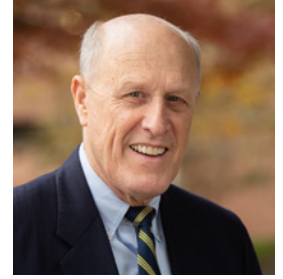


the PRESIDENT'S MESSAGE

JANUARY 2021



NEW YEAR, SAME MISSION: MAKING AN IMPACT NEAR AND FAR

A year ago, I wrote my first column for *The President's Message* as the University of Maryland, Baltimore's (UMB) interim president. In that message I wrote:

"I believe that UMB can make a big difference in our state and am committed to that mission. However, the mission begins at home. So I am strongly committed, as well, to the success of our students and faculty — to their careers, their innovations, and their impact in the world."

Twelve months later, what an impact UMB has had.

2020 will surely be remembered as the year of the COVID-19 pandemic — the year when we all figured out how to mute and unmute quickly, when we had to think about and put into practice new ways to teach and learn, and when we adjusted to a very different way of life. As someone who shares space at home with a first-grader doing virtual school, I'm keenly aware that a family-first institution relies on flexibility and understanding. I am also aware that thousands of our front-line workers — and their families in turn — took additional risks to care for others, to keep UMB operational, and to keep folks safe. We are indebted to them.

UMB's impact on the world is undeniable — especially when dealing with the pandemic. In February, a School of Medicine lab was one of the first in the country to receive samples of COVID-19 from China to begin studying the virus and researching drugs to combat it. In May, our researchers became the first in the United States to begin testing experimental COVID-19 vaccine candidates developed by Pfizer, Inc. and BioNTech. In addition, UMB participated in the Phase 3 clinical trial of an investigational COVID-19 vaccine co-developed by scientists at Moderna, Inc., and the National Institute of Allergy and Infectious Diseases, part of the National Institutes of Health. In December, the U.S. Food and Drug Administration issued emergency authorization, and on Dec. 14 the first five front-line health care workers from the University of Maryland Medical System — two physicians, a nurse, a respiratory therapist, and an environmental services worker — received COVID-19 vaccines.

What an impact indeed.

Right now, as the U.S. faces increasing COVID-19 rates, we are assisting in efforts to get folks vaccinated. Our core values call on UMB to be responsible and transparent, and to create, disseminate, and share knowledge. I hope that as members of the

UMB community you will serve as vaccine messengers in your communities and families, sharing your confidence in science and discovery, and that you will encourage others to feel safe in taking the vaccine when it is available to them. Vaccines are proven, safe, and effective ways to combat this virus. We must work together to end this pandemic.

As we start the new year and this new semester, I remain hopeful for the future. While I am amazed and proud of discoveries and focus on COVID-19, I am equally as amazed and proud of students, faculty, and staff across our seven schools who continue to show up and adapt and, yes, even thrive, as they continue to seek ways to improve the human condition and serve the public good.

In the coming months, we will embark on our next phase of strategic planning, looking ahead at what we want UMB to look like in the future. I want to take the lessons we're learning during this time and use them to redefine how we function as an institution of higher education going forward. That includes work to make UMB a more equitable environment. I look forward to naming our vice president/chief diversity, equity, and inclusion officer no later than March.

COVID-19 wasn't the only pandemic we saw in 2020, and the need to address and upend structural racism is more urgent than ever. To be true to our mission, we have to address issues of structural racism and inequality directly through educational programs, in our academic pursuits, and with our community engagement work.

UMB will continue its work as an anchor institution for Baltimore — especially within our West Baltimore neighborhood — and for Maryland, and we will continue to make significant and positive impacts on health, research, and social justice throughout the state.

I hope that you start this year with a renewed sense of optimism and a continued commitment to doing everything you can to keep yourself and those you love healthy and safe.

Sincerely,

Bruce E. Jarrell, MD, FACS
PRESIDENT

NEUZIL NAMED 'MARYLANDER OF THE YEAR' FOR COVID-19 VACCINE EFFORTS

Kathleen Neuzil, MD, MPH, FIDSA, the Myron M. Levine, MD, DTPH, Professor in Vaccinology and director of the University of Maryland School of Medicine's (UMSOM) Center for Vaccine Development and Global Health (CVD), was named the 2020 Marylander of the Year by *The Baltimore Sun*.

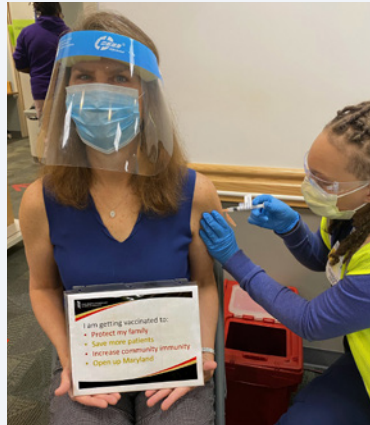
In a historic and challenging year dominated by the COVID-19 pandemic, *The Sun* also named front-line health care and service workers as co-recipients of the award because of their essential roles in the battle against the novel coronavirus.

Neuzil, who is among the world's foremost vaccine researchers, was recognized for her unprecedented leadership and achievement in vaccine testing and treatment for COVID-19. She and her CVD team devoted most of

2020 to researching and testing potential treatments and vaccine candidates, including the vaccines from Pfizer-BioNTech and Moderna, Inc., that in December received emergency use authorization from the U.S. Food and Drug Administration.

"We could not be more proud of Dr. Neuzil and the CVD team for their expertise and laser focus on the pandemic as the nation faced these uncharted challenges," said UMSOM Dean E. Albert Reece, MD, PhD, MBA, who also is the executive vice president for medical affairs at the University of Maryland, Baltimore. "Our successes were due to a collaborative effort with so many other UMSOM faculty and laboratory researchers and other staff members."

