

# the PRESIDENT'S MESSAGE

MARCH 2022



## ASSESSING AND ADDRESSING RISK, REWARD, AND OPPORTUNITY

In my inauguration address last November, I said that I want each person at the University of Maryland, Baltimore (UMB) to have a passion for service and be driven to fulfill it, to understand the urgency of stepping up to be a problem solver, and to be unafraid to take risks to help those in need. What exactly does it mean for UMB to take risks *as an institution*?

I'd argue that when we are able to take responsible risks and seize opportunities to act, we make the most progress toward our mission of improving the human condition and serving the public good. I'm sure you've heard the saying "No risk, no reward," but how do an institution and individual schools and units evaluate and decide what risks are worth taking?

That's where UMB's Enterprise Risk Management (ERM) program comes into play. ERM's mission is to embed, sustain, and support a culture of responsible risk taking and opportunity identification across UMB.

Not surprisingly, there are some areas where we need to be more risk-averse and others where we need to think about how more risk taking can lead us to increased innovation and discovery. We learn from failure, not just from success, but we can't learn from either if we are afraid of risk. ERM will help UMB protect and enhance our most vital operations and programs across the enterprise, as well as help us prepare to seize opportunities. ERM started at UMB in the early 2010s, and we are seen as an ERM leader within the University System of Maryland. I want us to continue on that trajectory, enhancing our enterprising spirit.

ERM will advise schools and units across UMB to identify risks and find ways to address them. I want you to understand that ERM is a value-added advisory process that complements existing governing structures. When we are successful with ERM, you'll see a more responsible approach to risk taking and opportunity seeking

in UMB culture at all levels. We'll have systems in place to scan for emerging risks and opportunities and let stakeholders know about them, and we'll have standards and guidelines for risk taking. We'll work more collaboratively toward our shared mission.

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***"Enterprise risk management will help UMB protect and enhance our most vital operations and programs across the enterprise, as well as help us prepare to seize opportunities."***

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In the coming months, you'll hear more about ERM, each of your schools and units will be invited to become involved in strategic plan risk assessments, and you will see the formation of committees that will represent all functions of the University. The ERM website will serve as a hub for this information.

President John F. Kennedy said, "There are risks and costs to a program of action. But they are far less than the long-range risks and costs of *comfortable inaction*." UMB is successful because our environment encourages innovation and creativity. We can improve on our success when that culture also includes responsible risk taking and opportunity seeking to achieve our collective mission.

Sincerely,

Bruce E. Jarrell, MD, FACS  
PRESIDENT

***Learn more about UMB's Enterprise Risk Management program at [this link](#). ↗***



The UMB PULSE  
PODCAST



UNIVERSITY of MARYLAND  
BALTIMORE

This season, “The UMB Pulse” podcast’s theme is “Change Makers,” featuring stories about how the University of Maryland, Baltimore (UMB) is taking creative action to overcome barriers and solve social problems.

Be sure to tune in — new episodes drop on the **FIRST FRIDAY** of the month.

### MARCH EPISODE

#### *Positive Schools Center*

**GUEST:** Shantay McKinily, MS, director, Positive Schools Center.

McKinily talks about her journey as a Baltimore City educator and principal and her work with the Positive Schools Center, a program aligned with the School of Social Work. Her team trains and supports principals, leadership teams, and school district staff to create nurturing, holistic, and racially equitable learning environments by using restorative approaches rather than disciplinary actions.

Learn more at [umaryland.edu/pulse](http://umaryland.edu/pulse).

# PRESIDENT'S Q&A

*with President Jarrell*

Followed by an ice cream social

**March 22, 2022**

Noon - 1 p.m. | HSRFIII Atrium and Virtual

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

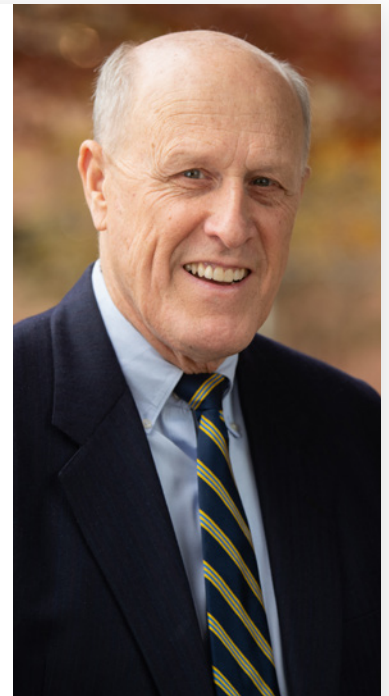
Register to Attend  
**VIRTUALLY**



Register to Attend  
**IN-PERSON**



UNIVERSITY of MARYLAND  
BALTIMORE



# LAURELS

MARCH 2022

## UNIVERSITYWIDE



PATTY ALVAREZ



DAWN SHAFER



ROSEMARY FERREIRA

UMB was designated as a First-gen Forward institution with its acceptance into the Center for First-Generation Student Success' First-gen Forward

Program by the National Association of Student Personnel Administrators. The application was submitted by **Patty Alvarez, PhD**, assistant vice president of student affairs; **Dawn Shafer, LCSW-C**, associate dean of student affairs, School of Social Work; and **Rosemary Ferreira, MEd**, associate director, Intercultural Center.



HAZEL LEWIS

**Cpl. Hazel Lewis, MS**, UMB Police Department, who manages day-to-day activities and event planning for the Community Outreach and Support Team, was named the

University's January Employee of the Month for her work in planning National Night Out and building relationships with the community.

**Yolanda Ogbolu, PhD, CRNP-Neonatal, FNAP, FAAN**, associate professor and chair, Department of Partnerships, Professional Education, and Practice, School of Nursing, and **Virginia Rowthorn, JD, LLM**, assistant vice president for global engagement, UMB, are principal investigators on a three-year grant from the Robert Wood Johnson Foundation to create the Global Learning for Health Equity Network.



VIRGINIA ROWTHORN



SEMCHAR OKBAZION

**Semhar Okbazion, LLM, LLB**, assistant director of international services, Center for Global Engagement, will present "Increasing Access to U.S. Higher Education for Refugee and Displaced Students" at the NAFSA: Association of International Educators' annual conference in May.



AMY RAMIREZ

**Amy Ramirez, MA**, director of international services, Center for Global Engagement, will present "Going It Alone: International Doctoral Student Career Development" at the American Educational Research Association's conference in April.

