

the PRESIDENT'S MESSAGE

OCTOBER 2019



WHY I WRITE

I'm sometimes asked what moves me to speak out on topics that other university leaders may elect to avoid. For instance, in August, I wrote to you following mass shootings in California, Texas, and Ohio — shootings that took nearly three dozen lives in the space of a week — and I said I would establish a UMB Center to Prevent Gun Violence. Certainly, it wasn't the first time I'd written about the epidemic of gun deaths in the U.S. and what we might do, as citizens and scholars, in response. Nor was it the first time I'd written about an issue of fierce debate in this country, an issue impinging on American politics and policy, an issue that some think is beyond the purview of a University like ours.

The notion of “purview” — jurisdiction — is an important one, I think. Last year, Dr. Raynard Kington, president of Grinnell College in Iowa, took to *The Chronicle of Higher Education* to share his views on whether and when to speak out on matters of public debate. He said he took his cue from another leader, Dr. William Bowen, who had headed Princeton University in the 1970s and '80s. Dr. Bowen cautioned that university presidents should limit their advocacy to matters central to the university's “own functioning as an educational institution.” Free speech and admissions policies, for instance, passed Dr. Bowen's advocacy test. But Dr. Kington expanded the test somewhat, weighing whether an issue “sufficiently connects to our mission at Grinnell” before deciding to speak or remain silent.

Dr. Kington's approach mirrors my own, though with a mission as capacious as ours — improve the human condition and serve the public good — there are sure to be times when the line is blurred. I routinely write to elected leaders about bills that could harm — or help — UMB's work. The letters are rarely controversial. I write, too, about actions that affect UMB's students, faculty, and staff, because our mission goes nowhere without the people who make it real. When I spoke out about the Trump administration's bid to end the Deferred Action for Childhood Arrivals (DACA) program, I was cognizant that the policy could jeopardize residency status for some UMB students and prospective students. When the administration moved to ban visitors from certain countries from entering the U.S., I was cognizant that UMB could be deprived of international students and scholars who would enrich our community.

But what of gun deaths? I do believe that gun violence is a public health crisis. I believe that our home in Baltimore (where guns were used to kill 274 people last year) makes this an exigent issue for us. I believe that as a community of health care providers, and social workers, and lawyers, this *is* our lane, as much as any other public health issue — for instance, drug policy and addiction treatment.

And yet I know that not everyone reading this agrees. That's OK. That's *more* than OK. Because that disagreement — not only about what policies might mitigate gun deaths, but whether we should even be dedicating resources to studying them — is what makes academic communities like ours work. UMB is an institution where ideas are dissected and debated, where assent and dissent both have their say. My weighing in to the public discourse doesn't abrogate that. I write not to shut down dialogue, but to coax it out, to remind us to talk with one another, to share with one another, to engage civilly in this marketplace of ideas. Because this is the very best place to do it.

In discussing presidential position-taking, Princeton's Dr. Bowen argued for restraint. He said, “Universities should be the home of the critic, not the critic itself,” and his argument betrays a truth: that a president is the voice of her or his university; that, in the public consciousness, a stance taken by a president has the imprimatur of the university itself. Dr. Kington of Grinnell College reflected on this dilemma, saying that he tries to make clear, when speaking or writing, what is personal opinion rather than institutional position. “The separation,” he acknowledges, “is often hard to discern.”

I could say that I write to you simply as Jay Perman, not as the head of UMB. But, of course, that would be — in practice, if not in theory — a false distinction. I have this platform to speak my mind precisely because I'm the president. When I sign my name to a letter, an op-ed, a statement, I'm putting the weight and power of this University behind it. And so I promise to use that power judiciously, to keep always top of mind whether writing will enable our continued effectiveness as a university, whether it will advance our mission and the work we undertake to fulfill it, whether it will protect our people and the people we serve.

I know I have a conveniently big bully pulpit. I know that, at some point, I may use it to advocate for something to which you're adamantly opposed, or against something that you passionately support. When that happens, I hope you'll write to me and make *your* voice heard. I hope you'll keep this community of ideas alive and thriving.

Sincerely,

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

Jay A. Perman, MD
PRESIDENT

LAURELS

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UNIVERSITYWIDE



C. STEVEN DOUGLAS

C. Steven Douglas, MA, MLS, AHIP, head, collection strategies and management, Health Sciences and Human Services Library, wrote

the chapter “Health Sciences and Human Services Library Collection Management Support for the UMB Digital Archive” in *Transforming Acquisitions and Collection Services: Perspectives on Collaboration Within and Across Libraries*.

A team from the **schools of social work, nursing, and medicine** has received a \$1.35 million workforce development grant from the Health Services Resources Administration. An interprofessional project team will recruit and train 12 psychiatric nurse practitioners, three psychiatric residents, and 33 Master of Social Work students to become providers of behavioral health services to individuals living in high-need localities.



WILLARD MOORE

Willard Moore, a custodian in Environmental Services, is among 12 finalists in the national Rock Star Custodian Award program developed by the Academy

for Clean Excellence and Gem Supply. His nomination said Moore’s enthusiasm “is infectious” and at the SMC Campus Center, where

he works, “he is known as a friend, confidant, and brotherly figure to many of the students.”



EMPLOYEE OF THE MONTH DANA RAMPOLLA (HOLDING 1807) WITH DR. PERMAN, LAURA KOZAK, AND JENNIFER LITCHMAN.

Dana Rampolla, senior marketing specialist in Communications and Public Affairs, was named September Employee of the Month for her yeoman work as creative director and managing editor of *1807*, UMB’s inaugural art and literary journal.



LAUREN WHEELER



MARY ANN WILLIAMS

Lauren Wheeler, MSLIS, information services librarian, and **Mary Ann Williams, MSLS,** research, education, and outreach librarian and liaison to the School of Dentistry, Health Sciences and Human Services Library, presented their poster “Rising Up to Users’ Needs: Redesigning a Health Literacy Workshop for Health Professionals” at the Mid-Atlantic Conference of the Medical Library Association in Durham, N.C.

Brian Zelip, MSLIS, MA, emerging technologies librarian, Health Sciences and Human Services Library, presented “Making Saves Lives: Research, Education, and Clinical Practice in an Academic Health Sciences Library Makerspace” at the Makerspaces for Innovation in Research and Academics Conference in La Verne, Calif.

