

# the PRESIDENT'S MESSAGE

MARCH 2020



## DRIVING DIVERSITY

Simply marvelous.

Those were the words that came out of my mouth at the podium after Dr. Roni Ellington's impassioned speech at our Black History Month celebration on Feb. 5.

Dropping in poignant quotes from Dr. Martin Luther King Jr., she presented a sterling case for how under-represented minorities are not getting a fair shake in terms of STEM (science, technology, engineering, and mathematics) education.

Dr. Ellington, an associate professor at Morgan State and a speaker, author, and owner of the Transforming STEM Network, knows firsthand how much it means to be encouraged to succeed. She said a middle school geography teacher in Washington, D.C., noticed her potential and urged her to move up into a gifted-and-talented program at a time when some white teachers just didn't do that for black students. She's never looked back since.

"Don't tell a child they're not a math person or they're not a scientist," Dr. Ellington said. "Say they're a math person in progress. Encourage them to realize their potential."

That is advice we all can benefit from in discussing various forms of diversity and inclusion. Now I don't profess to be an expert in this area. I am a white man who grew up in a largely white town on Maryland's Eastern Shore. But I am humble enough to know what I don't know. So at events like MLK, I listen — and I learn.

By listening I learn what it's like to live in a racially prejudiced environment. I learn what UMB can do to be a better advocate for the oppressed. I listen and learn what I can do personally.

We've made progress of note. The President's Transformational Funding process, which began with my predecessor, Chancellor Jay A. Perman, has reserved significant dollars for increasing faculty members of color — through both retention and recruitment — at our University. A more diverse faculty will enrich the learning environment in ways that benefit *all* of us.

We're also taking steps to strengthen staff diversity. The MLK event itself was organized by our Diversity Advisory Council, which is doing much to promote the under-represented. But as Dr. Ellington said of academia in general, we need to do more.

Gender is another essential element of diversity and inclusion. So I also listened and learned when I attended the second meeting of UMB's President's Council for Women, which was covered in the **February President's Message**. I listened to the discussion about gender equity and about identifying and correcting any issues that are systemically holding women back.

The council discussed policies; issues related to maternity leave, daycare, and elder care; gender bias and discrimination; and awareness in the UMB community, among other topics.

Of course, the council is far from the only advocate for gender equity at UMB. For instance, my Special Assistant and Senior Vice President for External Relations Jennifer Litchman is helping take UMBrella (UMB Roundtable on Empowerment in Leadership and Leveraging Aspirations) to new heights.

With this being Women's History Month, UMBrella is proud to be hosting another great event on March 11. Last year, UMB marked a new chapter by expanding our event from a 90-minute celebration to a daylong symposium featuring workshops designed to give women tools and strategies to be a catalyst for change in their lives and careers. This year, our theme is "The Myth of Balance or The Art of Being Unbalanced," which centers on working women who must juggle a career, family, personal wellness, finances, and much more.

For many, the idea of balancing these demands can seem daunting and seemingly impossible. But what if you let go of the myth of balance and embraced the art of being unbalanced? This year's symposium aims to inspire you to do just that. **Read more about it.**

Of course, any discussion of diversity and inclusion involves more than the "black and brown faces" discussed by Dr. Ellington and the women on our campus. As I said at our Shared Governance Town Hall, we need to establish many equities at this institution to make everyone sitting in that room — and frankly everyone sitting in this University — feel like they're included in processes, that they have a say, that their opinion is important, and that they'll roll up their sleeves to make that happen. That's how our new Intercultural Leadership and Engagement Center, which was profiled in the **January President's Message**, came to be. Students made their voices

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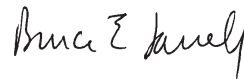
heard that a need existed and then put in the hard work with staff and faculty to make it happen.

The drive for equity can involve organizations that are part of our everyday existence or it can involve emergency, spur-of-the-moment situations such as the novel coronavirus. As Dr. Patty Alvarez, AVP of Student Affairs, said in a letter to students recently, “there have been individuals at institutions of higher education who reported encountering discrimination and harassment due to biased assumptions and overreactions. We treasure our international community members, students of color, and everyone who may be affected by this situation. We want to remind all members of our community to embody UMB’s Core Values of diversity and civility by providing understanding and support during this evolving situation.”

At UMB, we are all in this together. As Dr. Ellington reminded us, “Take equity off the margins and put it in the center where it belongs. ... A whole new reality is available for us that is about a world where STEM access, opportunity, achievement, and participation cannot be predicted by race, creed, color, gender, or economic status.”

As long as thoughtful people like Roni Ellington — and you — keep bringing me ideas, I’ll be listening.

Sincerely,



Bruce E. Jarrell, MD, FACS  
INTERIM PRESIDENT



## UMB’s Response—Coronavirus (COVID-19)

# TOWN HALL

**WEDNESDAY, MARCH 25**

**1 to 2:30 p.m. | MSTF Leadership Hall**

Join Interim President **Bruce Jarrell, MD, FACS**, for a Universitywide panel discussion about the coronavirus.

Visit [www.umaryland.edu/president](http://www.umaryland.edu/president) for information.



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

# LAURELS

MARCH 2020

## UNIVERSITYWIDE

The following employees were nominated for the University System of Maryland Board of Regents Staff Awards: **Kenny Anderson**, program administrative specialist, Campus Life Services; **Judith Edelman**, administrator, Anatomy and Neurobiology, School of Medicine; **Colin Fagan**, senior instructional technology specialist, School of Social Work; **Mary Beth Gallico**, division manager, Child Psychiatry, School of Medicine; **Margaret Hayes**, director, Student Services and Outreach, School of Pharmacy; **Bill Joyner**, senior economic inclusion specialist, Office of Community Engagement/President's Office; **Mishawn Smith**, executive administrative assistant, School of Nursing. Winners will be announced this summer.



EMILY BLATTER ACCEPTS HER EMPLOYEE OF THE MONTH PLAQUE FROM DR. JARRELL.

**Emily Blatter, MEd, MSW '18**, assistant director and social worker, CURE Scholars Program, was honored as UMB's January Employee of the Month for her work with crisis management and academic interventions for the scholars and their families.



JONATHAN BRATT

**Jonathan Bratt, MS**, executive director, Office of Emergency Management, was appointed to the Governor's Emergency Management Advisory Council

by Maryland Gov. Larry Hogan. Bratt is the council's first-ever representative from a university.



SUSAN ESSERMAN

**Susan Esserman, JD**, founder and director of the Support, Advocacy, Freedom, and Empowerment (SAFE) Center for Human Trafficking

Survivors, an initiative of the University of Maryland Strategic Partnership: *MPOWERing the State*, spoke in February in Abu Dhabi, United Arab Emirates, at a forum celebrating the first anniversary of the Document of Human Fraternity, an interfaith initiative to promote peace, tolerance, human rights, and dignity.



