

the PRESIDENT'S MESSAGE

DECEMBER 2019



A FAREWELL

When I began thinking about what I wanted to say in this column, I knew I wanted to thank you for the best decade of my life. I knew I wanted to thank you not only for the work you do, but for the fact that you do it with such love and dedication and purpose.

It's been a privilege to be surrounded by servant-leaders driven by a mission to be of help to others. And I know that's what drives you; I know it drives you personally and professionally. You are the *best* of us.

But in addition to my thanks, I thought I might also leave you with a charge. When I was dean of the College of Medicine at the University of Kentucky, we had a science pipeline program for elementary and middle school students. It was similar to our UMB CURE Scholars Program, but for children in rural communities in the eastern part of Kentucky — kids who lived in some tragically deprived parts of Appalachia.

One day a group of them, 8 or 9 years old, asked to meet with me, and in that meeting, they gave me a piece of artwork they'd made. The art featured a quote that's stuck with me for many years. It's something Malcolm Forbes once said: *People who matter are most aware that everyone else does, too.*

Those children in rural Kentucky who gave me that quote — they knew what it felt like to *not* matter. They knew what it felt like to be overlooked and underestimated. And then I saw them transformed under the warm, clarifying light of attention and encouragement and resources. I saw their new confidence and poise. I saw them shine — just like they were always meant to. Just like *all* of us are meant to. Those kids taught me what it feels like to matter.

And so as I leave here to become chancellor of the University System of Maryland, my charge to you is threefold. The first is to live your lives in the certainty that you matter. That your work matters. That this University matters.

The second is to tell the story of UMB — to everyone, every time you can. Because we have to win people to our work. It shouldn't be hard. After all, talent is a magnet. Talent attracts talent. Innovation attracts innovation. And just as assuredly, service attracts service. Love attracts love.

UMB is a magnet. But our power will never be fully engaged until everyone knows who we are, what we stand for, and, yes, why we matter.

My third charge to you is to treat your patients and clients, your colleagues and constituents, like they matter as much as you do. Because they do, of course. We have the sacred honor of seeing people when they're at their most vulnerable — when they're laid low by need, or disease, or injustice, and that's exactly when they most need to know that you see them, that you hear them — and that they matter as much as anyone else in the world.

You know, I've said to a few people since I announced my departure that I'm not really leaving you. I'm just going one flight up. That's a great line given to me by Maryland Carey Law professor Mark Graber, JD, PhD, MA. And it's true.

But it's also true that I won't get to come here every day and see the people I consider my closest colleagues and friends. I won't get to walk around this campus and feel the energy and the optimism that suffuses a place like this — a place that's so obviously doing so much good. I won't get to say, with both pride and humility, that I lead UMB.

Of course, I'm glad that incoming Interim President Bruce Jarrell, MD, FACS, will get to do all of those things. I'm glad I'm leaving UMB in such undeniably capable hands. But I will miss you, and I will miss this special University where I was so fortunate to spend the last (nearly) 10 years. I know you will continue to do great things. And I know that the world you're making is one worth working for: a world that is more just, more enlightened, healthier, and more humane.

Sincerely,

A handwritten signature in black ink that reads "Jay A. Perman". The signature is written in a cursive, slightly slanted style.

Jay A. Perman, MD

PRESIDENT

LAURELS

DECEMBER 2019

UNIVERSITYWIDE



MEGAN DEL BAGLIVO



C. STEVEN DOUGLAS

Megan Del Baglivo, MLS, metadata librarian, Health Sciences and Human Services Library (HS/HSL), and **C. Steven Douglas, MA, MLS, AHIP**, head, collection strategies and management, HS/HSL, presented their poster, “Providing Access to Electronic Medical Journals: It’s Not Just Flipping a Switch” at the annual meeting of the Mid-Atlantic Chapter of the Medical Library Association in Durham, N.C.

Peter Murray, PhD, chief information officer and vice president, made a presentation, “Map Your Journey to Cloud,” in October at the Educause Annual Conference in Chicago.

Virginia Rowthorn, JD, LLM, executive director, Center for Global Engagement, and senior lecturer, Graduate School, was the senior author of an article in *Annals of Global Health* titled “Not Above the Law: A Legal and Ethical Analysis of Short-Term Experiences in Global Health.”



VIRGINIA ROWTHORN

M.J. Toocy, MLS, AHIP, FMLA, associate vice president, Academic Affairs, and executive director, Health Sciences and Human Services Library,

taught the continuing education course Leadership Considered at the annual meeting of the Southern Chapter of the Medical Library Association in Savannah, Ga.

Tara Wink, MLS, historical collections librarian, Health Sciences and Human Services Library, was a presenter at the session “Accidental Partnerships: Making Your Serendipitous Collaborations More Strategic” at the Library Marketing and Communications Conference in St. Louis.

SCHOOL OF DENTISTRY

Student **Jamila Asgar** received a two-year National Institutes of Health National Research Service Award F31 grant for “Gut Mechanisms of Stress-Induced Comorbid Visceral Pain.”

UNIVERSITY of MARYLAND, BALTIMORE

President & Mrs. Jay A. Perman

WISH YOU AND YOURS A

HAPPY HOLIDAY SEASON

and

Happy New Year



ILLUSTRATION BY JACOB KOZAK, AGE 17

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LAURELS

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PATRIK BAVOIL

Patrik Bavoil, PhD, professor and chair, Department of Microbial Pathogenesis, co-authored three articles: “Non-Optimal Vaginal Microbiota After Azithromycin

Treatment for Chlamydia Trachomatis Infection” in *The Journal of Infectious Diseases*; “Chlamydia in Adolescent/Adult Reproductive Management Trial Study (CHARM): Clinical Core Protocol” in *Contemporary Clinical Trials*; and “Insertional Mutagenesis in the Zoonotic Pathogen Chlamydia Daviae” in *PLOS One*.



GARY D. HACK

Gary D. Hack, DDS, associate professor, Department of Advanced Oral Sciences and Therapeutics, collaborated on the study “An Early

Developmental Marker of Deficit Versus Nondeficit Schizophrenia,” published in *Schizophrenia Bulletin*.

