

The logo consists of a white hexagonal shape with the text "DIVERSITY ADVISORY COUNCIL" inside. The background of the top half of the slide is a pattern of overlapping teal and blue geometric shapes.

DIVERSITY
ADVISORY
COUNCIL

DIVERSITY ADVISORY COUNCIL 2016-2017 ANNUAL REPORT



UNIVERSITY *of* MARYLAND, BALTIMORE

MISSION AND PURPOSE

The Diversity Advisory Council (DAC) will provide recommendations to the president, promoting the University's commitment to diversity, inclusion, and equity. The DAC will enhance the environment to ensure that valuing diversity and cultural competency, creating a culture of inclusion, and achieving equity become the guiding principles in every aspect of the University's activities.

The DAC shall take on a leadership role, participate in, and have a voice in the development of institutional policies and procedures. The DAC develops measurable goals identified in UMB's 2017-2021 Strategic Plan that will enhance diversity, inclusion, and equity.

MEMBERSHIP

Members represent the seven constituent schools, central administration units, and shared governance organizations of UMB. Each member is appointed by the president or is nominated by the University Student Government Association and the Graduate Student Association. Members include faculty, staff, postdoctoral fellow, and students. One faculty or staff member from each school will serve as his/her school's liaison. Members of the DAC reflect a diverse range of backgrounds and identities. (*Appendix A*)

DIVERSITY ADVISORY COUNCIL

2011-2016 STRATEGIC PLAN

FY 2017 UPDATES

2011-2016 STRATEGIC PLAN

FY 2017 UPDATES

The DAC's work is grounded in the goals and objectives of the 2011-2016 strategic plan. UMB has made considerable progress in meeting its milestones and targets in its fourth year under the *Diversity and Inclusion Theme*.

Theme 2: Promote diversity and a culture of inclusion

Goal 1: Promote a commitment to diversity and a culture of inclusion.

Tactic 4: Conduct a University-wide diversity and inclusion assessment to establish a baseline from which to build programs and initiatives

FY 17 UPDATE:

- Gallup conducted a University-wide climate survey to assess faculty, staff, and students' perception of diversity and inclusion at UMB. A comprehensive report of the findings was provided by Gallup
- The Evaluation and Assessment Committee reviewed the faculty and staff report and requested additional analyses of the data from Gallup to further examine subgroup differences and expand understanding of important themes.
- The Evaluation and Assessment Committee worked with the full DAC membership to understand the findings and develop recommendations on disseminating information to the UMB community.
- Findings and recommendations were presented to Dr. Perman by the Evaluation and Assessment Committee
- The Evaluation and Assessment Committee handed over school-level reporting and planning to Human Resources

Theme 2: Promote diversity and a culture of inclusion

Goal 1: Promote a commitment to diversity and culture of inclusion.

Tactic 5: Administer a periodic survey to assess the campus climate on diversity and inclusion issues.

FY 17 UPDATE:

- The Evaluation and Assessment Committee will make recommendations to the DAC for the administration of a second diversity climate survey in Spring of 2019.

Theme 2: Promote diversity and a culture of inclusion

Goal 2: Enhance the environment to ensure diversity is valued and inclusion becomes a guiding principle in every aspect of the University's activities.

Tactic 1: Establish new and support existing initiatives for diversity and inclusion in all academic and administrative units and develop accountability mechanisms to assess outcomes.

FY 17 UPDATES:

- DAC launched its Inaugural Diversity Speaker Series in September 2016

Theme 2: Promote diversity and a culture of inclusion

Goal 3: Cultivate the idea that cultural competency is the right thing to do and promote it as a competitive advantage to be attained and valued by faculty, staff, and students.

***Tactic 2:** Establish a resource on professionalism to guide the University's effort in promoting cultural competency as an essential and desirable attribute in the ongoing growth and development of faculty, staff, and students.*

FY 17 UPDATE:

- Courtney J. Jones Carney (member) formed a Community of Practice work group aimed at identifying individuals on campus currently facilitating training related to diversity, inclusion, equity, and cultural competence
- The Community of Practice work group will join the Education and Awareness Resource Library Subcommittee and continue to identify existing campus wide training programs and coordinate future offerings across schools and departments

Theme 2: Promote diversity and a culture of inclusion

Goal 3: Cultivate the idea that cultural competency is the right thing to do and promote it as a competitive advantage to be attained and valued by faculty, staff, and students.