WILLARD MOORE

**Willard Moore**, a UMB Environmental Services employee, was first runner-up in voting for the Academy of Cleaning Excellence's National

Rockstar Custodian Award, earning more than 32,000 votes.

**Michelle Peralta, MPH**, senior assistant director, Wellness Hub,



MICHELLE PERALTA



CAROLINE RUSSELL

and **Caroline Russell**, School of Pharmacy student and Wellness Fellow, conducted an informational webinar with Student Affairs Administrators in Higher Education on Feb. 6 as part of the National Institute on Drug Abuse's observance of National Drug and Alcohol Facts Week.

## SCHOOL OF DENTISTRY



MEENAKSHI CHELLAIAH

**Meenakshi Chellaiah, PhD**, professor, Department of Oncology and Diagnostic Sciences, co-authored "L-Plastin Deficiency

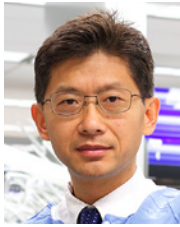
Produces Increased Trabecular Bone Due to Attenuation of Sealing Ring Formation and Osteoclast Dysfunction," which was published in *Bone Research*, and "Methylsulfonylmethane Increases Osteogenesis and Regulates the Mineralization of the Matrix by Transglutaminase 2 in SHED Cells," which was published in *PLoS One*.

**Hanping Feng, PhD**, professor, Department of Microbial Pathogenesis, received two R01 grants from the National Institute of Allergy and Infectious Diseases for

LAURELS ARE SUBMITTED BY THE COMMUNICATIONS DEPARTMENTS OF THE SCHOOLS AS WELL AS BY REPRESENTATIVES IN VARIOUS UNIVERSITYWIDE OFFICES. THE OFFICE OF THE PRESIDENT IS NOT RESPONSIBLE FOR ERRORS IN THESE SELF-SUBMITTED LAURELS.

# LAURELS

MARCH 2020



HANPING FENG

“Characterization of Neutralizing Antitoxins and Epitopes in Clostridium Difficile Patients” and “Preventing Norovirus and Clostridium Difficile

Gastroenteritis by Engineered Probiotic Yeast *Saccharomyces Boulardii* Secreting Multi-Specific Single-Domain Antibodies.” Feng and **Yongrong Zhang, PhD**, research associate, Department of Microbial Pathogenesis, were awarded a patent for “Tetra-Specific, Octameric Binding Agents and Antibodies Against Clostridium Difficile Toxin A and Toxin B for Treatment of Clostridium Difficile Infection.”

**Gary Hack, DDS**, clinical associate professor, Department of Advanced Oral Sciences and Therapeutics, co-authored “Computerized Optical Impression Making of Edentulous Jaws — An *In-Vivo* Feasibility Study,” which was accepted for publication in the *Journal of Prosthodontic Research*.

## GRADUATE SCHOOL

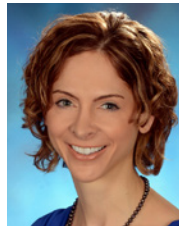


DONALD A. DONAHUE

**Donald A. Donahue, DHEd, MBA, MSJ, FACHE, FRSPH**, professor, co-presented “Assessing and Improving the Performance and Reliability

of Disaster Teams” and “The Second Victim Responders as Patients” at the 6th International Conference on Preparedness and Response

to Emergencies & Disasters in Tel Aviv, Israel, on Jan. 12.



MICHELLE PEARCE

**Michelle Pearce, PhD**, faculty and program director, co-authored the book *Religion and Recovery from PTSD*, which was published in December 2019.

## CAREY SCHOOL OF LAW



KAREN CZAPANSKIY

**Karen Czapskiy, JD**, professor, was quoted in “The No Man’s Land of Childhood Hunger,” in *Maryland Matters*.

**Donald Gifford, JD**, the Jacob A. France Professor of Torts, was a co-author of *2020-1 Cumulative Supplement to Harper, James and Gray on Torts*, which was published by Wolters-Kluwer.

**Leigh Goodmark, JD**, professor and co-director, Clinical Law Program, was quoted in “When Can a Woman Who Kills Her Abuser Claim Self-Defense?” in *The New Yorker*.



MARKUS RAUSCHER

**Michael Greenberger, JD**, professor and director, Center for Health and Homeland Security, and **Markus Rauschecker, JD**, director, Cybersecurity Program, presented

“Ransomware and Other Emerging Threats” at the National Conference of State Legislatures Capitol Forum in Phoenix, Ariz., in December.



SEEMA KAKADE

**Seema Kakade, JD**, assistant professor and director, Environmental Law Clinic, was a moderator for the panel “The Future of the National Environmental

Policy Act” at Dentons law firm in Washington, D.C., on Dec. 17.



PAULA MONOPOLI

**Paula Monopoli, JD**, Sol & Carlyn Hubert Professor of Law and founding director, Women Leadership & Equality Program, presented “Enforcement

Legislation” at the Association of American Law Schools’ Constitutional Law Program in Washington, D.C., on Jan. 2.

**Robert Percival, JD**, professor and director, Environmental Law Program, was quoted in “Kavanaugh Opens Door to Carbon Rule Challenge,” in *E&E News*.



NATALIE RAM

**Natalie Ram, JD**, associate professor, co-authored “DNA Collection at the Border Threatens the Privacy of All Americans,” which was published in *The*

*New York Times* on Jan. 23.

# LAURELS

MARCH 2020

## SCHOOL OF MEDICINE

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



BRIAN BROWNE

**Brian Browne, MD, FACEP**, professor and chair, Department of Emergency Medicine, was bestowed the title of Chairman Emeritus at the Boy

Scouts of America Baltimore Area Council's 26th Annual Health Services Leadership Award Luncheon in November.



NIEL CONSTANTINE

**Niel Constantine, PhD**, professor, Department of Pathology, Institute of Human Virology, was awarded \$606,524 for two years from

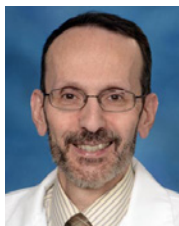
Family Health International for the USAID Global Health Supply Chain Quality Assurance Program, supporting the evaluation of HIV, hepatitis, syphilis, and other rapid test kits sent from international locations and manufacturers to determine if their performance characteristics meet manufacturers' claims.

**Emily Deichsel, PhD**, postdoctoral fellow, Department of Pediatrics, received an early career development award from the Thrasher Research Fund to study the effect of azithromycin as mediated by the microbiome changes on rotavirus vaccine immunogenicity in Malia.



