Equality Program, was selected for inclusion in *Women and the Law*, a collection of the leading legal scholarship on women’s rights from the past year.

**William Moon, JD**, assistant professor, presented “Delaware’s New Competition” and participated in a panel discussion at “Contests of Powers/Conflicts of Values: Law in a Transnational and Transsystemic Society” hosted by the McGill University Faculty of Law.



ROBERT PERCIVAL

**Robert Percival, JD**, Robert F. Stanton Professor of Law and director, Environmental Law Program, presented “Water Law in the Supreme Court

in the Wake of Justice Kennedy’s Retirement,” the keynote address of the National Association of Clean Water Agencies National Clean Water & Enforcement Seminar in San Diego.

# LAURELS

JANUARY 2019



AARTI SIDHU

**Aarti Sidhu, JD '18**, was selected as one of the Open Society Institute of Baltimore's 2018 Community Fellows for her "Represent Youth: Baltimore School Justice" initiative.

## SCHOOL OF MEDICINE

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



RONG CHEN

**Rong Chen, PhD**, assistant professor, Department of Diagnostic Radiology and Nuclear Medicine, was among the co-authors of "Distinct and Dynamic ON

and OFF Neural Ensembles in the Prefrontal Cortex Code Social Exploration," published in *Neuron*.

**Laura Diegelmann, MD, RDMS**, clinical assistant professor, Department of Emergency Medicine, was among the co-authors of "Does Point-of-Care Ultrasonography Improve Clinical Outcomes in Emergency Department Patients with Undifferentiated Hypotension? An International Randomized Controlled Trial from the Shoc-ED Investigators" published in the *Annals of Emergency Medicine*.

**Howard Dubowitz, MBChB, MS, FAAP**, professor, Department of Pediatrics, was given the Kempe Lectureship Award by the International Society for the



HOWARD DUBOWITZ

Prevention of Child Abuse and Neglect in recognition of "significant contributions to the welfare of children worldwide."



GARY FISKUM

**Gary Fiskum, PhD**, the M. Jane Matjasko Professor for Research in Anesthesiology, **Wei Chao, MD, PhD**, the Dean's Endowed Professor of Anesthesiology,

and **Alan Cross, MD**, professor, Department of Medicine, were awarded a three-year, \$1.2 million grant from the U.S. Air Force for "Characterization of the Effects of Aeromedical Evacuation (hypobaric and/or hypoxia) on the Downstream Sequelae of Traumatic Injury."



ANN GRUBER-BALDINI

**Ann Gruber-Baldini, PhD**, professor, Department of Epidemiology and Public Health, received a five-year, \$3,508,117 National

Institutes of Health R01 grant for "PROMIS: Profile Measures in Older Adults: Identifying Cognitive Thresholds for Reliable and Valid Responses."

**Anthony Harris, MD, MPH**, professor, Department of Epidemiology and Public Health, received a three-year, \$1,007,219 grant from the Agency for Healthcare and Research Quality

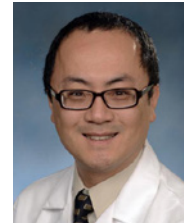
for "Use of Electronic Data to Improve Risk Adjustment for Antibiotic Utilization Metrics."



XIAOFENG JIA

**Xiaofeng Jia, MD, PhD**, associate professor, Department of Neurosurgery, received a five-year National Institutes of Health R01 \$1,689,845 grant from the National

Institute of Neurological Disorders and Stroke for "Brain Recovery After Cardiac Arrest with Metabolic Glycoengineered Stem Cells."



YOUNG KWOK

**Young Kwok, MD**, associate professor, Department of Radiation Oncology, was among the authors of "Sequence of Hormonal Therapy and Radiotherapy Field Size in

Unfavourable, Localised Prostate Cancer (NRG/RTOG 9413): Long-Term Results of a Randomised, Phase 3 trial," e-published in *Lancet Oncology*.



MARK MISHRA

**Mark Mishra, MD**, associate professor, Department of Radiation Oncology, was among the authors of "Evaluating the Cost-Effectiveness of Hydrogel

Rectal Spacer in Prostate Cancer Radiotherapy," e-published in *Practical Radiation Oncology*.

# LAURELS

JANUARY 2019



RAJABRATA SARKAR

**Rajabrata Sarkar, MD, PhD**, the Barbara Baur Dunlap Professor of Surgery, was among the authors of “Tumor Suppressor Protein P53 Negatively Regulates

Ischemia-Induced Angiogenesis and Arteriogenesis,” e-published in the *Journal of Vascular Surgery*.



OWEN WOODWARD

**Owen Woodward, PhD**, assistant professor, Department of Physiology, was a senior author of “Large-Scale Whole-Exome Sequencing Association

Studies Identify Rare Functional Variants Influencing Serum Urate Levels,” published in *Nature Communications*.

## SCHOOL OF NURSING

The school and Howard Community College (HCC) in Columbia, Md., recently signed an agreement of dual admission that will ensure a smooth transition from HCC’s Associate Degree in Nursing program to UMSON’s Bachelor of Science in Nursing program. This is the 11th such agreement that UMSON has signed with community colleges statewide.

Six faculty members have received \$20,000 New Nurse Faculty Awards, the maximum possible award amount, for Fiscal Years 2019-21: **Oluchi Ayichi, DNP ’17, MS ’11, BSN ’01, RN, CRNP**, assistant professor;

**Kimberly Callender, DNP, CRNP, APRN-BC**, assistant professor; **Seon-Yoon Chung, PhD ’16, RN**, assistant professor; **Elizabeth Johnson, MSN, CPNP-PC**, clinical instructor; **Amanda Roesch, DNP, MPH, FNP-C**, assistant professor; and **Doris Titus-Glover, PhD, MSN, RN**, assistant professor. Funds, provided by the Health Services Cost Review Commission and administered by the Maryland Higher Education Commission, can be used to supplement a fellow’s salary, to pay for graduate education expenses, and to cover professional development and associated costs.



LORI HARRIS

**Lori Harris**, director, **Ginger Pritchett**, registration coordinator, and **Cindy Pumphrey**, assistant director, all in registration and clinical placements, presented

“Finding Your Superpowers” at the 88th Annual Middle States Association of Collegiate Registrars and Officers of Admission meeting in Hershey, Pa. About 50 fellow registration and admission officers from the middle states joined the session, where participants learned to identify their talents and turn them into superpowers.



GINGER PRITCHETT



CINDY PUMPHREY



YOLANDA OGBOLU

**Yolanda Ogbolu, PhD ’11, MS ’05, BSN ’04, CRNP-Neonatal, FAAN**, associate professor and director, Office of Global Health, has been awarded a three-year, \$683,000 Global

Ideas for U.S. Solutions grant from the Robert Wood Johnson Foundation to study disadvantaged communities in West Baltimore to understand the impact of social isolation on health.