Read more at UMB News.



DR. NEUZIL RECEIVES HER FIRST DOSE OF THE COVID-19 VACCINE.

UPCOMING PROGRAMS

JAN. 14, 3 P.M.

Updates on Vaccine Distribution from UMB Members of the Governor's Coronavirus Response Team

Guests: Drs. David Marcozzi and Wilbur Chen, University of Maryland School of Medicine

JAN. 28, 2 P.M.

Meet Brandon Scott — Baltimore's New Mayor

Guest: Brandon Scott

UNIVERSITY of MARYLAND BALTIMORE

Virtual

FACE to FACE

with **PRESIDENT BRUCE JARRELL**

Register to watch and learn more at umaryland.edu/president/face-to-face.

LAURELS

JANUARY 2021

UNIVERSITYWIDE



JEAN-PAUL
COURNEYA

Jean-Paul Courneya, MS, bioinformationist, Health Sciences and Human Services Library (HSHSL) and **Amy Yarnell, MLS**, data services librarian,

HSHSL, presented their project briefing “A Model for Centralizing Data and Bioinformation Services at the Health Sciences and Human Services Library” at the fall 2020 virtual membership meeting of the Coalition for Networked Information.



DUSTIN LEE

Dustin Lee, JD, patent attorney, Office of Technology Transfer, UM Ventures, wrote “Are There Multiple Experimental Use Standards?” which

was published in *AIPLA Innovate*, the online magazine of the American Intellectual Property Law Association (AIPLA).



TERRY MORSE

Terry Morse, MBA, MS, executive director, Office of Design and Construction, was named UMB’s September Employee of the Month for his work in managing

various aspects of the renovation of the University’s new Community Engagement Center on South Poppleton Street.

SCHOOL OF DENTISTRY



CARL F. DRISCOLL

Carl F. Driscoll, DMD, FACP, professor, Department of Advanced Oral Sciences and Therapeutics, received the American College of Prosthodontists’

2020 Major General Bill B. Leffer Federal Services Award, which recognizes excellence in leadership, patient care, mentorship, and service to the community.



GARY D. HACK

Gary D. Hack, DDS, associate professor, Department of Advanced Oral Sciences and Therapeutics, co-authored “Evaluation of the Accuracy of an

Intraoral Scanner: An Update on the Omnicam,” which was published in *Global Dentistry*.



MARY ANNE MELO

Mary Anne Melo, DDS, MS, PhD, director, Division of Operative Dentistry, and associate professor, Department of General Dentistry, edited the book *Designing Bioactive*

Polymeric Materials for Restorative Dentistry.

GRADUATE SCHOOL



JAMES F. CAWLEY

James F. Cawley, MPH, PA-C, visiting professor and scholar-in-residence, Physician Assistant Leadership and Learning Academy, wrote “An Unfulfilled

Promise,” which was published in the *Journal of the American Academy of Physician Assistants*, and was among the authors of “Filling the Healthcare Gap for Older Adults: An Opportunity for Physician Assistants,” which was published in *Annals of Long-Term Care*.



TAYLOR DEBOER

Taylor DeBoer, MA, marketing and operations specialist, Graduate Research Innovation District (Grid), was named UMB’s August Employee of the

Month for his work on the Grid’s events, particularly the Grid Pitch, a showcase that allows students to pitch their innovative business ideas to a panel of experts and investors in the entrepreneurial community.



DIANE MARTIN

Diane Martin, PhD, associate professor; director, Geriatrics and Gerontology Education and Research Program; and director,

Aging and Applied Thanatology

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

JANUARY 2021

Program, was among the speakers at the webinar “Caught in the Middle: Understanding Dementia and Recognizing the Needs of the Sandwich Generation,” which was hosted by the Eastern Shore Area Health Education Center on Dec. 8.

CAREY SCHOOL OF LAW



CHAZ ARNETT

Chaz Arnett, JD, associate professor, presented his paper “Race, Surveillance, Resistance” at the UNC Law Faculty Workshop on Nov. 5.



KAREN CZAPANSKIY



DONALD GIFFORD

Karen Czapanskiy, JD, and **Donald Gifford, JD**, both professors, were selected as fellows of the American Bar Foundation.

Leigh Goodmark, JD, professor and co-director, Clinical Law Program, was quoted in the article “How COVID-19 Is Impacting the First Scheduled Federal Execution of a Woman in Nearly 70 Years,” which was published in *Time* magazine.

Michael Greenberger, JD, professor and director, Center for Health and Homeland Security, was quoted



MICHAEL GREENBERGER

in the article “Yellen’s Mandate: Massive Stimulus, Assuaging Fears of Inflation,” which was published in *Foreign Policy Magazine*.



KATHLEEN HOKE

Kathleen Hoke, JD, professor, presented “Public Health Law: Important Tool for Achieving Public Health Goals” to the American Public Health Association State Affiliates on Nov. 12.



SEEMA KAKADE

Seema Kakade, JD, associate professor and director, Environmental Law Clinic, presented “EPA’s Next 4 Years” during an American College

of Environmental Lawyers panel discussion Nov. 12.



PAULA MONOPOLI

Paula Monopoli, JD, professor and director, Women, Leadership, and Equality Program, discussed her book *Constitutional Orphan: Gender Equality and the Nineteenth*

Amendment at the Bar Association of Baltimore City’s “Thursdays at the Museum” virtual lecture series Nov. 19.



WILLIAM MOON

William Moon, JD, assistant professor, presented “Delaware’s Global Competitiveness” at the UCLA School of Law’s Corporate and Securities Law Seminar on Oct. 26.



ROBERT PERCIVAL

Robert Percival, JD, professor and director, Environmental Law Program, wrote “Transnational Litigation: What Can We Learn from Chevron-

Ecuador?” which was published in the *Research Handbook of Transnational Environmental Law*.