ROY FILM

**Roy Film, PT, DPT, OCS, FAAOMPT**, assistant professor, Department of Physical Therapy and Rehabilitation Science, was appointed to serve a third term as a member of the Specialization Academy of Content Experts of the Orthopaedic Specialty Council for the American Board of Physical Therapy Specialties.



MICHAEL GRASSO

**Michael Grasso, MD, PhD, FACP, FAMIA**, was awarded the designation of Fellow of the American Medical Association at its Fall Symposium.



JAVED MAHMOOD

**Javed Mahmood, PhD, and Adeel Kaiser, MD**, both assistant professors from the Department of Radiation Oncology, received a one-year, \$466,000

grant from NewG Lab Pharma, USA for "Elucidation of Pharmacokinetics and Anti-Tumor Effects of 3BP Drug."



ARCHIBALD MIXSON

**Archibald Mixson, MD**, professor, Department of Pathology, received a four-year, \$1,716,327 R01 grant from the

National Institute of Biomedical Imaging and Bioengineering for "Developing Nanoplexes for RNAi-Expressing Plasmids."

**Kathleen Neuzil, MD, MPH**, Myron M. Levine Professor in Vaccinology and director, Center for Vaccine Development (CVD) and Global Health, and **Justin Ortiz, MD**, associate professor, Department of Medicine, CVD, were among the authors of "Immunogenicity and Safety of Different Dosing Schedules of Trivalent Inactivated Influenza Vaccine in Pregnant Women with HIV: A Randomized Controlled Trial," which was published in *The Lancet HIV*.



HABEEBA PARK

**Habeeba Park, MD**, assistant professor, Department of Surgery, Program in Trauma, was appointed as a Stop the Bleed Champion for the state of

Maryland and selected as chair of the Dissemination and Outreach Workgroup for Stop the Bleed by the American College of Surgeons Committee on Trauma.



E. ALBERT REECE

**E. Albert Reece, MD, PhD, MBA**, dean, John Z. and Akiko K. Bowers Distinguished Professor, and UMB executive vice president for medical affairs, was appointed

associate editor of the *American Journal of Obstetrics & Gynecology* for *Diabetes, Obesity, and Metabolism*.

# LAURELS

MARCH 2020



MICHAEL SHIPLEY

**Michael Shipley, PhD**, Donald E. Wilson Distinguished Professor, Department of Anatomy and Neurobiology, was inducted

as an American Association for the Advancement of Science Fellow in recognition of his work on understanding the organization, function, and development of neural circuits using the mammalian olfactory bulb as a model cortical network.



KELLY WESTLAKE



JILL WHITTALL

**Kelly Westlake, PT, MSc, PhD**, assistant professor, Department of Physical Therapy and Rehabilitation Science (PTRS), in collaboration with Next Step Robotics and **Jill Whittall, PhD**, professor emeritus, PTRS, received a one-year, \$100,000 Maryland Industrial Partnerships grant for “Instrumented Bilateral Arm Trainer with Actuation.”



MATTHEW WITEK

**Matthew Witek, MD, MS**, visiting instructor, Department of Radiation Oncology, was the senior author of “Clinical Implications of Scleroderma in

the Decision for Radiotherapy-Based Larynx Preservation,” which was published in *JAMA Otolaryngology — Head & Neck Surgery*.

## SCHOOL OF NURSING

The school and the University of Maryland, Baltimore County launched a Guaranteed Seat Partnership for SON’s Master of Science in Nursing (MSN) Clinical Nurse Leader option. This first-of-its-kind program is for students who wish to have a four-year undergraduate experience, plan to become a nurse, and want to earn an MSN degree.



SUSAN G. DORSEY

**Susan G. Dorsey, PhD ’01, RN, FAAN**, professor and chair, Department of Pain and Translational Symptom Science, and co-director, UMB Center to

Advance Chronic Pain Research, was invited to present the annual Faye Abdellah Lecture at the Uniformed Services University-Graduate School of Nursing on May 14.



ARPAD KELEMEN

**Arpad Kelemen, PhD**, professor, authored his third book, *Deep Learning Techniques for Biomedical and Health Informatics*.

**Christine King, EdD, MEd**, director, Student Success Center, and **Regina Phillips, PhD ’18, RN, CNE**, assistant professor, will present posters at the American Association of Critical



CHRISTINE KING



REGINA PHILLIPS

Care Nurses’ 2020 Clinical Nurse Leader Summit and the National League for Nursing’s Nursing Education Research Conference.



KEISHA ROBINSON

PhD student **Keisha Robinson, MS ’04, CNM**, was awarded a pilot project research training grant from the Johns Hopkins National Institute for Occupational Safety and Health Education and Research Center for her project “Clinician Resilience after Traumatic Child Birth Exposure.”

## SCHOOL OF PHARMACY

Students **Anna Dizik, Delaney McGuirt, Andrew Sybing**, and **Alexandra Wilson** won the local Pharmacy & Therapeutics Competition organized by the Academy of Managed Care Pharmacy Foundation.



JOGA GOBBURU

**Joga Gobburu, PhD**, professor, Department of Pharmacy Practice and Science, and director, Center for Translational Medicine, received a four-month, \$25,000

# LAURELS

MARCH 2020

contract from Corvidia Therapeutics for “Task Order COR001-SC1.”



JACE JONES

**Jace Jones, PhD**, assistant professor, Department of Pharmaceutical Sciences, received a one-year, \$10,000 grant from the American

Association of Colleges of Pharmacy for “Sphingolipid Metabolism as a Diagnostic Marker of Hepatotoxicity in DILI.”



ALEXANDER MACKERELL JR.

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

received a U.S. patent for “Inhibitors of the Notch Transcriptional Activation Complex and Methods of Use of the Same.”



JAMES POLLI

**James Polli, PhD**, Ralph Shangraw/Noxell Endowed Chair in Industrial Pharmacy and Pharmaceutics and co-director, Maryland Center of

Excellence in Regulatory Science and Innovation, was elected president of the Association of Graduate Regulatory Educators.

**Fadia Shaya, PhD**, professor, Department of Pharmaceutical Health Services Research, received an eight-month, \$215,000 contract from the Maryland Department of Health for “Technical Assistance and Evaluation of the Strategic Prevention Framework-Partnership for Success (SPF-PFS) Initiative.”



FADIA SHAYA

Student **Sharonne Temple** received a UMB Center for Global Engagement grant for her project “Examining Barriers to PrEP Use Among Adolescent Girls and Young Women in Botswana.”



SHERIN THOMAS



DONGYUE YU

PhD students **Sherin Thomas** and **Dongyue Yu** received the Department of Pharmaceutical Sciences’ Dr. Gerald P. and Margaret M. Polli Graduate Student Travel Awards to present posters at the American Association of Pharmaceutical Scientists Annual Meeting in November in San Antonio.