SCHOOL OF DENTISTRY



JOEL D. GREENSPAN

Joel D. Greenspan, PhD, professor and chair, Department of Neural and Pain Sciences, is a co-author of “A Functional Substitution in the L-aromatic Amino

Acid Decarboxylase Enzyme Worsens Somatic Symptoms via a Serotonergic Pathway,” which appeared in *Annals of Neurology*, and “Premorbid and Concurrent Predictors of TMD Onset and Persistence,” which appeared in the *European Journal of Pain*.



ELAINE MIGINSKY

Elaine Miginsky, DDS, clinical instructor, Department of General Dentistry, Division of Operative Dentistry, was inducted as a

fellow in the International College of Dentists on Sept. 5.

Norbert Myslinski, PhD, associate professor, Department of Neural and Pain Sciences, oversaw the

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International Brain Bee Competition, which he founded, in Seoul, South Korea, in September.



JUDY PORTER

Judy Porter, DDS, MA, EdD, was promoted from assistant dean to associate dean of admissions and recruitment.

CAREY SCHOOL OF LAW

Deborah Eisenberg, JD, professor and director, Center for Dispute Resolution, was a co-author of “What Works in Alternative Dispute Resolution? The Impact of Third-Party Neutral Strategies in Small Claims Cases,” which appeared in the peer-reviewed *Conflict Resolution Quarterly*.

Michael Greenberger, JD, professor and director, Center for Health and Homeland Security, joined C-SPAN’s *Washington Journal* program to discuss disaster response in the wake of Hurricane Dorian.



KATHLEEN HOKE

Kathleen Hoke, JD, professor and director, Legal Resource Center for Public Health Policy, was quoted in “Juul’s Campaign to Raise the Tobacco Age Is More

Complicated Than It Seems,” which was published in *Mother Jones*.

Seema Kakade, JD, assistant professor and director, Environmental Law Clinic, was elected as a fellow

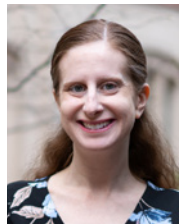
into the American College of Environmental Lawyers.

Frank Pasquale, JD, professor, was quoted in “Trump Attacks on Google Recycle Baseless Claims” in *The New York Times*.



ROBERT PERCIVAL

Robert Percival, JD, Robert F. Stanton Professor and director, Environmental Law Program, was a co-author of *Comparative and Global Environmental Law & Policy*.



NATALIE RAM

Natalie Ram, JD, associate professor, was quoted in “Customers Handed Over Their DNA. The Company Let the FBI Take a Look” in *The Wall Street Journal*.

Dawinder “Dave” Sidhu, JD, visiting professor, was appointed to serve on the Maryland State Bar Association Editorial Advisory Committee.

Rena Steinzor, JD, professor, was quoted in “The Car Seat Industry Helped Delay a Child Safety Regulation — Again,” which was published in *ProPublica*.

Beverly Winstead, JD, clinical instructor, contributed to “Celebrating (Tax) Justice in Baltimore,” which appeared in *Tax Notes State and Tax Notes Federal*.

SCHOOL OF MEDICINE

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



ALAN FADEN



BOGDAN STOICA

Alan Faden, MD, the David S. Brown Professor in Trauma;

Bogdan Stoica, MD, associate professor; and

David Loane, PhD, adjunct associate professor;

all from the Department of Anesthesiology, received a five-year, \$2,254,990 grant from the National Institute of Neurological Disorders and Stroke for “Reprogramming Microglial Epigenetic Pathways to Promote Cognitive Recovery After Brain Trauma.”



DAVID LOANE



KAREN KOTLOFF

Karen Kotloff, MD, professor, Department of Pediatrics; **Dilruba Nasrin, MBBS, PhD,** assistant professor, Department of Medicine;

William

Blackwelder, PhD, adjunct professor, Department of Epidemiology and Public Health; **Samba Sow, MD, MS,** adjunct professor, Department

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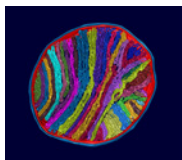
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of Medicine; **Sharon Tennant, PhD**, associate professor, Department of Medicine; and **Myron M. Levine, MD, DTPH**, the Simon and Bessie Grollman Distinguished Professor of Medicine and associate dean for global health, vaccinology and infectious diseases, were among the authors of “The Incidence, Aetiology, and Adverse Clinical Consequences of Less Severe Diarrheal Episodes Among Infants and Children Residing in Low-Income and Middle-Income Countries: A 12-Month Case-Control Study As a Follow-On to the Global Enteric Multicenter Study (GEMS),” which was published in *Lancet Global Health*.



W. JONATHAN LEDERER

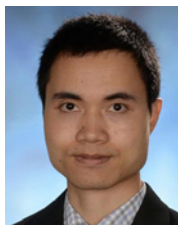
for Biomedical Engineering and Technology (BioMET), are among the creators of the image “Segmentation of Highly Convolved Mitochondrial Inner Membranes from Electron Microscopic Tomograms,” which was one of 11 finalists in the Art of Science Image Contest at the 63rd Annual Biophysical Society meeting, held in Baltimore.



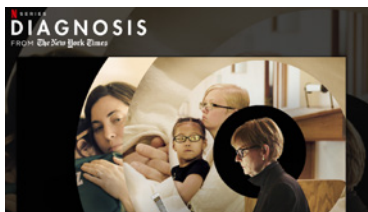
FINALIST IMAGE

Colin Mackenzie, MB, CHB, MD, professor emeritus; **Peter Hu, PhD**, associate professor; **Shiming Yang, PhD**, assistant professor; all from the

Department of Anesthesiology; and **Hegang Chen, PhD**, professor, Department of Epidemiology and Public Health, are co-inventors of “Method and Apparatus for Predicting a Need for a Blood Transfusion,” which received a U.S. patent.



SHIMING YANG



‘DIAGNOSIS’ IS A NEW YORK TIMES/NETFLIX DOCUMENTARY.

