

the PRESIDENT'S MESSAGE

DECEMBER 2015



Tensions over race and representation have been roiling college campuses nationwide in recent weeks. Protests regarding the handling of racist incidents at such institutions as the University of Missouri, Ithaca College, and Yale University have garnered the sympathetic support of students across the country.

Universities close to home are wrestling with these same issues of equality and inclusion. Students at Johns Hopkins University, Towson University, the University of Baltimore, and the University of Maryland, College Park have in the past month demanded more professors of color in the tenured faculty ranks, more courses designed to inculcate cultural competency in students and employees, zero tolerance for the use of racial, sexual, and homophobic epithets, and better support for students who experience discrimination.

UMB began its own discussion about race last spring, after the death of Freddie Gray sparked citywide protests. At a forum in May, students, faculty, and staff spoke candidly about their experiences with race on and off campus and called for action on the part of the UMB administration to explore and address issues of career advancement among employees of color; cultural competency among students, faculty, and staff; and the University's engagement with the community.

In July, we came together again to share specific recommendations made by the Diversity Advisory Council (DAC) in these three areas, and I'd like to update you on just some of the progress we've made thus far.

Conduct a comprehensive analysis of the University's personnel actions relating to recruitment, promotion, tenure, reclassifications, and equity adjustments.

Human Resource Services (HRS) has conducted a preliminary analysis of faculty and staff personnel actions at both the University and school levels. These personnel actions were evaluated with regard to race, ethnicity, and gender.

HRS will complete its final analysis this month, and the findings will be presented to the University leadership for review and discussion. A synopsis of the findings will then be posted to the **DAC website**, and we'll begin a conversation on how to remediate any deficiencies we find.

Evaluate the University's job classification system and, where necessary, modify the system to create a clearly defined career advancement pathway and career development opportunities for each position.

HRS has outlined the framework for a new job classification system that clearly defines pathways for career advancement and identifies professional development opportunities that help employees access these pathways. Adopting this framework is a priority for Matthew Lasecki, MS, UMB's new associate vice president for human resource services.

We expect to complete the new classification system next spring. The proposed system will then be presented to the University leadership, as well as human resource liaisons in each academic and administrative unit, for review and feedback.

Enhance the University's efforts to promote a culture of diversity and inclusion — particularly in its workforce — as prescribed by the 2011–2016 strategic plan.

UMB's Diversity Advisory Council is tasked with recommending to me actions that advance diversity and inclusion. Since summer, the DAC has expanded its membership in number and representation. The group now includes faculty from all six professional schools, as well as representatives from the Faculty Senate, Staff Senate, and University Student Government Association.

Three standing committees formed within the DAC now bring focus to key activities:

- ***Communication and Marketing:*** Promotes services, initiatives, and learning opportunities with regard to diversity and inclusion, and publicizes progress made toward UMB's diversity goals.
- ***Education and Awareness:*** Recommends initiatives that promote diversity and inclusion and programs that build cultural competency, and provides resources and strategies to recruit diverse students and employees.
- ***Evaluation and Assessment:*** Establishes measurable outcomes to assess the effectiveness of diversity and inclusion activities, evaluates the strategic plan's diversity metrics and measures performance in each priority area, and — with the Office of Institutional Research and Accountability — distributes periodic surveys to assess campus climate.

Continued from previous page

Funding has been allocated for a Universitywide climate survey, and we're now securing an external consultant for survey design and dissemination. The survey will be administered next spring, and we look forward to hearing your thoughts on the state of diversity and inclusion at UMB, as well as your ideas for improving campus culture and climate.

All three DAC standing committees will publish quarterly reports on their activities, and these reports will be available on the DAC website, which will be substantially enhanced in early 2016 to include annual goals and progress toward meeting them.

In January, UMB will inaugurate a postdoctoral fellowship in diversity. The fellow will help the DAC develop evidence-based approaches for fostering diversity and inclusion; deliver diversity-related workshops and trainings; and establish a framework for the ongoing assessment of campus climate.

Draft and adopt a statement on cultural competency that clearly defines the term for the University community.

The DAC has established a working group to draft the University's cultural competency statement. Its members are meeting with stakeholders across UMB for their input and also securing outside expertise — for instance, consulting professional accrediting associations that have adopted their own statements on cultural competency. The working group expects to present a draft statement to the full DAC membership for review next spring; once approved, we'll begin identifying strategies and programs to enhance cultural competency.

There's still more progress to detail, and we expect considerable momentum next semester as we release the HRS equity analysis and new job classification system, and administer the campus climate survey. As these reports are published, we can begin a rich and inclusive discussion on their implications for action.

It's true that the recommendations coming out of our "Conversation About Race" most often concern the needs of University employees and our community neighbors. But that doesn't mean that UMB's *students* aren't absolutely central to this powerful movement for equity, sensitivity, and inclusion on campus.

Since the widespread unrest last spring, the Office of Academic Affairs and faculty across the University have engaged with students in ongoing conversations about race and racism, sexism, homophobia, and transphobia. They've co-led workshops on poverty and social justice, and effective student and community organizing. They've offered students a safe space to discuss personal experiences with inequality and discrimination and to broach institutionwide concerns, such as a faculty corps that doesn't adequately reflect UMB's student population.

If you'd like to take part in these important conversations — these community-building conversations — please sign up for ***Campus Life Weekly with USGA.***

These dialogues are critical, and they will continue. I look forward to hosting Universitywide forums on race in America and in the American academy, and how we can make inclusion a core part of who we are. Because it's only through open, honest, and constructive dialogue that we will continue to move forward and dedicate ourselves, together, to equal respect, equal representation, and equal opportunity for all.