## SCHOOL OF DENTISTRY

**Gary D. Hack, DDS**, clinical associate professor, Department of Advanced Oral Sciences and Therapeutics, will present virtually on the discovery of the myodural bridge at the 20th Congress of the International Federation of Associations of Anatomists in August.

**Se-Lim Oh, DMD, MS**, clinical associate professor, Department of Advanced Oral Sciences and Therapeutics (AOST); **Oksana Mishler, RDH, MS, DHSc**, clinical assistant professor, AOST; and **Christine Barnes, RDH**, clinical instructor, AOST, co-authored "Effectiveness of Remote Simulation-Based Learning for Periodontal Instrumentation: A Non-Inferiority Study," which was published in the *Journal of Dental Education* on Nov. 12.



SHERYL SYME

**Sheryl Syme, RDH, MS**, program director and associate professor, Division of Dental Hygiene, Department of Advanced Oral Sciences and

Therapeutics, and UMSOD alumnus **Jotham Siozon, BS '21, RDH**, co-authored "Controlling Aerosols with Dental Extractor Technology," which was published in *Dimensions of Dental Hygiene* on Dec. 21.

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 2022



DARIEN WEATHERSPOON

**Darien Weatherspoon, DDS, MPH**, assistant professor, Department of Dental Public Health, was appointed to the American Institute of Dental Public Health's Board of Directors.

## GRADUATE SCHOOL



CARLOS FAERRON

**Carlos Faerron, MD, MSc**, assistant professor and director, Global Health Program, was a panel participant in the Feb. 1 online magazine show "Planetary

Health: A New Paradigm That Unites People's and the Planet's Health," which was hosted by Open University of Catalonia (Spain).



VIOLET KULO



ERIN HAGAR

**Violet Kulo, EdD, MS, MA**, associate professor and director, MS in Health Professions Education Program, and **Erin Hagar, MA, MFA**, senior instructional designer, Faculty Center for Teaching and Learning, presented "From Strategies to Engagement: Active Learning in the

Classroom" at the Transforming the Teaching & Learning Environment conference in February.

**Violet Kulo, EdD, MS, MA; Shani Fleming, MS, MPH, PA-C; Karen L. Gordes, PhD, PT, DSCPT; James Cawley, MPH, PA-C; and Gerald Kayingo, PhD, MBA, PA-C, DFAAPA**, all from the Physician Assistant Leadership and Learning Academy (PALLA), co-authored "An Exploration Into the PA Entry-Level Doctoral Degree: Lessons Learned Across Health Professions," which will be published in the *Journal of Physician Assistant Education* in March. Kulo, Fleming, Gordes, Cawley, Kayingo, and **Hyun-Jin Jun, PhD, MSW**, of PALLA co-authored "Building an Advising Model for PA Education," which will be published in the *Journal of Physician Assistant Education* in March.

## CAREY SCHOOL OF LAW



BEN BARCZEWSKI

**Ben Barczewski, JD**, visiting assistant professor, wrote "Politicizing Regulation: Administrative Law, Technocratic Government, and Republican Political

Theory," which was published in the *Nebraska Law Review*.

**Anne-Marie Carstens, JD**, assistant professor and director, Lawyering Program, presented "Registering Cultural Heritage: The Function of Inventories for Listing and Saving the World's Cultural Sites and Intangible Cultural Heritage," which

was part of the Art & Cultural Heritage program sponsored by the Artistic Freedom Initiative and Georgetown Law Executive Education on Dec. 6.



ANNE-MARIE CARSTENS

**Deborah Eisenberg, JD**, professor and associate dean of academic affairs, was the moderator of the Center for Dispute Resolution's New Voices in Dispute Resolution Virtual Workshop-in-Progress Consortium on Feb. 4.

**Larry Gibson, JD**, professor, presented the Dr. Martin Luther King Jr. Day Lecture, which was broadcast on the Enoch Pratt Free Library's Facebook page, on Jan. 15.



LEIGH GOODMARK

**Leigh Goodmark, JD**, professor and co-director, Clinical Law Program, wrote "Assessing the Impact of the Violence Against Women Act," which

was published in the *Annual Review of Criminology*.

**Mark Graber, JD**, professor, wrote "Essentially Contested Constitutional Revolutions," which was published in the *Maryland Law Review*.

**Michael Greenberger, JD**, professor and founding director, Center for Health and Homeland Security, was quoted in "Maryland Department of Health Confirms Ransomware Attack Crippled Its Systems Last Month," which was published in *The Baltimore Sun* on Jan. 12.

# LAURELS

MARCH 2022



TOBY TREEM GUERIN

**Toby Treem Guerin, JD**, clinical instructor and co-director, Center for Dispute Resolution, presented the “Intersectionality of Mediation Theory and Practice” at the South Carolina Bar Convention on Jan. 21.



DIANE HOFFMANN

**Diane Hoffmann, JD**, professor and director, Law and Health Care Program, was a guest on WYPR-Radio discussing COVID-19 negligence lawsuits Jan. 25.



GABRIELA KAHRL

**Gabriela Kahrl, JD**, associate director, Chacón Center for Immigrant Justice, presented State Bill 265, “Probation, Not Deportation,” before the Maryland Latino Caucus on Jan. 19.



SEEMA KAKADE

**Seema Kakade, JD**, associate professor and director, Environmental Law Clinic, was a panelist on “Community Lawyering” with the Environmental Law Institute in Washington, D.C., on Jan. 25.



MICHAEL MILLEMANN

**Michael Millemann, JD**, professor, wrote “Maryland’s Steve Sachs: The People’s Lawyer,” which was published in *The Baltimore Sun* on Feb. 3.



YVETTE PAPPOE

**Yvette Pappoe, JD**, visiting assistant professor, wrote “Unpacking the Mystery of Critical Race Theory,” which was published in *What’s Up? Media* on Jan. 11.



ROBERT PERCIVAL

**Robert Percival, JD**, professor and director, Environmental Law Program, was quoted in “The Supreme Court Takes on the Nation’s Bedrock Environmental Laws,” which was published in *The Washington Post* on Jan. 25.



MANEKA SINHA

**Maneka Sinha, JD**, assistant professor and director, Criminal Defense Clinic, presented on the limits of probabilistic genotyping systems methods at a session on “Advanced Issues in DNA Analysis” at the Forensic Justice Institute on Jan. 20.

