

the PRESIDENT'S MESSAGE

FEBRUARY 2023



BELONGING AT UMB

Do you belong at the University of Maryland, Baltimore (UMB)?

I hope you know that the answer is yes, you do. I want everyone at UMB to feel that they belong, that they are important, and that their voice and their career matter. Getting to a place where everyone feels that way takes work from all of us. I want to share a bit of the work happening at UMB in the equity, diversity, and inclusion (EDI) space to get us closer to where we want to be.

Led by the Office of Equity, Diversity and Inclusion (OEDI), UMB's inaugural Diversity Strategic Plan process is underway. A committee representing a cross-section of UMB is charged with informing the development of this strategic plan, which will serve as a roadmap and framework to activate and advance EDI at UMB. The committee is looking at all aspects of life here, from professional development, career advancement, recruitment, and retention to affinity groups, research, scholarship, teaching, and service. We expect that the committee will share its recommendations this summer.

UMB was recognized as one of America's Best Employers for Diversity in 2022 by *Forbes* magazine. We ranked No. 109 out of 500 overall employers and No. 6 out of 40 educational institutions on the list. This is a great honor that we should be proud of — while we acknowledge that there is work still to do. One way we're doing that is through the UMB Faculty of Color Network, which launched in November and aims to strengthen overall faculty diversity and development; support the recruitment, retention, and overall success of faculty from underrepresented groups, particularly Black, Latino, multiracial, Asian, and Indigenous faculty; provide opportunities for community building, knowledge sharing, and networking; and create the opportunity for faculty mentoring, support, and collaboration. To get involved, please contact OEDI at diversity@umaryland.edu and keep an eye out for registration information for the next Faculty of Color Network lunch on April 24.

In the coming weeks, OEDI will launch the UMB EDI Data Dashboard, which maps and tracks the current state and progress of EDI at the University related to areas such as presence, recruitment, retention, promotion, and access. The tool will display the state of EDI across all schools and administrative units

at UMB and provide deans, vice presidents, other institutional leaders, and the entire UMB community the ability to map areas of strength and opportunity to address EDI gaps and opportunities and develop change and implementation strategies.

We also continue to recognize and celebrate the people at UMB through observances and events. This month is Black History Month, which we observe annually with the Rev. Dr. Martin Luther King Jr. and Black History Month Celebration, as well as other events. UMB's Intercultural Center continues to support diverse student experiences of inclusion and belonging while offering resources such as "The Table," a monthly podcast that unpacks questions regarding race, ethnicity, culture, norms, and current events.

OEDI also is launching the Be JEDI Innovation Grant, which invites UMB faculty and staff to develop and implement projects and initiatives that advance justice, equity, diversity, and inclusion (JEDI) and belonging throughout UMB. Look for information on the OEDI website as well as in *The Elm*. The application process will open this month.

All of this work is just a sampling of what's happening at UMB. I'm proud of all the activity across schools and units related to EDI. There's so much more than what's listed here, which is a good sign that folks are taking seriously the call to live up to our values, especially in the area of equity and justice. When we focus on EDI in our jobs, in our teaching and research, and in our classwork, clinical care, and engagement with the community, we change the way we serve others, and we do indeed improve the human condition.

Sincerely,

Bruce E. Jarrell, MD, FACS
PRESIDENT

Resources, events, news, and more can be found on the Office of Equity, Diversity, and Inclusion [website](#) and the Intercultural Leadership and Engagement [website](#).

WELCOME TO UMB!

NEW HIRES: JANUARY 2023

UMB

STAFF

Atiqul Abbas
Yemici Adediran
Claudia Ahwireng
Sanaya Arnold
DeAnn Brame
Mary Broadwater
Michael Cooper
Mikal Diggs
Journey Donovan
Dominique Jones
Christopher Kaufman
Kevon Miller
Monte Nash
Brittany Nelson
Yasmin Nesmith
Kanija Paschall
Nicole Shelawala

SCHOOL OF DENTISTRY

FACULTY

Yvette Alania Salazar
Guilherme Arossi
Ricardo Bernardes
Daniel Cheng
Isadora Garcia
Mark Keiser
Hwan Park
Samantha Sykes

STAFF

Megan Blackwell
Vincent Gale

GRADUATE SCHOOL

FACULTY

Karon Phillips

STAFF

Ashwini Jaisingh
Caroline Raschbaum
Majaella Ruden

FRANCIS KING CAREY SCHOOL OF LAW

FACULTY

Herbert Black
Emmanuel Fishelman
Matthew Gorman
Constance Hare
Jason Hawkins
Julie Kaplan
Albert Matricciani
James Morrow
Theresa Morse
Shannon Parker
Rebecca Robinson

SCHOOL OF MEDICINE

FACULTY

Rashmi Benda
Thomas Chin
Barbara Juarez
Kelly Register-Brown
Jennifer Schuette
Srini Vasani
Mei-Yi Wu
Min Yu

TRAINEES

Maxine Atuheirwe
Shirin Azarbarzin
Songah Chae
Budhaditya Chatterjee
Gianpaolo Del Mauro
Daniela Lecca
Wei Yin

STAFF

Oghenevoke Ajuchi
Johnitta Amihere
Emily Aminian
Alejandro Arroyo Roman
John Bedford
Tamunoseledia Brown
Colin Choudhary
Shanae Claudio
Theodoric Colbert
Kimberly Crawford
Ryan Curto
Carolina De Souza

Warren Diggs
Gena Eiker
Abosede Elesinnla
Alexandria Ganzermler
Jorge Garcia-Cordero
Jeffery Gray
Janine Harrison
Cera Huffman
Olivia Hutchinson
Jian Kwon
Rohan Manav Laljani
Irene Li
Rachel Moats
Eric Neutzling
Walter Newton
Rony Ngamliya-Ndam
Thach-Vu Nguyen
Monika Nielson
Gabrielle Pakravan
Yezhi Pan
Shay Roemmich
Jamie Rogers
LaTria Rogers
Shauna Rosenau
Yoshine Saito
Claudia Sanchez-Beato Johnson
Katharine Toth
Miguel Turcios
Akira Watanabe
Debra Wellens

SCHOOL OF NURSING

FACULTY

Olayemi Adurota
Beth Baker
Jane Brophy
Abigale Celotto
Kellie Donaldson
Kathleen Doyle
Laura Fletcher
Susanne Gaines
Judeith James
Earlene Merrill
Christopher Nam
Helma Parikh
Katie Parish
Norma Paucarmayta
Airelle Rucker-Smith
Angela Samsok

Maritza Sanchez-Ordenez
Maria Karen Santico
Samiat Soyam
Fiona Swaby-Hall
Julia Truelove
Patricia Zimberg