CAREY SCHOOL OF LAW



DEBORAH EISENBERG

Deborah Eisenberg, JD, professor and director, Center for Dispute Resolution, wrote “Creating a Culture of Conflict Resolution:

The Maryland Example,” which was published in *Beyond Borders — Konflikte Diesseits Und Jenseits Von Rechten Und Pflichten*.



MICHAEL GREENBERGER

Michael Greenberger, JD, professor and director, Center for Health and Homeland Security, spoke with Ian Masters on Oct. 13 on the *Background*

Briefing radio program to discuss developments in the President Trump/Ukraine matter.



KATHLEEN HOKE

Kathleen Hoke, JD '92, professor and director, Legal Resource Center for Public Health Policy, testified Oct. 7 on Baltimore County Bill 43-19, which raises the sales age

for tobacco products, including vapes, to 21.



SEEMA KAKADE

Seema Kakade, JD, assistant professor and director, Environmental Law Clinic, was one of three people to receive the Environmental

Law Institute’s Futures Award, given to the next generation of leaders striving to address the environmental challenges of tomorrow.



MICHAEL PAPPAS

Michael Pappas, JD, MA, professor and associate dean for research and faculty development, presented “Harm, Prevention, and Cure” at the Online Workshop for Environmental Scholarship.



ROBERT PERCIVAL

Robert Percival, JD, professor and director, Environmental Law Program, presented “EPA as a Catalyst for the Development of Global Environmental

Law” at the EPA Turns 50 Conference at Case Western University School of Law in Cleveland on Oct. 18.



RENA STEINZOR

Rena Steinzor, JD, professor, was quoted in a *Detroit Free Press* article, “Indicted FCA Manager Circulated Press Release About Prior Diesel Emissions Settlement.”



MARLEY WEISS

Marley Weiss, JD, professor, presented “Trade and Labor in the Global Economy” and the closing remarks at the annual National Law Students Workers’ Rights

Conference in Linthicum Heights, Md., on Oct. 19.

LAURELS

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SCHOOL OF MEDICINE

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



SHUO CHEN

Shuo Chen, PhD, associate professor, Department of Psychiatry, was awarded a five-year, \$2.3 million National Institutes of Health Director's Pioneer Award for "A

Multivariate Mediation and Deep Learning Framework for Genome-Connectome-Substance Use Research."



ASAF KELLER

Asaf Keller, PhD, professor, Department of Anatomy and Neurobiology, received a five-year, \$2.4 million grant from the National Institute of Neurological Disorders and Stroke for "Serotonin and Pain Modulation."

Myron M. Levine, MD, DTPH, the Simon and Bessie Grollman Distinguished Professor and associate dean for global health, vaccinology and infectious diseases, is a co-recipient of the 2020 Research! America Geoffrey Beene Foundation Builders of Science Award, a lifetime achievement honor.



MARGARET MCCARTHY

Margaret McCarthy, PhD, the James and Carolyn Frenkil Dean's Professor and chair, Department of Pharmacology, won the 2019

Gill Transformative Investigators Award from the Gill Center for Biomolecular Sciences.

Kathleen Neuzil, MD, MPH, professor, departments of medicine and pediatrics, and director, Center for Vaccine Development and Global Health, was elected to the National Academy of Medicine in recognition of her pivotal research that has informed and shaped global vaccine and public health policy.



ELIZABETH NICHOLS

Elizabeth Nichols, MD, associate professor, Department of Radiation Oncology, was selected as one of *The Baltimore Sun's* "25 Women to Watch" in

recognition of her work in breast cancer treatment and clinical use of and research with the GammaPod, the first radiation therapy system dedicated to treating early-stage breast cancer.



JUNFANG WU

Junfang Wu, BM, PhD, associate professor, Department of Anesthesiology, and Steven Michael Jay, PhD, from the University of Maryland, College

Park, received a five-year, \$2,799,596 RF1 grant from the National Institute on Aging and the National Institute of Neurological Disorders and Stroke (NINDS) for "Dementia Following Spinal Cord Injury: Mechanism and Therapeutic Targeting." Wu and **Alan Faden, MD**, the David S. Brown Professor in Trauma, received

a five-year, \$2,188,559 grant (MPI R01) from NINDS for "Mechanism of Inflammatory-Related Brain Dysfunction after Spinal Cord Injury" and Wu, **Wei Chao, MD, PhD, FAHA**, professor, and **Lin Zou, MD, PhD**, assistant professor, all from the Department of Anesthesiology, received a five-year, \$2,549,260 grant (MPI R01) from NINDS for "Targeting Brain Inflammation and Neurological Dysfunction in Sepsis."

SCHOOL OF NURSING



CHARON BURDA

Charon Burda, DNP '16, PMHCNS, PMHNP-BC, CARN-AP, assistant professor and director, Doctor of Nursing Practice Psychiatric/

Mental Health Nurse Practitioner-Family Specialty, was presented with the 2019 International Nurses Society on Addictions Education Award at its 43rd Annual Education Conference in Baltimore.



SUSAN G. DORSEY



CYNTHIA RENN

Susan G. Dorsey, PhD '01, MS '98, RN, FAAN, professor and chair, Department of Pain and Translational Symptom Science, and co-director, UMB Center to Advance Chronic

LAURELS

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Pain Research; **Cynthia Renn, PhD, RN, FAAN**, associate professor; and colleague Angela Renee Starkweather, PhD, were awarded a National Institutes of Health research grant of more than \$3.1 million over five years for “Neurophysiological and Transcriptomic Predictors of Chronic Low Back Pain: Towards Precision Pain Management (NEAT Study).” Dorsey also received the 2019 Welch/ Woerner Path-Paver Award from Friends of the National Institute of Nursing Research.



SARAH HOKENMAIER



PHYLLIS LOVITO

Sarah Hokenmaier, MPA, director of operations, and **Phyllis Lovito**, academic services specialist, both in the Department of Family and Community Health, presented the poster “A Pilot Program with Win-Win Potential: Leveraging Employee Engagement Efforts to Institutionalize the Urban Mission” at the Coalition of Urban and Metropolitan Universities’ 25th Annual Conference in Philadelphia on Oct. 21-23.



