

# THE UMBRELLA GROUP

*UMB Roundtable on Empowerment in Leadership  
and Leveraging Aspirations*

THE UNIVERSITY OF MARYLAND, BALTIMORE CELEBRATES

# WOMEN'S HISTORY MONTH 2023

**UMBrella Symposium**  
*“Innovative Leadership:  
Envisioning the Possibilities”*

**WEDNESDAY, MARCH 8**

Virtual Morning: 8:30 a.m.-Noon

In-Person Afternoon: 12:15 p.m.-5 p.m. (SMC Campus Center)



# WELCOME



I am delighted that this year the University of Maryland, Baltimore (UMB) celebrates Women's History Month by being together in person once again! We are taking a hybrid approach to ensure that as many of you as possible can participate in this celebration, which commemorates the pioneering, courageous women of our past and honors the equally heroic women of today.

Our day starts virtually with morning keynote speaker Melissa Berton, Academy Award-winning producer and founder and executive director of The Pad Project. The Pad Project creates and cultivates local and global partnerships to end period stigma and empower women and all menstruators worldwide. Melissa will share lessons from her work as an English teacher, the development of her Oscar-winning short documentary, and creating a nonprofit organization.

Next up are five breakout sessions. You can't go wrong with any of these outstanding sessions!

We will then come together in person for a fireside chat with our lunchtime keynote speaker. Tamika Tremaglio, a graduate of Francis King Carey School of Law, is executive director of the National Basketball Players Association and the lead negotiator in all collective bargaining activities for NBA players. From law school to an MBA, from running a global practice at the consulting firm Deloitte to the NBA, Tamika will share some of her personal challenges and professional wins.

We will follow Tamika's lessons with the UMBrella Awards, honoring three women at UMB who are innovative leaders. Next, we will welcome back mindfulness expert Allison Morgan, who will share her tips on how to lead with clarity, calm, and compassion.

We will end our day with a social hour. Surveys from previous years have shown that participants are looking for an opportunity to connect after learning, sharing, growing, and innovating together.

I am confident that today's symposium will be a meaningful experience, as you discover innovative ways to move your careers forward, and as we join together to work toward true equality and inclusion.

On behalf of the UMBrella Group, we thank you for your participation and the contributions you will make to UMB and society in the years ahead.

Sincerely,

A handwritten signature in black ink that reads "Jennifer". The signature is fluid and cursive, with a long, sweeping underline.

Jennifer B. Litchman, MA  
*Founder and Chair, UMBrella*  
*Senior Vice President for External Relations*

# SCHEDULE

## VIRTUAL

**8:30-9:30 a.m.**  
**Morning Keynote**

**Welcome**  
**Bruce E. Jarrell, MD, FACS**  
President, UMB

**Introduction of Speaker**  
**Jennifer B. Litchman, MA**  
Senior Vice President for  
External Relations, UMB  
Founder and Chair, UMBrella

**Morning Keynote**  
**Melissa Berton, MFA**  
Academy Award-Winning  
Producer and Founder and  
Director, The Pad Project

**9:30-9:45 a.m.**  
**Break**

**9:45-10:45 a.m.**  
**Breakout Sessions**

**10:45-11 a.m.**  
**Break**

**11 a.m.-Noon**  
**Breakout Sessions**

**Noon-12:15 p.m.**  
**Break**

## IN PERSON

**12:15-1 p.m.**  
**Check-In and Lunch**

**1-2:30 p.m.**  
**Introduction of Speaker**  
**Jennifer B. Litchman, MA**

**Afternoon Keynote: A Fireside Chat**  
**Tamika L. Tremaglio, JD '95, MBA**  
Executive Director, National  
Basketball Players Association  
*Facilitated by Jennifer B. Litchman, MA*

**Community Organization**  
**Spotlight: Paul's Place**  
**Meghan S. Culbertson, MA, MPhil**  
Director of Development  
and Communication

**UMBrella Awards Presentation**  
**Crystal Edwards, JD, MA**  
Assistant Dean for Academic Affairs,  
Francis King Carey School of Law

**2:30-2:45 p.m.**  
**Break**

**2:45-3:45 p.m.**  
**Mindfulness Workshop**  
*"Leading with Clarity, Calm, and  
Compassion"*  
**Allison Morgan, MA, OTR, E-RYT**  
Founder and CEO, Zensational Kids