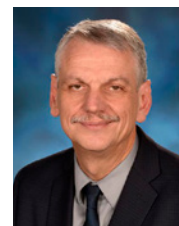
**Matiangai Sirleaf, JD**, professor, served as volume editor and organizer of the virtual Race & National Security Workshop on Jan. 28-29.

**Rena Steinzor, JD**, professor, wrote “OSHA Vaccinate or Test Rule Challenges Conservative Justices,” which was published in *Bloomberg Law* on Jan. 12.

## SCHOOL OF MEDICINE

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

**Jonathan Baghdadi, MD, PhD**, assistant professor, and **Anthony Harris, MD, MPH**, professor, both from the Department of Epidemiology and Public Health, co-authored “Bacterial Coinfections in COVID-19 Patients Without a Positive Microbiologic Result: A Word of Caution,” which was published in *Antimicrobial Agents and Chemotherapy* on Jan. 3.



SOREN BENTZEN

**Soren Bentzen, PhD, DMSc**, professor, Department of Epidemiology and Public Health, received a one-year, \$67,000 grant from Northwestern

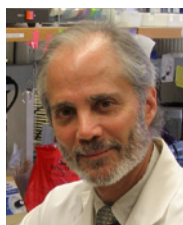
University for “Retrospective NCI Phantom-Monte Carlo Dosimetry in Wilms Tumor.”

**Jayaum Booth, MS, PhD**, research associate, Department of Pediatrics, received a one-year, \$50,000 IDCRC

# LAURELS

MARCH 2022

Pilot Grant from the National Institutes of Health's National Institute of Allergy and Infectious Diseases for "Human Intestinal TRM: Distinct Cross-reactive Responses Against Pathogens."



NIEL CONSTANTINE

**Niel Constantine, PhD**, professor of pathology, Institute of Human Virology, was awarded \$203,760 for nine months from Family Health International 360 for the USAID Global Health Supply Chain Quality Assurance Program.



JASON FALVEY

**Jason Falvey, PT, DPT, PhD**, assistant professor, Department of Physical Therapy and Rehabilitation Science, co-authored "Rehabilitation Care at the Time of Coronavirus Disease-19 (COVID-19) Pandemic: A Scoping Review of Health System Recommendations," which was published in *Frontiers in Aging Neuroscience* on Jan. 4.



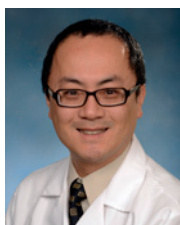
MEAGAN FITZPATRICK

**Meagan Fitzpatrick, PhD**, assistant professor, Department of Medicine, received a one-year, \$199,976 grant from the National Science Foundation for "RAPID: Identifying the Drivers of Optimal COVID-19 Allocation."



KAREN KOTLOFF

**Karen Kotloff, MD**, professor, Department of Pediatrics, was interviewed by WJZ-TV and *The Weather Channel* about the Novavax COVID-19 vaccine clinical trial results in a study that she co-led.



YOUNG KWOK

**Young Kwok, MD**, professor, Department of Radiation Oncology, co-authored "Quality of Life Implications of Dose-Escalated External Beam Radiation for Localized Prostate Cancer: Results of a Prospective Randomized Phase 3 Clinical Trial, NRG/RTOG 0126," which was published in the *International Journal of Radiation Oncology, Biology, Physics* on Jan. 1.



JAY MAGAZINER

**Jay Magaziner, PhD, MSHyg**, professor, Department of Epidemiology and Public Health, co-authored "Advancing Clinical Trials in Nursing Homes: A Proposed Roadmap to Success," which was published in the *Journal of American Medical Association* on Dec. 22.



NICHOLAS MORRIS

**Nicholas Morris, MD**, assistant professor of neurology, Program in Trauma, received the Neurocritical Care Society Mentorship during the Annual Neurocritical Care Society Meeting, which was held Oct. 26-29 in Chicago.

**Melissa Pergakis, MD**, assistant professor, Department of Neurology, received a Distinguished Poster Award for "Assessment of Trainees' Performance During a Simulation of Viral Encephalitis Complicated by Status Epilepticus," which was presented during the Annual Neurocritical Care Society Meeting held Oct. 26-29 in Chicago.

**Bruce Wasserman, MD**, professor, Department of Diagnostic Radiology and Nuclear Medicine, received a \$1,581,587 R01 grant from the National Institutes of Health's National Institute on Aging for "The Role of Intracranial Atherosclerosis in the Development of Alzheimer's Disease."



PAUL YI

**Paul Yi, MD**, assistant professor, Department of Diagnostic Radiology and Nuclear Medicine, was the last author of "Deep Learning Detection of Subtle Fractures Using Staged Algorithms to Mimic Radiologist Search Pattern," which was published in *Skeletal Radiology* in February.

# LAURELS

MARCH 2022

## SCHOOL OF NURSING

UMSON ranked No. 5 in the nation in two categories, Nursing Administration/Leadership Programs and Nursing Education Programs, in *U.S. News & World Report's* 2022 Best Online Programs rankings. The school also ranked No. 25 among the Best Online Master's in Nursing Programs for Veterans.



JEFFREY ASH

**Jeffrey Ash, EdD**, assistant professor and associate dean for diversity and inclusion, was named president of the Mid Atlantic Diversity Officers in Higher Education (MADOHE). **Nicole Palmore, MSW**, director, diversity and inclusion, will serve as MADOHE secretary.



NICOLE PALMORE



TRINA KUMODZI

**Trina Kumodzi, PhD, RN, CCRN**, assistant professor, co-authored "The Association Between Perceived Community Violence, Police Bias, Race, and Firearm Carriage Among Urban Adolescents and Young Adults," which was published in *Preventive Medicine*. She also co-authored "Comparison of Two Screeners Predicting the Future Development of Depression and Posttraumatic Stress Disorder

In *Black Men After Serious Injury*," which was published in *Injury*.



BARBARA RESNICK

**Barbara Resnick, PhD '96, RN, CRNP, FAAN, FAANP**, professor, Sonya Ziporkin Gershowitz Chair in Gerontology, and co-director, Biology and Behavior

Across the Lifespan Organized Research Center, received the 2021 Ada Sue Hinshaw Award, the preeminent award given out by the Friends of the National Institute of Nursing Research.



NICOLE E. SMITH

**Nicole E. Smith, PhD, MS '14, RN, CNE, CHSE, CNE-cl**, assistant professor, wrote "Application of the Cognitive Load Theory in Pre-Licensure Nursing Education:

A Quantitative Measurement Focusing on Instructional Design," which was accepted for publication in the *International Journal of Nursing Education Scholarship*.