Tactic 3: Offer a training program that prepares faculty, staff, and University leaders to be advocates and spokespeople for cultural competency initiatives across the University.

FY 17 UPDATE:

- DAC recommended developing and implementing an academic certificate program on cultural competence.
- Flavius R. W. Lilly (member) volunteered to lead this charge in the Graduate School (e.g., online learning).
- Flavius R. W. Lilly (member) and TaShara C. Bailey (member) held weekly meetings throughout the FY 17 with personnel in the Graduate School to develop content for a MHEC Proposal regarding the certificate program.
- Curriculum Advisory Committee was formed with a focus on interprofessional practice and education.

DIVERSITY ADVISORY COUNCIL STANDING COMMITTEE FY 2017 ACCOMPLISHMENTS

DIVERSITY ADVISORY COUNCIL

Communication and Marketing Committee

Communications and Marketing Committee

Co-Chairs:

Geetha Gopalan, *School of Social Work*

Elsie Stines, *Office of the President*

Members:

Jeffrey Ash, *School of Nursing*

TaShara C. Bailey, *DAC Fellow*

Rahel Denboba, *Office of Accountability and Compliance (resigned 11/2017)*

Courtney J Jones Carney, *Interprofessional Student Learning & Service Initiatives*

Laura Kozak, *Office of Communications and Public Affairs*

Camilla Kyewaah, *Office of the President (resigned 5/2017)*

Jill Morgan, *School of Pharmacy*

Nakiya Schurman, *School of Social Work*

Kate Tracy, *School of Medicine*

Yvette Fouche-Weber, *Faculty Senate*

Communications and Marketing Committee

The Communications and Marketing Committee is responsible for the dissemination and publication of DAC services, initiatives, and innovations to membership and the UMB community. The committee's focus is on all forms of messaging to provide a comprehensive diversity marketing plan detailing strategic themes and major accomplishments. The committee will work with the Office of Communications and Public Affairs to disseminate the DAC's messages. Specifically, the responsibilities include the following:

- Share evidence-based best practices that support diversity and inclusion initiatives
- Increase recognition and appreciation of the value that diversity and inclusion brings to the UMB community
- Share learning opportunities and resources that increase knowledge of diversity and inclusion

DIVERSITY ADVISORY COUNCIL

Communication and Marketing Committee

FY 2017 Accomplishments

Communications and Marketing Committee

- Added the Glossary of Terminology to DAC Website
- Added link for communicating concerns to DAC Website
- Added link for religious and multicultural holidays
- Added location of gender neutral bathrooms on campus to DAC website
- Provided resources for immigration-related concerns to DAC Website
- Provided link to Interprofessional Student Learning & Service Initiatives (ISLSI) site
- Coordinated all marketing and communications involved for Inaugural Diversity Speaker Series event held on 9/28/16
- Manned DAC Table at Fall Fest 9/9/16
- Updated DAC Matrix
- Designed and placed DAC Banners in lobbies of all UMB schools including Saratoga Building entrance, Campus Center, and Library
- Ongoing review of Diversity quotes on DAC website
- Created a one page DAC summary to provide students at orientation
- Directed all marketing and communications activities involved in MLK Awards and Diversity Speaker Series
- Coordinated cultural competency trainings through Kognito Online Cultural Competency Training

Communications and Marketing Committee

Website

The committee has continued to enhance the DAC website, including adding a glossary of terminology, link for communicating concerns, as well as resources for immigration-related concerns.

A number of diversity-related efforts across campus have been highlighted on the website. Specific links have been created with the Interprofessional Student Learning & Services (ISLSI) to coordinate shared diversity initiatives. The C&M Committee has coordinated all marketing and communications involved in the year-long DAC Diversity Speaker Series, and continues activities for marketing the 2017-2018 Dr. Martin Luther King Jr. and Black History Month Event.

Marketed DAC at the Fall Fest 2016 as well as in all UMB Schools.