MATIANGAI SIRLEAF

Matiangai Sirleaf, JD, professor, presented “COVID-19 and the Racialization of Diseases” at a virtual grand rounds for the Indiana University

McKinney School of Law.



MARLEY WEISS

Marley Weiss, JD, professor, wrote “Sexual Orientation and Gender Identity Encompassed Within Prohibition Against Employment

Discrimination Because of Sex:

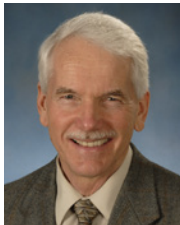
LAURELS

JANUARY 2021

Bostock v. Clayton County,” which was published in *International Labor Rights Case Law*.

SCHOOL OF MEDICINE

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



EUGENE ALBRECHT

Eugene Albrecht, PhD, professor, Department of Obstetrics, Gynecology and Reproductive Sciences, received a five-year, \$3,506,350 R01 grant

for “Estrogen Regulation of Fetal Microvessel Development During Primate Pregnancy: Impact on Insulin Sensitivity in Offspring.”



HEATHER AMES

Heather Ames, MD, PhD, assistant professor, and **Eli Bar, PhD**, associate professor, both in the Department of Pathology, were among the authors of “The Alternative

Splicing Factor, MBNL1, Inhibits Glioblastoma Tumor Initiation and Progression by Reducing Hypoxia-Induced Stemness,” which was published in *Cancer Research*.

Amber Beitelshes, PharmD, MPH, associate professor, Department of Medicine, wrote “Evaluating the Extent and Reusability of CYP2C19



AMBER BEITELSHEES

Genotype Data Among Patients Genotyped for Antiplatelet Therapy Selection,” which was published in *Genetics in Medicine*.



ELIZABETH CLAYBORNE

Elizabeth Clayborne, MD, MA, adjunct assistant professor, Department of Emergency Medicine, was the first author of “Ethical Obligations to

Provide Maternal and Parental Leave Benefits,” which was published in *ACEP Now*.

Robert Gallo, MD, the Homer & Martha Gudelsky Distinguished Professor in Medicine and director, Institute of Human Virology, received the Gertrude Elion Distinguished Lecturer Award and presented “How Small Emerging Viruses Can Change Life as We Know It: Reflections on the Science of SARS-CoV-2 and CoVID-19” at the virtual RespiDART & Emerging Viruses 2020 Conference on Dec. 17.



ERIN HAGER

Erin Hager, PhD, associate professor, Department of Pediatrics, was among the authors of “School Closures During COVID-19: Opportunities for Innovation in

Meal Service,” which was published in *American Journal of Public Health*.



ISABEL LAUREN JACKSON

Isabel Lauren Jackson, PhD, associate professor, Department of Radiation Oncology, was named the second Marlene and Stewart

Greenebaum Endowed Professor in Radiation Oncology.



MARY KAY LOBO

Mary Kay Lobo, PhD, professor, Department of Anatomy and Neurobiology, received a three-year appointment as reviewing editor of the Society for Neuroscience's

Journal of Neuroscience.



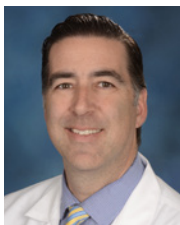
DEAN MANN

Dean Mann, MD, professor, Departments of Pathology, Microbiology, and Immunology, received a five-year, \$8,255,942 grant from the National

Institutes of Health's National Cancer Institute for “Resource for Collection of Human, Tissue, Cells, Bio-Fluids and Epidemiologic Profiles from Donors.”

LAURELS

JANUARY 2021



JOSEPH MARTINEZ

Joseph Martinez, MD, associate professor, Department of Emergency Medicine, was named a Top Reviewer for 2019 by the *Journal of Emergency Medicine*.



AMAL MATTU

Amal Mattu, MD, professor, Department of Emergency Medicine, was the first author of “Abnormal P Wave and QRS Complex Axes: When Differential Diagnoses Overlap,” which was published in *Annals of Emergency Medicine*.

Kathleen Neuzil, MD, MPH, the Myron M. Levine, MD, DTPH, Professor in Vaccinology and director, Center for Vaccine Development and Global Health; **Kirsten Lyke, MD**, professor of medicine; **Wilbur Chen, MD, MS**, professor of medicine; **Lisa Chrisley, RN**, clinical research manager; and **Kathy Strauss**, laboratory specialist, were featured in “Meet the People We’re Counting on for a Covid-19 Vaccine,” which was published in *Rolling Stone*.



SANDRA QUEZADA

Sandra Quezada, MD, MS, associate professor, Department of Medicine, Division of Gastroenterology and Hepatology, was among the

authors of “From Intention to Action: Operationalizing the AGA Diversity Policy to Combat Racism and Health Disparities in Gastroenterology,” which was published in *Gastroenterology*.



PEIXIN YANG

Peixin Yang, PhD, professor; **E. Albert Reece, MD, PhD, MBA**, dean and professor; and **Wei-Bin Shen, PhD**, assistant professor, all from the Department

of Obstetrics, Gynecology and Reproductive Sciences, were awarded a five-year, \$2,934,475 R01 grant for “Epitranscriptomic Alteration and Planar Cell Polarity Signaling in Diabetic Embryopathy.”



RICHARD ZHAO

Richard Zhao, PhD, professor, Department of Pathology, and **J. Marc Simard, MD, PhD**, professor, Department of Neurosurgery,

were awarded a \$1,323,873 R01 grant for “Viral Protein R (VPR) in HIV-Associated Brain Neuroinflammation and Neurotoxicity.”