Andrea Meredith, PhD, associate professor, Department of Physiology, was featured in *The New York Times/Netflix* documentary series *Diagnosis*. In episode four, “Looking For A Village,” Meredith explains the function of the KCNMA1 ion channel. Meredith and her research team — postdoctoral fellows **Hans Moldenhauer, PhD**, and **Su Mi Park, PhD**, and medical student **Cole Bailey** — compiled a companion comprehensive review naming the ‘KCNMA1-Linked Channelopathy,’ synchronized to the release of the documentary.



ANDREA MEREDITH

Robert Miller, MD, professor, Department of Radiation Oncology, was among the authors of “Effect

of Doxepin Mouthwash or Diphen-Hydramine-Lidocaine Antacid Mouthwash vs Placebo on Radiotherapy-Related Oral Mucositis Pain: The Alliance A221304 Randomized Clinical Trial,” which was published in *JAMA*.



ROBERT MILLER

Timothy O’Connor, PhD, assistant professor, Department of Medicine, Institute for Genome Sciences, was awarded a five-year, \$2.5 million grant from the National Human Genome Research Institute, part of the National Institutes of Health, as one of only six recipients nationally of the inaugural “Genomic Innovator Awards.” O’Connor’s work aims to use large-scale genomic data to understand recent human evolution and how it has shaped genetic variation across multiple populations.



TIMOTHY O’CONNOR

Marcela Pasetti, PhD, professor, Department of Pediatrics, Center for Vaccine Development and Global Health, will serve as chair of the Immunity and Host Defense Study Section, Center for Scientific Review, at the National Institutes of Health for a one-year term.



MARCELA PASETTI

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MOM POWER TEAM LEADERS (FROM LEFT): MERCEDES HIGHTOWER, LCSW-C; BRI FELLOWS, LCSW-C; LISA ANDREWS, LCSW-C; AND LAUREN CARPENTER, LCSW-C, ALL FROM THE DEPARTMENT OF PSYCHIATRY.

The **Department of Psychiatry** recently launched Mom Power, a collaboration among the Division of Consultation Liaison's Women's Mental Health Program, the Division of Child and Adolescent's Center for Infant Study, and the Division of Addiction Research and Treatment's OATS Program. Mom Power is a unique parenting education program developed by Maria Muzik, MD, at the University of Michigan, and supports families that may be facing adversity or times of stress.

Natalie Zlebnik, PhD, postdoctoral fellow, Department of Anatomy and Neurobiology, was awarded a \$1,061,248 K99/R00 Pathway to Independence grant from the National Institute on Drug Abuse for "Effects of Exercise on Dopaminergic Mechanisms of Cocaine Relapse."

SCHOOL OF NURSING



JEFFREY ASH

Jeffrey Ash, EdD, assistant professor and associate dean for diversity and inclusion, participated in the inaugural in-person meeting of the American Association

of Colleges of Nursing's Diversity, Equity, and Inclusion Group in Washington, D.C.

Susan L. Bindon, DNP, RN-BC, CNE, CNEcl, associate professor and director, Doctor of Nursing Practice post-master's option, has been named to the American Association of Colleges of Nursing's inaugural cohort of Elevating Leaders in Academic Nursing (ELAN) fellows. She was inducted at the inaugural ELAN program in Chaska, Minn.



LUANA COLLOCA

Luana Colloca, MD, PhD, MS, associate professor, was awarded \$3.6 million by the National Institutes of Health to fund her research project "Neural Correlates of Hypoalgesia

Drive by Observation," which aims to generate mechanistic research that can be directly exploited to develop easily implementable therapeutic strategies such as video clips and virtual reality tools for acute pain management.



KRISTEN RAWLETT

Kristen Rawlett, PhD '14, FNP-BC, assistant professor, has been appointed to a two-year term as chair of the research committee for the American Association of Nurse Practitioners.

Barbara Resnick, PhD '96, RN, CRNP, FAANP, FAAN, professor, Sonya Ziporkin Gershowitz Chair in Gerontology, and co-director of the school's Biology and Behavior Across the Lifespan Organized Research Center, has been awarded a Stulman

Foundation grant of \$150,000 to support her research project "Function Focused Care for Individuals with Dementia in Assisted Living."



BARBARA RESNICK



CHELSEA SCHAFER

Doctor of Nursing Practice student **Chelsea Schafer, BSN, RN, TCRN**, was awarded the 2019 *American Journal of Nursing*/Thelma Schorr Scholarship from Nurses

Education Funds (NEF). Selection as an NEF scholar represents exemplary academic, clinical practice, research, and professional accomplishments.



ALISON M. TRINKOFF

Alison M. Trinkoff, ScD, MPH, RN, FAAN, professor, has been awarded \$300,000 by the National Council of State Boards of Nursing for her research project

"RN Substance Use: Prevalence, Work, and Wellness Factors in the Context of Legalized Marijuana and the Opioid Epidemic."



THOMAS "TOMMY" YOUNG

Thomas "Tommy" Young, BSN '17, RN, a student in the MS in Nursing Health Services and Leadership Management specialty, has been appointed

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the full-time manager of the general operating rooms at the University of Maryland Medical Center.

SCHOOL OF PHARMACY

The school's **student chapter** of the American Association of Pharmaceutical Scientists has been named the association's 2019 Student Chapter of the Year.

Nicole Brandt, PharmD, MBA, professor, Department of Pharmacy Practice and Science, and executive director, Peter Lamy Center on Drug Therapy and Aging, received a two-year, \$113,400 contract from Empirian Health for "Short Stay Prescribing Guidelines."

Kimberly Claeys, PharmD, assistant professor, Department of Pharmacy Practice and Science, has been named a 2019 Outstanding Reviewer by the journal *Pharmacotherapy*.



KIMBERLY CLAEYS



STEVEN FLETCHER

Steven Fletcher, PhD, associate professor, Department of Pharmaceutical Sciences, received a one-year, \$68,253 contract from Maryland Industrial

Partnerships for "Enhancers of Reverse Cholesterol Transport."

Joga Gobburu, PhD, professor, Department of Pharmacy Practice and Science, and director, Center for

Translational Medicine, has been named a fellow of the American Association of Pharmaceutical Scientists. He also received a one-month, \$5,000



JOGA GOBBURU

contract from Primetime Life Sciences for "PKPD Analysis of a Novel Anti-Depression Agent Using Preclinical Data" and a 29-month, \$132,000 contract from the Alliance for Clinical Trials in Oncology Foundation for "A Randomized, Double-Blinded Phase III Study of Cabozantinib Versus Placebo in Patients with Advanced Neuroendocrine After Progression on Everolimus."