STAFF

Sharon Allen
Debora Anokye
Regina Brillman
Andrew Dowling
Joseph Espinas
Glenn Harper
Hannah Heller
Nitchelle Hordge

SCHOOL OF PHARMACY

FACULTY

Steven Landuyt
Caitlyn Moore
Patricia Ormiston

TRAINEES

Kyungha Kim

STAFF

Jeremy Doggett
Monte Kerney
Caitlin Meurer

SCHOOL OF SOCIAL WORK

FACULTY

Marvin Alexander
Sapphire Boone
Leslie Brettschneider
Heather Garner
Nicole Hester
Jennifer Rosen
Tinicka Smith
Eric Sutter
Monica Thompson

STAFF

Elizabeth Chambers
Ali Johnston
Madison Landrith
Athina Philip
Ria Vasa

THIS LISTING OF NEW HIRES IS PROVIDED BY UMB HUMAN RESOURCE SERVICES. TRAINEES INCLUDE CLINICAL FELLOWS, POSTDOCTORAL FELLOWS, RESEARCH FELLOWS, AND RESIDENT G1 FELLOWS.

LAURELS

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UNIVERSITYWIDE



PATTY ALVAREZ

Patty Alvarez, PhD, MS, chief student affairs officer and associate vice president, was a panelist on two National Association of Student Personnel

Administrators Vice President of Student Affairs and Assistant Vice President Colleague Conversations: “Workforce Wins and Woes: Strategies for Navigating the Evolving Dynamics of the Higher Education Workplace” on Nov. 17 and “Leading with an Equity Heart” on Dec. 16.



TIFFANY N. CHAVIS

Tiffany N. Chavis, MSW, MLIS, LCSW-C, health literacy librarian, Health Sciences and Human Services Library, wrote “Once Upon a Time in the Academic Library:

Storytelling Skills for Librarians,” which was published in the *Journal of Electronic Resources in Medical Libraries*.



LAURA KOZAK

Laura Kozak, MA, senior associate vice president, Office of Communications and Public Affairs, competed the 2022 Leadership Maryland professional

development program, where executives from the public and private sectors met from April to December to learn about the state’s key issues.



CHRISTINE NIEMAN

Christine Nieman, MLIS, data management librarian, Region 1 of the Network of the National Library of Medicine, Health Sciences and Human Services

Library, was awarded an Association of College & Research Libraries (ACRL) 2023 Conference Scholarship to attend and present at ACRL Annual Meeting in Pittsburgh in March.



AMY RAMIREZ



VIRGINIA ROWTHORN

Amy Ramirez, MA, executive director of global learning and international services, and **Virginia Rowthorn, JD, LL.M.**, assistant vice president for global engagement and executive director, Center for Global Engagement, submitted “Human Rights in U.S. Professional Education: Identifying and Overcoming Challenges” as a chapter in the book “Emancipatory Human Rights and the University.”



JENNA SILVERMAN

Jenna Silverman, PhD, was promoted to executive director, Student Counseling Center and Educational Support and Disability Services.

SCHOOL OF DENTISTRY



JOSE BOSIO

Jose Bosio, BDS, MS, professor, division chief, and program director of orthodontics, Department of Orthodontics and Pediatric Dentistry; and **Mary Anne**

Melo, DDS, MSc, PhD, FADM, professor and chair, Department of General Dentistry, co-authored “Smart Flexible 3D Sensor for Monitoring Orthodontics Forces: Prototype Design and Proof of Principle Experiment,” which was published in *Bioengineering*. Also, Melo was inducted as a 2022 Pierre Fauchard Academy Fellow.



LISA BRESS



THOMAS W. OATES

Lisa Bress, RDH, MS, clinical associate professor and division chief, Dental Hygiene, and **Thomas W. Oates, DMD, PhD**, professor and chair, both in the Department of Advanced Oral Sciences and Therapeutics, received \$175,293 from the CareQuest Institute for Oral Health to support the Prenatal and Post-Partum Advisory Board.

Glenn Canares, DDS, MSD; Erica Caffrey, DDS; and Roxanne Clarke, DDS, all faculty members, Department of Orthodontics and Pediatric Dentistry, and **Sydney Chavis, DMD, MS**, clinical assistant professor, Department

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LAURELS

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of Oral and Maxillofacial Surgery, were among the co-authors of “Caregivers’ Perspectives on Transitioning Dental Care for Adolescents with Special Health Care Needs — a Cross-Sectional Study,” which was published in the *International Journal of Dentistry*.



SOM CHATTERJEE

Som Chatterjee, PhD, assistant professor, Department of Microbial Pathogenesis, co-authored “Structural Basis of Broad-Spectrum

B-Lactam Resistance in *Staphylococcus aureus*,” which was published in *Nature* in January.



GARY HACK

Gary Hack, DDS, clinical associate professor, Department of Advanced Oral Sciences and Therapeutics, co-authored “Accuracy of Computerized Optical Impression

Making: The Influence of Different Scan Paths,” which was published in *The Deutsche Zahnärztliche Zeitschrift*, a scientific journal of the German Society of Dental, Oral and Maxillofacial Medicine.



ISABEL RAMBOB

Isabel Rambob, DDS, clinical assistant professor and course director, Behavioral Dentistry, Department of Neural

and Pain Sciences, was elected president of the American Association of Women Dentists.

Feng Wei, MD, PhD, professor, Department of Neural and Pain Sciences, and a University of California, Irvine colleague received a \$218,296 grant from the National Institute of Dental and Craniofacial Research for “Validation of Blocking TSP4/Cava2d1 Interaction as a New Target for Neuropathic Pain.”

GRADUATE SCHOOL



SUSAN ESSERMAN

Susan Esserman, JD, founder and director, University of Maryland SAFE Center for Human Trafficking Survivors, delivered the keynote

speech at the Center for Countering Human Trafficking’s Virtual Seminar on Jan. 25.



JENNY OWENS

Jenny Owens, ScD, MS, associate dean of academic affairs and executive director, Graduate Research Innovation District, presented “Housing’s Role in

Healthcare Access and Health Equity: The Importance of Evidence to Promote Awareness and Investment” at the Healthcare Hospitality Network’s Annual Conference on Nov. 9.

CAREY SCHOOL OF LAW

Andrew Blair-Stanek, JD, professor, was among the co-authors of “Shelter Check: Proactively Finding Tax Minimization Strategies via AI” which was published in *Tax Notes Federal* and featured on the “TaxProf Blog” on Jan. 6.



KAREN CZAPANSKIY

Karen Czapskiy, JD, professor emerita, wrote “The Constitution, Paternity, Rape, and Coerced Intercourse: No Protection Required,”

which was published in the *Journal of the American Academy of Matrimonial Lawyers*.