Communications and Marketing Committee

2017-2021 Strategic Plan Work Plan Development

The Committee's work plan for the upcoming academic year includes the following objectives, all of which relate to the 2017-2021 Strategic Plan Theme 4, Outcome 4:

- Collaborate with the UMB Office of Communications and Public Affairs to ensure emphasis is placed on diversity, inclusion, and equity in all external communications, promotional material, and DAC website
- Explore additional avenues to promote diversity, inclusion, and equity through social media
- Highlight the accomplishments of under-represented minorities faculty and staff on campus

DIVERSITY ADVISORY COUNCIL

Education and Awareness Committee

Education and Awareness Committee

Co-Chairs:

Vanessa Fahie, *School of Nursing*

Rahel Denboba, *Office of Accountability and Compliance (resigned 11/2017)*

Members:

Amanda Azuma, *School of Social Work*

Jose Bahamonde-Gonzalez, *Francis King Carey School of Law (resigned 5/2017)*

TaShara C. Bailey, *DAC Fellow*

Sheila G. Blackshear, *Office of Accountability and Compliance*

Russell McClain, *Francis King Carey School of Law*

Andrea Morgan, *School of Dentistry*

Magaly Rodriguez de Bittner, *School of Pharmacy*

Alex San Nicolas, *Student, Graduate School*

Courtney Jones Carney, *Office of Interprofessional Student Learning and Services Initiatives (ISLSI), Campus Life Services*

Education and Awareness Committee

The Education and Awareness Committee is responsible for providing leadership in advancing learning and scholarship to build and sustain a community and culture of inclusion. Specifically, the responsibilities include the following:

- Facilitate cross-communication of diversity and inclusion related activities, programs, and initiatives occurring within UMB schools and departments
- Recommend initiatives that promote diversity, inclusion, equity, and cultural competency throughout UMB
- Recommend programs that prepare faculty and staff to incorporate cultural competency into the professional and learning environments
- Promote interdisciplinary programs to help build cultural competence among students in the health, legal, and human services professions

Education and Awareness Committee

- Provide resources and strategies to actively recruit excellent, qualified, diverse staff, faculty, and students
- Create and compile city information about resources for diverse campus populations, particularly for new hires
- Provide quarterly reports on DAC activities

DIVERSITY ADVISORY COUNCIL

Education and Awareness Committee

FY 2017 Accomplishments

EDUCATION AND AWARENESS COMMITTEE

MLK Diversity Recognition Awards

On February 1, 2017 the DAC was honored to welcome keynote speaker, Sherrilyn Ifill, seventh president and director-counsel NAACP Legal Defense and Educational Fund, Inc., and former professor of law, UM Carey School of Law, to the Dr. Martin Luther King Jr./Black History Month The award recipients for 2017 included:

Outstanding UMB Faculty Award

Daniel Mullins, PhD, Professor and Chair

Department of Pharmaceutical Health Services Research, School of Pharmacy

Outstanding UMB Staff Award

Courtney Jones Carney, MBA

Director, Office of Interprofessional Student Learning and Services Initiatives (ISLSI), Campus Life Services

Outstanding UMB Student Award

Faiza Hasan

Third-year student, Francis King Carey School of Law

Diversity Speaker Series

Features experts (internal and external) in diversity, inclusion, equity, and cultural competence to enhance awareness and address issues relevant to the UMB community

The DAC was honored to welcome Dr. Marc Nivet, Executive Vice President for Institutional Advancement, UT Southwestern Medical Center as the keynote speaker for the Inaugural Diversity Speaker Series in September 2016. Dr. Nivet delivered a keynote address to the entire UMB community on the importance of making diversity a core strategy in higher education. Separate discussions were held with UMB leaders and students to optimize the dialogue and emphasize continuing to move diversity to a high priority on the campus. The day ended with a debriefing session with the Council.

- Topics the committee would like to address in the coming year include unconscious bias, disability, inclusive excellence, cultural humility, and structural racism
- Identified two main speakers for FY 2018. Secured Professor Russell McClain, associate professor and associate dean for diversity and inclusion at the Francis Key Carey School of Law, Director, Academic Achievement Program as the Fall Diversity Speaker. Professor McClain will address the UMB community on how implicit bias can impede teaching, learning, and the delivery of professional services.