**Rosemarie DiMauro Satyshur, PhD, RN**, assistant professor, presented “Family Caregiving in Maryland: Challenges, Rewards, and a Call for Lifespan Respite Care” at the American Public Health Association Annual Meeting and Expo in San Diego.

## SCHOOL OF PHARMACY



SERGE ALEXISHIN

Student **Serge Alexishin** has received a one-year, \$5,000 grant from the American Foundation for Pharmaceutical Education for “An LC-ICP-MS Bioanalytical Method to Measure Iron Release in Iron Nanoparticle Drug Products.”

**Susan dosReis, PhD**, professor, Department of Pharmaceutical Health Services Research, has received a one-year, \$156,000 contract from



SUSAN DOSREIS

# LAURELS

JANUARY 2019

Pharmaceutical Research and Manufacturers of America for “Patient-Driven Value Elements in an Economic Evaluation for the Treatment of COPD.”



MATHANGI GOPALAKRISHNAN

**Mathangi Gopalakrishnan, PhD**, research assistant professor, Department of Pharmacy Practice and Science, has received a one-year, \$46,080 contract from

Caitta, Inc. for “Senior Scientist Support Services.”



SOPHIA JOHNSON

**Sophia Johnson, PharmD, MPH, PhD**, assistant professor, Department of Pharmacy Practice and Science, has been appointed to the editorial board of the

*International Journal of Multiple Research Approaches*.



ALEXANDER MACKERELL JR.

**Alexander MacKerell Jr., PhD**, the Grollman-Glick Professor of Pharmaceutical Sciences and director, Computer-Aided Drug Design

Center, has been designated a World Class Researcher by Clarivate Analytics for his “exceptional research performance, demonstrated by production of multiple highly cited papers that rank in the top 1 percent by citations for field and year in Web of Science.”



JASON NOEL

**Jason Noel, PharmD**, associate professor, Department of Pharmacy Practice and Science, has received a one-year, \$5,535 contract from Walter Reed National Military Medical Center for “Pharmacy-Based Immunization Delivery Certificate Training Program.”

**Erika Pixley, MBA**, senior academic program specialist, was honored as UMB’s Employee of the Month for December for her stellar work in managing the Master of Science and Graduate Certificate Program in Palliative Care in the school’s Department of Pharmacy Practice and Science.



ERIKA PIXLEY RECEIVES HER PLAQUE FROM DR. PERMAN WITH SCHOOL OF PHARMACY COLLEAGUES LISA CALVERT CHALK (FAR LEFT) AND MARY LYNN MCPHERSON.

**Jana Shen, PhD**, associate professor, Department of Pharmaceutical Sciences, and co-director, Computer-Aided Drug Design Center, has received a



JANA SHEN

one-year, \$100,000 grant from the University of Maryland, College Park for “Thin Film Biofabrication for Integrated Bio-electronics.”

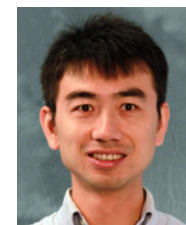


HONGBING WANG

**Hongbing Wang, PhD**, professor, Department of Pharmaceutical Sciences, has received a nine-month, \$29,000 contract from Johns Hopkins University for

“Understanding the Pathogenesis of Elevated Androgen Induced Metabolic Dysfunction in Females.”

**Fengtian Xue, PhD**, associate professor, Department of Pharmaceutical Sciences, has received an eight-month, \$115,000 grant from the Maryland Technology Development Corp. for “Wnt/beta-catenin Pathway Inhibitor and AMPK Activator YW2065 for Colorectal Cancer.”



FENGTIAN XUE

## SCHOOL OF SOCIAL WORK

**Charlotte Bright, PhD**, associate professor and associate dean for doctoral and postdoctoral education, has been named editor-in-chief of the NASW journal *Social Work Research*.



CHARLOTTE BRIGHT

# LAURELS

JANUARY 2019



JOHN CAGLE

Research by **John Cagle, PhD**, associate professor, is included in the new book *Families in the Intensive Care Unit: A Guide to Understanding, Engaging, and Supporting at the Bedside*.

For the second year in a row, **Joan Davitt, PhD**, associate professor, was a judge for the University of Pennsylvania Rothberg Catalyzer Makerthon. The Makerthon is similar to a hackathon, except that interdisciplinary student teams collaborate to build innovative hardware solutions to health problems.



GISELE FERRETTO

**Gisele Ferretto, MSW**, clinical instructor, manager for field education training and liaison coordinator, Office of Field Education, was recognized by the Council

for Social Work Education for her mentorship efforts at the organization's national conference in November.



ALLISON HEPWORTH

Postdoctoral fellow **Allison Hepworth, PhD**, presented a scientific poster titled "Maternal Adult Attachment Style and Infant Weight Status Among Latino

Home-Based Early Head Start Participants" at the Mid-Atlantic Nutrition Obesity Research Center Symposia at the School of Medicine.

**Karen Hopkins, PhD**, associate professor, **Megan Meyer, PhD**, associate dean for academic affairs, **Amy Cohen-Callow, PhD**, clinical assistant professor, graduate and PhD student **Nicole Mattocks, MSW '10**, and PhD student **Jenny Afkinich** are co-authors of "Implementation and Impact of Results-Based Accountability Learning Successes and Challenges with Human Service Professionals of Color in Urban Agencies," which was published in *Race and Justice*.



HYUN-JIN JUN



RICHARD BARTH



LISA FEDINA

Postdoctoral fellow **Hyun-Jin Jun, PhD**, Dean **Richard Barth, PhD, MSW**, and alumna **Lisa Fedina, PhD '18**, are co-authors of "Association of Exposure to Police

Violence with Prevalence of Mental Health Symptoms Among Urban Residents in the United States," which was published in *JAM Network Open*.



BETHANY LEE

**Bethany Lee, PhD**, associate professor, is the new editor-in-chief of the journal *Residential Treatment for Children & Youth*,

which focuses on conceptual and empirical studies related to residential services for youth.



SHAWNA MURRAY-BROWNE

Kindred Community Healing, led by PhD student **Shawna Murray-Browne, LCSW-C**, was awarded \$85,748.25 through the

Baltimore Children and Youth fund to implement the youth program Sista SoulQuest. It is a culturally informed, intergenerational sister circle program intended to provide safe space for girls of color.



HOWARD A. PALLEY

**Howard A. Palley, PhD**, professor emeritus, recently delivered a paper, "Canadian Health Care Delivery: Federalism, Accountability and the National

Role," at the Conference of the Middle Atlantic and New England Council for Canadian Studies, held in Lake Placid, N.Y.