**Linda Wastila, PhD**, the Parke-Davis Chair of Geriatric Pharmacotherapy, Department of

Pharmaceutical Sciences, received an eight-month, \$150,000 contract from the Maryland Department of Health for “State Epidemiological Outcomes Workgroup.”



LINDA WASTILA

## SCHOOL OF SOCIAL WORK



ONYINYE ALHERI

Student **Onyinye Alheri** received a Faculty-Community Research Project Small Grant Award from Johns Hopkins University’s Urban Health

Institute. Alheri and a collaborator will serve as principal investigators of a project analyzing the intersections of climate activism and mental health in Baltimore City.



MELISSA BELLIN



RACHEL MARGOLIS

**Melissa Bellin, PhD**, associate professor, and **Rachel Margolis**, PhD candidate, were among the

# LAURELS

MARCH 2020

co-authors of a chapter for the book *Transition from Pediatric to Adult Healthcare Services for Adolescents and Young Adults with Long-Term Conditions: An International Perspective on Nurses' Roles and Interventions*.



CHARLOTTE BRIGHT



C. DAVID CRUMPTON

**Charlotte Bright, PhD**, associate professor and associate dean for doctoral and postdoctoral education, and **C. David Crumpton, PhD**, adjunct faculty member, were among the co-authors of a paper in the *International Public Management Journal* that explores the use of discretion among street-level bureaucrats at social service agencies in Brazil.

**Sarah Dababnah, PhD**, assistant professor, and alumnus **Helen Nichols, PhD '18**, were among the co-authors of "Racial Disparities in a Sample of Inpatient Youth with ASD," which was published in *Autism Research*.



JOAN DAVITT



SOL BAIK

**Joan Davitt, PhD**, associate professor, and PhD student **Sol Baik** wrote the chapter "Reducing Extreme Economic Inequality" in the book *Gerontological Social Work and the Grand Challenges: Focusing on Policy and Practice*.



IRANG KIM

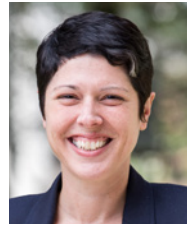
**Irang Kim, PhD**, postdoctoral fellow, was a co-author of "The Effects of Hopelessness on Chronic Disease Among African Americans and Caribbean

Blacks: Findings from the National Survey of American Life (NSAL)," which was published in *Community Health Journal*.

**Bethany Lee, PhD**, associate professor, was named a 2019 *Journal of the Society for Social Work and Research* early-career mentored reviewer at the Society



BETHANY LEE



AMANDA LEHNING

for Social Work and Research's Annual Conference in Washington, D.C. At that same conference, **Amanda Lehning, PhD**, associate professor and associate dean for academic affairs, and alumnus **Kyeongmo Kim, PhD '17**, received the 2020 Excellence in Research Award-Honorable Mention for "Aging in Place in Gentrifying Neighborhoods: Implications for Physical and Mental Health."



MELISSA SMITH

**Melissa Smith, PhD**, assistant professor, and alumnus **Dominique Smith, MSW '17**, were among the co-authors of "The Impact of Exposure to

Gun Violence Fatality on Mental Health Outcomes in Four Urban U.S. Settings," which was published in *Social Science & Medicine*.



# THE UMBRELLA GROUP

UMB Roundtable on Empowerment in Leadership  
and Leveraging Aspirations

Empowering Women to Succeed

#umbwhm

UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

## WOMEN'S HISTORY MONTH



### MORNING KEYNOTE

**Pamela M. Peeke, MD,  
MPH, FACP, FACSM**

*Integrative health and  
wellness expert; adjunct  
assistant professor,  
School of Medicine*



### AFTERNOON KEYNOTE

**DeRionne Pollard, PhD,  
MA**

*President, Montgomery  
(Md.) College*

## UMBrella Symposium: *The Myth of Balance or The Art of Being Unbalanced*

*This year's event features a daylong symposium designed to help participants who are juggling their career demands with needs tied to family, personal wellness, finances, social life, and more. There will be two keynote speakers, breakout sessions, a workshop on mindfulness and self-care, and a social hour to close the proceedings.*

**WEDNESDAY, MARCH 11, 2020**

SMC Campus Center | 8 a.m. - 4:30 p.m.

*Registration is closed for this event.*

### BREAKOUT SESSIONS



**"You! The Captain  
of Your Health and  
Wellness"**

**Kelli M. Bethel, PT,  
DPT**

*Physical therapist and  
yoga instructor,  
Center for Integrative  
Medicine, School  
of Medicine*



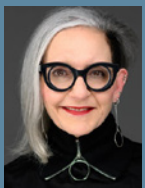
**"Life in the  
Sandwich: How  
to Care for  
Children, Aging  
Parents, and You!"**

**Liz O'Donnell**  
*Expert on working  
while caregiving;  
founder, Working  
Daughter.com*



**"Financial Wellness:  
Plan Today for the  
Tomorrow You  
Envision"**

**Beth Rosenwald**  
*Managing director,  
Rosenwald Team-RBC  
Wealth Management*



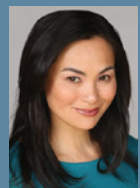
**"Sage vs.  
Saboteur: Explore  
Your Positive  
Intelligence"**

**Ann Carr, MS**  
*Organizational coach  
and consultant;  
owner, Intruquest*



**"Self-Awareness,  
Well-Being, and  
Professional  
Success: Finding  
the Balance"**

**Isabel Rambob,  
DDS**  
*Clinical assistant  
professor, School of  
Dentistry*



**"Recognizing  
and Coping  
with Stressful  
Triggers"**

**Mai T. Trinh, MS**  
*Holistic health  
counselor; founder,  
Mai Health Now*

### AFTERNOON WORKSHOP



**"Filling Your Cup  
So You Can Lift  
Others Up"**

**Kimberly DeLoreto,  
MEd**  
*Yoga instructor,  
educational consultant,  
Zensational Kids*

This UMBrella event is open to UMB faculty and staff only

LEARN MORE AT  
[www.umaryland.edu/whm](http://www.umaryland.edu/whm)



# MPOWERING THE STATE

MARCH 2020

## MPOWER DAY SHOWCASES THE BENEFITS OF COLLABORATION

The University of Maryland Strategic Partnership: *MPowering the State* showcased eight years of partnership between the University of Maryland, Baltimore (UMB) and the University of Maryland, College Park (UMCP) at the annual *MPowering the State* Advocacy Day on Jan. 21 in Annapolis.

The two-hour expo, which is designed to highlight the combined power of the two institutions to grow the state economy, advance research, and demonstrate service to Maryland citizens, featured some of the best collaborations between the state's largest research engines.

Sixteen joint programs were on display, many with interactive demonstrations, as faculty, students, and researchers explained their innovative work to members of the Maryland General Assembly.