SCHOOL OF NURSING

Laura El Shafei, MPH, MA, RN, director of student success, Universities at Shady Grove (USG), and student **Awah Tchitakwe**, co-vice president, University of Maryland Association of Nursing Students, were guests on “The Many Faces of Nursing” episode of “Nine Tea,” a USG student-run podcast.



PAT MCLAINE



OLUWATOSIN
“TOSIN” OLATEJU

Pat McLaine, DRPH, RN, retired faculty member, **Oluwatosin “Tosin” Olateju, MS ’15, CPHN, BSN ’11, RN**, alumna, and colleagues co-authored “Revision of Maryland Minor Consent Law on Human Immunodeficiency Virus Infection Prevention: An Outcome of Advocacy,” which was published in *HIV/AIDS Research and Treatment*.



LINDA AVENI MURRAY



NINA TROCKY

Linda Aveni Murray, DNP ’16, MS ’84, CPNP-Ped, assistant professor and director, RN-to-BSN Program, and **Nina Trocky, DNP, RN, NE-BC, CNE**, associate professor, presented “Utilizing a Dual Admission Partnership Model to Develop a Cadre of BSN Prepared Nurses to Serve Maryland Citizens” at the Maryland Nurses Association’s virtual convention in October.

Charlotte Nwogwugwu, DrPH, BSN, RN, HIV PCP, CPH-BC, assistant professor, was selected to serve on the Baltimore City HIV Planning Group and Commission, a Baltimore City Health Department

LAURELS

JANUARY 2021

advisory board that provides leadership in developing, implementing, and monitoring the strategic plan for addressing HIV/AIDS issues in the city.



CHARLOTTE
NWOGWUGWU



CINDY PUMPHREY

Cindy Pumphrey, MS, associate director of registration, was named UMB's October Employee of the Month for her leadership in scanning decades' worth of student

admission and registration files and organizing them onto a digital platform, moving paper registration forms into web-based portals, and managing a degree audit system on student academic progression.

Anjana Solaiman, DNP '20, MS '09, NNP-BC, IBCLC, assistant professor, passed the Neonatal Nurse Practitioner certification exam, making her a certified neonatal nurse practitioner.

SCHOOL OF PHARMACY

Stephen Hoag, PhD, professor, Department of Pharmaceutical Sciences, and director, Applied Pharmaceutics Lab, received a three-year \$330,799 contract from Rutgers University for "GMP Over-Encapsulation of Commercial Ibuprofen, Acetaminophen, and Hydrocodone-Acetaminophen Combination Tablets," and an 11-month, \$41,250 contract from Johns

Hopkins University for "Sustained Released Epinephrine Gel for Use in Gastrointestinal Endoscopy."



CHEROKEE
LAYSON-WOLF

Cherokee Layson-Wolf, PharmD, associate dean for student affairs and associate professor, Department of Pharmacy Practice and Science (PPS), and **Deanna Tran, PharmD**, assistant professor, PPS, were appointed to the Maryland Department of Health's SARS-CoV-2 Vaccine Technical Advisory Group.



MARLENE MAHIPAT

Women's 2020 LaFrance Muldrow Woman Making a Difference.



JOEY MATTINGLY

Joey Mattingly, PharmD, MBA, PhD, associate professor, Department of Pharmaceutical Health Services Research, received a one-year, \$99,246 contract from the Patient-Centered Outcomes Research Institute for "#IDatHome:

A Virtual Conference for Infectious Diseases-Focused Patient-Centered Outcomes Research."

C. Daniel Mullins, PhD, professor and chair, Department of Pharmaceutical Health Services Research, and executive director, PATIENTS



C. DANIEL MULLINS

Program, received a five-month, \$33,917 contract from the Institute for Clinical Research for "Telehealth Utilization Project."



DANYA QATO

Danya Qato, PharmD, MPH, PhD, assistant professor, Department of Pharmaceutical Health Services Research, received a three-year, \$95,000 grant from the Robert Wood Johnson Foundation as a Culture of Health Leader.



FARIDEH SISTANI

Farideh Sistani, a fourth-year student pharmacist, received a one-year, \$5,000 fellowship from the American Foundation for Pharmaceutical

Education for "Quantifying Health and Economic Impacts of Medicare/Medicaid Policies to Reduce Co-Payments for Chronic Pulmonary Disease Patients Using Inhalers."

LAURELS

JANUARY 2021



JULIA SLEJKO

Julia Slejko, PhD, assistant professor, Department of Pharmaceutical Health Services Research, was appointed to the COPD Foundation's

COPD360 Therapeutics and Digital Health Development Network Steering Committee.



ESTER VILLALONGA-OLIVES

Ester Villalonga-Olives, PhD, assistant professor, Department of Pharmaceutical Health Services Research, received a two-year, \$337,344 contract from Merck for

“The Cultural Adaptation of Tools to Evaluate Health Literacy and Cancer Knowledge in Foreign-Born and Native-Born Hispanics.”

SCHOOL OF SOCIAL WORK



HAKSOON AHN

Haksoon Ahn, PhD, associate professor, was among the authors of “Optimizing Preventive Medicine to Bridge the Gap

Between Clinical Medicine and Public Health for

Disease Control in China: A Lesson from COVID-19,” which was published in *Preventative Medicine*.



RICHARD P. BARTH

Richard P. Barth, PhD, professor, presented “Outcomes After Child Welfare Services: What Can They Tell Us About CWS Reform

or Abolition?” to the University of Wisconsin’s Sandra Rosenbaum School of Social Work’s Title IV-E Training Program on Nov. 19.



CHRISTABEL CHEUNG

Christabel Cheung, PhD, assistant professor, wrote, “Practically Speaking: Antiracist Survivorship Advice from

and for Young Patients of Color,” and Black Girl Cancer Magic,” both of which were published in *Elephants and Tea*.