Maryland's Department of Education has provided over \$215,000 to the school to help fund year two of **Social Work Community Outreach Service's** James McHenry Next Generation Scholars Program. The project supports James McHenry Elementary/Middle School students who are interested in exploring college and careers in the STEM fields.



JANUARY 2019

## MIKULSKI URGES CIVIC ENGAGEMENT

Barbara Mikulski, MSW '65, was a social worker before launching her legendary and pioneering 45-year political career, but she doesn't consider it a former job.

"People always say that I was once a social worker, but I say this: If you are a social worker, there's never a 'once,'" said Mikulski, drawing applause as the featured guest in the University of Maryland, Baltimore (UMB) President's Panel on Politics and Policy on Nov. 27 at the SMC Campus Center. "You are a social worker forever in whatever you do and whatever you become. And I think going into politics is social work with power."

A proud graduate of the University of Maryland School of Social Work, Mikulski talked about those social work roots, community organizing, civility in Washington, presidential politics, the 2020 census, and more in her conversation with UMB President Jay A. Perman, MD. She also took questions from the crowd of 220-plus that filled the Elm Ballrooms for the seventh installment of the panel series, which was launched in January 2017 to examine issues important to the University community that are likely to be affected by the Trump administration and Congress. (*Read about past speakers [here](#), and see a photo gallery of the Mikulski event [here](#).*)

In his introduction, Perman described Mikulski as his friend and advisor and detailed her trailblazing work as a champion for women, higher education, seniors, and the disadvantaged as the longest-serving woman ever in the U.S. Senate. He pointed out that when Mikulski was asked why she wasn't seeking a sixth term in 2016, she said, "Well, do I spend my time raising money, or do I spend my time raising hell?"

"You know which one she chose," Perman said with a smile.

Indeed, during the hourlong event, Mikulski showed the mix of feisty and folksy that made her a Maryland political legend and a 30-year force in the Senate, stressing that interpersonal relationships and unconventional thinking often are the keys to getting things accomplished. Now a professor of public policy at Johns Hopkins University, Mikulski began by recounting her shift from social worker to community organizer, rallying opposition to a federal highway construction project in Baltimore 50 years ago.



AFTER 30 YEARS IN THE U.S. SENATE, BARBARA MIKULSKI DECIDED NOT TO SEEK A SIXTH TERM, SAYING, "WELL, DO I SPEND MY TIME RAISING MONEY, OR DO I SPEND MY TIME RAISING HELL?"

"I said, 'Look, we need to fight this,'" Mikulski said. "So we got people in the community together at a bar, had a few shots of ouzo, and said we have to give ourselves a militant name and create the illusion of power. So we came out with SCAR, the Southeast Council Against the Road, and I began the highway fight that took me into politics."

In her next stop, early during her tenure on the Baltimore City Council that began in 1971, Mikulski said she asked the body's president to go outside the committee structure to create a rape task force, aiming to treat women who had been assaulted as trauma victims rather than merely crime victims. Counting the task force as among her proudest achievements, Mikulski said of her approach, "Always go outside the box, because otherwise you leave yourself in a box forever."

This type of thinking was present during her time in the House of Representatives (1976-1986) and in the Senate (1986-2017), she said, particularly in regard to bipartisanship. Mikulski, a Democrat, recalled that in the early 1990s a newly elected Republican senator from Texas, Kay Bailey Hutchison, reached out

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THE CROWD THAT PACKED THE ELM BALLROOMS FOR BARBARA MIKULSKI'S APPEARANCE PAID ATTENTION TO HER EVERY WORD AND HAD MANY QUESTIONS FOR HER AT THE END.

to her for a meeting and, despite her staff's misgivings, she obliged. This led to a friendship with Hutchison and regular meetings among female senators from both political aisles, she said.

"We didn't agree on a lot of issues," Mikulski said. "But we agreed on two things first: We would approach each other in a zone of civility and we would never demonize each other. We would always interact with integrity, a sense of honor, and intellectual rigor."

Mikulski said that areas of agreement included promoting women's economic empowerment and especially women's health. "We all agreed if we were going to 'Race for the Cure,' we wanted to lead the marathon," Mikulski said.

#### SEARCHING FOR COMMON GROUND

Staying on the topic of political relations, Perman asked about the state of affairs in Washington today and whether the partisan divide could ever be bridged. While lamenting the vitriol and gridlock, Mikulski was optimistic that newcomers in the next Congress — "a blue wave that I'd hoped would be a tsunami," she said — could help to turn the tide of negativity.

"There's a tremendous new group coming in and a lot of new women got elected," Mikulski said. "And not only does the blue wave wear lipstick and high heels, it wears camouflage. Many of the women coming in have had military service. And these veterans bring a different view. They're a different generation. They're not only going to come to fight for veterans' health care, but they will oppose wars that should not be fought and make sure we win wars if we're going to fight them."

"Most important, I believe they're going to put country over party. I think that they're going to make a difference, not only in terms of policy, but in terms of tone and tenor. Keep an eye on them."

One of many attendees who asked questions at the end asked about her thoughts on the 2020 presidential race. Mikulski said she thinks that the Democratic nominee will come out of the West or Midwest and that President Donald Trump will face a challenge from within the Republican Party. She said the Democrats' race could be over quick, partly because California's primary was moved from June to March, and she mentioned four senators — Amy Klobuchar, Kamala Harris, Cory Booker, and Sherrod Brown — as possible contenders.

"These are very talented people," she said. "You also have Joe Biden pondering a run and Bernie Sanders pondering another run. So it's going to be exciting."

#### 2020 CENSUS CRITICAL FOR BALTIMORE

Bringing the discussion back to the local level, Mikulski, a lifelong resident of Baltimore, stressed the importance of the city's participation in the 2020 census, tasking Perman and the University community with aiding Mayor Catherine Pugh to make sure every person is counted so the city can receive its fair share of federal funds.

"The consequences for Baltimore and Maryland are significant," Mikulski said. "Eighty-five percent of all federal funds that will come to Baltimore will be formula-driven, from Medicaid to mass transit, from Section 8 housing to school lunch programs. If we don't get the census right, we will disadvantage ourselves for a decade — *for a decade!*"

An undertaking like the census, Mikulski added, is where members of the UMB community can learn real-world lessons in civic engagement. And while she recognizes the power of technology and social media, she hopes that young people will realize that it takes more than emails, tweets, or hashtags to effect social change.

"This is a fantastic tool for organizing," Mikulski said, holding up her cellphone, "but it's also bloodless, you know? You might get the email, but you don't get the person. So that's why there's nothing like interpersonal gatherings."