Featured programs included the Maryland Cochlear Implant Center of Excellence, which combines the research of College Park's hearing and speech sciences with the surgical and clinical expertise of the University of Maryland School of Medicine (UMSOM) at UMB to deliver advanced care to people with hearing loss; the Agriculture Law Education Initiative (ALEI), a collaboration between UMB's Francis King Carey School of Law and UMCP's College of Agriculture and Natural Resources, which provides legal education to Maryland's farmers; and the Fischell Institute for Biomedical Devices, which brings together scientists, physicians, health practitioners, and bioengineers to design and build biomedical devices.

Other featured programs included the Center for Brain Health and Human Performance; the Support, Advocacy, Freedom, and Empowerment (SAFE) Center for Human Trafficking Survivors; the Opioid Use Disorders Research Collaboration; and MLAW Undergraduate Programs in Law.

"I get great pride as I walk around and see these projects," UMB Interim President Bruce Jarrell, MD, FACS, said as he invited attendees to browse the demonstrations. Jarrell noted the collaboration will be strengthened even further with the recent announcement that UMB and UMCP will begin jointly reporting on federal, state, and local research grants. The move

catapults Maryland onto the national scene as a billion-dollar research enterprise. "That is a major accomplishment," he said, telling the audience, "you are in rarefied air."

Since its creation in 2012 and the formal passage of Senate Bill 1052 in 2016, *MPower* has fostered hundreds of collaborations from both institutions that are growing Maryland's innovation economy, advancing interdisciplinary research, increasing educational benefits, and addressing the state's most critical issues. "This event and the *MPower* program couldn't have happened without the support of the Maryland legislature," Jarrell continued.



UMB INTERIM PRESIDENT BRUCE JARRELL TRIES ON A VIRTUAL REALITY HEADSET WITH GUIDANCE FROM SARAH MURTHI, ASSOCIATE PROFESSOR OF SURGERY AT THE SCHOOL OF MEDICINE AND CO-DIRECTOR OF THE MPOWER-FUNDED MARYLAND BLENDED REALITY CENTER.

Former Maryland Senate President Thomas V. "Mike" Miller, LLB '67, one of the original architects of *MPower*, agreed. "It's wonderful to see the two academic giants coming together to form this megalopolis," said Miller, who received his undergraduate degree from UMCP and his law degree from Maryland Carey Law. "Now they're working together and good things are happening."

One of those good things is the Maryland Blended Reality Center, which combines the expertise of medical and computer

Continued from previous page



SCHOOL OF DENTISTRY DEAN MARK REYNOLDS EXPERIENCES HEARING SOUNDS WITH A COCHLEAR IMPLANT WITH MATTHEW GOUPELL, ASSOCIATE PROFESSOR IN THE DEPARTMENT OF HEARING AND SPEECH SCIENCES AT THE UNIVERSITY OF MARYLAND, COLLEGE PARK.

science students to study how virtual reality technology can be used in a health care setting for diagnosis, pain management, and education. Medical students dressed in pink scrubs standing alongside their computer science peers encouraged attendees to try on virtual reality goggles that transported wearers into an operating room as a surgeon performing a procedure.

“*MPower* funding has allowed us to work together as partners,” said Amitabh Varshney, PhD, dean of the College of Computer, Mathematical, and Natural Sciences at UMCP and co-director of the Blended Reality Center. Sarah Murthi, MD, associate professor of surgery at UMSOM and co-director of the Blended Reality Center, agreed, saying, “It definitely brought together two things that wouldn’t normally come together, sort of like peanut butter and chocolate. It lets us create in a whole new way and it gives us the funds to really innovate.”

While innovative research is an important part of the strategic partnership, the students at the heart of each institution are, too. Adrienne Arthur, CPSM, director of operations and communications for *MPower*, noted that the funding creates opportunities for academic growth. “It [*MPower*] allows for greater experiences for students to connect to research, to connect to faculty, to go from one campus to another” she said.

University of Maryland School of Nursing (UMSON) student Lexi Saunders credits the University of Maryland Scholars Summer Research Program (UM Scholars), funded by *MPower*, with helping her to clarify her career path. Saunders spent 10

weeks in the summer of 2019 working with National Institutes of Health-funded researcher Luana Colloca, MD, PhD, MS, associate professor, UMSON, assisting Colloca in her groundbreaking exploration of pain treatment.

“I had an interest in research as well as in nursing, but I wasn’t really sure how the two came together,” Saunders said. “This program really allowed me to figure out that research does play an important role in nursing and vice-versa.”

Maryland Carey Law second-year student Tori Long had a similar experience while working with ALEI as an intern at the Wye Research and Education Center on the Eastern Shore. During the internship, Long and Michael Marinelli, an undergraduate student at UMCP’s College of Agriculture and Natural Resources, used their combined expertise to draft policy recommendations to benefit the Chesapeake Bay.

Long said working with Marinelli led to a broader understanding of the issues facing today’s farmers. “I understood the law, but I didn’t necessarily understand all the science behind it,” Long recalled. “We were able to balance our backgrounds to create these policies that included both disciplines.”

ALEI director Sarah Everhart, JD, said *MPower* funding has allowed ALEI to expand its reach and become an example for other states to follow. “We get asked all the time, ‘How do we establish a similar program in our state?’ We’re lucky to have *MPower* funding. Maryland is really uniquely situated in this way.”

— Laura Lee

See *photos* and watch a *video* from *MPower* Day.



SCHOOL OF NURSING ASSOCIATE PROFESSOR LUANA COLLOCA (LEFT) MENTORED STUDENT LEXI SAUNDERS LAST SUMMER AS PART OF THE UM SCHOLARS SUMMER RESEARCH PROGRAM.

# DIVERSITY

MARCH 2020

## IN MLK SPEECH, ELLINGTON CALLS FOR STEM EDUCATION TRANSFORMATION



RONI ELLINGTON DELIVERS HER SPEECH, WHICH WAS TITLED “REALIZING THE DREAM THROUGH ACCESS, OPPORTUNITY, AND INCLUSION IN STEM: MOVING BEYOND STRATEGIES TO UNPRECEDENTED RESULTS.”

Roni Ellington, PhD, MA, did her homework in preparing for her role as the keynote speaker at the University of Maryland, Baltimore’s (UMB) Dr. Martin Luther King Jr. and Black History Month celebration on Feb. 5.

The associate professor from Morgan State University reviewed a dozen of the late civil rights leader’s speeches and found what she called a “new kindred spirit” in Dr. King’s work. She took the stage at MSTF Leadership Hall and discussed how his messages still resonate in relation to a topic she knows well: promoting science, technology, engineering, and mathematics (STEM) education for under-represented minorities.