Jay A. Perman, MD
PRESIDENT

LAURELS

DECEMBER 2015

UNIVERSITYWIDE

UMB and the University of Maryland, College Park (UMCP) launched the eighth year of their joint Research and Innovation Seed Grant program at the University of Maryland BioPark on Oct. 14. This year's seed grant awardees are:

John Basile, DDS, DMSc, assistant professor, Department of Oncology and Diagnostic Sciences, School of Dentistry, and Elisabeth Smela, PhD, professor of mechanical engineering at UMCP, and their project "Development of an Implantable Device to Determine Cancer Cell Response to Chemotherapy in Real Time."

Lisa Shulman, MD, professor, Department of Neurology, and director, Parkinson's Disease and Movement Disorders Center, School of Medicine, and Amitabh Varshney, PhD, professor of computer science at UMCP, and their project "Use of Visualization Assisted Clustering to Detect Diverse Patterns of Disease Progression in Parkinson's Disease."

This year's challenge grant recipients are:

Feng Jiang, MD, PhD, professor, Department of Pathology, School of Medicine, and Jiuzhou "John" Song, PhD, associate professor of animal and avian sciences at UMCP, and their project "A Non-Invasive & Cost-Effective Approach for Lung Cancer Screening."

Stuart Martin, PhD, associate professor, Department of Physiology, School of Medicine, and Wolfgang Losert, PhD, professor of physics at UMCP, and their project "Nanotopographic Diagnostic Panel for Breast Cancer Metastasis."

The UMB Interprofessional Education student team won first place for creativity for their solution "SAVI-FAM [Supporting Aging Veterans via Interdisciplinary Focused Assessments and Management]" at the recent two-week D.C. Regional Public Health Case Challenge sponsored by the National Academy of Medicine and the Institute of Medicine. The goal of the UMB team was to develop a solution "to serve as a bridge between mental health care providers and elderly individuals who have served our country." The winning student team consisted of **Joshua Chou** (School of Pharmacy), **Diana-Lynne Hsu, MPH** (Carey School of Law), **Brooke Hyman** (School of Medicine), **Daniela Kofman** (School of Nursing), and **Lauren Whittaker** (School of Social Work). Congratulations also to their faculty mentors: **Melissa Bellin, PhD, MSW**, School of Social Work; **Nicole Brandt, PharmD, MBA, CGP, BCPP, FASCP**, School of Pharmacy; **Gregory Carey, PhD**, School of Medicine; **Barbara Resnick, PhD, RN, CRNP, FAAN, FAANP**, School of Nursing; and **Virginia Rowthorn, JD**, Carey School of Law.

William Gardiner, MBA, has been named associate dean for administration and finance for the schools of nursing and dentistry. Gardiner is serving in a senior-level role as he provides operational, financial, and administrative leadership for both schools.



WILLIAM GARDINER

Bohyun Kim, MA, MSLIS, associate director for library applications and knowledge systems, Health Sciences and Human Services Library, was appointed to chair the Frederick G. Kilgour Award Committee sponsored jointly by the Online Computer Library Center, Inc. and the Library and Information Technology Association of the American Library Association (ALA). She also has been appointed to ALA's Center for the Future of Libraries Working Group.



BOHYUN KIM



FROM LEFT, JOSHUA CHOU, DIANA-LYNNE HSU, LAUREN WHITTAKER, DANIELA KOFMAN, AND BROOKE HYMAN WITH ALBERT EINSTEIN OUTSIDE THE NATIONAL ACADEMY OF SCIENCES.

LAURELS ARE SUBMITTED BY THE COMMUNICATIONS DEPARTMENTS OF THE SCHOOLS AS WELL AS BY REPRESENTATIVES IN VARIOUS UNIVERSITYWIDE OFFICES. THE OFFICE OF THE PRESIDENT IS NOT RESPONSIBLE FOR ERRORS IN THESE SELF-SUBMITTED LAURELS.

LAURELS

DECEMBER 2015

Emilie Ludeman, MSLIS, Katherine Downton, MSLIS, AHIP, and Andrea Goldstein Shipper, MSLIS, research, education and outreach librarians, Health Sciences and Human Services Library (HS/HSL), were awarded second place for their research presentation “Analyzing Local Systematic Review Output: An Environmental Scan” at the Mid-Atlantic Chapter of the Medical Library Association (MLA) annual meeting. Goldstein Shipper and **C. Andrew Youngkin, MLIS, AHIP,** emerging technologies/evaluation coordinator, National Network of Libraries of Medicine Southeast/Atlantic Region, HS/HSL, presented “Advancing Library Research: A Year in the Life of a Health Sciences Library Research Committee” at the Mid-Atlantic Chapter and Southern Chapter MLA annual meetings.

Alexa Mayo, MLS, AHIP, associate director for services, **Everly Brown, MLIS,** head of information services, and **Ryan Harris, MLIS, AHIP,** reference services manager, Health Sciences and Human Services Library, presented “Reinvigorating Services for an Improved User Experience” at the Mid-Atlantic Chapter Medical Library Association annual meeting. Mayo also presented “Extending Our Reach Through Research Connection” at the Association of Academic Health Sciences Libraries annual meeting.

Kaya Smith, senior systems administrator for the Center for Information Technology Services (CITS), was named UMB’s October Employee of the Month for stepping up after some recent resignations, for her upbeat attitude, and for her work supporting the Student Information Management Systems (SIMS) and SURFS, a system in

which students register for classes and file for financial aid.



KAYA SMITH ACCEPTS HER EMPLOYEE OF THE MONTH PLAQUE FROM DR. PERMAN.

SCHOOL OF DENTISTRY

William F. Hoffman, MAS, administrator, Department of Endodontics, Periodontics and Prosthodontics, co-presented “Strategies for Success: Managing Faculty Compensation and Funding Streams” at the Society of Research Administrators International annual meeting in October in Las Vegas.



LEILA H. LIBERMAN

Leila H. Liberman, RDH '88, gave a presentation titled “Incorporating E-Learning into the Didactic Portion of the Dental Student Curriculum” at the American Dental Congress held in Philadelphia.