ALISON M. TRINKOFF



CARLA L. STORR

**Alison M. Trinkoff, ScD, MPH, RN, FAAN**, professor; **Victoria L. Selby, PhD '17, MS '09, BSN**

**'06, CRNP-PMH, PMHNP-BC, CARN-AP**, assistant professor and director, Substance Use and Addictions Nursing Certificate Program; **Kihye Han, PhD '11, RN**; **Hyang Baek, MSN, RN**, PhD student; **Jenell Steele, MSN, RN**, PhD student; **Hephzibah S. Edwin, RN, MSN, NPD-BC, PCCN**, PhD student; **Jung Min Yoon, RN, PhD '21**; and **Carla L. Storr, ScD, MPH**, retired faculty, co-authored "The Prevalence of Substance Use and Substance Use Problems in Registered Nurses: Estimates from the Nurse Worklife and Wellness Study," which was published in the *Journal of Nursing Regulation*.

## SCHOOL OF PHARMACY



CYNTHIA BOYLE

**Cynthia Boyle, PharmD**, professor, Department of Pharmacy Practice and Science, was appointed vice president of the Board of Directors of the American Institute of the History of Pharmacy.



JOGA GOBBURU

**Joga Gobburu, PhD**, professor, Department of Pharmacy Practice and Science, and director, Center for Translational Medicine, received a one-year, \$55,269

contract from Johns Hopkins University for "Evaluation of Response to Human Antithrombin-

# LAURELS

MARCH 2022

III (Thrombate) in Pediatric Patients Supported on Extracorporeal Membrane Oxygenation.”



MATHANGI GOPALAKRISHNAN

**Mathangi Gopalakrishnan, PhD**, assistant professor, Department of Pharmacy Practice and Science, received a two-year, \$25,000

contract from Cellphire for “Proposal Supporting Development of Thrombosomes as a Medical Countermeasure for ARS.”



STEPHEN HOAG

**Stephen Hoag, PhD**, professor, Department of Pharmaceutical Sciences, and director, Applied Pharmaceutics Lab, received a four-year, \$421,192 contract

from Purdue University for “Dosage Form Development, Manufacture, and Stability Studies of Mitragynine.”



CHAD JOHNSON

**Chad Johnson, PhD**, instructor, Department of Pharmaceutical Sciences, was named co-director of the MS in Medical Cannabis Science and

Therapeutics Program.

**Lisa Jones, PhD**, associate professor, Department of Pharmaceutical Sciences, received a five-year, \$1,152,295 grant from the National Institutes of Health for “University

of Maryland, Baltimore Initiative for Maximizing Student Development,” in collaboration with two colleagues from the School of Medicine.



LISA JONES



MAUREEN KANE

**Maureen Kane, PhD**, associate professor, Department of Pharmaceutical Sciences, and director, Mass Spectrometry Center, received a two-year,

\$2,907,877 contract from SRI International for “Radiation Induced Biomarkers to Predict Clinical Outcome: Pathway to Qualification Program.”



RAYMOND LOVE

**Raymond Love, PharmD**, professor, Department of Pharmacy Practice and Science, and director, Mental Health Program, was invited to serve

on the United States Pharmacopeia Drug Allergy and Intolerance Classification Expert Panel.



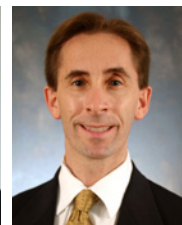
ALEXANDER MACKERELL JR.

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

Drug Design Center, received a one-year, \$50,000 grant from the Samuel Waxman Cancer Research Foundation for “Program for Therapeutic Targeting of Transcriptional Repression.”



JOEY MATTINGLY



C. DANIEL MULLINS

**Joey Mattingly, PharmD, MBA, PhD**, associate professor, Department of Pharmaceutical Health Services Research (PHSR), and **C. Daniel Mullins, PhD**, professor and chair, PHSR, received an 11-month, \$1,196,222 cooperative agreement from the National Institutes of Health for “COMMUNITY Mistrust and Measures of Institutional Trustworthiness (COMMIT).”

**Delaney McGuirt**, third-year student, was selected for a national Phi Lambda Sigma (PLS) Pharmacy Leadership Society junior internship. McGuirt is president of UMSOP’s Beta Lambda Chapter of PLS.



ZACHARY NOEL

**Zachary Noel, PharmD**, assistant professor, Department of Pharmacy Practice and Science, was appointed to the American Association of Colleges

of Pharmacy’s Professionalism and Social Media Task Force.

**Minh Ta**, fourth-year student, won the local American Pharmacists Association-



# LAURELS

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Academy of Student Pharmacists' (APhA-ASP) patient counseling competition and will represent UMSOP at the national competition in March.

**Nhu Truong**, graduate student, Department of Pharmaceutical Sciences, received a two-year, \$50,000 fellowship from the PhRMA Foundation for "Histone Deacetylase Inhibitor Immunomodulatory Nanoparticles as a Multimodal Drug-delivery Approach to Attenuate Severe Inflammation in Sepsis."



KRISTIN WATSON

**Kristin Watson, PharmD**, associate professor, Department of Pharmacy Practice and Science, was appointed chair of the Maryland Health and Wellness Council's Heart Disease and Stroke Committee.

## SCHOOL OF SOCIAL WORK

**Melissa Bellin, PhD**, associate professor, co-authored "Predictors of Depressive Symptoms in Caregivers of Children with Poorly Controlled Asthma: Is the Neighborhood Context Important?" which was published in *Family & Community Health*.

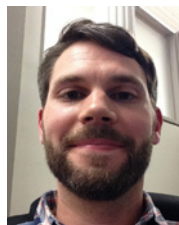


LISA BERLIN

**Lisa Berlin, PhD**, professor, co-authored "Taking Perspective on Attachment Theory and Research: Nine Fundamental Questions,"

which was published in *Attachment & Human Development*.

**Christabel Cheung, PhD**, assistant professor, is the co-investigator of "Individual, Cultural, and Area-Based Factors Associated with Survivorship Care Among Asian/Asian-American Childhood Cancer Survivors," which was funded by a National Cancer Institute R01 grant.



JOHN COSGROVE



BETHANY LEE

**John Cosgrove, MSW**, lead research analyst; **Roderick Rose, PhD**, assistant professor; and **Bethany Lee, PhD**, professor and director, PhD and Post-Doctoral Program, co-authored "Reducing Confounding Bias in Non-Experimental Evaluation: An Application of Empirical Bayes Residuals," which was published in the *Journal of the Society for Social Work and Research*.