“I didn’t want to just talk about the ‘I Have a Dream’ speech,” Ellington said during her passionate and eloquent 35-minute presentation before a crowd of 350-plus. “And as I was going through Dr. King’s work, this statement stood out: ‘Injustice anywhere is a threat to justice everywhere.’ He said the realization of justice for any person, community, or nation rests on its ability to end injustice. And where something is unjust, you’ll find inequitable outcomes, and nowhere are these inequitable outcomes more pervasive than in the STEM pipeline.”

Ellington focuses on that pipeline in her work in Morgan State’s Department of Advanced Studies, Leadership, and Policy and as a speaker, author, and owner of the Transforming STEM

Network. But she says efforts to boost minority participation in STEM are not succeeding because educators’ perceptions are influenced by race, gender, and socioeconomic status when judging students’ STEM potential.

“We’ve been talking about diversity, inclusion, and equity in STEM education for 50 years, yet the outcomes have been dismal at best,” Ellington said. “There has been a failure to actually address the real systemic issues that black and brown children face in the STEM pipeline. I call this ‘places of oppression.’ In these places, many of our students are not able to realize their full potential.”

Ellington’s keynote followed a welcome by UMB Interim President Bruce E. Jarrell, MD, FACS, and a rendition of “Lift Every Voice and Sing” — often considered the black national anthem — by the Hippocratic Notes, an a cappella group of School of Medicine students who later closed the program with “What a Wonderful World.” In his remarks, Jarrell talked about past keynote speakers at this event and how they made him think about diversity and inclusion.

“What do I find valuable about these celebrations? I sit and listen. I sit and learn. What it is like to live in Baltimore? What it is like to grow up in an underserved and disadvantaged community? What it is like to live in a racially prejudiced environment?”



BILL JOYNER, THE DIVERSITY RECOGNITION AWARD WINNER AS OUTSTANDING UMB STAFF MEMBER, POSES WITH INTERIM PRESIDENT BRUCE JARRELL AND JENNIFER LITCHMAN, SENIOR VICE PRESIDENT FOR EXTERNAL RELATIONS AND SPECIAL ASSISTANT TO THE PRESIDENT.

*Continued from previous page*



SCHOOL OF PHARMACY DEAN NATALIE EDDINGTON (LEFT) AND ELODIE TENDOH ADMIRE TENDOH'S DIVERSITY RECOGNITION AWARD AS OUTSTANDING UMB STUDENT.

Jarrell said. “But I also learn about how UMB can make progress to overcome these issues. What all of us in this room can do. What I can do.”

What can be done when promoting STEM for minorities? Ellington provided a framework, saying STEM education must move from merely producing strategies for higher participation to embracing true transformation, that equity must be ingrained at the center of this work and not on the margins, and that it was in everyone’s best interests that *all* children have the opportunity to succeed in STEM.

She referenced other Dr. King quotes, from his famous “Letter from Birmingham Jail,” in which he expressed frustration with “white moderates” who were more devoted to maintaining order than seeking justice in the civil rights movement. “Dr. King wrote, ‘Lukewarm acceptance is much more bewildering than outright rejection,’ and he concluded that these moderates preferred a negative peace, which is the absence of tension, to a positive peace, which is the presence of justice,” Ellington said.

To promote justice, educators must be willing to disrupt common thinking, perspectives, and systems surrounding STEM education, Ellington said.

“We must be someone who says, ‘Not on my watch. Not on my watch will people be judged in ways that snuff out their scientific curiosity, their technological innovation, their engineering design thinking, and their mathematical genius,’ she said. “A whole new reality is available for us, which is a world where STEM access, opportunity, achievement, and participation cannot be predicted by race, creed, color, gender, or economic status.”

After Ellington’s speech, Jarrell presented the annual Diversity Recognition Awards, which are sponsored by UMB’s Diversity Advisory Council and recognize individual and/or group achievements in the areas of diversity and inclusiveness.

The Positive Schools Center, a K-12 school-based services program within the Social Work Community Outreach Service initiative at the School of Social Work, was honored as Outstanding UMB Faculty/Unit for its work to improve school climate in Baltimore City, teach less punitive approaches to discipline, and strengthen conversations around racial justice and equity.

Elodie N. Tendoh of the School of Pharmacy was named Outstanding UMB Student for her leadership and mentoring with the Student National Pharmaceutical Association, the UMB CURE Scholars Program, and the President’s Student Leadership Institute, among other groups. The fourth-year student is a mother of two and a former biology teacher in her native Cameroon.



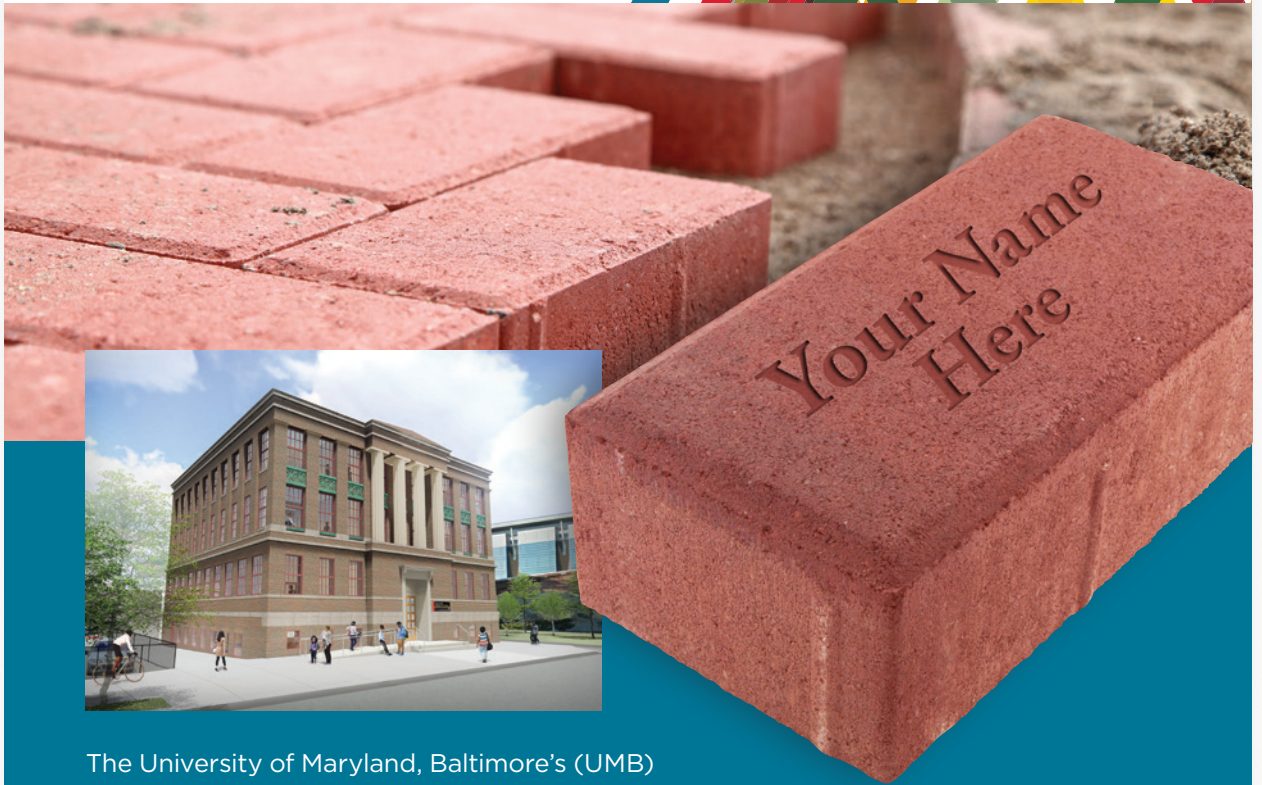
DR. JARRELL HANDS THE DIVERSITY RECOGNITION AWARD FOR OUTSTANDING UMB FACULTY/UNIT TO SHANTAY MCKINILY, DIRECTOR OF THE POSITIVE SCHOOLS CENTER.