ANJU PAUDEL

Student **Anju Paudel, MGS, RN**, was awarded a \$5,000 Dissertation Research Grant by the Council for the Advancement of



CYNTHIA SIKORSKI (HOLDING EMPLOYEE OF THE MONTH PLAQUE) POSES WITH DR. PERMAN AND SCHOOL OF NURSING DEVELOPMENT AND ALUMNI RELATIONS COLLEAGUES (FROM LEFT) ANITA RILEY, LORRIE VOYTEK, LAURETTE HANKINS, AND STACEY CONRAD.

Nursing Science/Southern Nursing Research Society for her dissertation research “Promoting Positive Care Interactions Between Staff and Residents with Cognitive Impairment in Assisted Living.”

Cynthia Sikorski, director of alumni relations, was named UMB’s October Employee of the Month for her efforts to engage with the school’s graduates and promote career development and student-alumni mentorship through a new online portal.

Derrick Wyatt, MS ’13, RN-BC, CPHRM, received the Outstanding Pathfinder Award from the Maryland Nurses Association at its 116th Annual Convention in Baltimore on Nov. 14-15.



DERRICK WYATT

SCHOOL OF PHARMACY



HUSAM ALBARMAWI



BANSRI DESAI



AAKASH GANDHI



ROSIE LOVE

The following students received Department of Pharmaceutical Health Services Research awards: **Husam Albarmawi, MS, BPharm**, Dr. Arthur Schwartz Memorial Scholarship;

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Bansri Desai, PharmD, Harris Zuckerman Scholarship; **Aakash Gandhi, BPharm**, Student Travel Scholarship; **Rosie Love, MPH**, Donald O. Fedder Memorial Fellowship.



MERON ASSEFA

Student **Meron Assefa** was a member of UMB's first-place winning team in the National Academy of Medicine's Public Health Challenge.



NICOLE BRANDT

Nicole Brandt, PharmD, professor, Department of Pharmacy Practice and Science, and executive director, Peter Lamy Center on Drug Therapy and Aging, received a \$32,688 contract from the Northern California Institute for Research and Education for "U.S. Deprescribing Research Network."

Andrew Coop, PhD, associate dean of academic affairs and professor, Department of Pharmaceutical Sciences, was named the 2019 Maryland Chemist of the Year by the Maryland Section of the American Chemical Society.



SHARMILA DAS

Student **Sharmila Das** received the 2019 Graduate Student Award from the American Association of Indian Pharmaceutical Sciences.

Student **Amy Defnet** received a Best Poster Award at the International Union of Biochemistry and Molecular Biology Focused Meeting in September in Warsaw, Poland.



AMY DEFNET

Mary Lynn McPherson, PharmD, MA, BCPS, CPE, professor, Department of Pharmacy Practice and Science, and executive director, advanced postgraduate education in palliative care, was elected to the Board of Directors of the American Academy of Hospice and Palliative Medicine. She is the first non-physician to be elected to the board.



JENNIFER MILLER

Student **Jennifer Miller** received the Phi Lambda Sigma Book Award.



NEHA PANDIT

Neha Pandit, PharmD, associate professor, Department of Pharmacy Practice and Science, received a five-year, \$26,000 contract from Thomas Jefferson University for "The Incidence and Severity of Drug Interactions Before and After Switching Antiretroviral Therapy to Bictegravir/Emtricitabine/Tenofovir Alafenamide in Treatment Experienced Patients."

Student **Jordan Pritts** received a one-year, \$10,000 contract from the American Foundation for Pharmaceutical Education for "Characterizing the CPSF30/NS1A Interaction: A Novel Influenza Drug Target."



JORDAN PRITTS



C.S. RAMAN

C.S. Raman, PhD, associate professor, Department of Pharmaceutical Sciences, received a three-year, \$600,000 grant from the U.S. Department of Energy for "Redox Biochemistry of Energy Conservation in Methanogens and Their Syntrophic Partners."

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STEPHANIE SHIFFKA

Student **Stephanie Shiffka** received a one-year, \$10,000 grant from the American Foundation for Pharmaceutical Education for

“Investigating the Co-Evolution of SLC10A2 and Bile Salts.”

SCHOOL OF SOCIAL WORK

John Cagle, PhD, assistant professor, was named to the



JOHN CAGLE

American Psychology Association’s Guideline Development Panel for the Treatment of Chronic Musculoskeletal Pain in Adults.

Cagle also will be co-editor of the second edition of the *Oxford Textbook on Palliative Social Work*.

Jodi Frey, PhD, associate professor, helped to present a breakout session on national guidelines for workplace suicide prevention at the 2019 Employee Assistance Professionals

Association’s Conference & Expo in St. Louis in September.



SHANTAY MCKINILY

Shantay McKinily, MS, director of the Positive Schools Center, received JOY Baltimore’s 2019 Unsung Legend Award. JOY Baltimore is a nonprofit

dedicated to making sure youth who are facing homelessness and/or are runaways find their way back to their families while strengthening families in low-income neighborhoods in Baltimore.



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RESEARCH

DECEMBER 2019

UMB CONFRONTS CHRONIC PAIN WITH COMMUNITY CONVERSATION

If you haven't experienced chronic pain, chances are somebody you know has. In fact, more than 100 million American adults suffer from chronic pain, defined as pain that lasts longer than six months. It's a major cause of missed work; the most common cause of long-term disability; and is complex and unique to each person.

Fortunately, a diverse array of University of Maryland, Baltimore (UMB) researchers is confronting the challenge head-on with an interdisciplinary approach to better understand, treat, and modify the impact of chronic pain. UMB has been the epicenter of robust chronic pain research for many years. In 2014, the University of Maryland Center to Advance Chronic Pain Research (CACPR) was established to build on decades of multidisciplinary pain research and expand innovative collaborations across the University.

"It's really quite remarkable," said Joel D. Greenspan, PhD, co-director of CACPR and professor and chair, School of Dentistry Department of Neural and Pain Sciences. "There's really no place like this. Despite pain clinics of different sorts around the world, no one has the breadth of talent in the topical areas that we have."