"I would encourage civic engagement and volunteerism, and my advice is this: Don't treat civic engagement like it's just an event. 'Oh, I will go to the march. Oh, I will race for the breast cancer cure.' That's great. That's wonderful. But you've got to do more than that."

"Engagement has to be a lifestyle, not an event."

— Lou Cortina

# DIVERSITY

JANUARY 2019

## SCHOOL OF MEDICINE LAUNCHES CULTURAL TRANSFORMATION



LOUISA PEARTREE



DONNA PARKER



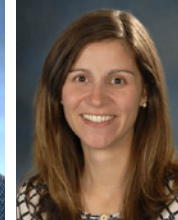
NANCY LOWITT



SANDRA QUEZADA



MARY POOTON



ELIZABETH LAMOS



JAMES KAPER

University of Maryland School of Medicine (UMSOM) Dean E. Albert Reece, MD, PhD, MBA, announced that, as part of a new schoolwide Program in Cultural Transformation, UMSOM will launch a major restructuring of its senior leadership positions to ensure that women are represented at the school's highest levels.

The Program in Cultural Transformation was launched Nov. 30 to faculty, students, and staff during a multi-day "listening tour" conducted across the UMSOM constituents. The program will be designed to transform UMSOM's culture into a national model for a respectful, inclusive, and professional work environment.

### NEW EXECUTIVE PROMOTIONS

Reece said the following changes will be effective immediately:

- Several women in the organization will be promoted to executive leadership positions, including to the positions of chief operating officer for UMSOM, senior associate dean for medical student education, associate dean for medical student admissions, and associate dean for faculty affairs and cultural transformation.
- A Dean's Advisory Committee on Cultural Transformation will be formed to assess progress on a regular basis and make specific recommendations for action.
- A new senior-level member of the Dean's Executive Cabinet will be given the responsibility of overseeing a slate of new and existing initiatives that represent significant changes in all aspects of professionalism and conduct in UMSOM's culture.
- A new TransformMed email box has been created ([TransformMed@som.umaryland.edu](mailto:TransformMed@som.umaryland.edu)) for anyone in the UMSOM community to raise concerns, ask questions, and share ideas for the Program in Cultural Transformation, or for issues to be brought to the attention of the dean or the executive cabinet.

Currently, women represent 40 percent of the full-time faculty and 60 percent of the medical students at UMSOM. In the new management structure, women will make up 43 percent of the Dean's Executive Cabinet and 23 percent of UMSOM senior leadership, including department chairs, members of the Dean's Executive Cabinet, and directors of programs, centers, and institutes.

Academic medicine has been identified nationally as having a high risk for issues and occurrences related to discrimination, inequity, and harassment to occur, according to a report published recently by the National Academies of Science, Engineering, and Medicine.

"Addressing these issues starts with assembling a diverse leadership team that can help guide us through this process of making real substantive cultural changes. These new appointees will also provide strong academic and scientific leadership of the various programs and academic units within the UMSOM," said Reece, who also is executive vice president for medical affairs, University of Maryland, Baltimore (UMB), and the John Z. and Akiko K. Bowers Distinguished Professor.

Reece has launched national leadership searches and executive leadership promotions as part of the overall cultural transformation initiative. He announced the following promotions, effective immediately:

**Louisa Peartree, MBA**, who is currently senior associate dean for finance and business affairs, is promoted to chief operating officer of UMSOM. In her new role as senior associate dean and chief operating officer, Peartree will oversee and manage, along with her team, all of the operational, financial, facilities, and business affairs for UMSOM.

**Donna Parker, MD**, who is currently associate dean for student affairs, is promoted to senior associate dean for medical educational programs. Parker, who received her medical degree and postgraduate training at UM, will now oversee the Office of

*Continued from previous page*

Student Affairs, the Office of Medical Education, the Office of Admissions, and the Office of Student Research for UMSOM. She also will continue her medical practice on a part-time basis as associate professor in the Department of Medicine.

**Nancy Lowitt, MD, EdM**, who is currently associate dean for faculty affairs and chief conflict of interest officer for UMSOM, will assume leadership of the Program in Cultural Transformation. She will spearhead a steering committee charged with developing and implementing all aspects of the program. Lowitt already has been involved in several initiatives designed to help women develop as leaders at UMSOM. During the past two years, she has led a series of leadership workshops for junior faculty and formed an informal working group for women faculty to discuss mentoring, work-life balance, caregiving, and individual wellness.

**Sandra Quezada, MD, MS**, who is currently interim associate dean for admissions, is promoted to associate dean for medical school admissions and serves as the senior admissions officer for UMSOM. Quezada will continue her part-time medical practice as an assistant professor of medicine in the Division of Gastroenterology and Hepatology.

**Mary Pooton** is promoted to assistant dean for development. Pooton, who has been with UMSOM's Office of Development since 2005, will oversee and direct all of the operational and strategic initiatives for UMSOM's development office.

**Elizabeth Lamos, MD**, is promoted to assistant dean for student affairs. She is currently serving on the staff of UMSOM's Office of Student Affairs, providing counseling and mentoring to medical students. She also is on the faculty in the Department of Medicine, Division of Endocrinology.

**James Kaper, PhD**, is promoted to vice dean for academic affairs. As senior associate dean for academic affairs, he helped coordinate many of the existing cultural programs that helped women scientists advance in their careers. Notably, he provided academic leadership with a schoolwide team that resulted in an eight-year LCME accreditation for UMSOM.

#### **ADDRESSING NEED FOR BROAD CULTURAL CHANGES**

According to Lowitt, the Program in Cultural Transformation will be developed as an academic program involving all the departments of UMSOM and in close collaboration with the University of Maryland Medical Center (UMMC). As such, it will include a series of metrics-based initiatives to monitor

progress and success in promoting leadership, professionalism, diversity, and a respectful and inclusive work environment.

Lowitt will name a steering committee to help guide the new program. "We know that our ability to provide high-quality patient care, ensure patient safety, develop new devices and therapies, test new ideas, and teach our students and colleagues depends on an environment and a culture defined by professionalism, respect, and collaboration, and where all have the opportunity to contribute and to succeed," Lowitt said.

A broad "Organizational Culture Scan," conducted in 2018 by an outside consulting firm, examined the cultural climate of UMSOM and UMMC. Key areas of focus included accountability, fair/respectful/inclusive work environment, retaliation and retribution, appreciation/value, collaboration/teamwork, and communication. The independent evaluators found strengths and identified areas that could be improved.

As a result of this assessment, UMB, UMMC, and UMSOM have collaborated during the past year to enact a series of initiatives to focus broadly on civil behavior, including the appreciation of and respect for and acceptance of others. There will be new policies and training on how to report instances of unethical and unprofessional behaviors, including sexual harassment and assault and discrimination on the basis of race, religion, national origin, and sex. UMSOM and UMMC are working closely with UMB's Title IX officer and a university compliance office on these initiatives.