Valli Meeks, DDS, MS, RDH, clinical associate professor, and **Marie Johnson,** clinical instructor, participated in a Continuing Professional Development training program for the University of Rwanda College of Medicine and Health Sciences School of Dental Medicine. The presentation in Africa included a hands-on demonstration.

Resident **Juheon Seung, DDS,** was awarded a 20-month, \$5,589 grant by the American Association

of Endodontists Foundation for “Quaternary Ammonium and Nano Silver in Epoxy Resin Based Endodontic Sealer.”



RICHARD J. TRAUB

Richard J. Traub, PhD, professor and vice chair, Department of Neural and Pain Sciences, was a speaker at the American Association of Dental Research

meeting in Washington, D.C. He discussed “Pain Begets Pain: Towards a Mechanistic Understanding of Pain Comorbidity.”

The Hispanic Dental Association volunteered at the sixth annual Hispanic Health & Resources Festival to provide free oral cancer screenings (*en Español*) to 106 people. The association’s success at the event was credited to the collaboration of D1, D2, and D3 dental hygiene students as well as **Cecilia Velez, DDS,** clinical assistant professor, Department of General Dentistry.

CAREY SCHOOL OF LAW

The Pro Bono Resource Center of Maryland recognized several faculty and alumni during its 25th anniversary celebration: Pro Bono Champion Honorees **Clinton Bamberger, JD,** professor emeritus, **Sen. Benjamin L. Cardin, JD '61,** and **Herbert Garten, JD '51;** Judicial Honoree Judge **William O. Carr, JD '73;** Advocacy Honorees **Ward B. Coe III, JD '73,** and **Peter A. Holland, JD '92,** senior adjunct professor; and Partner Honoree **Michael Millemann, JD,** Jacob A. France Professor of Public Interest Law.

LAURELS

DECEMBER 2015

Six alumnae were recognized by *The Daily Record* as 2015 Leading Women honorees: **Nina Basu, JD '08**, **Deepti A. Kulkarni, JD '08**, **Erin Christen Miller, JD '08**, **Carla N. Murphy, JD '00**, **Melanie Santiago-Mosier, JD '05**, and **Melanie Shapiro, JD '02**.



DANIELLE CITRON

Hate Crimes in Cyberspace by **Danielle Citron, JD**, Lois K. Macht Research Professor of Law, was the subject of an online symposium presented by the *Boston University Law Review*.

Ellen Cornelius, JD, senior law and policy analyst, Center for Health and Homeland Security, wrote "The Continuing Battle Over Privacy vs. Security," which was published in the *Domestic Preparedness* online journal.

Center for Health and Homeland Security senior policy analysts **Lisa Crow, MS**, and **Birch Barron, MSPH**, were honored at the Howard County Fire and Rescue Services awards ceremony for their work writing an Emergency Operations Plan for Howard County.



LISA CROW



BIRCH BARRON

"What We Know (and Need to Know) About Court-Annexed Dispute Resolution," by **Deborah Thompson Eisenberg, JD**, professor and director, Center for Dispute Resolution, will be published in the *South Carolina*

Law Review. Eisenberg also presented "Restorative Practices: Building School Climate Conductive Learning" at the Charles County Public Schools Creative Discipline Workshop.

Michael Greenberger, JD, professor and founding director, Center for Health and Homeland Security, was appointed to the Maryland Cybersecurity Council by Attorney General Brian Frosh. He also moderated a panel on the "Law and Policy of Cybersecurity" at the CyberMaryland Conference in October.



MICHELLE HARNER

Michelle Harner, JD, professor and director, Business Law Program, presented "Sales in Chapter 11 Cases, Views from the Bench" at the Georgetown University Law

Center. She presented two webinars in October for the American Bankruptcy Institute: "Business Bankruptcy Trends" and "Consumer Bankruptcy Trends." She also moderated "Brand Management: Hot Topics in Protecting and Enforcing Your Company's Most Valuable Asset," a panel discussion sponsored by the Maryland State Bar Association and the Association of Corporate Counsel.



FRANK PASQUALE

Frank Pasquale, JD, MPhil, professor, was a keynote speaker at the Northeastern University School of Law conference "Tackling the Urban Core Puzzle." Pasquale

also wrote "The Doubtful Ethics of Drone Warfare," a book review in *The Chronicle of Higher Education*.



ROBERT PERCIVAL

Robert Percival, JD, MA, Robert F. Stanton Professor of Law and director, Environmental Law Program, presented "What Is 'Global Environmental Law' and How Will It Affect Practicing

Lawyers?" at the 23rd Fall Conference of the American Bar Association's Section on Environment, Energy and Resources Law in Chicago. Percival also made presentations at the "Awake and Arise: Congregations Restoring Creation" retreat of the Central Maryland Ecumenical Council & Ecumenical Leaders Group of Maryland and at the annual meeting of the American College of Environmental Lawyers in New York City.



MAXWELL STEARNS

"*Spokeo v. Robins* and the Constitutional Foundations of Statutory Standing," by **Maxwell Stearns, JD**, Marbury Research Professor and associate dean

of research and faculty development, was published in the *Vanderbilt Law Review's* "En Banc."

Jana Singer, JD, professor, discussed her book, *Divorced from Reality: Rethinking Family Dispute Resolution*, at a talk at the University of Baltimore School of Law. **Leigh Goodmark, JD**, professor, moderated the discussion.



JANA SINGER



LEIGH GOODMARK

LAURELS

DECEMBER 2015

Rena Steinzor, JD, professor, testified before the U.S. Senate Superfund, Waste Management and Regulatory Oversight Committee at its hearing to review the Environmental Protection Agency's regulatory impact analyses.