KERRI EVANS

**Kerri Evans, PhD**, assistant professor, co-authored "Unaccompanied Immigrant Children in Long-Term Foster Care: Identifying and Operationalizing

Child Welfare Outcomes," which was published in *Child & Family Social Work*.



NANCY FRANKE

**Nancy Franke, PhD** candidate, co-authored a paper that was published in the *Journal of Evidence-Based Social Work* and explores faculty and

social work doctoral students' perspectives on students' academic and non-academic needs and stressors, diversity and inclusion issues, and helpful mentoring practices.



GEOFFREY GREIF



MICHAEL WOOLEY

**Geoffrey Greif, PhD**, and **Michael Wooley, PhD**, both professors, were among the co-authors of "Clinical Suggestions for Family Therapists Based on Interviews with White Women Married to Black Men," which was published in *Contemporary Family Therapy*.



NALINI NEGI

**Nalini Negi, PhD**, associate professor, received the 2022 Society for Social Work and Research Excellence in Research Award for

"'They Dumped Me Like Trash': The Social and Psychological

# LAURELS

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Toll of Victimization on Latino Day Laborers' Lives," which was published in the *American Journal of Community Psychology*. Negi shares the award with **Jenny Siegel**, PhD student; **Emilie Thomas**, MSW student, and two other colleagues.



THEDA ROSE

**Theda Rose, PhD**, associate professor, was among the co-authors of "Religious Socialization and Self-Definition Among Black Undergraduate

Women Attending Predominantly White Institutions," which was published in *Emerging Adulthood*.



DARREN WHITFIELD

**Darren Whitfield, PhD**, associate professor, co-authored "Implementation of Client-Centered Care Coordination for HIV Prevention with Black Men

Who Have Sex with Men: Activities, Personnel Costs, and Outcomes" and "A Longitudinal Study on the

Influence of Sibling Support and HIV Testing Among Black Youth." Both were published in the *Journal of Racial and Ethnic Health Disparities*.



MICHELLE ZABEL

**Michelle Zabel, MSS**, assistant dean and director, Institute for Innovation and Implementation, received the 2022 Paula Hamburger Child Advocacy Award

from the Mental Health Association of Maryland.

## SAVE THE DATE

# PRESIDENT'S PANEL on POLITICS AND POLICY

## SPEAKER SERIES

The President's Panel on Politics and Policy is a speaker series examining issues important to the University of Maryland, Baltimore community including health and higher education policy, federal budget priorities, and civil rights and social justice.



## *A Conversation with* **CHRIS WALLACE**

Journalist, Presidential Debate Moderator, and CNN+ Anchor

**THURSDAY, APRIL 7, 2022 | 9 A.M.**

**A UMB VIRTUAL EVENT**

# THE UMBRELLA GROUP

UMB Roundtable on Empowerment in Leadership  
and Leveraging Aspirations

Empowering Women to Succeed

#umbwhm

THE UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

## WOMEN'S HISTORY MONTH



### MORNING KEYNOTE

**Tashni-Ann Dubroy, PhD, MBA**  
*Executive Vice  
President and Chief  
Operating Officer,  
Howard University*

## UMBrella Symposium: *Retool and Refuel Your Career in the Post-Pandemic Era*

*This year's event features a daylong symposium designed to help participants refocus on their career goals and aspirations. There will be two keynote speakers, breakout sessions, an awards presentation, and a stress-relieving mindfulness workshop.*

**MARCH 9, 2022**

**VIRTUAL | 9 A.M. - 3:30 P.M.**



### AFTERNOON KEYNOTE

**Gloria Mayfield Banks, MBA**  
*Entrepreneur, International  
Speaker, and Motivational  
Success Strategist*

## BREAKOUT SESSIONS



**"Imposter Syndrome:  
Confronting the Career  
Development Monster Hiding  
Under the Bed"**

**Ericka Boone, PhD**  
*Acting Director, Division of  
Biomedical Research Workforce,  
National Institutes of Health*



**"Changing and Succeeding  
in the Same Breath"**

**Zu Dietzenbach,  
MBA, CCMP**  
*Change Management  
Consultant and Leadership  
Coach; Owner, Change  
Management Consulting, LLC*



**"Heels of Power: Boosting  
Your Professional  
Presence and Influence"**

**Isabel Rambob, DDS**  
*Assistant Professor, School  
of Dentistry; Founder,  
Rambob Training Services*

## AFTERNOON WORKSHOP



**"The Great Invitation:  
New Year, New You, and  
a New Job, Too!"**

**Sunday J. Jones,  
MBA, SPHR**  
*Director, Employee and  
Labor Relations, UMB  
Human Resource Services*



**"Permission to Be Human:  
How to Create a Thriving  
People-First Culture,  
Starting with Yourself"**

**MaryBeth Hyland, MS**  
*Speaker on Workplace  
Culture, Values, and  
Mindfulness; Founder,  
SparkVision*



**"Taking Care of YOU  
from the Inside Out:  
MoveMindfully for Mind,  
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# EQUITY AND JUSTICE

MARCH 2022

## MLK SPEAKER: IT'S TIME FOR ACTION, NOT JUST DREAMS

The Rev. Dr. Martin Luther King Jr. was an everyday person who had a dream — but he also had a plan.

That was a theme of the speech given by Lawrence T. Brown, PhD, MPA, at the University of Maryland, Baltimore's (UMB) Rev. Dr. Martin Luther King Jr. and Black History Month Celebration on Feb. 8. The live virtual presentation by Brown, an author, educator, equity scientist, and urban Afrofuturist, was attended by more than 400 people.

"We've almost put Dr. King on a pedestal. We've almost turned Dr. King into a Marvel or DC superhero. And Dr. King was a regular human being," said Brown, who does research for the Center for Urban Health Equity at Morgan State University. "We also have a responsibility. No matter how regular you may be, everyday people can and must do great things."

Brown, whose book "The Black Butterfly: The Harmful Politics of Race and Space in America" examines Baltimore's history of segregation and its impact on Black residents, said when King moved to Chicago in 1966, he had a plan to eliminate slums called the Freedom Budget.

"He was about action, not just dreaming, not just wishing, but having a plan for action. This is Dr. King's vision. This is the concrete plan he was working on — the Freedom Budget — to eliminate slums, impoverished conditions in the greatest, wealthiest country in the history of the world," he said.