Maureen Kane, PhD, associate professor, Department of Pharmaceutical Sciences, and executive director, Mass Spectrometry Center, received a \$180,083 Food and Drug Administration-funded University of Maryland Center of Excellence in Regulatory Science and Innovation grant for "Development of Diagnostic Biomarkers for Determination of Traumatic Brain Injury."



MAUREEN KANE

Raymond Love, PharmD, professor, Department of Pharmacy Practice and Science, received a two-year, \$5,179,933 contract from the Maryland Department of Health for "Peer Review Program for Mental Health Drugs in Children and Adolescents."

Joey Mattingly, PharmD, MBA, PhD, associate professor, Department of Pharmaceutical Health Services Research, received

a one-year, \$102,010 contract from Pharmaceutical Research and Manufacturers of America for "Delphi Panel to Engage Patient Experts on the Value of Treatment for Food Allergy" and a six-month, \$14,111 contract from Johns Hopkins University for "Resolve to Save Lives."



JOEY MATTINGLY



C. DANIEL MULLINS



ESTER VILLALONGA OLIVES

C. Daniel Mullins, PhD, professor and chair, Department of Pharmaceutical Health Services Research (PHSR), and director, PATIENTS Program, and **Ester Villalonga Olives, PhD**, assistant professor in PHSR, received a \$432,086 Food and Drug Administration (FDA)-funded University of Maryland Center of Excellence in Regulatory Science and Innovation grant for "Improving FDA Health Communications with Older Women in the U.S. Regarding FDA-Regulated Products: Phase 1b Focus Groups."



EBERE ONUKWUGHU

Ebere Onukwughu, PhD, associate professor, Department of Pharmaceutical Health Services Research, has been appointed to the

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state of Maryland's Prescription Drug Affordability Board.

Angela Wilks, PhD, the Isaac E. Emerson Chair, Department of Pharmaceutical Sciences, has been named chair of the National Institutes of Health's Prokaryotic Cell and Molecular Biology Study Section for a two-year term.

SCHOOL OF SOCIAL WORK



KATHRYN COLLINS



MELISSA BELLIN

Associate professors **Kathryn Collins, PhD**, and **Melissa Bellin, PhD**, helped facilitate the first annual Train the Trainer for Trauma Adapted Family Connections sponsored by the Substance Abuse and Mental Health Services Administration, the school, and the National Child Traumatic Stress Network.



JOAN DAVITT

Joan Davitt, PhD, associate professor, presented research on racial/ethnic disparities in access to and outcomes of Medicare home health care at

the International Association for Gerontology & Geriatrics annual meeting in Gothenburg, Sweden.

Melissa Edmondson Smith, PhD, assistant professor, is a co-author of "Evidence for Differential Predictive Performance of the Prime Screen Between Black and White Help-Seeking Youths," which was published in *Psychiatric Services In Advance*. The work also has been selected to be featured as a curated article.

Laurie Graham, PhD, assistant professor, is the lead author of "The Danger Assessment: A Tool for Preventing Intimate Partner Homicide," a chapter in the new book *Handbook of Interpersonal Violence Across the Lifespan*.



GEOFFREY GREIF



ANGELA HENNEBERGER

Professor **Geoffrey Greif, PhD**, alumna **Judith Leitch, PhD**, and associate professor **Michael Woolley, PhD**, have co-authored "A Preliminary Look at Relationships Between Married Gays and Lesbians and Their Parents-in-Law: Five Case Studies," which was published in the *Journal of Gay and Lesbian Social Services*. Woolley also co-authored "The Promise and Limitations of Synthetic Data as a Strategy to Expand Access to State-Level Multi-Agency Longitudinal Data," which appeared in the *Journal of Research on Educational Effectiveness*, with SSW colleagues **Angela Henneberger, PhD**, research assistant professor, **Bess Rose, PhD**, statistician, and **Terry Shaw, PhD**, associate professor.



KAREN HOPKINS

Karen Hopkins, PhD, associate professor, will be honored in October with the University of Pittsburgh School of Social Work's 2019 Distinguished

Alumni Award — Social Work Education. Hopkins teaches courses in human service management and leadership, performance management, and research.

"Social Exclusion Factors Influencing Life Satisfaction Among Older Adults," a research article authored by PhD student **Joonyup Lee** and



JOONYUP LEE

assistant professor **John Cagle, PhD**, has been named an Editors' Choice article in the *Journal of Poverty and Social Justice*.



MICAH SAVIET

Student **Micah Saviet** is a co-author of "Communication Modalities and Their Perceived Effectiveness in Coaching for Individuals with Attention Deficit/Hyperactivity Disorder (ADHD)," which appeared in the *International Journal of Evidence Based Coaching and Mentoring*.

Founders Week

OCT. 21-26, 2019

Each year the University of Maryland, Baltimore (UMB) celebrates the achievements and successes of our students, faculty, staff, alumni, and philanthropic supporters and pays tribute to UMB's 210-plus-year history with a series of Founders Week events.

STAFF LUNCHEON

MONDAY, OCT. 21

11:30 a.m. to 12:10 p.m. or 12:20 to 1 p.m.

Westminster Hall

Tickets are free but required. Open to UMB staff only.

RESEARCHER OF THE YEAR PRESENTATION AND RECEPTION TUESDAY, OCT. 22

4 p.m.

Carey School of Law | Moot Courtroom

STUDENT COOKOUT WEDNESDAY, OCT. 23

Noon to 1:30 p.m.

School of Nursing Courtyard

Tickets are free but required. Open to UMB students only.

ENTREPRENEUR OF THE YEAR PRESENTATION AND RECEPTION WEDNESDAY, OCT. 23

4 p.m.

School of Dentistry | Room G-205

UMB COMMUNITY ENGAGEMENT CENTER GROUNDBREAKING CEREMONY

THURSDAY, OCT. 24

9:30 a.m.

16 S. Poppleton St., Baltimore, MD 21201

GALA

SATURDAY, OCT. 26

6:30 p.m.