Maureen Sweeney, JD, associate professor, will receive the Benjamin L. Cardin Distinguished Service Award, which recognizes outstanding public interest attorneys who are regularly involved in providing, promoting, or managing civil legal services, from the Maryland Legal Services Corporation.

SCHOOL OF MEDICINE

Vincent Njar, PhD, professor, and **Lalji Gediya, PhD**, research associate, both in the Department of Pharmacology, are among the co-inventors of "Novel Retinamide and Uses Thereof," which received a U.S. patent. Their project involves novel drug compounds that show promise as new treatments for breast and prostate cancer, in particular those resistant cancers that do not respond to other drugs.

SCHOOL OF NURSING

The school has been awarded a 15-month, \$150,000 State Implementation Program grant through the Robert Wood Johnson Foundation and AARP. Through this award, the school seeks to streamline academic progression in Maryland by increasing the percentage of nurses who are Bachelor of Science in Nursing-prepared, and enhancing diversity and inclusiveness in nursing.

Nancy Budd Culpepper has been named interim director of the Clinical Education and Evaluation Lab. In her new role, Culpepper is responsible



NANCY BUDD
CULPEPPER

for managing the daily operations of the clinical education laboratory and developing and implementing standardized participant training, research projects, and presentations.



JEANNE
GEIGER-BROWN



SANDRA PICOT



PAT MCLAINE



RACHEL ONELLO



BEA LAMM

Jeanne Geiger-Brown, PhD '01, RN, FAAN, associate professor; **Sandra Picot, PhD '92, CLNC, FAAN, FGSA**, associate professor; **Pat McLaine, DrPH, MPH,**

RN, assistant professor; **Rachel Onello, PhD '15, MS '07, CNL, RN, CHSE, CNE**, assistant professor; and **Bea Lamm, EdD, MS '81, BSN '76, RN**, assistant professor, all gave presentations at the Maryland Nurses Association's Annual Convention, held in October.



ANN HOFFMAN



ANJANA ALI SOLAIMAN

Clinical instructors **Ann Hoffman, MS '11, RN**, and **Anjana Ali Solaiman, MS '09, RNC, IBCLC**, presented a poster at the National League for Nursing's Education Summit in Las Vegas. Their poster, "Classroom Simulation: Utilizing a Family-Centered Model of Care in Teaching Obstetrics and Pediatrics," demonstrated how to successfully integrate simulation, collaboration, and teamwork into the didactic curriculum.

N. Jennifer Klinedinst, PhD, MPH, RN, assistant professor, was inducted as an International Fellow of the American Heart Association during the annual Council on Cardiovascular and Stroke Nursing Awards dinner. She was recognized for her outstanding contributions to cardiovascular and stroke nursing and health, and volunteer leadership and service.

Kristen Rawlett, PhD '14, FNP-BC, assistant professor, and **Debra Scrandis, PhD, FNP-BC, PMHNP-F**, associate professor, co-authored "Mindfulness Based Programs Implemented with At-Risk Adolescents," which was published in *The Open Nursing Journal*.



KRISTEN RAWLETT



DEBRA SCRANDIS

LAURELS

DECEMBER 2015



ALISON TRINKOFF

Alison Trinkoff, ScD, MPH, BSN, RN, FAAN, professor, has been awarded a two-year, \$296,700 grant from the National Council of State Boards of Nursing for

the research project “Long-Term Care Training and Provider Regulations for Optimal Resident Outcomes.”



KATHRYN VON RUEDEN

Kathryn Von Rueden, MS, RN, CNS-BC, FCCM, associate professor, presented a lecture, “Pulmonary Artery Catheters: Principles of Pressure

Monitoring and Waveform Analysis,” at the Trends in Critical Care Conference in Philadelphia.

SCHOOL OF PHARMACY

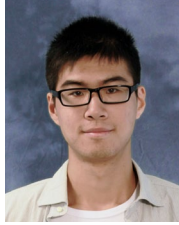
The school’s chapter of the **American Pharmacists Association-Academy of Student Pharmacists** won Region 2 Operation Diabetes and Region 2 Operation Immunization awards.



BRUCE ANDERSON

Bruce Anderson, PharmD, professor, Department of Pharmacy Practice and Science, and director of operations, Maryland Poison Center, has been

named a fellow of the American Academy of Clinical Toxicology.



LEE CHEN

Student **Lee Chen** received a 2015 American Association of Pharmaceutical Scientists Graduate Student Research Award.

Students **Emily Dunn** and **Kacie Whitty** won the 2015 American Society of Health-System Pharmacists’ Local Clinical Skills Competition.



STEVEN FLETCHER

“Potent Analogues of the C-MYC Inhibitor 10074-G5 with Improved Cell Permeability,” an invention by **Steven Fletcher, PhD**, assistant professor, Department

of Pharmaceutical Sciences, received a U.S. patent.



WENDY KLEIN-SCHWARTZ

Wendy Klein-Schwartz, PharmD, professor, Department of Pharmacy Practice and Science, and coordinator of research

and education, Maryland Poison Center, has been named a fellow of the American Academy of Clinical Toxicology.



KASHELLE LOCKMAN

Resident and fellow **Kashelle Lockman, PharmD**, was appointed to the Palliative Care Research Cooperative as a junior investigator.



WILHELMINA LORD-ADEM

Student **Wilhelmina Lord-Adem** has been appointed the American Pharmacists Association-Academy of Student Pharmacists’

student exchange officer to the International Pharmaceutical Students’ Federation.

Student **Jonathan Meyer** received a 2015 Express Scripts Scholarship.



ANGELA NGUYEN

Student **Angela Nguyen** received a 2015-2016 UMBC/UMB NIH Chemistry-Biology Interface Graduate Student Training Grant.



MELISSA ROSS

Student **Melissa Ross** won the Lee B. Lusted Student Prize for her presentation at the annual meeting of the Society for Medical Decision Making in St. Louis.