On Oct. 16, Greenspan and other top-tier pain researchers and medical professionals associated with CACPR gathered at the Padonia Park Club for a community discussion on chronic pain. In addition to Greenspan, panelists included Thelma

Wright, MD, JD, assistant professor of anesthesiology, School of Medicine; John Cagle, MSW, PhD, assistant professor, School of Social Work; and Diane Hoffmann, JD, MS, director, Law and Health Care Program, Carey School of Law.

"As many of you may be aware, for the past decade or so chronic pain has grown to almost epidemic proportions," said Cynthia Renn, PhD, RN, FAAN, associate professor at the School of Nursing, who served as moderator of the forum, which drew an audience of clinicians as well as chronic pain patients and their caregivers.

Wright, who is the director of the University of Maryland Pain Management Center, explained the multidisciplinary treatment approach of the center. "We treat every condition from headache pain to foot pain," she said, with a protocol that does not necessarily include opioids. Treatment can include anticonvulsants, muscle relaxers, anti-inflammatories, steroid injections, and acupuncture. "We've got a lot of stuff in our toolbox," she told the crowd.

Cagle is familiar with the anxiety and depression that can come with chronic pain. He also knows knowledge is power when it comes to treatment.

As a hospice social worker he focused on addressing the pain that can occur at the end of life. During his talk, "Overcoming Barriers to Pain Management at the End of Life" Cagle addressed the myths



AFTER UMB PAIN RESEARCH PANELISTS LIKE JOHN CAGLE (LEFT) AND JOEL GREENSPAN MADE THEIR PRESENTATIONS ...



... MEMBERS OF THE AUDIENCE AT PADONIA PARK CLUB ASKED THEM QUESTIONS SEEKING FURTHER INFORMATION ABOUT OPIOID ABUSE AND MORE.

Continued from previous page

patients and families entering hospice have about pain medication, which are often concerns about addiction and overdose.

Cagle's research shows when patients were provided evidence-based information to address misperceptions about pain medicines, after about two weeks they reduced their ratings on a pain scale. "We found a reduction of 1 1/2 to be clinically meaningful. We were surprised by that," he said.

The pendulum in pain medication policy has swung from one extreme to the other, according to Hoffmann. When she began scholarly research about pain medication regulation in the late 1990s there was concern about undertreatment of chronic pain. Fast forward 20 years and over-prescription of the powerful opioid drugs became a crisis.

"But then around three years ago, the pendulum started swinging the other way," Hoffmann noted. The strict enforcement of Centers for Disease Control and Prevention (CDC) guidelines published in 2016 resulted in doctors abruptly tapering chronic pain patients off opioids. This left some patients in excruciating pain, Hoffmann explained, leading some to end their lives.

Hoffmann's advocacy for pain patients along with collaboration with other legal and pain experts resulted in a letter drafted to the head of the Department of Health and Human Services (HHS) suggesting more compassionate tapering of pain patients from their opioids. The CDC publicly acknowledged the rules were being misapplied in an article in *The New England Journal of Medicine*.

Hoffmann was happy to report to the audience that in mid-October HHS came out with a policy instructing doctors how to successfully taper patients off of opioids. "I think it is a wonderful step forward," she said.

The forum ended with a robust question-and-answer session during which both clinicians and patients asked panelists pointed questions about pain treatment.

"I hope people heard some useful information and are inspired to come to the University of Maryland to check out some of the options that are available," Renn concluded.

— Laura Lee

Read more about this.



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WEDDINGS | CONFERENCES | MEETINGS | RETREATS | SPECIAL EVENTS

COMMUNITY DENTAL CLINIC IS AMONG EXPANDED OFFERINGS

Gov. Larry Hogan, higher education leaders, students, and local elected officials were among those celebrating expanded opportunity for Marylanders as the University of Maryland, Baltimore (UMB) and other institutions unveiled new programs and services on Nov. 7 in Montgomery County, Md.

The occasion was the grand opening of the Biomedical Sciences and Engineering (BSE) Education Facility at the Universities at Shady Grove (USG) in Rockville. The \$175 million, state-of-the-art building includes a community dental clinic that the University of Maryland School of Dentistry (UMSOD) will open to patients in January.

UMB President Jay A. Perman, MD, was joined by Mark A. Reynolds, DDS, PhD, MA, dean of UMSOD, at the event that featured a ribbon-cutting ceremony, tours, and demonstrations for visitors to the dental suite by UMB students.

“The School of Dentistry’s new educational programs and clinical facility at USG will expand our ability to educate highly skilled clinical practitioners and leaders in oral health care as well as improve access to dental services for underserved residents of Montgomery County,” Reynolds said.

BSE is a six-level, 220,000-square-foot facility that will double the footprint of the campus and enable USG to increase enrollment capacity from its current 3,000-plus students to more than 7,500 over the next several years, according to USG. The campus houses programs of nine institutions in the University System of Maryland (USM).

The event began with a luncheon and panel discussion for invited guests. The moderator was Christopher P. Austin, MD, director of the National Center for Advancing Translational Sciences at the National Institutes of Health. Panelists were the presidents of institutions with expanded offerings in BSE, including Perman; the University of Maryland, Baltimore County’s Freeman Hrabowski, PhD; and the University of Maryland, College Park’s Wallace D. Loh, PhD, JD.

“What’s this building going to do for Montgomery County, the state, and for our learners at UMB?” Perman asked. “A lot,” he

declared, before describing the expanded dental offerings. In addition to patient care, two innovative programs — a Clinical Dental Hygiene Leader Program and a Postbaccalaureate Certificate in Oral Health Science Program — will be offered.



DENTISTRY STUDENTS BEN HORN, LEFT, AND SAHAR NESVARDERANI DEMONSTRATE TECHNIQUES FOR GUESTS DURING THE GRAND OPENING OF THE COMMUNITY DENTAL CLINIC AT SHADY GROVE.