**3:45-3:50 p.m.**  
**Women's Initiative Spotlight:**  
**President's Council for Women**  
**Margaret "Peg" McCarthy, PhD**  
Professor and Chair, Department  
of Pharmacology, and Chair,  
President's Council for Women

**3:50-4 p.m.**  
**Closing Remarks**

**4-5 p.m.**  
**Social Hour**

# KEYNOTE SPEAKERS

## MORNING KEYNOTE



### MELISSA BERTON, MFA

Melissa Berton, Academy Award-winning producer, recipient of the 2019 Eleanor Roosevelt Global Women's Rights Award, and founder and executive director of The Pad Project, was recently named to *Forbes'* 50 Over 50 list, Dreamers & Doers: Women Making Social Impact.

A lifelong advocate for girls and women, Berton has taught English at Oakwood Secondary School in Los Angeles for over a decade. As faculty advisor for Girls Learn International, a program of the Feminist Majority Foundation advocating for equal access to education across genders, she has participated three times as a delegate to the United Nations Commission on the Status of Women, leading the largest student delegation from a single high school.

In 2013, following that first U.N. trip, Berton inspired her students to produce a documentary to raise awareness about menstrual health and education worldwide, leading to a 2019 Oscar win for Best Documentary Short for "Period. End of Sentence." With her students, she also co-founded The Pad Project, a global nonprofit organization dedicated to the idea that "a period should end a sentence, not a girl's education." The newly released book, "Period. End of Sentence.: A New Chapter in the Fight for Menstrual Justice," with foreword by Berton, outlines universal menstrual challenges and the solutions being championed by a new generation of body positive activists.

Berton has appeared as a guest on the "Today" show, "Good Morning America," and "The View" and has been featured in publications including *Forbes*, *The New Yorker*, *The Atlantic*, *Time*, *Los Angeles Magazine*, *Cosmopolitan*, *Shape*, *Teen Vogue*, *Marie Claire*, *Elle*, and *USA Today*. Her screenplay, "Do Not Go Gentle," about poet Dylan Thomas, had a live reading at the Geffen Theater in 2016, with Jack Black in the lead role.

Berton earned her Bachelor of Arts degree from UCLA and her MFA in creative writing from Warren Wilson College.

## AFTERNOON KEYNOTE



### **TAMIKA L. TREMAGLIO, JD '95, MBA**

Tamika L. Tremaglio is the executive director of the National Basketball Players Association (NBPA). Tremaglio was selected by the players in September 2021 to succeed Michele Roberts and officially stepped into the role in January 2022 when she retired from Deloitte's advisory practice.

Prior to joining the NBPA, Tremaglio served as the managing principal for Deloitte's Greater Washington offices, where she managed over 15,000 professionals across 17 offices that provided market-leading audit, tax, advisory, and consulting services. At Deloitte, Tremaglio built a thriving practice and advised a diverse range of clients on high-profile matters relating to strategy development, corporate governance, talent management, organizational alignment, risk management, and regulatory compliance. Tremaglio held several leadership positions at Deloitte in both the business and talent areas of the firm before she was appointed managing principal for Greater Washington in 2017.

In addition to her professional achievements, Tremaglio has dedicated a tremendous amount of time and effort to giving back to her community through volunteering, mentorship, and board service.

Tremaglio earned her Bachelor of Arts degree in business and finance from Mount St. Mary's University in 1992. She received her JD from the University of Maryland Francis King Carey School of Law in 1995 and an MBA from the University of Baltimore in 1995.



## JENNIFER B. LITCHMAN, MA

Jennifer B. Litchman is senior vice president for external relations at the University of Maryland, Baltimore (UMB). She earned a Bachelor of Arts degree from the University of South Carolina and a master's degree in public communication from American University.

After six years working for the National Republican Congressional Committee and in the U.S. House of Representatives, Litchman left government service for the Business Roundtable, a nonprofit public policy organization of CEOs of the Fortune 200, where she was public information manager.

Litchman came to UMB in 1999 as director of public affairs at the School of Medicine and established the Office of Public Affairs. In 2002, she was promoted to assistant dean. Litchman was named chief communications officer and vice president in 2012, responsible for internal and external communications, strategic planning and crisis communications, branding and marketing, media relations, social media, web development, publications and editorial, alumni communications, and protocol and special events. In 2018, she was named senior vice president for external relations.