Brown also talked about Baltimore's role in segregation. It was the first city in America to pass a residential racial zoning law in 1910, and he showed a newspaper headline: "Baltimore tries drastic plan of resegregation."

He said, "This tells us that racial segregation was not just some event that, oops, kind of happened. It wasn't artificial, like it's just always existed. People work to make racial segregation and

racial domination a reality. Domination, not just of people, but domination of space."

The policies affected not just where people lived, but they also segregated schools, churches, and pools.

"This was a cleaving and an apartheid, segregating and separating Black Baltimoreans from white Baltimoreans completely, system by system, domain by domain," he said.



LAWRENCE BROWN DISCUSSED BALTIMORE'S HISTORY OF SEGREGATION DURING HIS VIRTUAL KEYNOTE SPEECH, SAYING, "THIS WAS A CLEAVING AND AN APARTHEID, SEGREGATING AND SEPARATING BLACK BALTIMOREANS FROM WHITE BALTIMOREANS COMPLETELY, SYSTEM BY SYSTEM, DOMAIN BY DOMAIN."

Brown coined the Black Butterfly phrase in 2015 when he examined a map of Baltimore's racial geography and noticed that the pattern of green dots, which represented African Americans, in East Baltimore and West Baltimore looked like the wings of a butterfly and the middle was an "L" shape of white neighborhoods.

He talked about residential maps of Baltimore that show the hypersegregation of its citizens and how the defunding of Black neighborhoods decades earlier continues to negatively impact home values in those communities.

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PHOTOS BY MATTHEW D'AGOSTINO


THE UMB DIVERSITY RECOGNITION AWARD WINNERS FOR 2022 ARE (FROM LEFT) ANN MARIE FELAUER OF THE SCHOOL OF NURSING, THE PATIENTS PROGRAM, AND SEAN KIM, THE LATTER TWO OF THE SCHOOL OF PHARMACY.

“The economic weaponization of racial segregation, the damage that has inflicted, is not getting better,” Brown said. “It is getting worse because we have not attended to the levers of power: policies, practices, systems, and budgets. We have not done that as a society, and that is what Dr. King was talking about. He was not just dreaming. He was talking about money, budgets, restoration, reparations. That is what his message was all about.”

Brown said Dr. King’s dream has not been realized.

“Here we are over 50 years later, and we still have not achieved these things in our country. You don’t need me to tell you that. Just go out in West Baltimore, you will see for yourself. So we have not achieved the dream, and perhaps it is because we have not followed the plan,” he said.

But Brown ended his speech on a note of hope with help from Shakeer Franklin, a poet, Bard High School Early College Baltimore student, and UMB CURE Scholar. Brown praised CURE, a National Institutes of Health-sponsored initiative that aims to reduce racial disparities in the biomedical health care and research workforce by guiding West Baltimore children into challenging careers in medicine and public health.

In a video, Shakeer recited his poem “The Butterflies That We Be,” which was inspired by Brown’s Black Butterfly. (*See the video at [this link](#).* )

“We have to imagine a Baltimore that’s beyond crime, violence, and the social pathologies that are plaguing our city today, and

this is what Shakeer engaged in,” Brown said after the video. “There are no silver bullets, but there are plenty of solutions that we should be engaging in as a city.”

He said citizens should be engaging in community: community gardens, community benefits agreements, community organizing, community health, and community development.

“These are the types of things that we should be advocating for, lobbying for, pushing for, protesting, marching, everything that Dr. King did,” Brown said. “These are solutions — not just staying within the walls of the University being comfortable, not just going through our day allowing Baltimore apartheid to proliferate — but actually pushing for the rebuilding of the Black Butterfly. That is the work. This is the dream. This is Baltimore imagined.”

UMB President Bruce E. Jarrell, MD, FACS, thanked Brown for his speech, saying, “You have shown us how we can continue to work to address these structures and inequities that have been foisted upon the Black community and need to be changed. I don’t want to be telling a tale of two unequal Baltimores anymore. I’m tired of that, and we at UMB have to do our part.”

The program included comments from Diane Forbes Berthoud, PhD, MA, UMB’s inaugural chief equity, diversity, and inclusion officer and vice president, who thanked Brown for “reminding us of what needs to be done and what we need to do together.”

“UMB is honored to lead and to partner in many of these efforts in our city and in our region,” she said.

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Jarrell also honored the University's 2022 Rev. Dr. Martin Luther King Jr. Diversity Recognition Award winners:

- **Outstanding Faculty Award:** Ann Marie Felauer, DNP, CPNP-AC/PC, assistant professor, University of Maryland School of Nursing's Department of Family and Community Health
- **Outstanding Staff Award:** The PATIENTS Program, University of Maryland School of Pharmacy (UMSOP)
- **Outstanding Student Award:** Sean M. Kim, UMSOP

The University also honored the winner of the Rev. Dr. Martin Luther King Jr. Oratorical Contest, Morgan Grayson of James McHenry Elementary/Middle School, who recited her essay "How to Help Our Community" in a video. Cecilla Soko was awarded second place, and Adrian Rice third place; both also attend James McHenry.

After the celebration, audience members could view a virtual exhibition of posters by the CURE Scholars on topics such as "How Did the Pandemic Impact the Ongoing Water Crisis?" and "Proton Therapy and Its Impact on Brain Cancer."

— Jen Badie

Watch a video of the event at [this link](#). [🔗](#) Read about the Diversity Recognition Award winners at [this link](#). [🔗](#)



IN A VIDEO SHOWN DURING THE BLACK HISTORY MONTH CELEBRATION, UMB CURE SCHOLAR SHAKEER FRANKLIN RECITED HIS POEM, "THE BUTTERFLIES THAT WE BE," IN FRONT OF DAVIDGE HALL.

## CHARTING A NEW PATH FOR EQUITY, DIVERSITY, AND INCLUSION

Diane Forbes Berthoud, PhD, MA, UMB's chief equity, diversity, and inclusion (EDI) officer and vice president, led a virtual town hall Feb. 9 to update the University community on the progress of the new Office of EDI and introduce its staff.

"It's important for us to be strategic about what we're doing, to have key ideas, metrics, and ways forward and a plan to improve equity, diversity, inclusion and enhance our initiatives," Forbes Berthoud said.

One initiative that will be implemented is a Universitywide data dashboard that will provide a snapshot of the diversity landscape at UMB. That would include metrics such as retention rates, graduation rates, and time to tenure for faculty.