The new clinic is expected to provide oral health care to 3,000 to 4,000 patients. The suite of 24 dental chairs and adjoining operatory facilities will enable UMSOD to provide comprehensive dentistry for adults and children, with treatment by UMSOD postdoctoral residents, general dentistry students, and dental and dental hygiene students under UMSOD faculty supervision.

Awaiting guests in the UMSOD simulation laboratory adjacent to the clinic were Katherine Perez Sandoval, Megan Didion, Fahimeh Razian, and Meskerem Melorea, members of the Dental Hygiene Class of 2020; and Sahar Nesvarderani and Ben Horn, members of the Doctor of Dental Surgery Class of 2021.

In addition to the new dentistry programs, UMB offerings at USG include programs of its School of Nursing, School of Pharmacy, and School of Social Work.

— Patricia Fanning

See a [video](#), a [photo gallery](#) and [read more](#) about the event.

FINANCIAL ACCOUNTING

DECEMBER 2019

COLLABORATION KEY TO QUANTUM PROJECT

The definition of “quantum” as an adjective is “sudden and significant.” In overhauling the University of Maryland, Baltimore’s (UMB) financial accounting and reporting system by moving it to a cloud-based platform and naming it Quantum Financials, the emphasis was on “significant.”

The massive scope of the Quantum project precluded any sudden switch, but the two-year-plus process has been completed, the new system launched successfully in October, and the leaders of the initiative see it having a significant impact on the University’s financial planning and decision-making.

Dawn M. Rhodes, MBA, chief business and finance officer and vice president, says she felt a sense of relief after the launch but mostly pride that the mission had been accomplished to replace UMB’s previous financial accounting and reporting systems, eUMB Financials and RAVEN.

“I have a tremendous amount of appreciation for the Quantum team that did all of the hard work, and I’m overjoyed to bring new tools and better efficiency to the University community,” says Rhodes, who termed the great amount of teamwork needed as paramount. “Subject matter experts were pulled into the project, and their roles were critical to configuring the system properly to test it. Without their teamwork and their departments allowing them to participate, the launch wouldn’t have been as successful.”

Peter J. Murray, PhD, chief information officer and vice president, is thrilled with the new system, saying it will have a positive transformational impact on UMB.

“It was a tremendous amount of work and a lot of change, but it is the best solution for UMB for the present and the future,” says Murray, who was part of the project’s executive team along with Rhodes and Scott Bitner, MBA, CPA, associate vice president for budget and finance. “It was an opportunity to implement a contemporary, innovative system that helps achieve University strategic goals and desired outcomes.”

OVERHAULING THE SYSTEM

The project’s leaders were tasked with replacing eUMB Financials and RAVEN with three distinct but related systems for accounting, reporting, and planning and budgeting: Quantum Financials, Quantum Analytics, and Quantum Planning and Budgeting. These tools will help with tasks such as reimbursements, the purchasing of office and/or lab supplies, and vendor payments, as well as provide UMB schools and departments more robust and contemporary analytics and forecasting tools.

“The systems we selected are Oracle cloud-based and move UMB to the forefront of this type of technology use in higher education,” says Michele Evans, CPA, director of management advisory services at UMB, and change management lead for the project. “Because Oracle provides a completely different platform to build from than what we had been using with PeopleSoft, this implementation required us to rework the underlying chart of accounts, which touches on every executed financial transaction at UMB. It also brings us squarely into the use of cloud-based technology where we ‘use’ but don’t ‘own’ the product.”

UMB already had begun using other cloud-based applications and systems, Murray says, so the time was right to pursue a cloud-based financial system.

Plus, he says, the major cloud vendor companies had shifted their research and development dollars from on-premises solutions to cloud-based applications and continuing to invest in cloud solutions.

“The cloud offers contemporary technology that is constantly updated. It has great capacity and scalability — that is, the ability to make changes faster than you can with an on-premises infrastructure,” Murray says. “It also has high availability — almost 24x7x365 — plus redundancy and disaster recovery capability.”



DAWN RHODES: “I HAVE A TREMENDOUS AMOUNT OF APPRECIATION FOR THE QUANTUM TEAM THAT DID ALL OF THE HARD WORK.”

Continued from previous page



“The implementation of Quantum Financials is a wonderful achievement that required a tremendous effort by the project team and collaboration with literally dozens upon dozens of people throughout the University community. It’s a great success story.”

— Peter Murray

“If we had chosen to implement an on-premises system, we most likely would not have had an opportunity to implement a new financial system for another seven to 10 years.”

MANAGERS, EXPERTS, AND CHAMPIONS

Contributors to the project were numerous.

Says Evans: “Between the project team; subject matter experts from schools, departments, and central offices; the ‘Change Champions’; the advisory council; and the numerous people who took advantage of outreach efforts like town halls and business process sessions, well over 100 people helped to get Quantum up and running.”

The project team was managed by Kevin Curley, MBA, executive director of financial systems, and Diane Faranetta, assistant vice president of enterprise applications, Center for Information Technology Services (CITS). The team included representatives from UMB central administrative offices and CITS working together with implementation partners from Oracle Consulting, Huron Consulting, Navigator Management Partners, and Sierra-Cedar, Inc.

The project included 50-plus subject matter experts, described as stakeholders with domain expertise from departments or lines of business most affected by the application modules being implemented.

There also were 24 “Change Champions” who represented the UMB schools and central offices as business processes experts who understand detailed transactions.

Finally, an advisory council composed of senior-level administrators and faculty provided advice and input to the project team on policy changes, timing, staffing implications, and other impacts of the new system and business processes.

And what’s next in the project?

“We will continue to fine-tune and build out this system, as is the case with any implementation,” Rhodes says. “We are excited to add more systems like our human resources and student systems to the data warehouse. Analytics becomes more powerful with each additional system we add, because you can now ask questions that go across systems to better inform decision-making.”

Murray says next steps include stabilizing the systems and focusing on analytics, with the hiring of a person to run a new Office of Data Analytics and Reporting.

“This position will support the entire University and be responsible for data analytics and reporting for financial and research administration data, as well as human resources, student, and philanthropy data when those data get loaded into the data warehouse,” Murray says. “The person will work with key leaders in information technology, in functional offices, and with personnel in schools and departments in promoting the effective use of data to address questions, assess performance, and inform decision-making.”