PETER DANCHIN

Peter Danchin, JD, professor and associate dean for research and faculty development, presented the lecture “Reconceiving Engagement

with International Law in a Populist Era” at the Australian National University College of Law in Canberra, Australia, on Dec. 14.



DEBORAH THOMPSON EISENBERG

Deborah Thompson Eisenberg, JD, professor and associate dean for academic affairs, wrote the chapter “The Force is Female:

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Negotiation Lessons from the Women of Star Wars” in the book “Star Wars and Conflict Resolution: There are Alternatives to Fighting.”

Larry Gibson, JD, professor, was quoted in “Picture This: Portraits of Peter Franchot, Thurgood Marshall Unveiled on the Same Day,” which was published in *Maryland Matters* on Jan. 5.

Leigh Goodmark, JD, professor and co-director, Clinical Law Program, was among the Editorial Advisory Board members to co-author the op-ed “Allow Citation of Unreported Opinions,” which was published in *The Daily Record* on Jan. 5.



MARK GRABER

Mark Graber, JD, professor, wrote “United States v. Vaello Madero on Puerto Rico and Precedent in Times of Constitutional Change,” which was

published in “SCOTUS 2022: Major Decisions and Developments of the US Supreme Court.”



MICHAEL GREENBERGER

Michael Greenberger, JD, professor and founding director, Center for Health and Homeland Security, was a guest on the “Time Bomb in Global

Finance” episode of “The Analysis” podcast Jan. 9.

Diane Hoffmann, JD, professor and director, Law and Health Care Program, was among the co-authors

of “Clinical Algorithms, Anti-discrimination Laws, and Medical Device Regulation,” which was published in the *Journal of the American Medical Association* on Jan. 5.



DIANE HOFFMANN

Kathleen Hoke, JD, professor and director, Network for Public Health Law, Eastern Region, was quoted in “Survivor Groups Slam Maryland Catholic Church Statement on Statute of Limitations Reform for Failing to Serve Past Victims,” which was published in *The Baltimore Sun* on Dec. 20.

Will Moon, JD, associate professor, presented “Extraterritorial Corporate Governance” at the Inaugural Junior Business and Financial Law Workshop at the University of Pennsylvania School of Law on Dec. 8.

Robert Percival, JD, professor and director, Environmental Law Program, was quoted in “New Energy Moves Suggest Bolder Biden Climate Agenda,” which was published in *Energy Compass* on Dec. 8.



NATALIE RAM

Natalie Ram, JD, professor, was elected to the American Law Institute, an independent organization that produces scholarly work designed to clarify, modernize, and otherwise improve the law.

Maureen Sweeney, JD, professor and director, Chacón Center for

Immigrant Justice, was quoted in “Two University Programs Help Afghan Refugees in Maryland Stay in the U.S. Permanently: ‘It’s Challenging to Start All Over Again,’” which was published in *The Baltimore Sun* on Dec. 28.



MAUREEN SWEENEY

Donald Tobin, JD, professor, was quoted in “Maryland’s AG Has Taken on the Gun Lobby, the Drug Industry and Trump,” which was published in *The Washington Post* on Dec. 27.



BEVERLY WINSTEAD

Beverly Winstead, JD, clinical instructor, presented on the “How to Be an Ally to Your Diverse Colleagues in Tax Practice” panel at the American Bar Association Criminal Tax Fraud/Tax Controversy Conference on Dec. 14.

SCHOOL OF MEDICINE



GREGORY ALEXANDER

Gregory Alexander, MD, resident, Department of Radiation Oncology, was among the co-authors of “Federated Learning Enables

Big Data for Rare Cancer Boundary Detection,” which was published in *Nature Communications* on Dec. 5.

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DJORDJE
ATANACKOVIC

Djordje Atanackovic, MD, professor, Department of Medicine, received a two-year, \$996,846 award from the Maryland Stem Cell

Research Fund for “A Phase IA Study of LT2950 Tri-Specific CAR T-Cells for Patients with Relapsed/Refractory B-Cell Lymphomas.”



ILIA BASKAKOV

Ilija Baskakov, PhD, professor, Department of Anatomy and Neurobiology, received a five-year grant from the National Institutes of Health’s National

Institute of Neurological Disorders and Stroke for “Role of Reactive Astrocytes in Prion Diseases.”

Laura Bontempo, MD, associate professor and assistant director for faculty development and resident education, Department of Emergency Medicine, received the National Emergency Medicine Faculty Teaching Award from the American College of Emergency Physicians.

Vasken Dilsizian, MD, professor, Department of Diagnostic Radiology and Nuclear Medicine, delivered the oral presentation “FDG PET/CT for Diagnosing CIED/LVAD Infection: Impact on Patient Management and Outcome” at the Chinese Society of Nuclear Medicine and Molecular Imaging Annual Meeting in December in Shanghai, China.

Ben Lawner, DO, associate professor, Department of Emergency Medicine, was re-elected to the board of the Air Medical Physician Association, the largest professional organization of physicians dedicated to critical care transport by helicopter and airplane.

Mary Kay Lobo, PhD, professor, Department of Anatomy and Neurobiology, and her lab members co-authored “Molecular, Circuit, and Stress Response Characterization of Ventral Pallidum Npas1-Neurons,” which was published in *The Journal of Neuroscience* on Nov. 28.



AMAL MATTU

Amal Mattu, MD, professor, Department of Emergency Medicine, and vice chair of academic affairs, served as director of “The Crashing Patient: Resuscitation

and Risk Management” conference on Dec. 6-7. Mattu also received the Emergency Medicine Residents’ Association’s Outstanding Contributions to Emergency Medicine Education Award.



JASON MOLITORIS

Jason Molitoris, MD, PhD, assistant professor, Department of Radiation Oncology, was among the co-authors of “Functional Imaging

of Liver Cancer (FLIC): Study Protocol of a Phase 2 Trial of 18F-DCFPyL PET/CT Imaging for Patients with Hepatocellular Carcinoma,” which was published in *PLoS One* on Nov. 11.



REKHA RAPAKA

Rekha Rapaka, MD, PhD, assistant professor, Department of Medicine, was among the co-authors of “Temporal Improvements in COVID-19

Outcomes for Hospitalized Adults: A Post Hoc Observational Study of Remdesivir Group Participants in the Adaptive COVID-19 Treatment Trial,” which was published in *Annals of Internal Medicine* on Nov. 29.

Lydia Tang, MBChB, assistant professor, Department of Medicine, received an 18-month, \$288,072 grant from Gilead Sciences for “A Prospective Study Evaluating the Effect of Community-Based Educational Intervention on Hepatitis Delta Virus Screening Among People with Hepatitis B Infection in the Washington-Baltimore Metropolitan Area.”