The school’s chapter of the **Student Society of Health-System Pharmacists** received an Outstanding Professional Development Project Award for its efforts in organizing the annual Interprofessional Patient Management Competition.

LAURELS

DECEMBER 2015



TOYIN TOFADE

Toyin Tofade, PharmD, associate professor, Department of Pharmacy Practice and Science, and assistant dean for experiential learning, has been elected secretary of the International Pharmaceutical Federation's Academic Section.



SOUNDARYA VAITHIANATHAN

Student **Soundarya Vaithianathan** received a 2015 Graduate Student Scholarship Award from the International Pharmaceutical Excipients Council of the Americas.

SCHOOL OF SOCIAL WORK



HAKSOON AHN

Haksoon Ahn, PhD, associate professor, was an invited presenter at a conference sponsored by the Korea Institute for Health & Social Affairs and Seoul National

University comparing international panel datasets. Ahn's presentation was titled: "United States Census Bureau Panel Dataset, Survey of Income and Program Participation (SIPP): Structure, Technical Issues, and Implications for Social Welfare Research."



LISA BERLIN

Lisa Berlin, PhD, associate professor, made an invited presentation at the NYU Steinhardt School of Education, Department of Applied

Developmental Psychology's Developmental Colloquium, on "A Community-Based Randomized Trial to Prevent 'Toxic Stress' Through Attachment-Based Intervention."

The school's **Community Action Network** was awarded the Excellence in Service Student Group Award by the Maryland-D.C. Campus Compact. This award honors student groups for their commitment and involvement in service projects that extend beyond any co-curricular requirements or service-learning courses, leading to long-term, sustainable, community impact.



NALINI NEGI

Nalini Negi, PhD, associate professor, delivered the keynote address at the Association of Health Care Social Workers of Metro D.C.'s 12th Annual

Conference in Ocean City, Md. She discussed her expertise on culturally responsive methods.



HAPPY HOLIDAYS

President and Mrs. Jay A. Perman wish you and yours a happy holiday season.

Please enjoy this *linked* greeting.

PRESIDENT'S Q&A

DECEMBER 2015

Dr. Perman held a group Q&A on Nov. 23 in the School of Medicine's Bressler Research Building. After discussing race relations, addressed in his message on pages 1 and 2, Dr. Perman turned the topic to public safety. Excerpts appear below.

DR. PERMAN:

As promised, I do want to focus on campus safety. Chief Williams is away because of deaths in the family and I'm very glad to have Deputy Chief Milland Reed, who is going to provide you with data and give you some thoughts on where we are at this point. I think you will find from the data that in terms of the campus proper, we are going in the right direction compared to previous years. It probably doesn't feel that way because we send out a lot of alerts. The principal feedback I've gotten on alerts is you send out too many, since many of these alerts are things that happen close to campus but off campus.

We're not required to send out all those alerts. Some, yes, are required by the Clery Act. And again you may advise me differently. But my position is that I would rather send out too many alerts. I know it doesn't put us in the best light. But when something happens off campus, plain and simple we can't be sure which way the perpetrator is going. And if there is the possibility that we are going to be affected, because somebody was not apprehended, then we're going to put out the alert. I fully understand the image issue, which is a principal job of mine to protect with regard to UMB. But our folks come first. So I'm going to error in that direction.

DEPUTY CHIEF MILLAND REED, MS:

Good afternoon. First I want to thank Dr. Perman and the leadership for allowing the department to come forward and speak. Public safety on campus is always on everyone's mind. I want to start off by saying, echoing Dr. Perman, this is a safe place to work. We do put out a lot of alerts and we do give you a lot of information about things going on around us, but that is to keep you that much more safe.

Now I can put up a bunch of stats, but essentially we're having a good year with the crime that we are reporting. But we won't know the entire picture until we get the stats from Baltimore City, which come at the end of the year. So, for instance, with the campus, we had 12 robberies all of last year. We only have four in the year to date. But, of course, we've had some incidents around campus, which we usually do at this time of year.

I'd like to begin by giving you an overview of how we deal with all of this. And how we're flexible and how we plan for the year. At the end of the year Chief Williams and I and our leadership in the Department of Public Safety put together a crime reduction strategy. And that strategy involves three different things: to increase patrol coverage, to make sure there's high visibility so you see us and we see the bad guys, too, and also that we educate internally and externally. We educate our folks, meaning the police and security officers, to help make you safe, and we also send our people out to help train the community on how to make their lives safer.

So we start normally this time of year with a planning session. And we'll start that new crime strategy at the beginning of the year and put it in play in January. But we make sure that plan is flexible so that in case something happens, as we did in April with the uprising, we can make adjustments. We put all these things into play and we make sure it's working. We look at best practices, we look at crime stats, we look at data, we're driven by intelligence, we work with the Baltimore Police Department to find out what's really going on. So we bring that information back and that helps us deploy our personnel.

In the fall we tend to make adjustments to the original plan. We have increases in crime in the fall as we have this year. So that involves additional police and security that we put on the street. And you'll see a map (page 10) of where the folks are located now. We also enhance lighting and we also look at CCTV coverage around the campus. We also do security surveys. That's something we're doing now in the area where we just had a sexual assault. We're looking at making that area safer.

Moving to the fall strategy, that's where we are now. This is what we have out there (in terms of personnel). I can tell you crime is down, and the stats can tell you crime is down, but if you still are fearful, we listen to that and we need that feedback.

This is what we put into play every year. Now it's a little more this year because we've had some more incidents so we're responding to that. If you look at this chart (page 10), this is Monday through Friday coverage and this is our prevention strategy. The red dots are police officers or security officers and where they are posted during the times indicated. 6 in the morning til about 8:30 we're out there watching you come into work. You're parking in the garages, you're parking on the street, or you're using mass transit and we're out there watching.