"I've been working with our senior colleagues to create a more coherent picture of our data," Forbes Berthoud said.

That data has shown immediate opportunities for faculty in underrepresented areas. For example, the Office of EDI will work to expand the promotion of UMB's membership in the National Center for Faculty Development and Diversity's Faculty Success Program.

Since Forbes Berthoud's arrival in July, she has met with many stakeholder groups to examine where and how data on key metrics are stored and presented. Since January, she has added two staff members to help take charge: Bill Joyner, JD, MSW, director of EDI, and Reetta Gach, MS, MBA, executive assistant to the chief EDI officer and vice president.

— Charles Schelle

Watch a video and read more about the town hall [at this link](#). [🔗](#)

# COMMUNITY ENGAGEMENT

MARCH 2022

## UMB WINS AWARD TO SUPPORT M&T BANK EXCHANGE VENUE

The University of Maryland, Baltimore (UMB) is pitching in to support a next-door neighbor in constructing a venue designed to expand arts education for Maryland youth and increase accessibility and diversity of the performing arts in Baltimore.

In December, UMB received a \$500,000 award from the state of Maryland to support the renovation of the Hippodrome Foundation, Inc.'s (HFI) capital project, an \$18.6 million renovation of the former Eutaw Savings Bank building on the corner of Fayette and Eutaw streets. The building, part of the France-Merrick Performing Arts Center (FMPAC), is two doors down from the Hippodrome Theatre. The project will create the M&T Bank Exchange, a flexible, state-of-the-art venue that will provide more space for arts education programs and a place to host lower-priced entertainment events.

The award came from the Seed Community Development Anchor Institution Fund, part of the Maryland Department of Housing and Community Development's Fiscal Year 2022 State Revitalization Program Awards. The fund provides anchor institutions with grants or loans to support community development projects and improvements in targeted areas.

"This is a very exciting project," said Mary Morris, who wrote the grant application for UMB and is director of the Baltimore Fund in UMB's Office of Research and Development. "The driving force behind this is community revitalization, as UMB works to fulfill its mission to support our West Baltimore neighbors."

The UMB Foundation also has supported the project, joining the state, the city, and donors such as the France-Merrick Foundation, John Gore Organization, Abell Foundation, M&T Bank, and Whiting-Turner. Olive Waxter, executive director of HFI, which is the nonprofit arm of FMPAC, said the M&T Bank Exchange is expected to be completed in February 2023.

"The Hippodrome Theatre has welcomed up to 300,000 people in any given year for Broadway shows and other one-night entertainment," Waxter said. "We are so pleased to create a space that will be used for diverse and lower-priced entertainment as well as more free programming and opportunities for the young people we serve."

HFI is charged with sharing the assets of FMPAC and offers programs for community members such as Young Critics, which helps youths develop critical writing skills and an appreciation of theater; Camp Hippodrome, which engages middle and high school students with summer workshops on theater, music, dance, and more; and Special Needs, which provides activities for children and adults with disabilities.

UMB's Council for the Arts & Culture partners with HFI to offer students and employees discounted tickets to shows, guided Hippodrome tours, and presentations from theater critics and performers. Council founder and chair Jennifer Litchman, MA, who also is the senior vice president for external relations at UMB, applauded the latest collaboration with HFI.

"The M&T Bank Exchange will provide our employees, students, and neighbors in the surrounding community with additional options for more reasonably priced cultural offerings, bringing the arts to a larger audience while embracing our values of equity and inclusion," she said.

The M&T Bank Exchange renovation will increase the building's square footage from 5,400 to 12,000 and feature seating capacity, flexibility, and technology that is unique to any space within a 100-mile radius, according to HFI.



COURTESY OF THE HIPPODROME FOUNDATION, INC.

AN ARTIST'S RENDERING SHOWS WHAT THE INSIDE OF THE M&T BANK EXCHANGE WOULD LOOK LIKE WHEN SET UP FOR A PLAY OR OTHER ENTERTAINMENT EVENT.

The venue will seat 550 to 600 at full capacity, and HFI anticipates it will attract 100,000 more people per year to the FMPAC complex. Events at the new venue will offer lower ticket prices to welcome the entire community. And a retractable seating system, which is important for event flexibility, will allow the floor level to accommodate table seating and gala-type events.

Read more about the M&T Bank Exchange at [this link](#). 

# INNOVATION AND DISCOVERY

MARCH 2022

## EMPOWERING BLACK AND LATINA WOMEN IN WEST BALTIMORE



PHOTO BY MATTHEW D'AGOSTINO

UMB PRESIDENT BRUCE JARRELL (LEFT), STANDING WITH SCHOOL OF SOCIAL WORK PROFESSOR JODI JACOBSON FREY AT THE JAN. 26 EVENT, SAYS THE UNIVERSITY WILL PLAY A ROLE IN ANALYZING WHETHER THE POWER COLLABORATIVE IS ACHIEVING ITS GOALS.

The University of Maryland School of Social Work (UMSSW) will lead the evaluation and disseminate related research to benefit a new West Baltimore collaborative designed to empower Black and Latina women to gain wealth-building and entrepreneurial skills.

A \$20 million commitment by JPMorgan Chase was announced in late January at Kirby Lane Park in Franklin Square, where a news conference celebrated the funding of several opportunities for employed, asset-limited Black and Latina women in Baltimore.

Part of that \$20 million commitment includes a \$5 million grant and three-year partnership with the Prioritizing Our Women's Economic Rise (POWER) Collaborative to create a continuum of wealth-building and work-skill development programs for Black and Latina women real estate developers in West Baltimore.

The POWER Collaborative, led by the Latino Economic Development Center (LEDC), includes UMSSW, the University of Maryland, Baltimore's (UMB) Community Engagement

Center (CEC), the city of Baltimore, Black Women Build-Baltimore, Byte Back, Baltimore-D.C. Building Trades, and Baltimore Community Lending.

"This partnership will allow UMSSW to learn from the community what really works with regard to workforce training opportunities for women interested in construction trades and on-the-job training opportunities, in addition to working with partners to support system reform that will work to remove barriers to wealth-building, including homeownership barriers throughout the city," said UMSSW professor Jodi Jacobson Frey, PhD, LCSW-C, CEAP.

JPMorgan Chase's annual AdvancingCities Challenge awarded Baltimore a \$5 million grant as one of five recipients in this year's challenge. The LEDC of Washington, D.C., is the lead agency in this collaborative.