Over the past year, under the leadership of Quezada, UMSOM implemented training in "Unconscious Bias in Everyday Life" to help students, residents, faculty, and UMSOM leadership understand how unconscious bias might be impacting day-to-day decisions. The program now continues on a regular basis.

#### **SUPPORTING WOMEN IN LEADERSHIP DEVELOPMENT**

In 2017, UMSOM implemented a leadership development workshop series that targeted faculty at the associate professor level, and another leadership development workshop series that targeted junior faculty. These workshops provided opportunities for participants to develop and practice their skills and to take steps to becoming our next generation of leaders.

A number of women faculty leaders also have been working with Lowitt to develop and implement new initiatives for faculty regarding work-life balance and resilience, mentorship for academic promotion, and the importance of individual wellness in a culture defined by caregiving.

Continued from previous page

Under the leadership of Associate Dean for Research Career Development Wendy Sanders, MA, UMSOM began a Scientific Leadership & Professional Development Program for Faculty, with Special Emphasis on Women and other Minorities. This program emphasizes diversity, retention, and collaborative skills. The program includes sessions on overcoming the challenges facing women and minorities as leaders, and it provides a series of steps and strategies for leadership in a diverse scientific environment.

#### COLLABORATING ON CULTURAL IMPROVEMENTS AT UMMC

UMSOM also has been collaborating with UMMC on a number of cultural initiatives. This year, a joint UMSOM/UMMC task force was formed to lead the efforts toward a culture transformation with the goal of improving communication, aligning processes, and allowing for greater employee empowerment across the two institutions.

- The “Just Culture” Initiative is a metrics-based approach designed to balance organizational and individual accountability while maintaining a continuous learning environment.
- The UMMC Professionalism Enhancement Initiative was formed in 2016 to focus attention on achieving rapid follow-up of reported professionalism concerns.

“Our goal is to unify all of these new and existing initiatives and make the implementation and measurement of these as high a strategic priority as we set for our other mission areas,” Reece said. “In doing so, we will truly change the culture across our institution. We want everyone in our environment to feel supported and confident, and to feel free to report untoward conduct without fear of reprisals. To this end, we hope to serve as a national model for others in academic medicine.”

— Joanne Morrison

See Dean Reece’s *video* on the Program in Cultural Transformation.

DIVERSITY  
ADVISORY  
COUNCIL

UNIVERSITY OF MARYLAND, BALTIMORE COMMEMORATES

## Dr. Martin Luther King Jr. & Black History Month 2019



### KEYNOTE SPEAKER

## ANGELA ALSOBROOKS, JD

- ▶ First woman elected as Prince George’s County (Md.) Executive
- ▶ 1996 graduate of University of Maryland Francis King Carey School of Law
- ▶ Served two terms as state’s attorney for Prince George’s County, the first woman and youngest ever elected to the post

**FEB. 6, 2019** | Noon to 1:30 p.m.

**MSTF Leadership Hall**

Followed by light refreshments in the atrium



Event is free to UMB staff, faculty, and students, but registration is required by Jan. 30.

REGISTER TODAY AT [umaryland.edu/mlk](http://umaryland.edu/mlk)

# COLLABORATION

JANUARY 2019

## SEED GRANT GROWS UMB-UMCP RESEARCH



UMB PRESIDENT JAY A. PERMAN SAID THE SEED GRANT PROGRAM SHOWS THE UNIVERSITIES' COMMITMENT TO THEIR MISSIONS.



UMCP PROFESSOR STEPHEN THOMAS DESCRIBES THE "BARBERSHOP" RESEARCH HE DID JOINTLY WITH UMB SCHOOL OF PHARMACY DEPARTMENT CHAIR C. DANIEL MULLINS.

C. Daniel Mullins, PhD, is a professor and department chair at the School of Pharmacy at the University of Maryland, Baltimore (UMB). Stephen Thomas, PhD, MS, is a professor at the University of Maryland, College Park (UMCP) in the School of Public Health and the director of the Maryland Center for Health Equity. Despite the two working in different disciplines at institutions separated by 35 miles, they are united under a common interest: the barbershop.

For the past year, Mullins and Thomas have been working in tandem to conduct interviews and gather information from patrons at barbershops throughout Baltimore City and southern Prince George's County. The data was part of their collaborative research aimed to increase African-American participation in genomics clinical research that collects DNA.

Utilizing each other's strengths, Mullins and Thomas were able to connect, collaborate, and present their findings at the 11th Annual UMB-UMCP Seed Grant Symposium on Nov. 19 at UMCP.

(View a [photo gallery](#).)

The symposium was the culmination of the 2017-2018 UMB-UMCP Seed Grant Program, which provides startup funding for combined complementary research projects, selected from a number of joint research proposals. The goal of the program is to encourage faculty members from UMB and UMCP to use their respective disciplines to collaborate on new avenues of research that could not otherwise be explored by either university alone.

"We had a barbershop colon cancer screening initiative in Prince George's County and Washington, D.C., so when Daniel and I connected we thought about how back in the 1800s the origins of organized black barbershops came out of Baltimore," explained Thomas. This coupled with the fact that one of Mullins' mentors was the late Dr. Elijah Saunders, a professor at the School of Medicine and one of the pioneers of the barbershop initiatives in Baltimore, sealed the deal on their partnership. "It was the beginning of a great collaboration," continued Thomas.

Mullins and Thomas were one of four teams to receive funding from the UMB-UMCP Seed Grant Program in 2017. The teams included Mullins' pharmacy colleague Bruce Yu, PhD, paired with Taylor Woehl, PhD, from the A. James Clark School of Engineering; Kelly Doran, PhD, RN, from the School of Nursing paired with Jessica Magidson, PhD, from the College of Behavioral and Social Sciences; and Richard Pierson, MD, and Jonathan Bromberg, MD, PhD, from the School of Medicine paired with Christopher Jewell, PhD, from the A. James Clark School of Engineering.

During the symposium, each team presented its findings, answered questions, and discussed the next steps for its research. Topics ranged from engineering lymph nodes as a form of therapy for autoimmune diseases and transplant rejection to peer advocacy and intervention for low-income substance abusers. The program brought together professionals from across all disciplines who may have never had the opportunity to collaborate otherwise.

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Laurie Locascio, PhD, who in July was appointed by both presidents to oversee research at UMCP and UMB, sees the potential in those connections and hopes that the seed grant program will continue to cultivate interdisciplinary collaboration, which will then produce innovative research and sustainable results.