We're also watching the guys who are trying to do harm to you as a preventive measure. But it also gives you the opportunity if you feel uncomfortable and need help that there's somebody you can go to. You don't have to even pick up a phone because we're just about everywhere (at peak arrival and departure times).

Continued from previous page

Now, as I said before, we have low crime on campus, but we're not crime-free. To limit incidents of crime on campus that's why we do this. It's about 15 people patrolling at any given time or the times we have indicated. We do it in the morning, when you're coming to work, then we do it again in the evening, when you're going home. We're watching your movements and we're moving with you. Our people are out there making sure you have a safe environment. We work with the VA Medical Center. They, along with the hospital, join us as together we try to push our resources out. Now they're restricted, they can't go too far outside the hospital grounds, so we have them covering the blue dots by the hospital center on Greene Street. They cover that area along with the folks we have.

Now since we had the incident the other day with the sexual assault, we put additional personnel in that alleyway. If we need to make additional adjustments, we will. We're here to serve you. Again we could put up stats that say crime is down because it is. But if you don't feel safe, those numbers really don't matter. So we're here today to show you what we are doing, not only to reduce the incidence of crime on campus but to make you feel safe. You should feel safe moving about the campus, going from one building to another, also traversing to the BioPark without feeling you're going to be the victim of a crime. We don't have a lot of victims of crime around here. We just don't. The numbers don't add up to that. But the fear level tends to go toward that direction, especially at the end of the year when it gets dark early.



Continued from previous page

So that's what we are doing. Any questions on this? I know it's a lot of information. But I wanted to give you a graph that really shows you that we're pretty much everywhere during that period. Other things we do, particularly in the fall, is provide our escort services. We do it year-round, but we ramp up in the fall. When it gets dark we know people are a little apprehensive about moving about. We actually put another van in service last year. I've been here 22 years and for most of that time we had one van. But we listened to what you said and we listened to the community so we put another van in service and now we have two during the week so we can provide point-to-point service. It used to be a route. Now we take you directly to where you need to go. And we think that's a good thing. This year alone we've had 8,000 riders and that's just our van service, not even talking about the campus shuttle service. Plus we have the walking escorts. You can call and we'll give you a walking escort to wherever you want to go within the boundary on the campus map. It's mainly the main campus and the BioPark.

Now the van escort was extended beyond the campus boundaries and it goes into some of the neighborhoods. Again, we met a need. I personally got that call from a faculty member who lived one block outside of the van route. And we revisited that and said that makes no sense. So we extended it out to make sure that person could get back and forth to campus using our services. The hospital uses our services. So it's open to anyone affiliated with the campus. Any questions?

You also can find out how far out the police van goes by going to the [*campus website*](#) and there's a map. One of the things we try to make sure everyone knows that the number to call if there is an emergency or a non-emergency. We have a 24-hour dispatch service at 410-706-3333 (for emergencies) and 410-706-6882 (for non-emergencies). Someone will pick up your call. While we're discussing that, don't ever think you are bothering us. Really, that's what we're here for. I don't care how minor it may appear to be, if you don't feel comfortable, call the police. We have enough people working at all times to respond to your need. You hear "see something, say something"? Well, we have "see something, say something, so we can do something about it." We can't do something about it if you don't tell us. We have over 30,000-40,000 people on this campus. That's over 30,000-40,000 eyes and ears so we can make this place safer than it already is.

We have very little crime on this campus. Certainly we don't have a lot of violent crime. It's almost nonexistent. What we had the other day (sexual assault) we hadn't had in four or five years. I've been here 22 years and I can probably only count two or three times we've had a sexual assault on this campus. So it's very rare.



It doesn't lessen its importance but I'm just trying to reiterate we don't have that level of violence on this campus. Most of the crime we have are thefts and I'll say what Chief Williams says all the time — those are preventable crimes. My detective here just solved a case in the garage where a sting was set up in an area and we left some things out and we watched an employee, it turned out to be, breaking into cars. We locked him up, but he was going into car after car after car. But the items he was taking were left out in plain sight: laptops and other property. We can help keep the campus safe by not making it such an easy target.

The other thing is we want you to be out because there is safety in numbers. Some other tips: Carry one credit card, not 20. Make sure you know where your property is, let someone know where you are going. If you're a student and you're living in student housing, let someone know if you're going home for the weekend. Very simple things we can do to make ourselves safe. In closing, we have a safe campus and we're doing everything in our power to keep it that way.

DR. PERMAN:

I just want to add that this is the time of year when property crime goes up. And that's not going to be solved by our officers and our security guards out on the corner. That's got to be solved by all of us. We just have to be a little more vigilant. Some of it's in the garage, but a lot of it is in the buildings, in our offices, and our labs. OK, no more preaching. What's on your mind?

QUESTION:

I brought this up at our last safety meeting. We're UMB employees but we're in the Paca-Pratt Building, which is a hospital building. While we think the police do a great job, we don't see any officers patrolling that area. Most of our employees

Continued from previous page

walk up from Paca-Pratt to the Baltimore Grand Garage. When you get to Baltimore Street there is a police officer there in the morning and one in the evening, but walking up there is not, which includes the alley where the incident occurred the other night. We have many other departments in our building and we also have our clinic in the Frenkil Building, which is on Eutaw Street. We have many young girls and young guys who come out of there at night, our research assistants are leaving and it's dark. Some of our people park all the way at Saratoga. I know they can call and get the escort, but it would also be nice if someone was posted closer. I'll be honest, a lot of us don't feel safe.

COL. REED:

We'll take that into consideration. We've been working with the hospital and hospital security has an officer along that corridor you mentioned, patrolling that area at peak periods when most people are coming and going. It really is about resources, trying to make sure we have folks out there in the main corridors but that's something we can definitely look at and assess the volume involved. We've been working with the hospital so hopefully they can contribute a little more to this and spread our folks out more. We're trying to cover a lot of ground with a lot of manpower and it takes a lot because we are talking about rotations and folks' days off. But we will look at this and get back to you on this. Until further notice, there is an officer right now who is going to be in that alley, patrolling Cider Alley and Paca Street so you're going to get that right away.