In 2014, Litchman founded the Council for the Arts & Culture to enhance the quality of life on campus and in the West Baltimore community by promoting the use of UMB's public spaces for the visual and performing arts, as well as to raise awareness of the links between the arts and sciences. That same year she founded and chairs UMBrella (UMB Roundtable on Empowerment in Leadership and Leveraging Aspirations), which works to support the success of women at UMB.

Originally from Ames, Iowa, she and her 10 best childhood friends are the subjects of the nonfiction bestseller "The Girls from Ames."

She is a member of the Board of Directors of Baltimore's Everyman Theatre and Port Discovery Children's Museum and a member of the Women's Leadership Advisory Board of the Ronald McDonald House Charities of Baltimore. Litchman was named one of *Baltimore* magazine's Women Who Move Maryland (2018), one of Maryland's "Top 100 Women" by *The Daily Record* (2016 and 2022), and is a member of the Leadership Maryland Class of 2017.

# BREAKOUT SESSION

## *“Personal and Purposeful Leadership”*

As we ascend to leadership positions in organizations, we move from being excellent as individual contributors to helping shape organizational environments where others can also excel. In this breakout session, Rajshree Agarwal will rely on her research, executive engagement, and personal experiences to provide conceptual frameworks to guide your personal development as a leader. Starting with your own interests, abilities, and aspirations, you will learn to develop collaborative trade relationships wherein you and your team members deliver on your unique value propositions by being aligned to a common objective and creating strong organizational systems for success.



### **PRESENTER**

#### **Rajshree Agarwal, PhD**

Rajshree Agarwal is the Rudolph Lamone Chair of Strategy and Entrepreneurship and the director of the Ed Snider Center for Enterprise and Markets at the University of Maryland, College Park (UMCP). Agarwal conducts research on the evolution of industries, firms, and individual careers, as fostered by the twin engines of innovation and enterprise. Her scholarship

integrates across a disciplinary lens to shed light on strategic innovation for new venture creation and firm renewal. Her teaching applies the same principles to discuss how individuals can engage in personal leadership, develop win-win relationships, and create a virtuous spiral between one's aspirations and abilities.

Agarwal has received numerous awards for her scholarship and mentorship, including the University Scholar Award at the University of Illinois and the Distinguished Scholar-Teacher Award at UMCP.

Agarwal received her PhD in economics from the University of Buffalo.

# BREAKOUT SESSION

## *“Innovative and Inclusive Leadership: Equity, Diversity, and Inclusion Leadership and Integration”*

To be innovative leaders, we need to be bold enough to approach problem solving, collaboration, and implementation. Innovation thrives in a richly engaging and diverse environment where viewpoints interact and diverse groups have an opportunity to explore and co-create new paths forward. Women are critical in advancing innovative leadership goals and practices but are still underrepresented. We will explore ways to build and affirm women’s leadership and continue to create a more diverse, equitable, and inclusive organization.



### **PRESENTER**

#### **Diane Forbes Berthoud, PhD, MA**

Diane Forbes Berthoud is the University of Maryland, Baltimore’s (UMB) first chief equity, diversity, and inclusion officer and vice president. In this role, she works to steward UMB’s commitment to equity, diversity, and inclusion (EDI); catalyze the institutional change necessary for deepening and strengthening that commitment; and design and operationalize

a transparent accountability framework to measure and evaluate the impact and effectiveness of the University’s EDI initiatives at every level of the institution.

Forbes Berthoud works in close collaboration with the provost and other senior University officials leading the development of a strategic action plan that will leverage current efforts while creating a sustainable infrastructure that affects every aspect and every level of UMB.

She previously held several critical positions at the University of California, San Diego, including associate vice chancellor of EDI.

Forbes Berthoud earned her PhD and master’s degree in organizational communication and social psychology from Howard University, and her bachelor’s degree in communication and a certificate in Spanish translation and interpretation from Barry University. She holds a management certificate from the University of California and a certificate in mediation from the National Center for Conflict Resolution and is a graduate of the UC-Coro Systemwide Leadership Program.



# BREAKOUT SESSION

## *“A Tangled Web: Perfectionism, Risk-Taking, and Innovating”*

What is holding you back from being an innovative leader? Women face a unique and tangled web of internal and external challenges as they navigate their path toward leadership. This breakout session will focus on understanding how perfectionism can hold you back from taking big risks and subsequently reaping big rewards. We'll also talk about how to take action despite fear of scrutiny and fear of failure.