Bill Joyner, LMSW, senior economic inclusion specialist in the Office of Community Engagement (OCE), was recognized as Outstanding UMB Staff for his role in supporting OCE’s strategic planning and recruiting local businesses from marginalized populations to be part of the University’s supply chain, particularly in relation to catering services. Jarrell noted that the award nomination described Joyner’s work as “literally putting UMB’s money where its mouth is.”

— Lou Cortina

See *photos* and watch a *video* of the event.

# HELP US PAVE THE **WELCOME WAY!**



The University of Maryland, Baltimore's (UMB) **COMMUNITY ENGAGEMENT CENTER** is moving around the corner to a 20,000-square-foot historic building on Poppleton Street. The renovated facility is bringing a beautiful, distinctive structure back to useful life, while greatly expanding UMB's capacity to serve people in the surrounding neighborhoods.

Friends of UMB have a unique opportunity to pave the **WELCOME WAY** entrance to the renovated building by sponsoring inscribed bricks to be laid in front of the facility.



***Make your gift now through March 31.***

**FOR MORE INFORMATION OR TO MAKE A GIFT, VISIT**  
**[www.umaryland.edu/giving/WelcomeWay](http://www.umaryland.edu/giving/WelcomeWay)**

# LIVENEARYOURWORK

MARCH 2020

## YEAR 2 OF REVAMPED PROGRAM TOUTS 14 NEW HOMEOWNERS

When Tamara Hicks, PhD, MSW, was hired by the School of Social Work last year, she did some research about employee benefits and came across the University of Maryland, Baltimore's (UMB) Live Near Your Work Program (LNYW). Thanks to the homebuying assistance initiative, Hicks is now a proud resident of Hollins Market.

"I looked into Hollins Market before I moved here and added several neighbors on Instagram so I could see if they loved it," says Hicks, a clinical assistant professor who moved to Baltimore from Charlotte, N.C. "I always look for community engagement and how the residents buy in to the neighborhood."

"I'm quite pleased because I get to live near my workplace — just three bus stops and I'm at my office. I also really wanted to live in the city. The feeling is different than being in the suburbs. It's very hard to explain. But I love the city, and I love my neighbors. I had to navigate the program from many miles away in Charlotte, but I got it done!"

Hicks is one of 14 UMB employees who benefited from the LNYW Program in 2019, joining 20 others who bought houses with UMB assistance since January 2018, when the program was revamped with additional funds and homebuying resources. It now offers \$18,500 — grants of \$16,000 from UMB and \$2,500 from the city of Baltimore — for closing costs and down payment. Hollins Market is one of seven targeted Southwest Baltimore LNYW neighborhoods; the others are Barre Circle, Franklin Square, Mount Clare, Pigtown/Washington Village, Poppleton, and Union Square.

With a total of 34 new homeowners, the LNYW Program has used nearly \$550,000 of the \$1.5 million that UMB leaders committed to boost the grant. The funds have transformed the program,

which used to offer a grant of \$2,500 and was rarely used by employees between 2013 and 2017. The initiative also has been improved through community partnerships with Live Baltimore, the Southwest Partnership, and GO Northwest Housing Resource Center to offer homebuying workshops, financial counseling, neighborhood tours, a housing fair, and more.

In 2020, LNYW is entering a second phase, which includes a potential expansion of neighborhoods participating in the program and efforts to connect potential grant recipients with real estate developers who are renovating or building properties in the participating neighborhoods, says Karen S. Park, MA, MBA, UMB's director of strategic planning and chief of staff to the chief business and finance officer.

"UMB has solicited four neighborhoods to apply for inclusion in the program: Harlem Park, Heritage Crossing, Upton, and Druid Heights," Park says. "These neighborhoods were identified for their current partnerships with UMB programs and proximity to our campus."



LIVE NEAR YOUR WORK GRANT RECIPIENT TAMARA HICKS RELAXES IN HER NEW HOME IN HOLLINS MARKET.

*Continued from previous page*

“We also conducted focus groups to better understand what types of properties and community amenities that future homeowners are seeking. In this process, we discovered that there was some confusion about the LNYW Program’s requirements and parameters, so additional meetings were established with these focus group participants to answer their questions.”

In terms of demographics, program leaders say nearly 65 percent of the UMB homebuyers are African-American, 85 percent are women, and the average home purchase price is \$177,258. Pigtown/Washington Village has been the most popular neighborhood, with 18 grant recipients buying houses in that community.

Demetrius Shambley, MA, facilities planner for UMB, is among those employees who used the LNYW grant to buy a home in Pigtown.

“The close proximity to campus and the Orioles’ and Ravens’ stadiums and easy access to interstates are what initially attracted me to that community,” says Shambley, who moved from a downtown apartment. “It’s a strong neighborhood where people care about their homes. My experience with the Live Near Your

Work Program was very pleasing. The workshops and counseling sessions were helpful and informative.”

Sophie White, academic services coordinator in the Department of Neurosurgery at the School of Medicine, also bought a house in Pigtown after living in a downtown apartment.

“I was drawn to the small community feel, the emerging local businesses, the diversity within the neighborhood, and of course its proximity to UMB,” White says. “The grant significantly contributed toward the down payment for our first home. The process of applying was much easier than I anticipated and all went smoothly with receiving the benefits. My experience was very positive.”

Park says that high level of satisfaction was typical with the 2019 grantees, and she’s optimistic of more to come.

“We remain on target to assist up to 90 families through this program by the end of its fifth year,” Park says. “The program has far exceeded our expectations and continues to generate a steady interest in homeownership in West Baltimore.”