And the collaboration, one of UMB’s core values, will continue.

“The implementation of Quantum Financials is a wonderful achievement that required a tremendous effort by the project team and collaboration with literally dozens upon dozens of people throughout the University community,” Murray says. “It’s a great success story.”

— Lou Cortina

Learn more about Quantum Financials.

DIVERSITY ADVISORY COUNCIL

DECEMBER 2019

SPEAKER TACKLES CITY'S HISTORY OF HEALTH DISPARITIES

Discussing health disparities tied to racial and economic lines in Baltimore, Steven K. Ragsdale, MSL '17, pointed to a death that hit home at the University of Maryland, Baltimore (UMB) — the recent passing of U.S. Rep. Elijah E. Cummings, JD '76, a fellow alumnus of the Francis King Carey School of Law.

"It's always been interesting to me how people living across the street from one another can experience a mortality rate about 12 to 13 percent different," Ragsdale said during his UMB Diversity Advisory Council Speaker Series presentation on Nov. 6, standing in front of a PowerPoint slide that showed Baltimore City Health Department statistics on life expectancy, median income, and percentage of African-Americans living in seven city neighborhoods.

"What's actually been a phenomenon for the last 15 years is that Baltimore makes the national news a lot, with respect to health disparities," Ragsdale added. "So I'm curious: Did the congressman's neighborhood have anything to do with how long he lived, because he famously never left his district and died at the age of 68."

The slide showed that life expectancy was 77.6 years in Canton, with a median income of a little more than \$40,000 and 2 percent African-American population, whereas next door in

Patterson Park, with a 51 percent African-American demographic and just over \$27,500 median income, life expectancy was 69.5.

"One of the things I like to do is look at the social determinants of health through a historical lens, how they evolved," said Ragsdale, a consultant and former hospital administrator, during his 75-minute presentation, "350 Years of Race, Class, and Social Systems: The Baltimore, Md., Story."

Invited by UMB's Diversity Advisory Council, Ragsdale enlightened the crowd of

100-plus at a School of Dentistry auditorium with sobering and sometimes disturbing facts about the history of systemic and intentional discrimination in Baltimore and Maryland.



SOME OF STEVEN RAGSDALE'S REMINISCENCES OF OLD-TIME BALTIMORE BROUGHT SMILES TO AUDIENCE MEMBERS.

Ragsdale was introduced by UMB President Jay A. Perman, MD, who noted the speaker's ties to health care reform.

"Mr. Ragsdale has led efforts to improve patient safety, enhance quality of care, and reduce health care disparities at institutions — and for patient populations — nationwide," Perman said. "He's like all of us in this room and at this institution: He's ultimately after the best patient outcomes irrespective of who the patient is."

In his 60-slide presentation, Ragsdale took the audience on an informative tour through 3½ centuries of Baltimore history, which is something he knows well, being that his family's roots in the city date back to the 1840s.

Of course, the city's history is closely tied to the state's, and Ragsdale discussed how in 1638, the Maryland Colony Council issued an edict stating, "Neither the existing black population, their descendants, nor any other blacks shall be permitted to enjoy the fruits of white society."

As Baltimore's population steadily grew after the Civil War and then into the 1950s, systemic discrimination also reared its ugly head in the areas of banking, education, and housing. In fact, as white populations moved out of the city, they implemented restrictive covenants to prevent houses from being sold to



CONSULTANT AND FORMER HOSPITAL ADMINISTRATOR STEVEN RAGSDALE TOOK THE AUDIENCE ON A JOURNEY WITH HIS "350 YEARS OF RACE, CLASS, AND SOCIAL SYSTEMS: THE BALTIMORE, MD., STORY."

Continued from previous page

African-Americans, Jews, and Catholics. “That was a real show-stopper,” Ragsdale said.

In the education realm, Ragsdale recounted Baltimore’s history of segregation, unequal opportunities, and achievement gaps along racial and socioeconomic lines. He also lamented a school-to-prison pipeline in Maryland, noting that spending on prisons rose twice as fast as spending on schools between 1980 and 2013. The pipeline is particularly robust in Baltimore, he said, because of its high rates of unemployment, crime, and poverty.

“As suburbanization happened, white people moved into their new communities and built brand new schools, and that furthered the disparities in education,” Ragsdale said.

Ragsdale discussed the way African-Americans were excluded from academic research and technical education in the field of

health care, pointing to laws such as the Hill-Burton Act of 1946 and Title VI of the 1964 Civil Rights Act.

More generally, regarding the city’s health care history, Ragsdale said, “Baltimore has been a sick, sick city for a really, really long time,” citing yellow fever and smallpox outbreaks in the 18th and 19th centuries.

Ragsdale noted that he was talking to an audience composed of many people involved in the health sciences.

“So I encourage you to ride with me on this journey,” he said. “Make this your first and not last engagement with this type of work. And if you’re in a leadership position, make sure that you reflect on this work and our history when you’re making decisions.”

— Lou Cortina

*Read **more** about this.*


DIVERSITY ADVISORY COUNCIL

UNIVERSITY OF MARYLAND, BALTIMORE COMMEMORATES
**Dr. Martin Luther King Jr.
& Black History Month 2020**

KEYNOTE SPEAKER
RONI ELLINGTON, PhD

- ▶ STEM scholar, mentor, and author
- ▶ Associate professor and former coordinator of graduate programs, Department of Mathematics, Morgan State University
- ▶ Sought-after inspirational speaker
- ▶ Owner of the Transforming STEM Network

FEB. 5, 2020 | Noon to 1:30 p.m.
MSTF Leadership Hall
Followed by light refreshments in the atrium

 UNIVERSITY of MARYLAND
BALTIMORE

Event is free to UMB staff, faculty, and students, but registration is required. Find updates at umaryland.edu/mlk



UNIVERSITY of MARYLAND, BALTIMORE

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RESEARCH

DECEMBER 2019

DNA SEQUENCING GIANT ILLUMINA MOVES INTO THE BIOPARK

Global genome sequencing powerhouse Illumina, Inc. recently celebrated the grand opening of a new training facility in gleaming, light-filled offices at the University of Maryland BioPark in downtown Baltimore.