Hyatt Regency Baltimore

Inner Harbor

Black-tie optional dinner and program.

Tickets can be purchased for \$200.

Register to attend at

umaryland.edu/gala-register.



2019 FOUNDERS WEEK AWARD WINNERS

The following members of the UMB family will be honored at the Founders Week Gala:



ENTREPRENEUR OF THE YEAR

Robert K. Ernst, PhD

School of Dentistry



EDUCATOR OF THE YEAR

Francis B. Palumbo, PhD, JD, MS

School of Pharmacy



PUBLIC SERVANT OF THE YEAR

Michelle G. Giglio, PhD

School of Medicine



RESEARCHER OF THE YEAR

David C. Gray, JD, PhD, MA

Francis King Carey School of Law

COMMUNITY ENGAGEMENT

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JOIN RAY LEWIS FOR NEW CEC GROUNDBREAKING

Please join Ravens' Hall of Famer Ray Lewis and other members of the UMB Foundation board for the groundbreaking ceremony of the expanded UMB Community Engagement Center (CEC) on Thursday, Oct. 24, at 9:30 a.m.

The new CEC, a renovated 20,000-square-foot historic building at 16 S. Poppleton St., will be nearly seven times the size of the current CEC. Upon completion in 2020, it will serve as the cornerstone of UMB's Community Campus and allow the University to offer expanded free programming for its community neighbors, including workforce services, fresh produce markets, health and fitness classes, and our UMB Police Athletic/Activities League for local elementary and middle school children.

In its first four years, the CEC, located immediately west of the University of Maryland, Baltimore (UMB) campus in the

BioPark, has attracted more than 35,000 visits from neighbors of all ages who engage with the staff, faculty, and students who offer health, employment, legal, educational, and social services.

In addition to the Ravens' No. 52, the groundbreaking will be attended by various city officials, politicians, and members of the business community. UMB faculty, students, and staff are urged to attend. Light refreshments will be served following the program. Please RSVP by Oct. 16 to community@umaryland.edu.

Parking is available at the UM BioPark, 940 W. Baltimore St. In case of inclement weather, the event will be held at the Grid, 875 Hollins St.

— Chris Zang



PRESIDENT'S SCHOLAR AUGUSTINE KICKS OFF WHITE PAPER PROJECT

It doesn't take a rocket scientist to help a university address an issue. But if one happens to be available, and is willing to help, the institution would be wise to utilize his/her services.

That in a nutshell describes the role of Norman Augustine, MSE, retired chair and CEO of the nation's largest defense contractor, Lockheed Martin, who has agreed to be the University of Maryland, Baltimore's (UMB) inaugural President's Distinguished Scholar.

He will voluntarily give lectures and workshops on crisis management and organizational effectiveness, engage associates for conversations about what it means to succeed and what we gain from failure, and help guide UMB's progress using lessons he's learned over a lifetime of business leadership.

Augustine also will advise the 2019-2020 President's Fellows, who in the ninth annual White Paper Project are exploring how to institutionalize UMB's Core Values so that they remain durable even as the University and its people change.

"I told President Perman I'm no expert, I have no PhD in values," Augustine said in his folksy, self-deprecating way at the White Paper kickoff presentation in the SMC Campus Center. "I've gathered a lot of scar tissue during my career and I'm like the Farmers Insurance ad that says 'we know a thing or two because we've seen a thing or two.' I'd like to share some of those things with you today." (*See video.*)

For the next 45 minutes, he told stories from his phenomenal career, which includes stints as undersecretary of the Army, chair of the American Red Cross, president of the Boy Scouts, chair of the National Academy of Engineering and American Institute of Aeronautics and Astronautics. He has won the National Medal of Technology and is a five-time recipient of the Department of Defense Civilian Distinguished Service Medal, in addition to 35 honorary doctorates.

Referencing the date of his Sept. 11 presentation, Augustine said, "I'm sure everybody in this room remembers where you were on

9/11. I was on a train riding alone off the border of Afghanistan. That was not a good place to be that particular day and so I can tell you I really *am* pleased to be here with you today."

Earlier UMB President Jay A. Perman, MD, had mentioned how UMB's seven core values — accountability, civility, collaboration, diversity, excellence, knowledge, and leadership — had come to be. "The 140 people who were working on our [2011-2016] strategic plan said that we needed pillars before we could construct a plan. Pillars meaning principles, values that we would never forsake. The DNA of our institution. Strategic plans can change, but values need to be permanent."

Augustine agreed. "I like that word 'pillars.' The same is true of quality people I've known in my life. In companies, you're often proud of what they've done but even more proud of how they had done it."

He gave a few examples. His friend, Herb Kelleher, who made flying fun as former chair of Southwest Airlines. Two gas stations existing side-by-side in Texas. Same gas; same prices. But only one was busy. Why? "They're in a different business than we're in," Augustine was told. "They're a filling station. We're a service station — and everybody in this place understands the difference between the two."

Another friend, Jim Burke, then-CEO of Johnson & Johnson, made the hard decision in 1982 to pull all 30 million bottles of Tylenol capsules off American store shelves after seven died from capsules tainted after they left the J&J plant. "The financial people said it will crater our stock price," Augustine said. "I asked Jim how he made such a difficult decision. He said it was easy. 'We've been talking about our values for so long in front of everybody, in front of our customers, the media, our employees.' He said, 'There's no way I could not recall.' Ever since Johnson & Johnson has become the gold standard of ethics, culture, and values in the industry."

Augustine, a former University System of Maryland regent who spoke on leadership in 2015 as part of UMB's Core Values Speaker Series, offered some closing suggestions before taking questions from the 100 or so in attendance.



FORMER LOCKHEED MARTIN CEO NORMAN AUGUSTINE JOKINGLY EQUATED HIMSELF WITH A FARMERS INSURANCE AD, SAYING "WE KNOW A THING OR TWO BECAUSE WE'VE SEEN A THING OR TWO."

Continued from previous page

Values start at the top and work their way down. “I was running the astronautics division at Martin Marietta and we had hit a rough patch. It was clear to me we didn’t have money for our managers to fly first class anymore. They were working so hard — flying somewhere in the morning, working all day, flying home at night to save time and the cost of a hotel. I didn’t have the heart to [change the policy]. I just started flying coach. I never said a word about it to anybody and within about a month, there were employees flying coach.”