“The great thing about the UMCP and UMB partnership in research is that our research strengths and capabilities are so complementary,” Locascio said. “Several of the projects that were seeded in this program with a small investment from the universities have gone on from this program to receive very large grants — millions of dollars’ worth. I think that’s a real testament to its success.”

The success of the UMB-UMCP Seed Grant Program also is apparent in the University of Maryland Strategic Partnership: *MPowering the State*, which funded the seed grant program. UMCP President Wallace D. Loh, PhD, JD, described the seed grant program as a “precursor” to *MPower*, which was created to

help leverage the strengths and missions of the two universities to advance interdisciplinary research, create opportunities for students, and solve important problems for Maryland and the nation. Loh went on to say that without the UMB-UMCP Seed Grant Program, the strategic partnership between the two institutions may not have become as successful as it is today.

UMB President Jay A. Perman, MD, echoed Loh’s comments and also acknowledged how the program demonstrates the commitment UMB and UMCP have to their missions.

“Our mission statement at UMB starts with ‘to improve the human condition and serve the public good,’ and at College Park, their mission statement is all about excellence, including excellence in research,” Perman said. “This partnership and this seed grant program are the best evidence that we in Baltimore and all of our colleagues in College Park are faithful to what we promised the public.”

— Jena Frick



2017-2018 UMB-UMCP SEED GRANT RECIPIENTS CELEBRATE A YEAR OF RESEARCH WITH (BOTTOM ROW, FROM LEFT) UMCP PRESIDENT WALLACE LOH, VICE PRESIDENT OF RESEARCH LAURIE LOCASCIO, UMB PRESIDENT JAY A. PERMAN, AND UMB EXECUTIVE VICE PRESIDENT AND PROVOST BRUCE JARRELL.

# CURECORNER

JANUARY 2019

## WINTER WONDERLAND DECKS THE HALLS WITH SUPPORTERS

When students in the UMB CURE Scholars Program gathered on Saturday, Dec. 8, to celebrate their accomplishments of the past six months, they had plenty of help in marking the occasion.

Joining many of the 105 West Baltimore students at the “Winter Wonderland, End of Semester Celebration” were Jay A. Perman, MD, president of the University of Maryland, Baltimore (UMB); leaders of the National Cancer Institute’s (NCI) Center to Reduce Cancer Health Disparities (CRCHD); leaders and staff members of UMB CURE; teachers and a principal from partner public schools; and many of the youngsters’ parents and siblings.

Yet another group of well-wishers was striking in its steadfast support: mentors.

Some of these enthusiastic mentors were new to the program, having volunteered in fall 2018, including a large group from the University of Maryland, Baltimore County (UMBC). Others had been engaged in their mentees’ lives since the first day the students had entered the program, matching up with one another in a carefully orchestrated mixer held after the annual induction ceremony.

The mentor to student ratio is 5-to-1. That means each scholar has multiple role models to emulate, and their devoted mentors can stretch their own academic and professional schedules to fit in enrichment activities held all day on Saturdays and after school twice weekly. It’s quite a commitment.

President Perman warmly greeted the pair of UMB School of Medicine students who were in attendance to support Rocari Polk, an eighth-grader at Green Street Academy (GSA). “We started mentoring Rocari when he joined the program in sixth grade,” said Latasha Easter, speaking for herself and for Danielle Day.

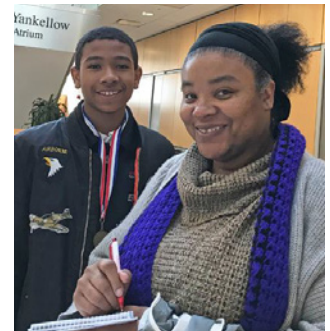
Similarly, medical student Katherine Coburn has been mentoring Joshua Terry, a ninth-grader at Dunbar High School for Health Professionals, since he was a sixth-grader at Southwest Baltimore Charter School (SBCS). The students in the oldest group of scholars, known as Cohort 1, entered in fall 2015.



SCHOOL OF MEDICINE STUDENTS LATASHA EASTER (LEFT) AND DANIELLE DAY HAVE BEEN MENTORING EIGHTH-GRADER ROCARI POLK FOR TWO YEARS, TO THE DELIGHT OF UMB PRESIDENT JAY PERMAN.



MULTI-MEDALIST LYNIJAH RUSSELL GETS A HUG FROM ELSIE STINES OF THE PRESIDENT’S OFFICE.



KHAMARI STUBBS’ GROWTH AS A UMB CURE SCHOLAR BRINGS A SMILE TO HIS MOM, TANEKIA SYE.



Continued from previous page

The NCI's Continuing Umbrella of Research Experiences (CURE) program was established by the cancer institute's CRCHD in 1999 to help support under-represented students in biomedical research and career development. Establishing a pipeline to science and health care careers like other CURE programs, UMB broke new ground by being the first to start it with middle school students.

And because its first scholars started so young, they were treated to an affectionate greeting from Alison Lin, PhD, program director of the Diversity Training Branch at CRCHD, who followed Perman to the podium. "Cohort 1, raise your hands," Lin said. "My babies!" she exclaimed.

Lin went on to greet the remaining cohorts while stating CRCHD's view that each student whom it supports is part of an "extended family." She and other CRCHD officials brought the scholars a poster signed with personal wishes such as "Make us proud," and holiday greetings such as "Feliz Navidad."

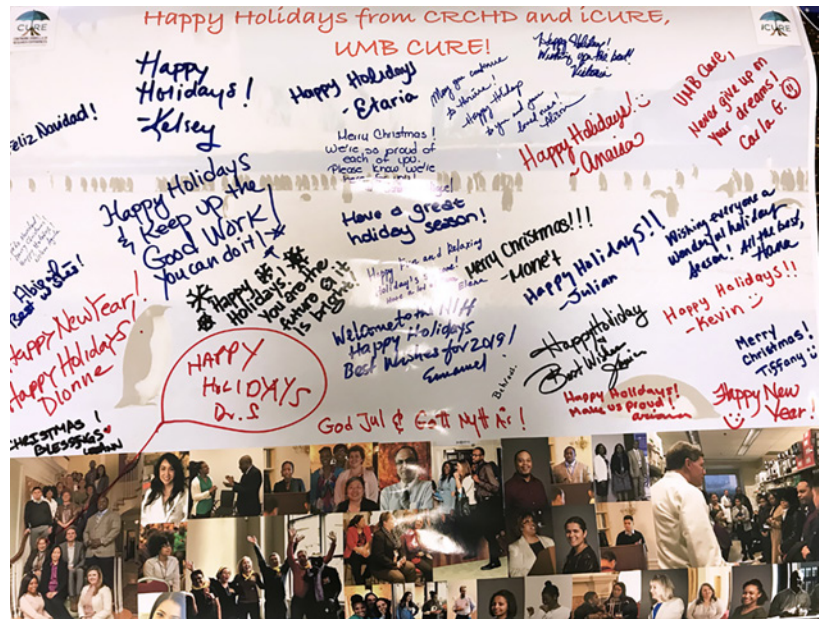
Speaking on the theme of "love," in keeping with the holidays, Lin urged scholars to ask their parents why the families send them regularly to the program. Perhaps for better opportunities and to one day see them become physicians, she suggested. "All that and more, but what they're really saying is because they love you," she said.