The 13,000-square-foot Illumina Solutions Center provides training labs and office space for customers and commercial teams. It is the company's first commercial location on the East Coast and will host hundreds of customers annually.

Illumina, Inc., whose mission statement is "Unlocking the Power of the Genome," is an international leader in DNA sequencing array-based technologies, serving customers in the research, clinical, and applied markets.

Illumina's technology, which is responsible for generating more than 90 percent of the world's sequencing data, allows customers to read and understand genetic variations. Its sequencing systems are propelling advances in medicine and health care unimaginable even a few years ago.

The San Diego-based company joins more than 40 companies in the UM BioPark, which employs more than 1,000 people in a combination of biomedical research, technology, and medical device companies alongside education and workforce development programs. Adjacent to the University of Maryland, Baltimore (UMB), the BioPark offers access to UMB's medical school, translational research, and clinical treatment center.

Eleezeh Safarians, Illumina's vice president of Americas Service and Support, said the BioPark was the right choice for East Coast expansion because its biotechnology commercialization and economic development mission merge with the company's culture and long-term goals. "We were looking for an area where we could cultivate a culture of collaboration, a culture of openness, a culture of innovation," she said at the Oct. 29 opening.

Speaking to a crowd of about 75 people, UMB President Jay A. Perman, MD, thanked Illumina for choosing Baltimore and settling into the UM BioPark. "You had other options and you chose us," he said.

Perman went on to tout UMB's commitment to innovation, groundbreaking research, and proximity to federal labs and agencies. "You chose our School of Medicine. You chose our world-renowned Institute for Genome Sciences [IGS]. You signed onto the game-changing work we're doing here at UMB — the work that Dr. Claire Fraser [IGS director] and her team are doing every day."

In fact, IGS has been using Illumina sequencing technology since 2007, and proximity to its working core labs was a key factor in Illumina's decision to join the thriving BioPark community of life sciences companies.

"We believe this location will facilitate collaborative engagement in research activities with our academic partner, the University of Maryland, Baltimore," noted Mark Van Oene, senior vice president and chief commercial officer for Illumina. "We are inspired by all the ways genomics can stimulate economic activity to maximize impact in the region and fuel research with the potential to improve health outcomes for patients."



FROM LEFT, SIGNE PRINGLE, DR. PERMAN, ILLUMINA VP NICKI BERRY, BIOPARK EXECUTIVE DIRECTOR JANE SHAAAB, AND ELEEZEH SAFARIANS ARE ALL SMILES AT THE GRAND OPENING.

Jim Berens, chief executive officer of Wexford Science + Technology, said he's delighted to have Illumina in the BioPark. Recognizing the company, which *WIRED* magazine called the "Google of genetic testing," as an industry juggernaut that could have located anywhere, Berens shared, "Attracting Illumina to the BioPark reinforces the value of combining University research, entrepreneurial activity, corporate management, and community development in a dense, collaborative, programmed environment."

Signe Pringle, Maryland's assistant secretary of commerce, agreed. "This is exciting news for us. We welcome these companies and we want them to grow and thrive here. It's our job, together with the University, to provide the tools and resources for them to grow."

— Laura Lee

SCHOOL OF NURSING WINS HEED AWARD FOR 2ND YEAR IN A ROW

For the second year in a row, the School of Nursing (SON) has won the Health Professions Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine. The HEED Award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

SON was among 43 institutions recognized with the HEED Award, and all are featured in the December 2019 issue of *INSIGHT Into Diversity*, the oldest and largest diversity publication in higher education.

“We are tremendously honored,” says SON Dean Jane M. Kirschling, PhD, RN, FAAN. “The process of applying for the HEED Award allows us to continually assess our progress on issues of diversity and inclusion. We know that diversifying the health care workforce — not only racially and ethnically, but also with respect to sexual orientation and gender identification, as well as an array of economic, cultural, and social factors — is an essential aspect of creating a truly effective and equitable system of health care for all persons.”

According to *INSIGHT Into Diversity*, the award process consists of a comprehensive and rigorous application. “Our standards are high,” says Lenore Pearlstein, the magazine’s co-publisher, “and we look for institutions where diversity and inclusion are woven into the work being done every day across their campus.”

SON has a diverse student population, with 48 percent of its total enrollment composed of students of ethnic and racial diversity, compared to a national average of 33 percent. Men compose almost 13 percent of SON’s student body, compared to 10 percent nationally. The school also attracts students from various socioeconomic backgrounds.

It has a variety of programs and initiatives related to diversity and inclusion, including an LGBTQ+ ally working group and an Office of Diversity and Inclusion, headed by Jeffrey Ash, EdD, associate dean for diversity and inclusion and assistant professor, who is on the University of Maryland, Baltimore’s (UMB) Diversity Advisory Council.

“We are again honored and very proud to be recognized for the prestigious HEED Award,” Ash says. “This process requires us to take a long, hard look at ourselves. Diversity and inclusion and its work are not one day of the year or one month of the year.

Diversity and inclusion, and inclusive excellence, is an everyday journey and occurrence.”

In its 2019 application, SON highlighted three areas of innovation:



JEFFREY ASH HEADS THE OFFICE OF DIVERSITY AND INCLUSION AT THE SCHOOL OF NURSING. “WE ARE VERY PROUD TO BE RECOGNIZED,” HE SAID.

Health and wellness: The school’s Office of Diversity and Inclusion has an affinity group called Fit ‘n’ Fun, which partnered with UMB’s Launch Your Life wellness program to organize a Universitywide step challenge, the Ultimate Mileage Battle.

Social justice and activism: SON introduced restorative justice (RJ) practices through its professional development program by facilitating circle discussion processes and starting an RJ interest group.

Policies and strategy: The school required chairs of search committees to engage in structured learning about implicit bias and also implemented a new section in its faculty and staff professional development plans in which employees create diversity goals and complete them within the annual evaluation period.