Think creatively. “We made a board game of values of ethical decisions. You got to move forward three squares to get to the right decision based on actual cases at the company. I broke 300 managers into groups of three and had them play the board game. Pretty soon, the noise in the room was so loud you could hardly hear. There were all these arguments going on. Suddenly, the subject of values became something right at the top of everyone’s consciousness.”

Listen. “At Lockheed Martin we were given a contract to take 8,000 pounds out of the weight of these huge fuel tanks. The first 7,200 pounds came out easy. The last 800 pounds was really hard. A group of engineers was discussing this when a young man from the factory came up. After listening for a while, he interjected, ‘Why don’t you *not* paint the tank white?’ Well, there’s silence, and finally some engineer says space hardware has always been white. The young man didn’t give up. He said, ‘Well, why don’t you *not* paint that space hardware black?’ Finally, somebody



ATTENDEES AT THE WHITE PAPER KICKOFF ENJOYED HEARING THE MANY STORIES OF PRESIDENT’S DISTINGUISHED SCHOLAR NORMAN AUGUSTINE.

says, ‘I wonder what that paint weighs.’ So it’s a scramble to the computer and they come back. The paint weighs 800 pounds. So we saved paint, we saved time, we saved weight, we saved nuisance. Listening is one of their core values.”

— Chris Zang

Read Dr. Perman’s announcement of Norman Augustine as UMB’s inaugural President’s Distinguished Scholar. **Meet** the 2019-2020 President’s Fellows (students Jamaad Abdi, School of Dentistry; Meghna Bhatt, School of Pharmacy; Marina Gettas, School of Nursing; Anicca Harriot, Graduate School and School of Medicine; Adrienne Kambouris, Graduate School and School of Medicine; Nina Marks, Carey School of Law; and Jenny Torres, School of Social Work).

OFFICE OF COMMUNITY ENGAGEMENT



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RESEARCH

OCTOBER 2019

SOM AWARDED UP TO \$200 MILLION IN FLU VACCINE FUNDING

The School of Medicine (SOM) announced on Sept. 20 that its Center for Vaccine Development and Global Health (CVD) has been awarded a contract from the National Institute of Allergy and Infectious Diseases (NIAID) with total funding of up to \$200 million over seven years if all contract options are exercised.

This research contract is one of the largest ever awarded to SOM and includes an initial award of approximately \$2.5 million to conduct clinical testing of influenza vaccines.

CVD's research is aimed at testing improved seasonal influenza vaccines and conducting controlled human influenza challenge studies for NIAID's Collaborative Influenza Vaccine Innovation Center (CIVICs) program, which has the ultimate goal of developing a universal vaccine to protect against emerging influenza strains as well as improvements to current seasonal vaccines.

The seven-year contract will be led by CVD director Kathleen Neuzil, MD, MPH, one of the world's pre-eminent research scientists and advocates in the area of vaccine development and policy. For more than four decades, CVD has worked domestically and internationally to develop, test, and deploy vaccines to prevent and protect against a range of diseases such as influenza, cholera, typhoid fever, and malaria. CVD also has taken global leadership roles in vaccines to protect against emerging pathogens such as Zika and the Ebola virus.

The CIVICs program includes multidisciplinary research across a large network of institutions, supporting the development of vaccine candidates through testing in preclinical studies, clinical trials, and human challenge studies. This new CVD funding will establish a CVD CIVIC Clinical Core, with the specific goal of evaluating improved seasonal influenza vaccines and ultimately developing a universal vaccine to protect against emerging influenza strains.

Influenza, a contagious respiratory illness, is one of the greatest infectious disease threats to health and well-being. The disease

impacted 43 million people in the U.S. alone during the 2018-2019 season, according to the Centers for Disease Control and Prevention (CDC). As principal investigator, Neuzil will serve as the primary liaison with National Institutes of Health program officers, CIVICs partners, and technical centers.



SOM DEAN E. ALBERT REECE DISCUSSES HOW GRANT WILL PROMOTE "PATHBREAKING DISCOVERIES" BY CVD AS SEN. CHRIS VAN HOLLEN, KATHLEEN NEUZIL, JAMES CAMPBELL, AND WILBUR CHEN LISTEN.

"Influenza virus is a common and serious infection that causes annual outbreaks in all age groups," Neuzil said. "While current influenza vaccines have been critical in reducing disease, the virus is constantly changing. The CIVICs program will address the need to develop and test influenza vaccines that protect against new and emerging strains."

Under Neuzil's leadership, CVD has assembled an expert and accomplished team with extensive clinical research experience as well as virology, immunology, and influenza expertise. The research includes clinical trials and challenge studies in adults as well as in special populations, such as children, pregnant women, and the elderly.

"This contract brings together a broad cross-section of researchers at SOM who are experts in virology, vaccinology, and immunology," said **E. Albert Reece, MD, PhD, MBA**, dean of SOM, executive vice president for medical affairs, University

Continued from previous page

of Maryland, Baltimore, and the John Z. and Akiko K. Bowers Distinguished Professor. “For decades, CVD has been a leader in researching and developing interventions for the most challenging diseases that impact the world’s most vulnerable populations. With this generous funding, and Dr. Neuzil’s expertise and leadership, CVD will be able to make pathbreaking discoveries, and test new vaccines against this persistent infection that affects millions of people around the world.”

The CIVICs program was jointly developed by NIAID’s Division of Allergy, Immunology and Transplantation and the Division of Microbiology and Infectious Diseases.


“This contract will unite the greatest scientific minds in our state and nation toward a mission to improve our national public health,” said U.S. Sen. Ben Cardin, JD ’67, (D-Md.).

“Both the University of Maryland School of Medicine’s Center for Vaccine Development and Global Health and the National Institute of Allergy and Infectious Disease have made incredible contributions to critical and lifesaving developments in disease prevention and treatment.”

Added U.S. Sen. Chris Van Hollen (D-Md.), who is co-sponsor of legislation to increase funding for influenza vaccine research, “The flu has deadly costs — from its human toll to its negative impact on our economy. We must devote the necessary resources to develop a universal vaccine. That’s why I’m so proud to announce this funding today.”