Marco Venniro, PhD, assistant professor, Department of Anatomy and Neurobiology, was among the co-authors of “Operant Social Seeking to a Novel Peer After Social Isolation Is Associated with Activation of Nucleus Accumbens Shell in Rats,” which was published in *Psychopharmacology* on Nov. 30.



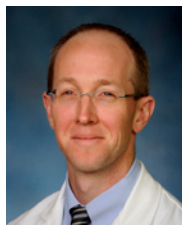
LYNDON
WALLINGTON

Lyndon “Lenny” Wallington, administrator, Department of Pharmacology, was named UMB’s November Employee of the Month for quietly and effectively

stepping up to take on additional responsibilities to support the chair of the Department of Pharmacology.

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MIKE WINTERS

Mike Winters, MD, professor and vice chair, Department of Emergency Medicine, was appointed as the University of Maryland Medical Center's

(UMMC) first senior medical advisor for patient access and throughput.



MATTHEW WITEK

Matthew Witek, MD, MS, associate professor, Department of Radiation Oncology, was the senior author of "Patterns of Failure for Hypopharynx

Cancer Patients Treated with Limited High-Dose Radiotherapy Treatment Volumes," which was published in the *Radiation Oncology Journal*.

SCHOOL OF NURSING



SUSAN BINDON

Susan Bindon, DNP '11, MS '96, RN, NPD-BC, CNE, CNE-cl, FAAN, associate professor and associate dean for faculty development, and director,

Institute for Educators and Teaching in Nursing and Health Professions Certificate, was quoted in the article "To Build the Workforce, We Need More Nurse Educators," which was published on Nurse.com on Dec. 27.



LUANA COLLOCA

Luana Colloca, MD, PhD, MS, MPower Professor and professor, Department of Pain and Translational Symptom Science, was quoted

in the article "The Powerful Placebo," which was published in the National Institutes of Health's *News in Health* on Jan. 4.



LORI EDWARDS

Lori Edwards, DrPH, BSN '80, RN, CNS-PCH, BC, assistant professor and associate dean, Master of Science in Nursing Program, was quoted

in the article "Nursing Schools Teach Advocacy Skills to Help Advance Health Equity," which was published in the January/February issue of *INSIGHT Into Diversity*.

Andy Flores, Christina Vo, Elise Choi, Sarah Showe, and Daniela Guitierrez, all December 2022

Bachelor of Science in Nursing graduates, were accepted into Leadership U, the National Student Nurses' Association (NSNA) Honor Society, for participating in leadership activities in the University of Maryland Association of Nursing Students, which is the UMSON at Shady Grove chapter of NSNA.

A study published by **Robyn Gilden, PhD '10, MS '01, RN**, associate professor and director, Environmental Health Certificate, was cited in the article "Central Park May Soon Be Free of Pesticides," which was published in *The Wall Street Journal* on Nov. 11.



VERONICA GUTCHELL

Veronica Gutchell, DNP '13, RN, CNS, CRNP, assistant professor, was named director of the Governor's Wellmobile Program.

Jaslynn Hutley-Pierre, MBA, assistant director of admissions and scholarships operations, presented "Admissions Best Practices: Using the CRM to Improve Communication" at the 92nd Annual Middle States Association of Collegiate Registrars and Office of Admission Conference and Meeting in Atlantic City, N.J.



STELLA MOSHONISIOTIS

Stella Moshonisiotis, MS, assistant director of graduate practicum and project placements, and **Alex Snow, MS**, graduate placements coordinator,

presented "Adapting Innovation and New Tools to Non-Traditional Students' Needs During COVID-19" at the 92nd Annual Middle States Association of Collegiate Registrars and Office of Admission Conference and Meeting in Atlantic City, N.J.



LISA ROWEN



MAEVE HOWETT

Lisa Rowen, DNSc, MS '86, RN, CENP, FAAN, professor; **Maeve**

LAURELS

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Howett, PhD, APRN, CPNP-PC, CNE,

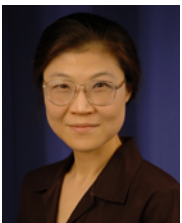
professor and associate dean, Baccalaureate Program; and **Lynn Chen, PhD,** assistant professor and director of evaluation, were among the co-authors of “Academy of Clinical Essentials: A Revolutionary Nurse Staffing and Education Model,” which was published in *JONA: The Journal of Nursing Administration*.



LYNN CHEN



VERONICA QUATTRINI



EUN-SHIN NAHM



SHANNON IDZIK



KRISTIN BUSSELL

Veronica Quattrini, DNP, MS '99, BSN '85, FNP-BC; Eun-Shin Nahm, PhD '05, RN, FAAN, FGSA; Shannon Idzik, DNP '10, MS '03, CRNP, FAANP, FAAN; and Kristin Bussell, PhD, CRNP-PMH, all faculty members, delivered presentations on their seed grant initiatives at the UMB Center for Interprofessional Education's Seed Grant Symposium on Nov. 16.

Veronica Quattrini, DNP, MS '99, BSN '85, FNP-BC, assistant professor and senior director, Doctor of Nursing Practice Program, and **Amy L. Daniels, PhD '18, MS '12, BSN '89, RN, CHSE-A,** assistant professor and director, Clinical Simulation Labs, co-authored “Decreasing Subjectivity and Bias in Grading Advanced Health Assessment Skills,” which was published in *Nurse Educator*.



B. ELIAS SNYDER

B. Elias Snyder, MS '14, FNP-C, ACHPN, clinical instructor, was named director of the Office of Global Health.

SCHOOL OF PHARMACY

Byron Au, Dana Gordon, and Ayush Sinha, all students in the MS in Pharmaceutical Sciences Program, received American Association of Pharmaceutical Scientists poster awards.

Haixi Cui and Yihan Wang, both graduate students in the Department of Pharmaceutical Sciences, received the department's Dr. Gerald P. and Margaret M. Polli Graduate Student Travel Award to attend the American Association of Pharmaceutical Scientists annual conference.



STEVEN FLETCHER

Steven Fletcher, PhD, associate professor, Department of Pharmaceutical Sciences (PSC), was named director of the MS in PSC Program.

Catherine Ladipo, graduate student in the Department of Pharmaceutical Sciences, received the 2023-2024 Genentech Meyerhoff Graduate Fellowship.



C. DANIEL MULLINS

C. Daniel Mullins, PhD, professor, Department of Practice, Sciences, and Health Outcomes Research, and executive director, PATIENTS

Program, received a four-year, \$696,714 contract from John Hopkins University for “Combat Insomnia: A Randomized Controlled Trial of Cognitive-Behavioral vs. Mindfulness-Based Treatment for TBI-Related Insomnia and Post Traumatic Stress Symptoms.”



AMANDA OGLESBY

Amanda Oglesby, PhD, associate professor, Department of Pharmaceutical Sciences (PSC), was named director of the PhD in PSC Program.