UMB CURE Executive Director Robin Saunders, EdD, MS, led the presentation of medals to scholars for achievements ranging from perfect attendance and academic excellence to participation in activities such as Cancer Research Day and a dinner with the Maryland Business Roundtable for Education.

Mentors also were given their due, including a dozen undergraduate students who made commitments through the Shriver Center at UMBC. "It's well-invested time," said mentor Zuriel Herran, 20, adding, "I'm here every Saturday."

Besides helping with academics such as preparation for the PSAT exam, Herran said he and the other UMBC students want "to just be encouraging."

Meanwhile, another group of mentors is being groomed to help the youngest UMB CURE scholars navigate sixth grade



LEADERS AND STAFFERS OF NCI'S CENTER TO REDUCE CANCER HEALTH DISPARITIES SIGNED A POSTER WITH INSPIRATIONAL MESSAGES AND PRESENTED IT TO THE UMB CURE SCHOLARS.

at their schools, which are GSA, SBCS, and Franklin Square Elementary/Middle School.

These new mentors are the ninth-graders in Cohort 1. As part of the grant supporting C2, which is the UMB CURE program for scholars who have entered high school, teenagers learn mentoring skills.

During a series of workshops for families and scholars held in conjunction with Winter Wonderland, students in Cohorts 1 and 4 had their own version of a mentor matchup under the supervision of Alphonso Mayo, founder of Mentoring Mentors.

"Start connecting and build relationships with people. Some of you are shy and some are confident," Mayo told the teens and pre-teens. At the conclusion of a pairing process, he asked a Cohort 1 scholar to express one benefit of being chosen as a mentor. The reply: "It made me feel special and noticed."

Ancillary activities at the event included an exchange of holiday gifts among scholars and a bus trip for the eighth-graders in Cohort 2 to the School Choice Fair held by the Baltimore City Public Schools at the Baltimore Convention Center.

— Patricia Fanning

# INTERPROFESSIONAL EDUCATION

JANUARY 2019

## SEED GRANTS SPUR IPE COLLABORATION

It's a delicate activity that many young health care professionals feel they don't do well: talking to patients and their families about the important topic of advance care planning.

Leah Millstein, MD, an assistant professor at the School of Medicine, once felt that way. It eventually led her to apply for and receive a University of Maryland, Baltimore (UMB) Interprofessional Education (IPE) seed grant to design a project that would help doctors and nurses feel more at ease when discussing advance care directives and living wills with patients.

Millstein shared her story at the 2017-2018 IPE Seed Grant Symposium held Dec. 13 at the Southern Management Corporation Campus Center. Five other teams also presented the results of their IPE seed grant projects.

"It was a very challenging family," Millstein recalled. "The patient had Parkinson's and could not easily communicate his own wishes. The daughter and stepmother were not seeing eye to eye and I was lucky to have the opportunity to be able to work with a social worker."

A longstanding meeting was set up that included Millstein, the social worker, a neurologist, and the family.

"It really opened my eyes as to how much easier this was to do as a team, when I was really struggling to get anywhere with the family by myself," she said.

Her IPE seed grant project was aimed at enhancing knowledge and comfort of medical, social work, and nursing students on the critical topic of advance care planning, while also providing them with firsthand experience of multidisciplinary collaboration and, specifically, team-based care delivery.

"We wanted to provide students as early learners with these skills because they're going to be in these situations throughout their careers," Millstein said.

During the 2017-2018 academic year, students from the School of Medicine (SOM), School of Social Work (SSW), and School of Nursing (SON) were educated on various advance care planning topics during an educational seminar administered by faculty from SOM and SSW. Students collaborated in an interdisciplinary clinical encounter dedicated to advance care planning at the University Health Clinic. The students' experiences were assessed with a series of surveys, with the expectation that participation will improve the students' comfort and ability to address advance care planning.



TEAM MEMBERS WHO PRESENTED RESULTS OF THEIR PROJECTS POSED WITH UMB IPE LEADERS AFTER THE 2017-2018 IPE SEED GRANT SYMPOSIUM ON DEC. 13.

*Continued from previous page*

The team began by assessing the current state of advance directive completion in the outpatient internal resident medicine clinic. They looked at 291 patient charts. Of those, 269 met the team's inclusion criteria, and only three of those 269 patients had a documented advance directive on file as part of their electronic medical record.

"That was a rate of 1.1 percent, which demonstrates that this is not being done," Millstein said.

Internal medicine residents worked with the same social worker Millstein had earlier befriended and patients' family members to discuss advance care planning and had students observe the interactions.

Many of the students said they had no previous experience in advance care planning and rated their ability to break bad news and facilitate conversations about advance directives as "pretty poor," Millstein said. At the end of the grant project "we had outcome improvement in all areas," she added.



LEAH MILLSTEIN AND DAVID MALLOTT, MD, CO-DIRECTOR, UMB CENTER FOR INTERPROFESSIONAL EDUCATION

UMB has placed a high priority on IPE, which is recognized in the University's 2017-2021 Strategic Plan. During opening remarks at the IPE Seed Grant Symposium, UMB President Jay A. Perman, MD, said team-based care is better care for patients and providers alike. "It results in better outcomes with greater satisfaction on the part of

patients and greater satisfaction on the part of those of us who provide care," he said.

He also gave credit to Jane M. Kirschling, PhD, RN, FAAN, director of UMB's Center for Interprofessional Education and dean of the SON.

"She's the person who keeps this alive, this onward and upward march that we insist on here at UMB in developing the right way to teach interprofessional health care delivery and the right way to deliver interprofessional health care," Perman said. "I need to thank everybody in this room for your commitment to exploring and expanding this vision of team-based health care. What you are doing with the seed grants that you successfully competed for is to do something that is exceedingly necessary in growing team-based care as an important model for health care delivery."