"UMB will play a key role in terms of analyzing what happens, that we're doing what we hope to accomplish," said UMB President Bruce E. Jarrell, MD, FACS. "Hopefully this will be the start of even further development."

POWER will encompass three leading accelerators to achieve its goals in the long run: small business development incubator and accelerator programs; skills training in high-growth nontraditional occupational sectors such as construction trades, technology, and affordable real estate development; and accessible and appropriate financing and grant funding to correspondingly develop affordable homes in West Baltimore addressing the appraisal gap.

The CEC, at 16 S. Poppleton St., will provide LEDC and other partners space to provide small business development services.

The resources concentrate on the 21223 ZIP code, which includes several of the neighborhoods that UMB serves directly through its community engagement efforts. These neighborhoods also include ones that are eligible as part of the University's Live Near Your



*Continued from previous page*

Work program, which helps UMB employees purchase homes to help revitalize the area.

“A lot of programs in the Community Engagement Center include things that help individuals: get their high school degree, where they learn how to run a business, accounting, and the like,” Jarrell said. “There’s a lot of activities at the Community Engagement Center that are very focused in West Baltimore.”

UMSSW worked with the project team to develop the evaluation plan and propose metrics that will help the team to measure success and clear barriers along the way. The evaluation team is led by principal investigator Frey, who also is chair of the Financial Social Work Initiative (FSWI) and faculty executive director of the Behavioral Health and Well-Being Lab (BHWell Lab), of which FSWI is affiliated.

The team also includes co-investigators Christine Callahan, PhD, LCSW-C, research associate professor for FWSI, and Jeffrey Anvari-Clark, MSW, MA, adjunct professor and UMSSW doctoral student, who worked with the collaborative to identify goals and measurable outcomes, including the project’s logic model. The team also will hire a full-time program manager for the grant.

Tapping into FWSI and the BHWell Lab, the team can provide valuable research to see what really does work in a real-world application of housing equity and wealth-building equity. “This project will generate important data and insights that will contribute to improved understanding of equitable approaches to neighborhood and real estate development,” Frey said.

The need is dire in Baltimore to fund equitable opportunities for the 66 percent of Black and Latina Baltimore households that are deemed to have liquid-asset poverty, and for the 15,000 vacant homes in the city that devalue neighborhoods, create opportunities for crime, and are dangerous for firefighters and first responders who enter for calls for service.

“How do we have the greatest impact and drive the most equitable growth we can across this region? It means a



BALTIMORE MAYOR BRANDON SCOTT SPOKE AT THE GRANT ANNOUNCEMENT, SAYING “BLACK AND LATINA WOMEN OFTENTIMES ARE THE GLUE THAT HOLDS OUR FAMILIES TOGETHER.”

continued focus on expanding access to capital; increasing access to affordable housing and homeownership; and collaborating with companies, policymakers, and community organizations to create lasting change,” said Peter Scher, vice chairman, JPMorgan Chase & Co.

Part of the initiative will help Black and Latina developers access flexible capital, including grants to close the appraisal gap on vacant homes in West Baltimore neighborhoods.

“We know that Black and Latina women oftentimes are the glue that holds our families together and our communities together. If you want to learn how to do it in Baltimore, follow Black and Latina women,” Baltimore Mayor Brandon Scott said. “They have been on the front lines, the back lines of every line of this pandemic as caregivers, front-line workers, business owners, the folks who are delivering food to their neighbors.”

— Charles Schelle

Read more about this grant at [this link](#). [📺](#) Watch a video about this event at [this link](#). [📺](#)

# RESEARCH

MARCH 2022

## UMB, UMCP WELCOME NEW VICE PRESIDENT FOR RESEARCH

Gregory F. Ball, PhD, can do it all. As a world-renowned researcher and inspired academic leader with a record of institutional and student success, he's well-prepared to lead the large interdisciplinary research programs, technology commercialization, innovation, and economic development efforts of two of Maryland's academic research powerhouses.

That's why he was appointed as vice president for research (VPR) for the University of Maryland, Baltimore (UMB) and the University of Maryland, College Park (UMCP). In his new role, which began Feb. 1, Ball oversees the joint research enterprise at the two institutions, a collaboration that garners a combined \$1.3 billion in research awards annually.



GREGORY BALL WAS APPOINTED TO A THREE-YEAR TERM AS VICE PRESIDENT FOR RESEARCH.

"I am tremendously honored and excited for this opportunity to lead our joint research enterprise, which continues to set an outstanding example nationally and internationally for how public research institutions can transform society and address the grand challenges of our time," Ball said. "I'm thrilled to work with the stellar faculty in both College Park and Baltimore to build upon the momentum created by my predecessors."

For the past seven years, Ball has served as dean of UMCP's College of Behavioral and Social Sciences, a large and academically complex college with more than 5,000

undergraduate students and more than 800 master's and doctoral students across 10 departments and multiple centers.

During his tenure as dean, Ball prioritized diversity and inclusion in faculty and staff hiring. He also focused on modernizing research training and expanding experiential learning opportunities and career preparation services for all students in the college.

"We know that being prepared for the future requires a strong focus on innovation and discovery now," said UMB President Bruce E. Jarrell, MD, FACS. "Our joint research enterprise brings together scientists and researchers across disciplines to advance discoveries, and I'm confident in Dr. Ball's leadership of this powerful research enterprise."

Throughout his deanship, Ball maintained an active research lab in the Department of Psychology at UMCP. His research examines seasonal changes in the brains and behavior of songbirds in order to understand how hormones and external natural forces affect behavior. A highly accomplished scientist, Ball has amassed more than 200 research publications and continues to receive research grant support from the National Institutes of Health.

Ball will serve a three-year appointment. He takes over the role from Amitabh Varshney, PhD, MS, who served as interim VPR for three months. Before that, Laurie Locascio, PhD, MSc, served as VPR since 2017 and stepped down after being nominated by President Biden to become undersecretary for standards and technology in the Department of Commerce.

Before joining UMCP, Ball was vice dean for science and research infrastructure in the Krieger School of Arts and Sciences at Johns Hopkins University (JHU), and also served as director of the school's undergraduate neuroscience program. He was a faculty member in the JHU Department of Psychological and Brain Sciences for 23 years. He earned a bachelor's degree in psychology from Columbia University and a PhD in psychobiology from the Institute of Animal Behavior at Rutgers University.

— Laura Lee