Resource Library

The committee expanded the resource library for the DAC website, including videos, a Glossary of Terms, a list of on-campus resources that relate to diversity, inclusion, equity, and cultural competence

Cultural Competence

Formation of the Cultural Competency Project – School of Pharmacy

Participation in the development of the Graduate School’s Cultural Competency Program (Certificate, EdX MicroMasters, and Degree)

Recommended Kognito’s Online Cultural Competency Training Simulations (fully funded) to the UMB CURE Scholars Program – Mentoring Coordinator (Borndavid McCraw)

Recommended Kognito’s Online Cultural Competency Training Simulations (fully funded) to the UMB Human Resource Services – Director, Organization and Employee Development (Mark Emmel)

Education and Awareness

2017-2021 Strategic Plan Work Plan Development

The Committee's work plan for the upcoming academic year includes the following objectives, all of which relate to the 2017-2021 Strategic Plan Theme 4, Outcomes 2 and 4

- Collaborate with the UMB Office of Communications and Public Affairs to ensure effective marketing (i.e., external communications, promotional materials and DAC website) of upcoming speaker events, MLK Black History Month celebration and trainings related to diversity, inclusion, equity and cultural competence.
- Work with Faculty and Staff Senates and student government organizations to sponsor/co-sponsor educational workshops and trainings.

Work Plan Development (cont'd)

- Determine the committee's role in coordinating campus wide program offerings (workshops, trainings) related to diversity, inclusion, equity and cultural competence. The committee recommends working more closely with ISISL and the liaisons to readily identify proposed events and opportunities for co-sponsorship to reduce overscheduling and duplication as well as to conserve resources.

DIVERSITY ADVISORY COUNCIL

Evaluation and Assessment Committee

Evaluation and Assessment Committee

Co-Chairs:

Flavius R. W. Lilly, *Academic and Student Affairs*

Diane Marie M. St. George, *School of Medicine*

Members:

Jeffrey Ash, *School of Nursing*

TaShara C. Bailey, *DAC Fellow*

Crystal Edwards, *Francis King Carey School of Law (resigned 01/2017)*

Alicia Howard, *School of Medicine*

Camilla Kyewaah, *Office of the President (resigned 4/2017)*

Matthew Lasecki, *Human Resource Services*

Patricia Meehan, *School of Dentistry*

Jennifer Swanberg, *School of Social Work*

Kate Tracy, *School of Medicine*

Evaluation and Assessment Committee

The Evaluation and Assessment Committee is responsible for routinely evaluating and assessing the effectiveness and impact of diversity - and inclusion - related activities, programs, and initiatives at the UMB. Specifically, the responsibilities include the following:

- To establish measurable outcomes to assess the effectiveness and impact of diversity and inclusion activities, programs, and initiatives
- Evaluate metrics as articulated in the strategic plan to measure performance in each priority area
- Contribute to periodic environmental scans or surveys to assess campus climate on diversity and inclusion issues in collaboration with Institutional Research and Accountability

Evaluation and Assessment Committee

- Review internal and external reports that relate to diversity, inclusion, and cultural competency, including the Cultural Diversity Competency Report and the HR Employee Action Analysis
- Provide quarterly reports on DAC activities

DIVERSITY ADVISORY COUNCIL

Evaluation and Assessment Committee

FY 2017 Accomplishments



Evaluation and Assessment Committee

COMMITTEE STRUCTURES AND WORK

Diversity Climate Survey

In the previous academic year (2015-2016), UMB retained Gallup—a nationally recognized firm specializing in climate surveys. Gallup administered UMB's first University-wide climate survey to faculty, staff, and students. During the current reporting period (2016-2017), Gallup analyzed the survey responses for faculty and staff, and provided a comprehensive report of findings. Gallup also consulted with the Committee and the larger DAC on best practices in climate survey interpretation and action planning.

Survey results provided a baseline understanding of employees' perceptions of diversity and inclusion on campus. There were 2,674 faculty and staff respondents. A small, but statistically significant differences were found in perceptions by race, age, gender and length of employment with the university.