### **PRESENTER**

#### **Rebecca Malotke-Meslin**

Rebecca Malotke-Meslin is the founder of Pleasantly Aggressive Coaching & Consulting, where she coaches women working in independent schools to confidently own their leadership. Malotke-Meslin combines a background in social research with 20 years of sales, marketing, communications, and administrative leadership experience to offer a

wealth of knowledge and an engaging experience for her clients. She is passionate about empowering individuals and organizations to eliminate barriers and reduce biases to create inclusive spaces. She is the host of “Confidently You: Women in Leadership Podcast.”

### *“Dare to Be Authentic: Unleashing the Power of Innovative Leadership”*

Each of us has the potential to be the leader we need to be. Unleash the power of innovative leadership by learning how to leverage your self-awareness, mental resilience, adaptability, and resourcefulness. We will guide you to boost your ability to embrace your authentic self and recognize the skill set and experiences you already have to become a more innovative leader.



#### **PRESENTER**

##### **Isabel Rambob, DDS**

Isabel Rambob is a clinical assistant professor in the Department of Neural and Pain Sciences at the University of Maryland School of Dentistry and a member of the UMBrella Group's Advisory Board and the UMB President's Council for Women. She is the founder of Rambob Training Services, a company that offers people skills training and coaching for dentists. She also is a

certified mediator and prolific speaker who has lectured in the United States, Europe, Asia, and South America.

Rambob received her Doctor of Dental Surgery degree from State University of Feira de Santana in Brazil. She completed a one-year program in advanced education in comprehensive dentistry at New York University College of Dentistry, then completed a one-year residency program in advanced education in general dentistry at Howard University College of Dentistry. She completed 40 hours of training on mediation and 24 hours of training on restorative practices.

Rambob is passionate about teaching, mentoring, coaching, collaborating, and volunteering. She is an avid knowledge seeker who believes that commitment to professional development is one of the keys to professional success.

# BREAKOUT SESSION

## ***“Lighting a Flame: A Roadmap for Inspiring and Influencing a Culture of Innovation”***

In today’s best leaders, we often see a strong aptitude for visionary thinking and innovation, but how often is that capacity intentionally cultivated among the leader’s team and across the organization writ large? Who do leaders need to be and what do leaders need to do to light a flame of innovation that spreads like wildfire through the system, sparking an intrapreneurial spirit that encourages the best in everyone? In this interactive session, participants will learn mindset hacks and actionable strategies to create “permission-to-learn cultures” where everyone is an owner and “out-of-the-box thinking” is no longer tolerated but expected.



### **PRESENTER**

#### **Jill Weinknecht Wardell, MA**

Jill Weinknecht Wardell leads the University of Maryland, Baltimore County’s (UMBC) Workplace Learning, OD, and Wellness unit within the Human Resources Department. She is a proud UMBC alumna who earned her BA in interdisciplinary studies: music performance and anthropology and holds a master’s degree in transformative leadership and social change from Maryland

University of Integrative Health.

She is a certified executive coach with the Leadership Circle, where she works to develop the capacity for conscious leadership in organizations. She is also in the process of obtaining her Polarity PACT Training with Polarity Partnerships to help facilitate innovation and creative problem solving in leveraging polarity, paradox, or chronic tensions that organizations face at all levels of the system.

Wardell is also an avid mindfulness practitioner and teacher and weaves a wellness approach through the training and organizational development function at UMBC and beyond. In her spare time, you can find her formulating new kombucha brews, dog-eared most pages of the *Harvard Business Review* for her next passion project, and singing and dancing wildly with her tiny humans.

# MINDFULNESS WORKSHOP

## *“Leading with Clarity, Calm, and Compassion”*

Authentic leadership requires a delicate balance between intellect of the mind and wisdom of the heart. In this experiential session, you will learn gentle breath, movement, and mindfulness practices to help you make easeful decisions with greater clarity, handle challenging situations and people with compassion, and boost your own ability to manage stress.



### **PRESENTER**

#### **Allison Morgan, MA, OTR, E-RYT**

Allison Morgan is the founder and CEO of Zensational Kids, an educational company built with a vision of helping adults and youths harness their inner power of resilience, peace, and compassion. She works with schools and organizations that wish to ignite individual and collaborative brilliance while creating a culture of well-being.