ESTER VILLALONGA OLIVES

Ester Villalonga Olives, PhD, MSc, assistant professor, Department of Practice, Sciences, and Health Outcomes Research, received a two-year, \$99,884 grant

from the Prevent Cancer Foundation for “Adaptation of Project HEAL for Hispanic/Latino Immigrants.”

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SCOTT RILEY

Scott Riley, PhD, instructor, Department of Pharmaceutical Sciences, was accepted into the UMB/Costa Rica Faculty Development Institute.

Nhu Truong, graduate student in the Department of Pharmaceutical Sciences, received the second-place poster award at the National Institute for Pharmaceutical Technology & Education Annual Research Conference.

Ayanna Williams, graduate student in the Department of Pharmaceutical Sciences, received a National Institutes of Health Research

Supplement to Promote Diversity in Health-Related Research Award.

SCHOOL OF SOCIAL WORK

UMSSW's **B'more for Healthy Babies Program** received the Family League of Baltimore's Respect Award, which acknowledges the team as a community partner that actively listens to individual voices and perspectives, celebrates diversity, and acts with dignity.



EUNSONG PARK

Eunsong Park and Ji Hyang Cheon, both PhD students, were among the co-authors of "Medications for Opioid Use Disorder and

Retention in Non-Intensive Outpatient Treatment: The Role of Payment Source," which was published in the *Journal of Social Service Research*.



PEIYUAN ZHANG

Peiyuan Zhang, doctoral student, received a 2023 Society for Social Work and Research (SSWR) Doctoral Student Travel Award, which is designed to increase

the number of doctoral student presenters from underrepresented groups by assisting in their ability to attend and present their work at the SSWR Annual Conference.

PRESIDENT'S PANEL *on* POLITICS AND POLICY



A Conversation with NPR's NINA TOTENBERG

Join us for a discussion on the inner workings of the U.S. Supreme Court with National Public Radio's award-winning legal affairs correspondent.

FEB. 14, 2023 | 8:30 A.M.

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.

**IN-PERSON
REGISTRATION
IS CLOSED**

**REGISTER
TO ATTEND
VIRTUALLY**





The UMB PULSE
PODCAST



FEBRUARY EPISODE

Just Engaged: Meeting Your In-Laws for the First Time

GUESTS: Geoff Greif, PhD, MSW, and Michael Woolley, PhD, MSW, both professors, University of Maryland School of Social Work

Greif and Woolley provide tips and anecdotes of how married couples get along with their in-laws in this wide-ranging interview. They also touch on adult sibling in-laws, what happens when grandchildren enter the picture, LGBTQ+ relationships with in-laws, and their new research on multiracial marriages.

Episode dropped Feb. 3

Learn more at umaryland.edu/pulse.



1807

AN ART AND LITERARY JOURNAL

SUBMISSIONS: OPEN THROUGH FEB. 14

Share your favorite original creation:

Painting | Drawing | Photography | Sculpture | Clay | Metal | Glass | Wood
Illustration | Digital Art | Textiles | Jewelry | Narratives | Short Story | Essay | Poetry

UMB faculty, staff, students, alumni, and retirees, as well as University of Maryland Medical Center employees and our West Baltimore neighbors, are encouraged to submit their work.*



Submissions accepted, online only, through Feb. 14, 11:59 p.m.

www.umaryland.edu/arts/journal

Scan this QR code with your phone camera or QR code app, then click the link to be directed to our website to get more information.

*Submission does not guarantee publication.



FUTURE OF WORK

FEBRUARY 2023

TASK FORCE DISCUSSES FEEDBACK, PUTS FOCUS ON RECOMMENDATIONS

The University of Maryland, Baltimore's (UMB) Future of Work Task Force has been busy over the past six months collecting feedback and hearing from faculty and staff about workplace issues such as remote work, schedule flexibility, employee well-being, equity and diversity, benefits, training, technology, and much more.

The task force had a kickoff meeting in August and conducted an online survey in October that generated 1,900 responses. Its three committees — Work Flexibility, Employee Value Proposition, and Employee Well-Being — held two virtual listening sessions apiece in October, November, and January, respectively, to hear suggestions on how UMB can respond to changing workplace needs, support employees, and plan for the future.

On Jan. 19, the task force met in the President's Boardroom at the Saratoga Building to discuss the feedback it has received and prepare for the group's ultimate goal: making formal recommendations to UMB senior leaders including the task force's executive sponsors, Dawn Rhodes, DBA, senior vice president and chief business and finance officer, and Roger Ward, EdD, JD, MSL, MPA, provost, executive vice president, and dean of the Graduate School.

The task force's three chairs also were in attendance: Malika Monger, MPA, PHR, associate vice president and chief human resources officer, UMB; Flavius Lilly, PhD, MA, MPH, vice dean, Graduate School, and vice provost, academic and student affairs, UMB; and Diane Forbes Berthoud, PhD, MA, chief equity, diversity, and inclusion officer and vice president, UMB, and professor, Graduate School.

"We truly appreciate the energy that is driving the Future of Work Task Force," Rhodes told the group. "I know that your work will have a lasting impact on our campus and assure that UMB continues to be a place where people want to work. To have representation from all across campus is critically important, and I'm happy to hear all of the diverse voices in this room."

UPDATES FROM THE CO-CHAIRS

At the Jan. 19 meeting, the six committee co-chairs provided updates about their group's work, discussed next steps, and summarized some of the feedback they had received from the listening sessions and their accompanying Zoom chat boxes, as well as an anonymous online response form promoted during the six videoconferences.

Laura Kozak, MA, senior associate vice president, Office of Communications and Public Affairs, and co-chair of the Employee Value Proposition Committee, said she was looking forward to analyzing the feedback with her group, which is focused on identifying and examining UMB differentiators; proposing changes to the employee experience; assessing branding and marketing efforts; and incorporating technology, training and development needs, and resources to strengthen efforts to attract, retain, and engage faculty and staff.

"In addition to the initial survey, we've sent out a survey to employees who have started at the University within the past six months to gauge their brand perception, asking questions like 'Why did you come to work at UMB?'" Kozak said. "Gathering information from the two surveys as well as employee comments from the listening sessions, we're eager to look at that data so we can move forward as a group."



PHOTO BY DANNY SIEBENHAAR

FROM LEFT, FUTURE OF WORK TASK FORCE MEMBERS AARON GRAHAM, JILL HAMILTON, AND CHANISE REESE-QUEEN TAKE PART IN THE GROUP'S MEETING JAN. 19 IN THE PRESIDENT'S BOARDROOM.

Continued from previous page

The Work Flexibility Committee is targeting how, where, and when UMB employees work and how to incorporate the training, skills development, and technology requirements and resources needed to support flexible work arrangements and empower staff and faculty to do their best work.