UMB’s history with the HEED Award includes recognition last year, when the School of Social Work was honored along with SON; in 2015, when UMB won for its community engagement efforts after the unrest following the death of Freddie Gray; and in 2013, when UMB was recognized for its schools’ commitment to diversity through individual and interprofessional efforts.

— Lou Cortina

Read more about this.

COMMUNITY OUTREACH

DECEMBER 2019

KIDS GET TASTY LESSON IN NUTRITION

For the sixth year in a row, the University of Maryland, Baltimore (UMB) gave third-grade students from James McHenry Elementary/Middle School, Robert W. Coleman Elementary School, and George Washington Elementary School a lesson in food and nutrition with the Kids to the Farmers Market Program.

The annual program is organized through a partnership between UMB's Office of Community Engagement (OCE) and the University of Maryland Medical Center (UMMC). The goal of the program is to show Baltimore City children how to be active and healthy through a hands-on learning program that introduces them to new fresh fruits and vegetables over the course of several weeks.



SOME OF THE ELEMENTARY SCHOOL STUDENTS AT PLAZA PARK TASTE-TEST THE ZUCCHINI FRIES ...



... AFTER WATCHING A COOKING DEMONSTRATION ON HOW TO PREPARE SPAGHETTI SQUASH.

"We look forward to this program every year," says Brian Sturdivant, MSW, UMB's director of strategic initiatives and community partnerships. "The kids get to come here to UMB, spend some time outside of school, and they get to eat. I couldn't imagine a better day than that!"

Students take a field trip to the University Farmers Market, which is open every Tuesday from mid-May to mid-November at Plaza Park across from UMMC.

At the market, the children learn about the importance of fresh, locally grown food and how to create a balanced meal with a nutritional guessing game. The students also get to watch a healthy cooking demonstration put on by volunteers from CulinArt. The volunteers showed the students how to prepare spaghetti squash, kale chips, and apple crisp — a healthy alternative to apple pie. The children get to taste the recipes in the demonstration, and all are given a recipe book.

"I want to show my grandma the apple crisp recipe," said Shamyra, a student at Coleman Elementary School. "We usually make cakes together, but this was really good, too, especially with whipped cream!"

The students also were given red backpacks and \$10 worth of "Kids Bucks," money they can use to buy produce at the farmers market.

"We want to expand the students' horizons and we want to make sure they understand the importance of locally sourced foods," Sturdivant says. "Hopefully they will end up buying something they haven't tasted before."

That's exactly what 8-year-old Julian did. While perusing the colorful selection of fruits and vegetables, he discovered dragon beans, a shelling bean that's purple and tastes sweet.

"My mom likes to cook and experiment with food," he said. "I'm excited to take these beans home to her!"

The Kids to the Farmers Market Program did not end at the market. On Oct. 29, the program brought all three schools back to UMB for *Food Play*, an interactive, musical performance at Westminster Hall by the Hippodrome Foundation, Inc.

The students clapped and danced along with the character, ToBe Fit, the juggling nutrition magician. ToBe taught them about creating healthy eating habits, keeping a balanced diet, and making time to play and exercise. He also taught them the difference between a "Go-Food," food that's fresh, healthy, and will keep them energized, and a "Whoa-Food," food that's processed, unhealthy, and will make them feel tired and sluggish.

Then the students took the "High Five Challenge" where they promised to adopt five healthy habits: play for one hour every day; remember that if I can do it, you can do it, too; eat three square meals a day; read the label before you eat it; and eat five vegetables a day.

— Jena Frick

See *pictures and a video*.

PUBLIC SAFETY

DECEMBER 2019



UNWRAP THESE TIPS TO STAY SAFE THIS HOLIDAY SEASON

Now is the time to light the menorah and trim the tree, but with the days getting shorter, it's also time to brush up on some important public safety tips. As we enter the most wonderful time of the year, take these extra steps to stay safe:

AT WORK:

- Sign up for UMB Alerts to receive instant notification about emergencies and weather-related closings.
- If you see something, say something. If you notice a suspicious activity or person, call UMB Police at 410-706-6882.
- Keep valuables and personal belongings locked away and out of sight.
- Request a Safe Ride through the UMB mobile app and get safely to your campus destination. Safe Walk also is available 24/7 by calling 410-706-6882.

AT HOME:

- Traveling out of town? Ask a friend or neighbor to pick up your mail, packages, and newspapers, or consider putting a hold on them. An overstuffed mailbox is a sign that no one is home.
- Beware of strangers at your door. Criminals may pose as couriers delivering gifts. Teach children to only open the door for family or friends who know a "password."
- Always lock doors and windows, even when you are home or only leaving for a few minutes.
- Use automatic timers for lights inside and outside your home.
- Avoid large displays of gifts that are visible from outside your home.
- Make sure holiday decorations do not block doors in your home. Do not overload electrical outlets and use battery-operated candles to prevent fires.

IN PUBLIC:

- Be aware of your surroundings. Put away your phone and headphones when in public.

- Keep to well-lit, populated streets. Avoid alleys or other shortcuts.
- Carry your bag close to your body with your wallet in an inside pocket.
- Avoid carrying large amounts of cash. If you must use an ATM, use one inside in a safe, high-traffic area.
- Have your house and/or car keys in your hand, ready to use, when you reach the door.
- Do not overload yourself with large bags, packages, or luggage. This makes you unable to defend yourself against criminals.
- Park in a well-lit area and do not leave valuables in your open car. Use your trunk and avoid parking next to large vehicles.
- Consider asking mall or store security for an escort walking to your car.

WHEN GIVING TO CHARITY:

- If a charity refuses to provide detailed information about its mission, identity, costs, and how the donation will be used, it is most likely a scam.
- Make donations by check or credit card. Scammers often ask for donations in cash, by gift card, or by wiring money.
- Keep a record of your donations. Review your bank statements to make sure you're only charged the amount you agreed to and that you aren't signed up for a recurring donation.
- Visit the Federal Trade Commission website for tips on how to spot a charity scam. The Better Business Bureau also has a list of accredited charitable organizations.

Whether you're home for the holidays or heading to grandmother's house, these tips will help keep the family safe.

Happy holidays from Chief Cary and the whole University of Maryland, Baltimore Police Department!