LAURIE GRAHAM

Laurie Graham, PhD, assistant professor, was among the co-authors of “Adolescent Dating Violence Prevention Programmes: A

Global Systematic Review of Evaluation Studies,” which was published in *The Lancet: Child & Adolescent Health*.

Geoffrey Greif, PhD, professor, and **Michael Woolley, PhD**, associate professor, co-authored the book *In-Law Relationships: Mothers, Daughters, Fathers, and Sons*.



BETHANY LEE

Bethany Lee, PhD, professor, co-presented “Looking Beyond Our Borders: What Therapeutic Residential Care in Other Countries Can Teach Us”

as the keynote presentation for the International Summit of the Association of Children’s Residential Centers. Lee also accepted an invitation to join the Research Advisory Committee of the Dave Thomas Foundation for Adoption.



SHAWNA MURRAY-BROWNE

Shawna Murray-Browne, LCSW-C, a PhD student, was selected through a competitive process for the 2020-2021 cohort of the Council

on Social Work Education’s Minority Fellowship Program. MFP fellows are future social work leaders committed to serving under-represented and underserved persons with or at risk for mental health and/or substance abuse disorders.

2021 Presidential
COREVALUES Awards

Honoring Our Core Values

Do you know a co-worker, unit, or group who exemplifies a UMB core value so well that they deserve an award? It can be for an action, special project, or exemplary service.

Nominate an individual, unit, or group for one of the following core values:

- ▶ Accountability
- ▶ Civility
- ▶ Collaboration
- ▶ Diversity
- ▶ Excellence
- ▶ Knowledge
- ▶ Leadership

umaryland.edu/president/core-values/award

The deadline for nominations is Feb. 12, 2021.



DIVERSITY
ADVISORY
COUNCIL

UNIVERSITY OF MARYLAND, BALTIMORE COMMEMORATES

Rev. Dr. Martin Luther King Jr. & Black History Month 2021



KEYNOTE SPEAKER

ANTHONY K. WUTOH, PhD '96, BSP '90, RPh

- ▶ Provost and Chief Academic Officer, Howard University, Washington, D.C.
- ▶ Noted researcher in the fields of pharmacoepidemiology, international health, health services/outcomes research, and evaluation of large population databases, particularly in the area of AIDS and HIV infection in older patients
- ▶ University of Maryland School of Pharmacy alumnus

THURSDAY, FEB. 4, 2021

NOON TO 1:30 P.M. | VIRTUAL EVENT

Registration is required

UMB CURE Scholars' research posters will be on display in a "virtual lobby."



Register at umaryland.edu/mlk

COLLABORATION

JANUARY 2021

UMB'S WORKPLACE MEDIATION SERVICE BOLSTERS ROSTER

You're a University of Maryland, Baltimore (UMB) employee who is feeling frustrated or overwhelmed about a situation in your workplace. Maybe it's a problem you're having with your supervisor over your schedule or a communication issue with a co-worker. Who can you turn to for assistance?

The University's Workplace Mediation Service (WMS) has been helping employees address those types of difficult situations for more than a year with its program, which is free, voluntary, confidential, and available to all UMB faculty, staff, and student employees. In December, it tripled its roster of mediators.

WMS, which started in September 2019 with five mediators from the University of Maryland Francis King Carey School of Law's Center for Dispute Resolution (C-DRUM), began a training session in 2020 to add mediators from across the University. In addition to the law school, the 11 trainees are employees from UMB administration and the schools of nursing, medicine, and social work.

Expanding the roster not only helps get participants to the mediation table faster, it also allows the program to add diversity, in line with one of UMB's core values.

"I'm looking forward to having greater representation of the diversity of our workplace," said Toby Treem Guerin, JD, co-director of C-DRUM and a mediator. "You don't need to be a lawyer or have a master's in conflict resolution to do this work. You just have to have a commitment to working with people and meeting people where they are."

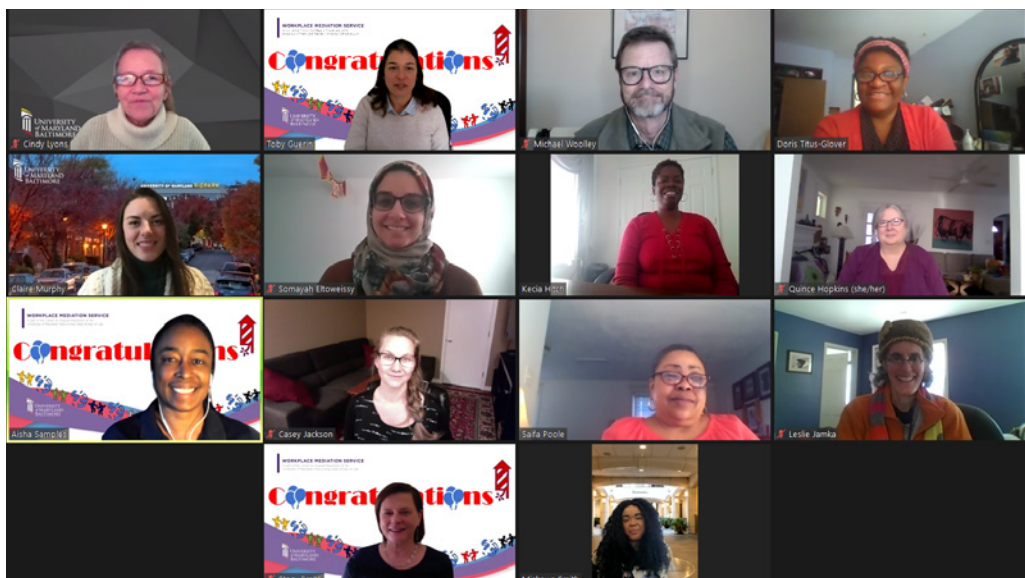
"I'm excited to support our new mediators, to have them be ambassadors of our program, and to demonstrate that dealing with conflict happens at all levels by all people at the University."