“We’ve had lots of conversations about reimagining how we think about the word ‘flexibility’ and expanding that definition,” said Neijma Celestine-Donnor, MSW, assistant dean for diversity, equity, and inclusion, School of Social Work, and co-chair of the Work Flexibility Committee. “We spend a lot of time talking about flexibility in terms of the ability to work from home, but that’s not realistic for everyone given their job duties. Are there other ways to think about flexibility for those who cannot work from home?”

The Employee Well-Being Committee is looking at how UMB can optimize mental, physical, and financial health through programs, resources, benefits, and training, while maintaining employee engagement, building social and emotional connections, and enhancing work-life balance for faculty and staff.

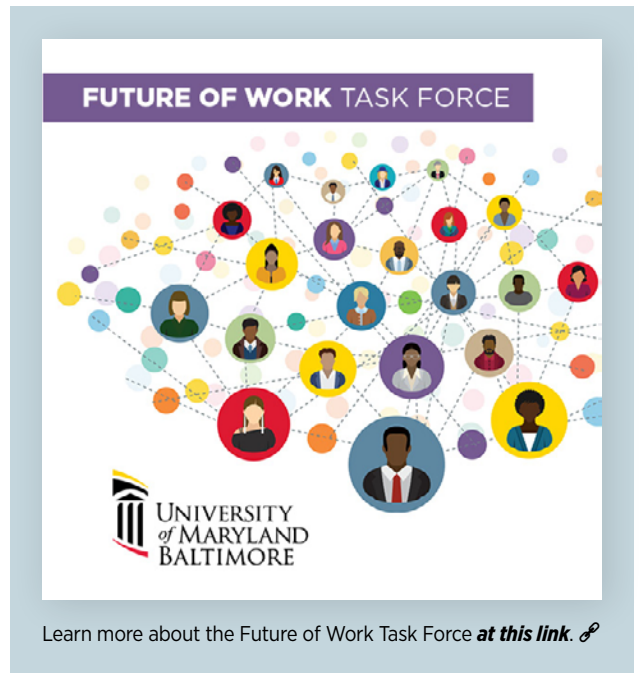
Jill Hamilton, MSW, contracts and grants specialist, School of Pharmacy, and co-chair of the Well-Being Committee, said that meetings had been scheduled to get further feedback from front-line workers whose jobs preclude the ability to telework. She also noted that a lot of employees had asked about UMB providing more resources to support adult care.

“We’ve heard, ‘UMB has a child care grant, which is awesome, but what is the University doing about employees who also have to care for an adult?’ How can we help people who can do their jobs well but want flexibility for adult care, who have to sort of juggle both generations?”

NEXT STEPS

Moving forward, the co-chairs will be meeting each week with task force project managers Elisa Medina, MSW, manager, career development, and Patricia Hoffmann, MA, MSL, director, benefits, work/life strategies, and compensation, both from Human Resource Services, to discuss each group’s progress and assure there is no overlap among the committees’ recommendations.

Medina said UMB leaders have asked the committees to finalize their recommendations with these questions in mind: How was



it selected (research, listening sessions, surveys, etc.)? How does it align with UMB’s strategic goals and core values? How will it benefit UMB? Is it a short-term or long-term recommendation? She said the task force hopes to send its recommendations to leadership in the spring.

To close the meeting, Ward thanked the committee members for “helping the University think through what the future of work will look like,” adding that the task force also should keep in mind the reasons why employees want to remain working at UMB.

“The School of Nursing now does not only exit interviews, but also has done some ‘Why Do You Stay’ interviews, because they want to find out from employees why they continue to work at the school,” he said. “So as the task force moves forward, we of course want recommendations on things that UMB could be doing to make our institution better, but they should be framed in the context of what we already are doing really well.”

— Lou Cortina

LIVENEARYOURWORK

FEBRUARY 2023

REVAMPED HOMEBUYING PROGRAM CELEBRATES FIFTH ANNIVERSARY

The University of Maryland, Baltimore (UMB) marked the fifth anniversary of the relaunch of its Live Near Your Work (LNYW) program Jan. 26 with a celebration at Suspended Brewing Company in Pigtown. The event drew LNYW grant recipients, program partners, and University leaders including President Bruce E. Jarrell, MD, FACS.



ANNIE MILLI (CENTER), EXECUTIVE DIRECTOR OF LIVE BALTIMORE, JOINS UMB PRESIDENT BRUCE JARRELL AND DAWN RHODES, SENIOR VICE PRESIDENT AND CHIEF BUSINESS AND FINANCE OFFICER, TO CUT THE CAKE AT THE LIVE NEAR YOUR WORK PROGRAM CELEBRATION.

“The Live Near Your Work program is a terrific example of how the University can be in partnership with our surrounding communities,” Jarrell said about the homebuying assistance benefit, which was revamped and relaunched in 2018 to significantly boost the grant and add features such as homebuying workshops, financial counseling, neighborhood tours, and a housing fair.

The original LNYW grant of \$2,500 from UMB was rarely used, so University leaders committed \$1.5 million to boost the outlay to \$16,000 per eligible participant to use for down payment and closing costs on homes in targeted West Baltimore neighborhoods.

In addition, participants — who must commit a minimum of \$1,000 toward the down payment — are eligible to receive a matching grant of \$2,500 from Baltimore City’s LNYW program.

Dawn Rhodes, DBA, senior vice president and chief business and finance officer, said her goal when relaunching the program was to have UMB truly be part of the community while also empowering employees to be part of the revitalization of West Baltimore.

“Homeownership is one of the ways that you can truly generate individual and generational wealth,” Rhodes said. “So we wanted to have a win-win situation: help revitalize communities that had lots of vacant homes and give benefits to our employees.”

Robin Boston, an accountant in the Office of Philanthropy, was one of the first of the 68 employees who have benefited from more than \$1 million in grants so far. Boston purchased her Hollins Market home in May 2018 and has boasted about the program ever since.

“I went from renting to being a homeowner and establishing equity in my home. Buying a house was one of the best investments and best decisions I have made in my life,” Boston said.

Like Boston, all LNYW participants go through homeowner counseling to learn about the neighborhoods, homebuying process, and additional grant opportunities. The homeowner education is provided by Live Baltimore, whose mission is to highlight Baltimore as a growing and vibrant city that attracts and retains a diverse population.

“We sent staff to UMB to provide homeownership education assistance and pitch the great things about the neighborhoods that are included in the program,” said Annie Milli, executive director of Live Baltimore. “It is really an unprecedented level of partnership.”

UMB’s LNYW program also is committed to supporting local businesses. The anniversary celebration could have been held on campus, but the LNYW committee made a point to host the event at a venue in one of the program’s targeted neighborhoods.