QUESTION:

Two questions. I'm not sure where Cider Alley is so if you could explain that. Secondly, as far as lowering your profile, do you think wearing a backpack increases your profile, makes one more of a target?

COL. REED:

I don't think they're after backpacks. We're talking cell phones and other electronic devices. Folks are on these electronic devices and that's what they're looking for. Nobody knows what's in a backpack. Criminals are looking for the obvious. We're talking electronic devices, a lot of money being out. If you get to the 7-Eleven and you're going through your wallet and purse and you're showing a lot of bills that makes you more of a target. When you come to work, just bring what you need. Be more cautious of what you take out in public. Cider Alley is between Lombard and Redwood off Paca Street. It's dark. Our team went back there and made some recommendations for improvement. It could be camera coverage, it could be additional lighting, or we can just seal it off period. But until then, we're putting a policeman back there.

QUESTION:

I know you're basically patrolling the campus 6 1/2 hours out of 24. But during the day Jay knows well that Mondays and Wednesdays — and I'm sure other schools on campus are concerned about this — we have applicants here. We not only want them to feel safe we also want them to have a favorable impression of the campus when they leave. I have walked out of my office a bunch of times in the past month or so and have not seen a single police officer on the street walking up Lombard to Paca over to Fayette and back up to HSF II. I have seen a young man urinating on the street though twice just beyond Davidge Hall. I know you say there's not violent crime, but it's a matter of feeling safe on campus. If I'm out on a limb by myself that's fine but I just worry about our applicants when they are here on Mondays and Wednesdays. I guess I would ask why is there not any patrolling between the hours of 8:30 a.m. and 4 p.m. And second, is the police force at full strength? I've been here 40 years. I don't see the number of police on the street now that I did 30 years ago.

COL. REED:

When we look at the data and we look at the stats, crime is occurring when people are moving back and forth. When they're coming to work and leaving. We can't be static all day because that would defeat the purpose. We have other incidents happening throughout the day that we have to be able to respond to, crimes in progress, medical aid. During the day the number of people on the street decreases so the police coverage decreases. We go into a mobile mode meaning we're covering more area and we're looking for things that are out of order. That is our strategy. Frankly if you're talking about impression and whether people want to come here, if we put a police officer on every corner all day long that would send a negative message in my opinion. You don't want a police state here. We have reduced crime and we continue to reduce crime. I can put a stat up there if you look at the rest of the city this would be almost a blank slate at UMB because there is so much that happens around us. That's no excuse for not patrolling more, but we have to take another approach, we have to go mobile because this (chart) is designed to stop crime when everyone is out. And it's been effective for 20-some years.

DR. PERMAN:

The cars circulate. There is a police presence, it's just in the cars during the day. I understand what you are saying, but I have seen this in action and it works.

COL. REED:

Our people don't go home. They're just more mobile during the middle of the day, covering more area.

Continued from previous page

DR. PERMAN:

I know some of you are disturbed by vagrancy in the area. Please go over what we can and can't do in this area.

COL. REED:

We do address what we call quality of life issues, urinating, drunkenness, etc. Folks that are panhandling, we don't like it but there are laws protecting people who are doing that. We have to be careful when we engage folks who are doing that activity. Urinating in public is an offense that we can do something about. But we don't target anyone. We really prioritize what we are doing out there. We're looking to reduce crime. We don't want an environment where we're just pulling people off the street. There's a large homeless population in Baltimore City and we deal with that. Along MLK Boulevard we have folks out there panhandling all day. It's a city problem we're dealing with as well, but as far as crime the police officers are out there. They are not static.



DR. PERMAN:

Regarding the resource issue, we had to deal with significant cutbacks in the previous governor's last budget and the current budget. In the face of that, I have cut no resources from the Department of Public Safety. Their positions have been preserved. Now, I'm sure we have vacancies. Those are being addressed constantly so we can get the right personnel. But there are no cutbacks.

COL. REED:

We have the funding and the hires we need. We're just looking to bring the best and the brightest here and that takes time. We really screen folks and they have to fit this academic model. It can take six months but we put the time in on the front end and profit from that.

QUESTION:

I'm the administrator in the Department of Neurology. Recently we had a staff meeting and this topic came up. I know you have some good data but there is a perception among maybe 20 to 25 faculty members all over campus that there still is a crime issue. I know you have a safety committee. But it might be a good idea to come out to the departments and attend faculty and staff meetings and not only communicate this same kind of information directly but share some of the feedback from the faculty and staff.

COL. REED:

Sounds like a great idea. The Safety Awareness Committee meets every other month. I know some folks here have been a part of that for years and I urge you to get involved with that. It's a way to bring your concerns to the police department so we can address them as a committee.

QUESTION:

I'm interested in the role of those officers at these different stations. Is it observation and awareness, is it visibility, is it directing traffic, and if there is a traffic element to their role how does that impact their ability to patrol and be seen and react at these different intersections? And I am concerned about the afternoons at the Pearl Garage coming down from the School of Pharmacy about the visibility. It's rare that I see someone there at the 4:30 to 5 o'clock time frame. That's a heavy corridor, people coming to actually enter two garages there.

COL. REED:

If it's a police officer they're doing traffic, they're helping you cross the street. Security officers are more eyes and ears, which is not a bad thing. We get a lot of important information from our security officers. The police do multiple things, all of which are preventative. We want to stop things before they happen. We don't just want to respond to crime, we want to stop it. We have a large police presence out there when you're out there. It reduces crime, we've proven that, which is why we've used this model. So the police are doing all of that. We found if we just stand on the corner and see all these traffic violations, folks complain about that and rightly so. It's not safe. So we got proactive about it and said if you're going to be there patrolling, do the traffic, too. Security is to report and get on the radio and let us know what's going on. They're also there to engage with you. If you aren't feeling safe for some reason, go up to a security officer and let them know. They're going to take some action — calling a police officer over, taking you to a building where you feel safer, getting you an escort, etc. That's why we have so many people out. Everyone has a vital role and it really works.