MOVING THE CONVERSATION FORWARD

The role of a mediator is to help the conversation progress so that it meets the needs of the involved employees. Mediation is available for every workplace relationship, including supervisors and direct reports. Mediators remain neutral toward the employees and workplace issues, reflect what has been said, and ask open-ended questions to identify areas of agreement or disagreement.

WMS program specialist Aisha Samples, MS, said reaching an agreement is just one potential outcome.

"One of the great things about the mediation process is that it's about more than coming to an agreement on things. It's partly about getting a better understanding of each other and the situation," she said.



THE WORKPLACE SERVICE MEDIATION CELEBRATES VIRTUALLY AS ITS NEW MEDIATORS RECEIVED CERTIFICATES FOR COMPLETING THEIR TRAINING.

Guerin said the service shows that UMB fosters a workplace that supports its employees.

"The program makes for a better workplace culture and climate," she said. "And when you're able to work through your problems and have a more comfortable work environment, you're more productive. You like what you do. Employee retention increases."

Continued from previous page

“Coming from diverse backgrounds is a plus for the program. We learn from each other because we all have different personalities, so I may approach a situation a little bit differently from another mediator.”

***— Doris Titus-Glover, assistant professor,
School of Nursing at the Universities at Shady Grove***

MEDIATION IS A ‘WIN-WIN’

The new mediators, who are receiving more than the 40 hours of training required by the state of Maryland, have met synchronously via videoconference over the last few months and worked on their own to learn conflict resolution methods.

They are being trained to help employees address conflict in a collaborative way, facilitate with impartiality, maintain confidentiality, and follow Maryland mediator confidentiality laws and standards.

Doris Titus-Glover, PhD, RN, an assistant professor with the School of Nursing at the Universities at Shady Grove who is one of the trainees, called the service a “win-win” for UMB.

“You are going to make your employees happy because employees who are unable to vent their feelings or have untenable workplace situations can use the service. UMB benefits by retaining and keeping satisfied employees,” she said. “Bringing supervisors and employees together levels the playing field. It’s a fair situation where nobody’s judging anyone.”

Titus-Glover said she was interested in becoming a mediator because it complemented her background. As a nurse, she must effectively communicate, actively listen, team-build, and problem-solve.

Titus-Glover has found role-playing during the training to be essential.

“Coming from diverse backgrounds is a plus for the program. We learn from each other because we all have different personalities, so I may approach a situation a little bit differently than another mediator,” she said. “We have gained lifelong skills through the formalized mediation training that are applicable in any situation.”

Now that they have completed the training, the trainees will observe the current mediators before they are paired with them to co-mediate.

DETERMINING IF MEDIATION IS THE RIGHT STEP

When an employee contacts WMS, Samples will speak to them during an intake conversation to determine if mediation is the right avenue.

“I ask a lot of open-ended questions, so they have a lot of time to share,” she said. “And we can drill down to what the issues are, what the topics are they might want to discuss in mediation. It’s all about how someone is feeling in the workplace that could help drive them to mediation.”

If the employees decide to proceed, the mediators meet with the participants together, which during the COVID-19 pandemic has moved to videoconference. The pandemic also has led WMS to broaden its services to address conflicts that might arise while many employees are teleworking for an extended period.

“People are extremely stressed, and it’s natural for the stress to carry over into the workplace,” Guerin said. “We’ve been able to expand our services to provide mediation for employees around communication at home, with neighbors, and other issues that can impact the workplace and productivity.”

If an employee is unsure about whether workplace mediation is the right path, they should reach out to WMS, Guerin said.

“We’ll talk through it, explore your options, and if mediation isn’t it, then we have many other resources on campus,” she said.

— Jen Badie

Contact the Workplace Mediation Service via email at mediation@umaryland.edu or call 410-706-4270. The service is free, voluntary, and confidential. If you are interested in becoming a mediator, contact Aisha Samples at mediation@umaryland.edu to learn about eligibility and future training sessions.

RESEARCH

JANUARY 2021

UMSOM FACULTY RECRUITING INITIATIVE ATTRACTS PRE-EMINENT RESEARCHERS



JONI PRASAD, LEFT, AND TERRY ROGERS LED THE STRAP INITIATIVE.

The University of Maryland School of Medicine (UMSOM) has completed its Special Trans-Disciplinary Recruitment Award Program (STRAP), a faculty initiative that began in 2017 and brings dozens of top researcher-physician-scientists and biomedical scientists to the school's faculty.

In all, the STRAP Initiative attracted 26 teams of scientists from leading institutions across the United States and more than \$100 million in additional research funding to the school.

"The success of the STRAP Initiative was a result of outstanding collaboration across UMSOM leadership groups involved," said E. Albert Reece, MD, PhD, MBA, dean and John Z. and Akiko K. Bowers Distinguished Professor, UMSOM, and executive vice president for medical affairs, University of Maryland, Baltimore. "In particular, the chairs and directors played a pivotal role, working with Office of Research Affairs [ORA] leadership and the external recruiting firm to secure these highly sought-after individuals in a highly competitive marketplace."

STRAP was led by Terry Rogers, PhD, professor of biochemistry and molecular biology and associate dean for research development and administration, and Joni Prasad, PhD, director of ORA.

The initiative was among the components of UMSOM's multiyear research strategy called ACCEL-Med (Accelerating Innovation and Discovery in Medicine). ACCEL-Med was implemented in 2013 to increase the pace and scope of clinical and basic science research and move UMSOM to the top echelon of research-intensive medical schools.