“We are a part of the community,” Rhodes said. “We want to do our business and spend our money in West Baltimore. That is why we’re here.”

— Brittney Brookins

Learn more about UMB’s LNYW program [at this link](#). *✍*

UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

WOMEN'S HISTORY MONTH

UMBRELLA SYMPOSIUM:

Innovative Leadership: Envisioning the Possibilities

This year's event features a daylong symposium designed to help attendees harness innovation to put their own leadership skills and new possibilities into practice. There will be two keynote speakers, breakout sessions, lunch, an awards presentation, a mindfulness workshop, and a social hour.

WEDNESDAY, MARCH 8, 2023

Virtual Morning: 8:30 a.m.-Noon | In-Person Afternoon: 12:15 p.m.-5 p.m. (SMC Campus Center)



MORNING KEYNOTE

Melissa Berton, MFA

Academy Award-Winning
Producer, and Founder and
Director, *The Pad Project*



AFTERNOON KEYNOTE:

A FIRESIDE CHAT

Tamika Tremaglio,

JD '95, MBA

Executive Director, National
Basketball Players Association

BREAKOUT SESSIONS



"Personal and Purposeful Leadership"

Rajshree Agarwal, PhD
*Rudolph Lamone
Chair of Strategy and
Director, Ed Snider
Center for Enterprise and
Markets, University of
Maryland, College Park*



"Dare to Be Authentic: Unleashing the Power of Innovative Leadership"

Isabel Rambob, DDS
*Assistant Professor,
Department of Neural and
Pain Sciences, University of
Maryland School of Dentistry;
Founder, Rambob Training
Services*



"Innovative and Inclusive Leadership: Equity, Diversity, and Inclusion Leadership and Integration"

**Diane Forbes Berthoud,
PhD, MA**
*Chief Equity, Diversity,
and Inclusion Officer and
Vice President, UMB, and
Professor, University of
Maryland Graduate School*



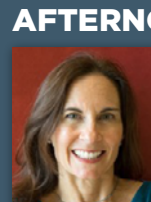
"Lighting a Flame: A Roadmap for Inspiring and Influencing a Culture of Innovation"

Jill Weinknecht Wardell, MA
*Workplace Learning,
Organizational Development,
and Wellness Director,
University of Maryland,
Baltimore County; Executive
Coach and Speaker*



"A Tangled Web: Perfectionism, Risk-Taking, and Innovating"

Rebecca Malotke-Meslin
*Founder, Pleasantly
Aggressive Coaching
& Consulting*



"Leading with Clarity, Calm, and Compassion"

**Allison Morgan, MA, OTR,
E-RYT**
*Founder and CEO,
Zensational Kids*

AFTERNOON WORKSHOP

PUBLIC SAFETY

FEBRUARY 2023



CRIME REMAINS LOW AT UMB, EVEN AS THEFTS INCREASE

In 2022, the University of Maryland, Baltimore (UMB) remained one of the safest places in Baltimore City. While Baltimore saw 51.3 crimes per 1,000 people last year, UMB had just one-tenth of the crime — 5.1 per 1,000 people — the majority of which was property crime. (See accompanying chart.)

“We have future doctors, Nobel Prize winners, and presidents coming to learn and work here each day,” said Thomas Leone, MSL, assistant vice president of public safety and chief of police. “When you don’t feel safe, you can’t reach your highest potential. That’s why it’s my top priority for our community to not only be safe, but to also feel safe coming to UMB.”

In a city of rising crime, perception can be difficult for the UMB Police Department (UMBPD) to overcome. In the 2021/2022 Public Safety survey, 43 percent of respondents said they felt somewhat or very unsafe during the afternoon commute from 4 to 7 p.m. The department has taken steps to change that negative impression, including upgrading 167 streetlights in partnership with UMB Parking and Transportation Services.

Even with the low crime rate at UMB, thefts have risen over the past three years (though still lower than 2019’s 60 thefts). UMBPD incident reports show these thefts fall into the following categories:

- 1 stolen vehicle tag
- 3 attempted thefts from unlocked vehicles
- 9 thefts from vehicles
 - 5 included broken windows
 - 3 vehicles were unlocked
 - 1 trailer’s lock was cut
- 1 attempted bicycle theft
 - Could not cut through u-lock
- 12 thefts of bicycles, bicycle parts, or electric vehicles
 - 3 electric vehicles
 - 2 cable locks cut
 - 1 unsecured
 - 3 wheels from bicycles
 - 2 unsecured bicycle thefts
 - 3 bicycle thefts with cable locks cut
 - 1 unsecured light from bicycle

CRIMES PER 1,000 PEOPLE

CRIME	UMB	BALTIMORE CITY
Thefts	2.8	21.7
Stolen Vehicles	0.2	5.7
Robberies	0.35	4.5
Aggravated Assault	0.14	4.3
Total Property Crime	3.1	33.9
Total Violent Crime	2	17.4
TOTAL CRIME	5.1	51.3

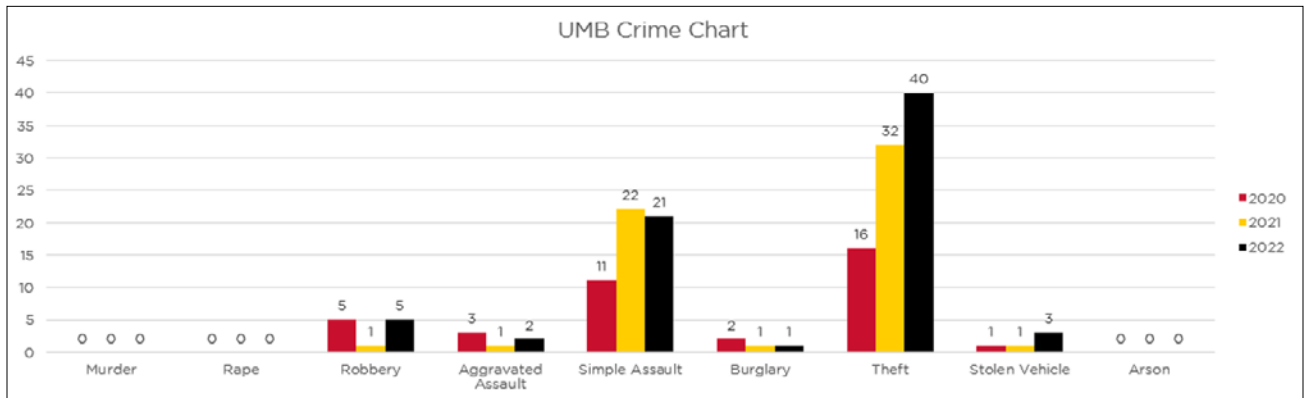
- 9 thefts of unsecured items
 - 1 package theft from porch
 - 7 unsecured items in desk drawers, under desks, or unattended items in common areas
 - 1 unattended piece of construction equipment
- 3 business thefts (e.g., shoplifting)
- 1 attempted theft of shopping bag from person
- 1 phone theft from person (recovered by UMBPD)

The rise in thefts in 2022 highlights the importance of securing valuables, vehicles, and bicycles. Those who work in shared spaces should lock personal items inside a desk drawer when leaving the area. If you work in an office, lock the door anytime you step away. Take all items with you when you’re in a public space and leave to use the restroom or get a snack.