— Lou Cortina

*Learn more about the LNYW Program.*

**SAVE THE DATE**

# CORE VALUES *Month*

## KICKOFF EVENT

**Friday, April 3, 2020**  
SMC Campus Center  
11 a.m. to 2 p.m.

Join us for sweet treats, great giveaways, and a lot of fun to kick off the University of Maryland, Baltimore’s (UMB) monthlong celebration of the Core Values that are at the heart of our mission — accountability, civility, collaboration, diversity, excellence, knowledge, and leadership.

Keep an eye out for more information on UMB’s inaugural Core Values Month in *The Elm* and *The Elm Weekly* in the coming weeks.

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



# WHITEPAPERPROJECT

MARCH 2020

## TALK CENTERS ON MAKING CORE VALUES PART OF UMB CULTURE

“Change is hard, but change is possible.” That’s what Ashley Finley, PhD, wanted the students, faculty, and staff at the University of Maryland, Baltimore (UMB) to take away from her Core Values talk at the SMC Campus Center on Feb. 12.

Her remarks were part of the President’s Symposium and White Paper Project speaker series, which this academic year is focused on institutionalizing UMB’s Core Values — accountability, civility, collaboration, diversity, excellence, knowledge, and leadership.

“The change process is really hard and institutionalizing anything is difficult because it all comes down to culture and strategy, which are total conundrums,” said Finley, who is vice president of strategic planning and partnerships at the Association of American Colleges & Universities.

To demonstrate this point, Finley began her discussion with a quote from management consultant and author Pete Drucker: “Culture eats strategy for lunch.” She explained that to evoke change and align institutional practices with Core Values, you need to strike a balance between culture and strategy. When an institution can find that balance, it transforms the idea of “living by our values” from just words to reality through policies, practices, accountability, and leadership.

“I talk a lot about strategy, but I want you to know that culture is the bomb in the background. It makes up the component parts of strategy,” Finley told the audience. “When you look at culture from a sociological standpoint, institutionalizing your Core Values within a culture boils down to four pieces: language, symbols, objects, and customs.”

As an example, Finley described the culture around money. For language, there are many terms to say money, such as cash, currency, dollars, etc. For symbols, the most prominent example would be the dollar sign. For objects, there are dollars, credit cards, and checks. And for customs, Finley pointed out using the Venmo app to split a bill.

In relation to UMB’s Core Values, Finley presented data from the latest faculty/staff Gallup Climate Survey. She explained that the only way to assess culture and measure change is to look at the hard data. One of the questions on the survey was, “Do you feel your organization understands its Core Values?” This question had the highest index of satisfaction on the Gallup survey; however, the other questions had a much lower index of



GUEST SPEAKER ASHLEY FINLEY TALKS TO SOME OF THE PRESIDENT’S FELLOWS AFTER HER PRESENTATION ON FEB. 12 AT THE SMC CAMPUS CENTER.

satisfaction, which Finley says is an indicator that UMB’s work to improve its culture isn’t done.

“If 98 percent of people say that we’re getting it right but 2 percent say that we’re not, then we’re not getting it right,” Finley said.

Chantiel Awkard, a School of Pharmacy student, agreed, saying, “I think looking at data like this, especially from the student survey, would really help us to fully analyze how we can take those Core Values and make changes.”

Finley said that if UMB wants to build an institutional culture around its Core Values it needs to develop a strategy that will keep them on full display — on the walls, stairs, even in course syllabi.

“I think you can change culture,” she said. “It just takes a long time.”

The interdisciplinary group of President’s Fellows is exploring steps to institutionalize UMB’s Core Values so they remain durable, even as the University continues to evolve. They will present their findings to University leadership in April, which also will be UMB’s first Core Values Month.

“I love that these students are finding pathways for this content to be translated into actual action items,” Finley said.

— Jena Frick

*Read more and view a [photo gallery](#) from this event.*

# PUBLIC SAFETY



MARCH 2020

## UMB POLICE DEPARTMENT WELCOMES SECOND COMFORT K-9

Chief Alice K. Cary, MS, walks down the street, a four-legged officer close beside her. “Lexi!” someone shouts — a nod to the University of Maryland, Baltimore Police Department’s (UMBPD) comfort K-9 who joined the department in June 2019. The chief smiles at the mostly white dog beside her. “Nope, this is Archie!” Cary says.

Archie joined the department in December 2019 to help meet the overwhelming positive response to UMBPD’s comfort K-9 program. Hundreds voted on a name for the new pup, with “Archie” — a nod to Arch Street on UMB’s campus — winning by a landslide.

The 1-year-old has an incredible story: Born on Grand Bahama island, Archie was living in a shelter when Category 5 Hurricane Dorian hit the island. A 10-foot storm surge wiped out most of the shelter. Miraculously, he survived. Rescuers grabbed swimming dogs from the attic of the shelter, and Archie was flown to Helping Animals Live and Overcome, a no-kill rescue in Florida. There, he was selected to become a therapy dog and join the Paws and Stripes College.

Canines in the Paws and Stripes program are shelter dogs at a significant risk of being euthanized. The dogs are paired with inmates for eight weeks and go through basic obedience training. In December, Cary drove down to the Paws and Stripes College, run by the Brevard County (Fla.) Sheriff’s Office. She met her new comfort K-9 — then named “Batman” — and spent a week training with him. As Archie’s handler, Cary spends 24/7 with the dog and takes him home on evenings and weekends.

Archie is a Bahamian potcake — a mixed-breed dog found on several Caribbean islands. The name “potcake” comes from the rice-and-pea cakes that locals scrape from the bottom of their pots and feed to the dogs. While his official breed is unknown, Cary speculates he might be part retriever and part Australian shepherd. She hopes to get a dog DNA test to find out Archie’s actual genetic makeup.



POLICE CHIEF ALICE CARY IS ARCHIE’S HANDLER.

Archie and Lexi, meanwhile, tagged along with Cary and other UMBPD colleagues to Sandy Point State Park in Annapolis on Jan. 24 for the annual Polar Bear Plunge, which raises money for Special Olympics Maryland. The dogs didn’t go into the water but attracted many admirers, including Maryland Gov. Larry Hogan.

The pups looked on from the beach as Cary, Deputy Chief Thomas Leone, Lt. Matthew Johnson, Cpl. Shantell Brown, Pfc. Fritzner Edouazin, Pfc. Joseph Fair Sr., public information officer Carin Morrell, and police communications officers Erika Malone and Amanda Greene ran into the chilly water.

“The plunge is a great way to raise money for a wonderful cause,” Cary said. “I love seeing the camaraderie among our officers and our partner law enforcement agencies.”

The department’s team raised nearly \$3,000 this year.

— Carin Morrell

*To schedule a visit from Archie or Lexi, visit [this link](#).*