ACCEL-Med featured a slate of new programs, including:

- UMSOM's annual Festival of Science
- The formation of a Scientific Advisory Council
- A renewed focus on interdisciplinary research and collaboration
- The opening of new core biomedical research facilities such as the Center for Innovative Biomedical Resources
- The introduction of a new course, Foundations in Research and Critical Thinking, in the MD curriculum
- The development of a research continuum across UMSOM in which faculty, trainees, and students at all levels play a role in advancing science and discovery

STRAP will be succeeded by the newest component of ACCEL-Med, the recently launched Large Grant Award Program (LGAP) Initiative, which aims to secure large National Institutes of Health grants for projects, programs, and centers.

Faculty recruited in the STRAP Initiative come from a variety of leading academic institutions and a diverse range of disciplines. Many were attracted to the exceptional resources of the new Health Sciences Research Facility III and its state-of-the-art laboratories, while others saw new opportunities to expand and collaborate across various research platforms.

Reece and Rogers noted that STRAP evolved and broadened during its three-year tenure. Many recruits were purposely recruited through the original established criteria. Over time, the definition expanded and evolved. Other top scientists who were recruited during this period came to UMSOM as part of a "halo effect" in which they were attracted to join existing outstanding UMSOM faculty.

The result has been an infusion of highly talented researcher-physician-scientists and biomedical scientists who bring tremendous synergy and opportunities for collaboration to UMSOM.

"We have seen STRAP-recruited faculty dramatically expand the scope and impact of their research," Rogers said. "Many have pointed to their ability to engage in crucial collaborations with our existing faculty. This has resulted in technology development startups, cutting-edge interdisciplinary work, and partnerships leading to new drug development programs and future therapies."

— UMSOM Staff

Read more about the STRAP Initiative and see a list of the new faculty members.

LEADERSHIP

JANUARY 2021

THREE FROM UMB HONORED AS LEADERS IN HEALTH CARE

When the *Baltimore Business Journal* decided in 2019 to create its first Leaders in Health Care Awards to honor Baltimore's health care community, the publication's staff could not have foreseen the challenges and pressures health care professionals would experience in times of a pandemic.

"We could not have had the appreciation [last year] that we have today for what it takes to be a true leader in health care," said Rhonda Pringle, *Baltimore Business Journal* market president and publisher. "What we found when we read the nominations are leaders willing to embrace new ideas, new technologies, and unafraid to shake up the status quo."

The publication had intended to select seven honorees, but given the number of outstanding nominations, it became clear that seven was not enough, Pringle said. Instead, 17 leaders in health care were chosen, including three from the University of Maryland, Baltimore community:

- Jane M. Kirschling, PhD, RN, FAAN, dean, School of Nursing (UMSON)
- Natalie D. Eddington, PhD, FCP, FAAPS, dean, School of Pharmacy (UMSOP)
- Leah Sera, PharmD, MA, BCPS, associate professor, Department of Pharmacy Practice and Science, UMSOP

The Leaders in Health Care honorees were recognized in a Dec. 3 virtual ceremony. Kirschling, dean of UMSON since 2013, was recognized in the health education category. Eddington, dean of UMSOP since 2007, and Sera were recognized in the medical cannabis category.

Under Kirschling's leadership, UMSON has continued educating a new generation of nurses and helps meet staffing needs for the state's medical system by allowing qualified, trained nursing students to work in hospitals to help address a surge in COVID-19 patients.

In addition, UMSON for the second time approved an early exit for entry-into-nursing students who were scheduled to graduate Dec. 17, 2020. To bolster the nursing workforce, students approved for an early exit could begin working as nursing graduates.

"The University of Maryland School of Nursing faculty, staff, and students have shown amazing resilience during COVID-19, and we continue to produce excellent nurses for the workforce," Kirschling said in accepting the award. "We are forever grateful for this recognition."



FROM LEFT, JANE KIRSCHLING, NATALIE EDDINGTON, AND LEAH SERA.

Eddington and Sera were recognized for the launch of the nation's first medical cannabis science graduate degree program. The two-year program blends online learning with face-to-face experiences and is designed for individuals with undergraduate degrees who are interested in pursuing careers in the medical cannabis industry.

Sera thanked Michelle Wright, a student in the program's first cohort, for nominating her for the award.

"Additionally, the development and implementation of the nation's first master's degree in medical cannabis couldn't have been accomplished without the support of many," Sera said, singling out Eddington, program manager Lisa Finn, MPH, "our excellent program faculty, and our trailblazing students."

Eddington was unable to participate in the ceremony but expressed gratitude for the honor in an earlier interview.

"The demand for an educated workforce in medical cannabis has never been higher," she said. "Our program is designed to prepare students to meet this demand and make a positive impact on their communities. I thank the *Baltimore Business Journal* for seeing the value in this critical work, especially during these challenging times."

— Mary Therese Phelan

MPOWERING THE STATE

JANUARY 2021

FARMERS, ENVIRONMENTALISTS PIVOT TO ONLINE CONFERENCE

When reports of milk dumping began to emerge during the early days of the COVID-19 pandemic, first-generation dairy farmer Katie Dotter-Pyle, who co-owns Cow Comfort Inn Dairy in Union Bridge, Md., put her social media skills to work by creating a popular video designed to educate consumers about the intricate supply chain side of dairy farming.

The creator of the hashtag #AskFarmersNotGoogle wanted consumers to understand the supply chain side of dairy farming and why customers couldn't just show up at her farm with a milk jug.

Dotter-Pyle was a panelist during the first session of the sixth annual University of Maryland Agricultural and Environmental Law Conference, hosted by the University of Maryland Agriculture Law Education Initiative (ALEI). The conference attracts agricultural professionals, lawyers, educators, environmentalists, farmers, policymakers, and students to discuss the complex intersection of environmental regulation and agriculture in Maryland.