The Committee led the DAC through the process of identifying recommendations for follow-up with the campus community on findings from the climate survey

Evaluation and Assessment Committee

2017-2021 Strategic Plan

Work Plan Development

The Committee's work plan for the next academic year includes the following objectives, all of which relates to the 2017-2021 Strategic Plan Theme 4 Outcome 4:

- Work with Gallup to do a parallel analysis of the student data from the climate survey. Interpret and disseminate those findings and create action plans.
- Lead the DAC response to recommendations from the climate survey.
- Create a robust assessment and evaluation section of the DAC website that provides a compilation of diversity-related reports as well as a summary dashboard marking the institution's progress in meeting diversity and inclusion goals.
- Determine the Committee's role in ensuring a diverse faculty and student body at UMB. The committee has put forward an initial idea of identifying under-represented PhD students at UMB and developing a hiring/mentoring program for them.

Work Plan Development (cont'd)

- Plan to hire a Faculty Program Director to establish the structure of the certificate program.
- Plan to launch the *Certificate to Foster Cultural Inclusiveness* in Fall 2018

DIVERSITY ADVISORY COUNCIL

DIVERSITY POSTDOCTORAL FELLOW

FY 2017 Accomplishments

DIVERSITY POSTDOCTORAL FELLOW

TaShara C. Bailey, 2016-2017 Diversity Postdoctoral Fellow (Essential Functions):

1. Participate in a mentor-mentee relationship with a designated member of the DAC.

- Flavius R. W. Lilly, Campus Life Services and Student Affairs Leadership Projects
- Magaly Rodriguez de Bittner, Cultural Competency Didactic Curriculums
- Diane Marie M. St. George, Postdoctoral Career Development Strategies
- Elsie M. Stines, Interprofessional Partnerships and Collaborations
- Roger J. Ward, USM Faculty Mentoring and Institutional Data Research Projects

DIVERSITY POSTDOCTORAL FELLOW

2. Assist in the development of evidence-based approaches for engaging the University's faculty, students and staff in building a culture of diversity and inclusion.

- Led efforts for campus involvement in the *Maryland Supporting Student Mental Health Program* <https://md.kognito.com>, fully-funded Kognito online training simulations
- Kognito simulations are listed in the National Registry of Evidence-Based Programs and Practices <https://pages.kognito.com/research/>
- Led efforts for curriculum redesign using evidence-based principles from the *Cultural Competency and Health Literacy Primer*, an online resource for faculty, students, and staff <https://health.maryland.gov/mhhd/CCHLP/Documents/Cover.pdf>

DIVERSITY POSTDOCTORAL FELLOW

3. Attend all DAC meetings and assist with the development of the DAC by contributing to each of the Council's Committees including: 1) Education and Awareness Committee; 2) Marketing and Communications Committee; and 3) Evaluation and Assessment Committee

- Built relationships with stakeholders in the University System of Maryland (12 Degree-Granting Member Institutions) and the University of Maryland Medical Center
- Reviewed and ranked nominations for 2017 MLK Jr. Diversity Recognition Awards with members of the Education and Awareness Committee
- Created and led the Social Media Subcommittee of the Marketing and Communications Committee (e.g., university-wide UMB digital postcards)
- Attended the *American Evaluation Association: Evaluation 2016 Conference* held in Atlanta, GA and shared culturally responsive evaluation and assessment resources with the Evaluation and Assessment Committee

DIVERSITY POSTDOCTORAL FELLOW

4. Develop and present workshops/seminars focusing on diversity, inclusion, and/or cultural competence among health, human services and legal professionals.

- Served as a 2016 and 2017 “Mentor-in-Residence” for the *Annual PROMISE Summer Success Institute: Maryland’s Alliance for Graduate Education and the Professoriate* where participants network with diverse alumni, faculty and campus leaders in STEM professions <https://promiseagep.com/2016/05/02/promise-summer-success-institute-ssi-august-20-2016/>
- Organized and assisted with the Graduate School’s strategic planning of a curricular design workshop in Spring 2017
- Workshop focused on the proposed certificate in fostering cultural inclusion, aligned with the University’s research, healthcare, and human services mission

DIVERSITY POSTDOCTORAL FELLOW

5. Partner with leaders at the University who are delivering co-curricular diversity-related events, trainings, and/or seminars and assist in their delivery and development.