— Joanne Morrison

Read **more** and see **the video**.




LAUNCH YOUR LIFE

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Step up and join your UMB team! Register at umaryland.edu/launch-your-life/step by Oct. 18.

DOWNTOWN PARTNERSHIP

OCTOBER 2019

CITY BUSINESS COMMUNITY HAILS PERMAN'S LEADERSHIP



KIRBY FOWLER, SHELONDA STOKES, AND JAY PERMAN HOLD A CEREMONIAL CHECK FOR THE NEW PERMAN COMMUNITY ENGAGEMENT FUND.

"I think most of you know how deeply I care for this city and its people, how much I love being part of a place with so much grit, and grace, and potential," University of Maryland, Baltimore (UMB) President Jay A. Perman, MD, told several hundred members of the Downtown Partnership of Baltimore (DPOB) at the group's annual meeting Sept. 12. "I can't imagine a higher honor than being in a position to help Baltimore reach that potential, to help it become what we know it can be."

For the last six years, Perman has chaired the DPOB, providing what DPOB President Kirby Fowler described as "unparalleled guidance and direction" to the group's membership of business and civic leaders. Fowler added that Perman "was called upon to lead us through some difficult years for the city, and his compassion for others was always top of mind."

Fowler and other speakers recalled many successful projects undertaken and completed during Perman's tenure, including the creation of a redevelopment plan for Lexington Market, the creation of the Bromo Tower Arts District, the restoration of Preston Gardens, the redevelopment of McKeldin Plaza, and the establishment of a Downtown Partnership \$15-an-hour minimum wage. They also pointed to numerous commercial development projects. The talk, however, always returned to praise and thanks for Perman's efforts and leadership.

"Your commitment to this city is just fantastic," said Baltimore City Mayor Bernard C. "Jack" Young, adding, "for those of you who don't know, Dr. Perman has always reached out, not only to our school system, but to our neighborhoods to try to make a great improvement there."

Baltimore City Council President Brandon M. Scott, who shared a moment of levity with Perman just before the program started, expressed lighthearted sympathy for him. "The good doctor told me about how he was duped into coming on as board chair in the first place," he said. "I didn't tell him this, but I know how you feel," Scott added as the audience chuckled. "We've seen through his leadership here that he helps Downtown Partnership and he helps Baltimore grow beyond his current role at the University of Maryland, Baltimore so thank you very much."

Stepping up into the role of DPOB chair is Shelonda Stokes, president and CEO of greiBO Entertainment, an award-winning collective that produces content and products for film, TV, radio, print, and the web. Stokes' resume also includes work as a government account manager at Hewlett-Packard, development of General Electric's web brand identity, and transforming Baltimore's troubled African-American Festival into a nationally recognized signature event.

"You talk about the big shoes I have to fill," Stokes told the audience. "Dr. Perman, you are one of the greatest men I have ever met in terms of your ability to give, and I'm honored that both you and Kirby selected me for this position."

In addition to celebration, the evening did include one big surprise. After reminding the audience that Perman has championed the causes of residents in challenged Baltimore communities since his appointment as UMB president in 2010, Fowler declared, "The Downtown Partnership has joined with the University of Maryland, Baltimore in announcing the creation of the Perman Community Engagement Fund at the UMB Foundation." The fund's purpose is described as an effort to promote health, equity, and social justice in West Baltimore.

Directing his comments to a clearly surprised Perman, Fowler continued, "It is the most fitting way we could honor you. It epitomizes your commitment to uplifting those who aspire to a better life and who need a boost in their respective journeys. You definitely make Baltimore a better place."

After thanking Fowler and the DPOB team for having made his six-year tenure both "easy" and "meaningful," Perman offered parting thoughts. "I love this city. I love its beauty, its strength, its resilience, its heart. It's been a true pleasure to serve downtown and to serve you."

— Alex Likowski

See a *video* from the event.

COLLABORATION

OCTOBER 2019

WORKPLACE MEDIATION SERVICE LAUNCHES FOR EMPLOYEES

University of Maryland, Baltimore (UMB) employees experiencing tensions with co-workers have a new place to turn with the Sept. 3 launch of the Workplace Mediation Service. Housed in the Center for Dispute Resolution (C-DRUM) at the Carey School of Law, the Workplace Mediation Service is a free Universitywide program open to all UMB faculty, staff, and student employees.

The mediation process supports employees in developing outcomes that are agreed upon by the employees involved in the mediation. Mediators focus on facilitating the conversation and the process, not judging the employees or their situation. Confidentiality is an important part of mediation. Nothing goes in the employees' UMB files.

Roger Ward, EdD, JD, MSL, MPA, senior vice president for operations and institutional effectiveness, says he has been discussing the need for such a program at UMB for several years. "We realized that not every complaint needed to be put through an extended review/investigation process," says Ward, who also oversees the Office of the Ombuds, the Office of Human

Resources, and the Office of Accountability and Compliance — other problem-solving options at UMB. "Oftentimes, conflicts in the workplace are the result of misunderstandings for which mediation is an appropriate option."

The Workplace Mediation Service works in tandem with the three other offices.

"What matters most in a conflict management system is that employees are getting the right services that meet their needs," says Aisha Samples, MS, program specialist in the Workplace Mediation Service. "So if they are speaking with one of the other three offices and mediation is appropriate and everyone agrees, then I will receive a referral. We will contact the employees to have a conversation about the process and their situation. They get to decide if they want to proceed with mediation. If so, we will schedule the mediation with our experienced mediators at a convenient location."

The mediators currently include Samples; C-DRUM faculty director Deborah Eisenberg, JD; Barbara Grochal, MAT, MBA, CPCC, director of C-DRUM's Schools Conflict Resolution Education Programs; C-DRUM associate director Toby Guerin, JD; and C-DRUM special projects director Stacy Smith, JD. The goal is to broaden the number of mediators as the program grows.

The mediators are neutral, which means they will not give advice, take sides, or make any decisions. They will listen and help the parties resolve the matter on their own terms. Says Samples: "Our mediators do a really good job of listening and not judging others."

She adds: "The campus climate that employees and leadership are looking for is more attainable when we discuss and try to resolve difficult workplace situations. It can be tough to initiate those conversations alone so the Workplace Mediation Service helps by providing a service where employees feel supported and heard throughout the process."