Lock the doors when you leave your vehicle and while you’re driving. Store valuables out of sight; tools were especially common items taken from vehicles. Keep electronics, money, chargers, shopping bags, and all other valuables in your trunk.

With the rise of bicycle thefts especially, UMBPD recommends using a u-lock to secure your bicycle to a bike rack. Place the lock

Continued from previous page



through the front wheel and frame of the bike before securing it to the bike rack. Use a second lock to secure the back wheel to the frame. Don't forget to check that your lock has properly closed before leaving. UMBPD can engrave a property identification number on your bicycle for free. Consider using the Pratt Street Bike Cage for additional security.

UMBPD crime data also shows a rise in the number of robberies compared to 2020 numbers, following a decrease in 2021. Four of these robberies involved the use of hands, and one involved mace. No UMBPD crime statistics involved the use of a firearm in 2022.

“No one should ever be the victim of crime,” Leone said. “We continue to use data to drive the deployments of our police and security to areas that need more attention. This flexibility allows us to go where we’re needed to keep our community safe.”

Changing the perception of safety at UMB includes keeping faculty, staff, students, and neighbors informed. UMBPD

invites the community to engage with them on Facebook, Twitter, and Instagram. The department’s monthly public safety newsletter includes important tips, resources, events, and more. On Jan. 19, Cpl. Yale Partlow discussed UMBPD’s community-based approach to policing in an episode of “Virtual Face to Face with President Bruce Jarrell.” UMBPD also posts in *The Elm* and on digital displays across UMB.

Safety is a community effort. Taking small steps to secure your valuables and be aware of your surroundings can have a big impact on reducing crime at UMB.

“We’re never done,” Leone said. “We will continue to learn, grow, evolve, and innovate. Together, we can ensure a safe and thriving UMB.”

— Carin Cardella

CHIEF LEONE PROMOTED TO ASSISTANT VICE PRESIDENT

Thomas Leone, MSL, chief of the University of Maryland, Baltimore Police Department (UMBPD), has been promoted to assistant vice president of public safety and chief of police.

Since being named chief of UMBPD in 2021, Leone has pioneered several new initiatives, including an innovative partnership with the University of Maryland School of Social Work, returning citizens, and community organizations. He has increased the department’s robust training program; championed equity, diversity, and inclusion; and used data-driven strategies to keep crime low at UMB.

“Tom embodies the UMB core values set of Respect and Integrity and consistently works to change UMBPD for the better,” said Dawn M. Rhodes, DBA, chief business and finance officer and senior vice president. “I am confident that, in his new role, Tom will continue to build upon the foundation of service excellence within UMBPD.”



— UMB Staff

FACULTY DEVELOPMENT

FEBRUARY 2023

UMB CELEBRATES ITS SECOND COHORT OF FACULTY LEADERSHIP PROGRAM

The second cohort of the University of Maryland, Baltimore's (UMB) Faculty Leadership Program was honored during a ceremony at the Gladhill Boardroom in the Health Sciences and Human Services Library. The 15-member group was recognized for completing a program that aims to enhance the leadership skills of UMB faculty members and prepare them for advancement in their careers.



THE SECOND UMB FACULTY LEADERSHIP PROGRAM COHORT (LEFT TO RIGHT): GOOT ALKHUBAIZI, RICHARD TRAUB, JOSE DIAZ, SHANNON TAKALA HARRISON, NADER HANNA, THELMA WRIGHT, CHANEL WHITTAKER, JOSHUA LUBEK, MEGAN EHRET, JIM KUCHER, STEPHANIE KAHNTROFF, JINAYA BEATTY, MARGO CANDELARIA, KAREN CLARK, AND TARA WINK.

From January to October of 2022, the participants met virtually and engaged in a range of leadership development activities on topics such as executive presence, diversity and inclusion, hiring and firing, interacting with the media, office politics, conflict resolution, strategic planning, mentoring, crisis management, and more.

The program's sessions were held once a month in person in the Gladhill Boardroom and led by facilitators such as UMB President Bruce E. Jarrell, MD, FACS, and UMB Provost and Executive Vice President Roger J. Ward, EdD, JD, MSL, MPA, who also is dean of the Graduate School. The sessions also included remarks from leadership across UMB and the University System of Maryland.

"Many of the program's participants will continue their leadership training through mentorship and professional development over the next year," Jarrell said in his remarks. "My hope is that these faculty leaders will use what they've learned through this program to improve UMB."

The second cohort was composed of faculty members representing six of UMB's seven schools and one staff member from the Health Sciences and Human Services Library.

- **Qoot Alkhubaizi, MS, ABGD**, program director, Advanced Education in General Dentistry, School of Dentistry
- **Jinaya Beatty, DNP**, instructor, School of Nursing
- **Margo Candelaria, PhD**, assistant professor, School of Social Work

- **Karen Clark, PhD, RN**, assistant professor, Universities at Shady Grove, School of Nursing
- **Jose J. Diaz, MD, CNS, FACS, FCCM**, professor, Department of Surgery, School of Medicine
- **Megan Ehret, PharmD, MS, BCPP**, professor, Department of Practice, Sciences, and Health Outcomes Research, School of Pharmacy
- **Nader Hanna, MD, FACS, FSSO, FICS**, professor, Department of Surgery, School of Medicine
- **Shannon Takala Harrison, PhD**, associate professor, Department of Medicine, School of Medicine
- **Stephanie Kahntroff, MD**, assistant professor, Department of Anesthesiology, School of Medicine
- **J. Howard "Jim" Kucher, DPA, MBA**, associate professor, social innovation, Graduate School
- **Joshua Lubek, DDS, MD, FACS**, associate professor, Department of Oral and Maxillofacial Surgery, School of Dentistry
- **Richard Traub, PhD**, professor and chair, Department of Neural and Pain Sciences, School of Dentistry
- **Chanel Whittaker, PharmD, BCGP, FASCP**, associate professor and assistant dean for equity, diversity, and inclusion, School of Pharmacy
- **Tara Wink, MLS**, historical librarian and archivist, Health Sciences and Human Services Library
- **Thelma B. Wright, MD, JD, MBA**, associate professor, Department of Anesthesiology, School of Medicine