- Collaborated with the Office of Marketing and Recruitment in Academic and Student Affairs to host a session for the *2016 Maryland STEM Festival* at UMB, primarily West Baltimore attendees <https://marylandstemfestival.org/wp-content/uploads/2017/04/Final-2016-MSF-Summary-Report.pdf>
- Supported *Be Informed Series* organized by the Office of Student Development and Leadership <https://umbconnect.umaryland.edu/event/1274040>
- Participated in Track 1 and Track 2 of *The Educators in Training Program (EdiT) Program* organized by the Office of Student Development and Leadership <https://umbconnect.umaryland.edu/event/1086033>
- Served as the campus contact for the PROMISE Program within the Graduate School and updated the website to reflect current USM co-curricular diversity-related program offerings <https://graduate.umaryland.edu/promise/>

DIVERSITY POSTDOCTORAL FELLOW

6. Design, initiate, and perform research in partnership with faculty/administrators. The focus of the research should be on a topic related to diversity. The outcome of the scholarship should be the composition of a publishable research manuscript.

- Collaborated with members of the Scholar-Practitioner Research Lab

<https://www.umaryland.edu/campuslife/assessment/research/> and co-authored an article entitled “The Influence of Racial Microaggressions and Social Rank on Risk for Depression Among Minority Graduate and Professional Students”

- Collaborated with members of the *CURE Scholars Program:*

Evaluation/Assessment/Research Team, who are also from the School of Social Work, to submit a proposal on empirical research for the *AEA Evaluation 2017 Conference*

<http://www.eval.org/page/evaluation-2017-proposal-submissions>

- Executed a data repository solution for the UMB CURE Scholars Program

<https://www.umaryland.edu/cure-scholars/> to store survey responses, interview transcripts, middle school report cards, standardized test scores, and SPSS statistical files in Dropbox for scholar, parent/guardian, and mentor data

- Created SPSS data files and conducted statistical analyses for usability research on the CURE Scholars Program (requested by UMB President and CURE Leadership)

DIVERSITY POSTDOCTORAL FELLOW

7. Develop a framework for assessing and evaluating the ongoing diversity and inclusion climate at the University.

- Conducted online research to identify theoretical frameworks for culturally responsive assessment and evaluation practices
- Shared findings with the Co-Chairs of the DAC Evaluation and Assessment Committee, members of the School of Pharmacy's *Cultural Competency Project*, and the Leadership Team of Campus Life Services
- Suggested new section on diversity and inclusion for the Campus Life Services – First Fridays Monthly Newsletter
- Developed content for the “Inclusive Excellence Corner” and “Inclusive Excellence” section of the First Fridays Monthly Newsletter that highlighted existing diversity and inclusion frameworks related to campus climate research (January 2017 to June 2017)
<https://www.umaryland.edu/media/umb/oa/campus-life/campus-life-/documents/First-Fridays-January-2017.pdf>
<https://www.umaryland.edu/media/umb/oa/campus-life/campus-life-/documents/First-Fridays-June-2017.pdf>
Examples: Inclusive Excellence Scorecard https://aacu.org/sites/default/files/files/mei/williams_et_al.pdf
<http://studylib.net/doc/11799090/the-ie-%E2%80%9Cscorecard-%E2%80%9D-long-term-planning-for-inclusive-exc>

DIVERSITY ADVISORY COUNCIL

EDUCATIONAL SESSIONS

EDUCATIONAL SESSIONS

To expand its individual and collective knowledge, the DAC participated in a number of educational sessions featuring members of the UMB community. Those sessions included:

Dr. Laurelyn Irving – Office of Ombuds

Dr. Magaly Rodriguez de Bittner – BaFa Cross Cultural Simulation

Gallup - UMB Climate Survey

Mr. Blair Franklin - STAR TRACK Program

Ashley Valis- Community Engagement Center

Matthew Lasecki – Overview of UMB Human Resources

Dr. Roger Ward – Overview of UMB's 2017-2021 Strategic Plan

DIVERSITY ADVISORY COUNCIL

APPENDIX

APPENDIX A: FY 2017 MEMBERSHIP

CHAIR:

ELSIE STINES, DNP, CRNP
ASSISTANT VICE PRESIDENT, SPECIAL PROJECTS AND INITIATIVES
OFFICE OF THE PRESIDENT

VICE CHAIR:

VANESSA FAHIE, PhD, RN
ASSISTANT PROFESSOR
SCHOOL OF NURSING

APPENDIX A: 2016-2017 MEMBERSHIP

Jeffrey Ash, EdD

Associate Dean for Diversity and Inclusion
Assistant Professor
University of Maryland, School of Nursing

Amanda Azuma

Staff Senate
University of Maryland, School of Social Work

José Bahamonde-González, JD (resigned 5/2017)

Associate Dean for Professional Education
University of Maryland, Francis King Carey School of
Law

TaShara C. Bailey, PhD, MA

Diversity Fellow
University of Maryland, Baltimore

Laura Bell (resigned 9/2016)

Program Director Clinical and Translational Research
Informatics Center
University of Maryland, School of Medicine

Rahel H. Denboba, JD (resigned 10/2016)

Director of Diversity and Inclusion Initiatives
Deputy Title IX Coordinator
Office of Accountability and Compliance
University of Maryland, Baltimore

Crystal Edwards, JD (resigned 1/2017)

Assistant Dean for Academic Affairs & Lecturer in Law
The University of Maryland, Francis King Carey School of
Law

Geetha Gopalan, LCSW, PhD

Assistant Professor
University of Maryland, School of Social Work

APPENDIX A: 2016-2017 MEMBERSHIP

Sheila Greenwood-Blackshear, MS, CAAP

Director, Equal Employment Opportunity and Affirmative
Action
Office of Accountability and Compliance
University of Maryland, Baltimore

Alicia Howard

Postdoctoral Fellow
University of Maryland, School of Medicine

Courtney Jones Carney (appointed 10/2016)

Director, Student Development & Activities
Interprofessional Student Learning & Service Initiatives
University of Maryland, Baltimore

Laura Kozak, MA

Associate Vice President, Communications and Public Affairs
University of Maryland, Baltimore

Flavius R. W. Lilly, PhD, MA, MPH

Assistant Vice President, Academic & Student Affairs
Senior Associate Dean, Graduate School
University of Maryland, Baltimore

Patricia E. Meehan, DDS

Assistant Dean of Admissions and Recruitment
University of Maryland, School of Dentistry

Andrea Morgan, DDS

Dental Recruitment Coordinator
University of Maryland, School of Dentistry

Russell McLain, JD (appointed 01/2017)

Associate Dean, Diversity and Inclusion
University of Maryland, Francis King Carey School of
Law

APPENDIX A: 2016-2017 MEMBERSHIP

Jill A. Morgan, PharmD, BCPS, BCPPS

Associate Professor and Chair
University of Maryland, School of Pharmacy

Ugomma Nwachukwu (resigned 4/2017)

Student
University of Maryland, School of Nursing
USGA

**Magaly Rodriguez de Bittner, PharmD, BCPS, CDE,
FAPhA**

Associate Professor and Chair
University of Maryland, School of Pharmacy

Alex San Nicolas

Student
University of Maryland, Graduate School
USGA

Nakiya Schurman

Staff
University of Maryland, School of Social Work

Diane Marie M. St. George, PhD

Assistant Professor and Director MPH program
University of Maryland, School of Medicine

Jennifer E. Swanberg, Ph.D., MMHS, OTR

Professor
University of Maryland, School of Social Work

J. Kathleen Tracy, PhD

Associate Professor
Vice Chair of Research Services
University of Maryland, School of Medicine

Roger J. Ward, EdD, JD, MPA

Chief Accountability Officer
Vice President for Operations and Planning
Vice Dean, Graduate School
University of Maryland, Baltimore

Yvette Fouche-Weber, MD

Division Director, Division of Trauma Anesthesiology
R. Adams Cowley Shock Trauma Center
Faculty Senate