Samples says the Workplace Mediation Service is committed to responding to referrals in two days. "We know it can be hard to take this step so we want to be as supportive as possible



MEDIATORS IN THE NEW UNIVERSITYWIDE PROGRAM CURRENTLY INCLUDE (FROM LEFT) DEBORAH EISENBERG, BARBARA GROCHAL, STACY SMITH, AISHA SAMPLES, AND TOBY GUERIN, ALL FROM THE CENTER FOR DISPUTE RESOLUTION IN THE CAREY SCHOOL OF LAW.

Continued from previous page

and promptly move through the process to accommodate the employees.” However, there is no maximum number of mediation meetings. After the first session, follow-up sessions may be scheduled if everyone chooses to continue to participate.

There are several misperceptions about mediation. It does not involve a formal investigation or disciplinary action. Mediation is a confidential space to discuss and resolve concerns. Employees will be heard whether it is the first attempt to address a workplace issue or if other options have been tried. And since it is strictly voluntary, those at mediation want to be there, enhancing the probability of finding common ground.

Matt Lasecki, SPHR, associate vice president and UMB’s chief human resources officer, says both HR and the Workplace Mediation Service have the goal of helping parties who may be in conflict find a workable resolution.

“People don’t come to Employee Relations in HR just for disciplinary matters,” he says. “Employees will come to us and say, ‘I want to change my work schedule but my manager won’t let me.’ We’ll have a discussion with the manager and say, ‘Is there any way this can happen?’ If the manager says no, we’ll say, ‘Let’s think about this. What if you adjusted this?’ And they’ll say

‘Well, OK, that’s an option’ and now we work with the employee and the manager to implement the solution.

“You’ve got to figure out how to meet people where they are, where they are most comfortable,” Lasecki adds. “Accountability and Compliance can compel people to come and testify. It opens long, formal investigations. If we [in HR] can resolve the problem before an investigation, we will. If an employee says I’m uncomfortable going to Human Resources, then they can go to the ombuds — and now Workplace Mediation Service.”

Samples says the Workplace Mediation Service is looking beyond the number of agreements that are reached to evaluate the service. Lasecki sees it as a means of support, with the aim of “everyone getting along and the work getting done.” Adds Ward: “The goal is simple: This program is yet another in a suite of programs at UMB aimed at making UMB a best place to work.”

“Did I mention that we are really good listeners?” adds Samples.

— Chris Zang

To learn more about the Workplace Mediation Service, contact mediation@umaryland.edu or call 410-706-4270.



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An Afternoon with **MONICA LEWINSKY**

social activist on the front lines of digital privacy
and online harassment

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PHILANTHROPY

OCTOBER 2019

MILEONE DONATES VANS TO PAL PROGRAM

West Baltimore students participating in the University of Maryland, Baltimore's (UMB) Police Athletic/Activities League (PAL) Program now have transportation to programs and field trips thanks to the generous donation of two 15-passenger vans by MileOne Autogroup.

One of just two such programs offered nationally at a university, UMB's PAL Program provides the opportunity for elementary and middle school students to improve their self-esteem, academic performance, and social skills, while building relationships among children, law enforcement, and the community through positive engagement.

Led by members of the UMB Police Department, PAL was launched in February 2018. Students from James McHenry Elementary/Middle School take part in the program, which is held at the UMB Community Engagement Center in West Baltimore.

"Our PAL Program is a great opportunity to provide new and engaging opportunities for children in our community," said UMB Police Chief Alice K. Cary, MS. "With these new PAL vans, we're able to take students beyond their backyards. For many, it's their first time traveling outside West Baltimore."

Covering more than just athletics, PAL activities take place year-round and include science experiments, physical fitness, career exploration, community service, visual arts, reading enrichment, and more. As part of their field placement, the School of Nursing's public health students also lead PAL activities.

Importantly, after the first year of PAL almost all of the young participants reported feeling more likely to talk to an adult about a problem they cannot solve by themselves, feeling more connected to the community, and having an improved outlook for the future. The majority of young people had greater respect for law enforcement officers, a significant achievement in West Baltimore.

"When I learned that the University of Maryland, Baltimore had some terrific programs for Baltimore's youth, but they were very limited by their lack of transportation options for the kids,

I recognized that MileOne Autogroup could help," said Steve Fader, MileOne Autogroup's chief executive officer, who had been approached by UMB philanthropy officer Kyle Locke, MS. "We are in the transportation business and we believe that transportation can transform lives.



THE CEC'S BORNDavid MCCRAW AND KELLY QUINN (FAR LEFT) AND MILEONE'S MARK WESTERMAN AND UMB PHILANTHROPY OFFICER KYLE LOCKE (FAR RIGHT) JOIN SOME OF THE YOUNG PEOPLE WHO WILL BENEFIT FROM THE TWO VANS DONATED TO THE UMB POLICE ATHLETIC/ACTIVITIES LEAGUE.

"By supplying the two 15-passenger vans, more kids will be able to safely participate in the programs and the programs themselves will now be able to go easily beyond their current means to provide much-needed field trips for the youth. We are very pleased to be able to support UMB and their youth-oriented initiatives."

PAL Program coordinator Borndavid McCraw said he is thankful for the generous donation.

"We are so grateful for the donated vans that will help us take our kids on field trips and also drive them home safely in the fall, when it starts getting dark earlier," McCraw said. "The vans are another great way to show off the PAL Program! When people see our van coming down the street, they know we are busy doing something awesome."

Twelve-year-old Tayron Lyons expressed gratitude on behalf of his fellow PAL participants.

"I like that they can fit a whole bunch of us in it at one time. It will be good for field trips to places like the pool or the zoo," he said.

— Mary T. Phelan

FALLFEST

OCTOBER 2019

HUNDREDS ATTEND ANNUAL WELCOME FESTIVAL

The area outside the Health Sciences and Human Services Library, the SMC Campus Center, and the School of Nursing was bustling on Sept. 6 as hundreds turned out for UMB's annual Fall Fest. The "Welcome Back" party for new and returning students continues to grow with dozens of UMB organizations offering information, prizes, giveaways, and more.

*Read **more** and see the **video**.*



PHOTOS BY MATTHEW D'AGOSTINO