*A list of the projects and UMB team members:*

### **A new era of "See one. Do one. Teach one." Using an Interprofessional Education Module to Learn, Teach, and Optimize the Treatment of Sepsis**

Nirav Shah, MD, FCCP (SOM); Jeffrey Gonzales, PharmD, FCCM, BCPS, BCCCP (previously School of Pharmacy SOP); Joan Davenport, PhD, RN (SON); Renee Dixon, MD (SOM); Mojdeh Heavner, PharmD, BCPS, BCCCP (SOP); Samuel Tisherman, MD, FACS, FCCM (SOM); Tracey Wilson, DNP, ACNP (SON); Siu Yan Amy Yeung, PharmD (SOP)

### **Building UMB's Interprofessional Continuing Education Capacity (IPCE)**

Patricia Franklin, PhD, RN (SON); Seante Hatcher, LCSW-C (SSW); Jason Noel, PharmD, BCPP (SOP); Chanise Reese-Queen, CMP, MSA (SOM); Anita Tarzian, PhD, RN (SON and Carey School of Law)

### **Expansion of IPE Clinics in Montgomery County**

Gina Rowe, PhD, DNP, MPH, FNP-BC, PHCNS-BC, CNE (SON); Heather Congdon, PharmD, BCPS, CDE (SOP); Claire Engers, JD, MSW, LCSW-C (SSW); Talia Gimeno, LCSW-C (SSW); Jana Goodwin, PhD, RN, CNE (SON); Barbara Nathanson, LCSW-C (SSW); Joan Pittman, PhD, MSW, LCSW-C (SSW)

### **Interprofessional Approach to Advance Care Planning**

Leah Millstein, MD (SOM); Amanda Agarwal, LCSW-C (SSW); John Allen, MD (SOM); Danielle Baek, MD (SOM); Melissa Bellin, PhD, LCSW (SSW); John Cagle, PhD, MSW (SSW); Joan Davitt, PhD, MSW, MLSP (SSW); Steven Eveland, MBA, RN, CHPN (UMMC)

### **IPE Care in Geriatrics – Expanding Opportunities of Aging in Place Program (UMB\_APP) in West Baltimore**

Nicole Brandt, PharmD, MBA, BCPP, CGP, FASCP (SOP); Reba Cornman, MSW (Graduate School); Kelly Doran, PhD, RN (SON); Sarah Dee Holmes, MSW (SSW); Daniel Mansour, PharmD, BCGP, FASCP (SOP); Barbara Resnick, PhD, CRNP, FAAN, FAANP (SON); Norman Retener, MD (SOM); Bernadette Siaton, MD (SOM); Everett Smith, LGSW (SSW)

### **Building a High Reliability Organization – Interprofessional Development for Safer Care**

Mangla Gulati, MD, CPPS, FACP, SFHM (SOM); Alison Duffy, PharmD, BCOP (SOP); Emily Heil, PharmD, BCPS-AQ ID, AAHIVP (SOP); Deborah Schofield, PhD(c), DNP, CRNP, FAANP (SON); Kerri Thom, MD, MS (SOM)

— Mary T. Phelan

# PUBLIC SAFETY



JANUARY 2019

## CRIME FALLS BY 21 PERCENT IN 2018

A year after the UMB Police Force saw crimes rise by 10 percent in 2017, the department saw them fall by 21 percent in 2018. But new Chief of Police Alice Cary, MS, isn't pulling out the party hats.

"No, it's not a cause for celebration," said Cary, who came to Baltimore to assume the post in June. "Any decrease is huge but it's never big enough. We can't give up what we're doing. We have to continue, if not increase, our visibility, prevention, training, and awareness. There is always room for improvement."

The 2017 end-of-year report showed 107 crimes on the UMB campus. That number fell to 85 in 2018. Cary credits the entire "crew" of the department. "Our staff collectively, and that's how I view us, we're all-inclusive, whether you're in a security uniform or you're in a police uniform, we're here for the same purpose — to provide a safe and secure environment," she said. "The officers on the street, they're the ones who are representing this agency because they are the first line, they are the people you see. They're very dedicated and they do a great job."

The year-end statistics showed a big decline in simple assaults (32 in 2017 to 15 in 2018) and thefts (59 to 43).

Cary said the drop in simple assaults could be in part a recording mechanism. "The hospital [University of Maryland Medical Center] no longer is in our purview so we're not reporting assaults in the emergency room there," she said.

The decline in thefts, which also were down in 2017, could be part of a continuing trend where the UMB community is paying heed to safety warnings. "People get tired of hearing it, but maybe subconsciously it's sinking in," Cary said with a smile. "Maybe they get up to walk away and say, 'Ah, I remember when Sgt. J.R. Jones told me not to leave my things out even if I'm just going from here to the bathroom or to a meeting.' It's good that they know there are always 'opportunists' out there looking for an easy score."

Continuing that education is one of Cary's goals in 2019. "We know we can't be everywhere at once," she said. "We can, however, educate our University community to be more

vigilant and prepared if something does happen. We can tell everyone to look out for the new trends that criminals may be using and if they see something to say something. Those are among my priorities."

All the numbers in the 2018 summary were not positive. For instance, robberies were up 140 percent, from five in 2017 to 12 in 2018. Burglaries (crimes that require entering a dwelling) rose from one in 2017 to three in 2018 and aggravated assaults (incidents including the use of a weapon) rose from six to eight.

After just six months on the job, Cary didn't pretend to have all the answers. Without examining all the historical data in depth "it's hard to explain why or what the circumstances were" in each incident, she said. But she is adamant that the rise in robberies, burglaries, and aggravated assaults will be addressed.

"We have to have officers strategically deployed and be a visible presence, an omnipresence, or these kinds of numbers will continue to rise, and we can't have that."

Reaching out to the community with initiatives such as the department's Campus Outreach and Support Team (COAST), newly launched in October, also is helping in the fight against crime, Cary said. "We've made a great impact in a short time and it's really personalized our police department," she said. "It's certainly connected us to the community."

New uniforms for security and police, security officers driving the vans in the Safe Walk/Safe Ride program to free up police, and utilizing different modes of transportation including electric motorcycles and electric ATV-type vehicles are among some of the other changes Cary sees for 2019.

Some of the changes are non-technical, like simply listening.

"Just hearing what [the UMB community's] needs are helps us address our patrol strategies," Cary said. "I had a meeting with a student group last night and they actually asked what they can do for me. That's really refreshing. I'm like, well come on into the police department and let's have some

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sit-down meetings. They are the folks who can gauge their sense of safety and we need to know that. The best way of communicating is sitting down with them, so nothing gets lost in the translation.”

As for the 2018 statistics, Cary is taking them in stride, both good and bad.

“It’s black and white what you see in the numbers,” she said. “I just want people to know what goes on behind the scenes.

In every one of these numbers, there is an officer or security officer involved. They dealt personally with the people who were victimized. What we can do to prevent the next one from happening is key. [The 2018 summary] gives us a gauge so we know where we need to re-adjust and focus on. So it’s a foundation, it’s not the end-all.”

— Chris Zang

## UMB Crime Chart