She is a pediatric occupational therapist, author, public speaker/trainer, and mother driven to empower youths and the adults who care for and/or serve them.

Morgan earned her master’s degree in occupational therapy from New York University and her bachelor’s degree from Boston University.

# UMBRELLA AWARD WINNERS



## ***2023 Person of the Year - On the Rise***

**Jennifer Chapman, JD, MLIS**  
***Research and Faculty Services Librarian,***  
***Francis King Carey School of Law***

Jennifer Chapman has thrived and excelled in her role because she eagerly takes advantage of all opportunities that facilitate her professional growth and development, which in turn she pours back into supporting other members of our community. Her professional growth has blossomed since she started at the law library as a research fellow. Faculty praise her for the exceptional work she provides to support their scholarship and teaching. Not only does Chapman provide reference support to the law school community and members of the public, she also actively elevates the profile of UMB through her work as an active member of several library associations, authoring articles and presenting papers. Even through times of personal loss, Chapman has remained steadfastly conscientious and committed to excellence in her work.



## ***2023 Person of the Year - Leading the Way***

**Saifa Poole**  
***Assistant to the Senior Vice President,***  
***Office of External Relations***

Saifa Poole consistently supports the advancement of women at UMB, and her work aligns with the principles of the mission of UMBrella. Utilizing the teachings of UMBrella to advocate for herself and her women colleagues, Poole was instrumental in establishing UMBPACE (UMB Professional Administratives Committed to Excellence), a group that champions and supports UMB's administrative professionals. In connection with her leadership in UMBPACE, Poole also helped to create and implement a mentoring program to support new and current administrative professionals at the University. By taking advantage of professional development opportunities like the Workplace Mediation Service program and this year's UMB Emerging Leaders cohort, she shows her dedication to helping and supporting others at UMB. Her efforts provide many UMB staff with resources, encouragement, and professional development opportunities that may otherwise not exist.

# UMBRELLA AWARD WINNERS



## ***2023 Champion of the Year***

**Deborah Prout, MAS**

***Special Assistant to the Dean, School of Nursing***

Deborah Prout champions women at all levels in her role as the special assistant to the dean in the School of Nursing. She is lauded for her unwavering devotion to her work, which has wide influence on many people at the School of Nursing. By supporting and showcasing the work of faculty, staff, and students, many of whom are women, Prout upholds the spirit of the mission of UMBrella. When tasked with preparing nominations for people at the School of Nursing being considered for awards and honors, she goes above and beyond to coach them through the process. Her work often helps highlight the accomplishments of others, encouraging their professional development and supporting their professional journey.

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The UMBrella Group — UMB Roundtable on Empowerment in Leadership and Leveraging Aspirations — works to support the success of women at UMB by building community and helping them achieve their personal and professional goals, enhancing their leadership skills, and championing women at all levels of the organization.



For the past 40 years, Paul's Place, a nonprofit organization, has been leading change and improving the quality of life for residents in Southwest Baltimore communities. Paul's Place does not charge for its services and depends on both financial and in-kind support from individuals, corporations, and foundations to provide its essential programs.

The UMBrella Group is sponsoring a donation drive for Paul's Place. You can help by donating new personal hygiene items and toiletries. Collection bins will be available during the event in the SMC Campus Center. Thank you in advance for your generosity!

# THE UMBRELLA GROUP

*UMB Roundtable on Empowerment in Leadership  
and Leveraging Aspirations*

## **UMBrella Coaching Program** **Amplify your voice. Become empowered.** **Achieve your potential.**

The UMBrella Group, in collaboration with Human Resource Services, offers the UMBrella Coaching Program, which aims to engage women in a rich program complete with supportive coaches, networking opportunities, and exclusive activities designed to enhance the coaching experience.

“  
*Coming into the program I was hopeful I would get the support I was looking for, but the program exceeded my expectations on so many levels.*  
”  
— Cohort 3 Participant

**Applications for Cohort 6  
open on June 1, 2023.**



**UNIVERSITY  
of MARYLAND  
BALTIMORE**

[umaryland.edu/umbrella/coaching-program](https://umaryland.edu/umbrella/coaching-program)



***[umaryland.edu/whm](http://umaryland.edu/whm)***

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