Sarah Everhart, JD, senior ALEI legal specialist, UMB's Francis King Carey School of Law, says there was never a question about whether the conference would take place. "At ALEI, our job is to support Maryland's farmers by providing legal education," she said. "As long as they are working, we are working."

Dotter-Pyle joined Brooks Long, co-owner of Deliteful Dairy in Washington County; Lindsay Reames, MPA, director of sustainability and external relations for the Maryland and Virginia Milk Producers Cooperative Association; and Nicole Cook, JD, MS, environmental and agricultural faculty legal specialist, ALEI, for "Pivoting in a Pandemic: Risk Management During COVID-19 from the Perspective of Maryland's Dairy Farms."

The panel focused on the impact of the pandemic on Maryland's dairy industry and how dairy farmers are traversing a new landscape that includes navigating supply chain disruptions, changing markets, worker issues, insurance, and disaster relief programs.

The Nov. 2 session also included the contentious topic of monitoring the air quality surrounding Delmarva's poultry farms. The air emissions from poultry-growing operations that consist of ammonia and particulate matter have been linked to a wide range of health issues including pneumonia and asthma. Holly Porter, executive director, Delmarva Chicken Association, and Samantha Campbell, president, Campbell Foundation, discussed the status of their joint project to monitor air emissions from poultry houses, the lessons learned from recent monitoring results, and the potential next steps for the project.

The last two weeks of the online sessions highlighted regional water quality concerns and the local and federal legal frameworks for water quality improvements. The conference concluded with a roundup of this year's hot topics in agricultural and environmental law and developing issues to watch in 2021, hosted by ALEI's Paul Goeringer, JD, MS, senior faculty specialist and extension legal specialist, College of Agriculture and Natural Resources, UMCP.

Despite the challenges of 2020, ALEI remains dedicated to serving Maryland's agricultural community.

"I hope 2021 brings about some much-needed positive news," Everhart said, "but even if it doesn't, Maryland's farmers will be working, and we are committed to hosting our annual Agricultural and Environmental Law Conference" in 2021.

— Laura Lee

Watch videos and read more about the conference.



CLOCKWISE FROM TOP LEFT, NICOLE COOK, LINDSAY REAMES, KATIE DOTTER-PYLE, AND BROOKS LONG WERE THE PANELISTS FOR "PIVOTING IN A PANDEMIC: RISK MANAGEMENT DURING COVID-19 FROM THE PERSPECTIVE OF MARYLAND'S DAIRY FARMS."

ALEI is an initiative of the University of Maryland Strategic Partnership: *MPowering the State*, a collaboration between the University of Maryland, Baltimore (UMB) and the University of Maryland, College Park (UMCP) that leverages the complementary missions of both institutions to strengthen Maryland's economy and advance interdisciplinary research.

This year, because of COVID-19 restrictions, the conference was held online over three weeks, allowing attendees to tune in from as close as Philadelphia to as far away as the Philippines.

CURECORNER

JANUARY 2021

WINTER WONDERLAND KEEPS CURE WARM WITH HOLIDAY FUN

As 2020 came to a close, the students in the University of Maryland, Baltimore's (UMB) CURE Scholars Program got together Dec. 10 for their Winter Wonderland celebration. The annual event is usually held in person with an award ceremony and a keynote speaker, but, due to the COVID-19 pandemic, the Winter Wonderland event was held virtually over Zoom.

Because it was such a difficult year of unprecedented obstacles, CURE leadership decided to make the event all about having fun and celebrating the winter season.

"Winter Wonderland is always such a dynamic event," said Jen Strum, CURE's administrative assistant and organizer of Winter Wonderland. "This year, we needed to take into consideration that our scholars are spending a lot of time on screens during this pandemic, so we wanted to make sure that the feel of this event was different than a typical day in school or programming. We wanted to give our scholars and their families a chance to relax, have fun, and enjoy each other."

To get into the spirit of the season, the CURE Scholars were welcomed with peppy holiday music after logging in. They also were given festive virtual backgrounds to use during the event. After opening remarks, the scholars were split up into breakout rooms, where they could socialize with their peers and play holiday-themed versions of a memory board game, a picture puzzle game, and Taboo.

One breakout room packed an extra holiday surprise for the scholars in Cohort 1. Leading the games and activities was Robin Saunders, EdD, MS, CURE's founding executive director who helped to develop and launch the program. She now works as an independent consultant, but her special bond with the Cohort 1 scholars is stronger than ever.

"Cohort 1 will always hold a special place in my heart," Saunders said. "These scholars are like my babies! They all still have my phone number and text me, but getting a chance to see them again was such a wonderful holiday treat."

Gia Grier McGinnis, DrPH, MS, the CURE Scholars Program's executive director, made sure to thank all the people who had made virtual programming a reality over the previous nine months.

"Despite the pandemic, we have had a great semester here at CURE," she said. "I want to thank our wonderful teachers and instructional team for leading us through our weekly sessions. I also want to acknowledge our CURE mentors who have joined us online each week, and our mentors and volunteers who've supported us in delivering school and science supplies."



PHD STUDENTS EBEHIREMEN AYEWOH, LEFT, AND BRIANNA SCOTLAND SHOW THE CURE SCHOLARS HOW TO MAKE ICE CREAM SUNDAES USING LIQUID NITROGEN.

After the games in the breakout rooms, the scholars were treated to a fun science experiment. Ebehiremen Ayewoh and Brianna Scotland, both PhD students in the University of Maryland School of Pharmacy's Department of Pharmaceutical Sciences, showed the scholars how to make ice cream sundaes using liquid nitrogen. Then Grier McGinnis left the scholars with a message of hope for the rest of the school year.

"I know online learning has been challenging, and we applaud all of our scholars for sticking with it," she said. "I believe there is light at the end of the tunnel, so scholars, please don't give up and keep trying to learn."

— Jena Frick

Read more about the Winter Wonderland.