Continued from previous page

In regard to the question about Fayette and Arch, it is a busy corner and we're making some adjustments to that. Certainly there is someone there in the morning and there are two garages there that let out in the evening, Pearl Street Garage and the VA, and we've had problems there for years. You have two entities: we can't control the VA, we try to help them. They can't come out in the street so we have traffic jams. We've got a lot of people trying to go through the Arch Street corridor to Saratoga.

DR. PERMAN:

Is there supposed to be somebody there in the evening?

COL. REED:

We have someone at Arch and Lexington and they patrol that entire corridor. It's something we'll revisit.

QUESTION:

I'm a little concerned for the safety of our students. At the beginning of the year I understand you do an orientation. I'm sure part of that includes some security information. I recall this summer my co-worker and I were standing at the corner of Arch Street near the Administration Building and a young lady stopped to ask one of our students for money. I think she felt compelled to help her because it was a woman, but there were two guys waiting. And when my co-worker and I looked, we stopped talking and we focused totally on the young lady and the guys looked and they kept walking. I think the students need to know that if there is a female it could also be a group as in this case and when she gave the lady some money we advised her against it and I think she was from somewhere where she wasn't familiar with this kind of thing. The other thing is I go to some of the community meetings of the Southwest Police Department and they say they have as much crime in their vicinity as anywhere else and our department sits right in that community. So police presence is great; it helps. But a criminal is a criminal. They're going to try to commit a crime by any means necessary. But you guys do a great job. Thank you.

COL. REED:

I really appreciate that. You're right. The criminal element is out there so we do the best we can

QUESTION:

I was really concerned when I got the alert about the sexual assault the other night. And I don't mind getting the alerts, I don't care how many we get. I'm happy to hear that's a very rare occurrence but I do wonder whether there are any ideas about assessing the campus for other areas where this could happen

because we are an urban campus and there are a lot of dark alleys. There are quite a few places I won't walk even if there is a cop around. I also want to echo that you guys do a great job. I see the police around the Lexington Building every morning I come in and it's always really nice to see them there.

COL. REED:

Regarding the sexual assault, there was a brief description of what happened. We don't believe this individual was targeted. There's not a lot we can say about it. The Baltimore City police are investigating this and there are some physical leads that are being analyzed. In the meantime it's our duty to increase the likelihood that this doesn't happen again. So we're stepping up all our patrols. You mention assessments, that's part of our fall plan, increasing assessment. We have a team of folks who are nationally certified to do these assessments, myself included, and we've been doing this for a number of years both inside our buildings and outside and make recommendations. We've taken a number of steps, for instance putting cameras throughout Plaza Garage. That came from one of these assessments. Brighter lighting and trimming back trees are other physical features being modified. But this (sexual assault) will certainly be on the radar, looking at those dark areas and we're addressing them as quickly as we can.

QUESTION:

I live in the neighborhood so this is not only where I work this is where I live. I feel like if you walk one block off campus you run into drug dealers. How much are you working with the city, which is not seeing a decrease in police statistics, to make the general area better?

COL. REED:

The University Police has a concurrent jurisdiction agreement with the Baltimore City Police and that extends just beyond the campus boundaries but it's mainly the campus boundaries. So the Baltimore City Police are responsible for most of what you're talking about in your neighborhood, which is Ridgely's Delight, Barre Circle, Poppleton community. We meet with them, we go to their intelligence meetings every week and bring that back to see what's going on in those areas. But because of the mandate, because of the law, we can't patrol in those areas. Now they want us to and we've had a lot of discussions about that, but it's a matter of resources and a couple of other things off the campus. But we work with the Baltimore Police Department and we have requested more of a presence around our boundaries, two, three, four blocks off campus because we know that is where you are living more and more. So we've made those formal requests. I think it's no secret: They are having a challenging time right now,

Continued from previous page

with the homicide rate increasing, etc. They're doing the best they can. They just started a new crime strategy. But I guess the short answer is we provide and we've extended that van service for you. That's really our part of that. But we can't patrol outside our jurisdiction because of the law.

DR. PERMAN:

We totally acknowledge the problem. I have a good relationship with the current mayor. I hope to have the same relationship with the next mayor. For what it's worth, I try, I squawk as much as possible on behalf of UMB.

QUESTION:

I always use your escort, which is really good. I appreciate the hours you make it available and you have some really good officers. I also have had some incidents with some of the officers and I've shared my concerns with the USGA so maybe you have heard about it. The officers say "oh you are not inside the area" and also when they drop you off they will just leave instead of waiting for you to get inside. The service is really good but some of the officers aren't.

DR. PERMAN:

Are you talking about courtesy?

AUDIENCE MEMBER:

Some of the officers are really good, but one or two ...

COL. REED:

I really appreciate your comment and one of the men up here will speak to you afterward because it's our goal to give top-quality service and that's not going to be tolerated. They are supposed to wait until you are secure and you are in your residence. But we want to hear that. We really do. We can only get better if we know what's going on. There are various ways. There's a campus *comments line* and more.

QUESTION:

I'm from the School of Nursing and we do really appreciate your service and you do a fine job on the southern end of the campus. Could you speak to the closed circuit cameras throughout the campus? I know there has been an upgrade in the past couple years. Are they monitored at the police station? Or are these cameras just to review what might have happened at a certain intersection? And are they effective at night?

COL. REED:

There have been cameras at this institution for 20 years or better. And with technology increasing we're getting better systems, we work with CITS and some others to get the best equipment we can on this campus. But as far as monitoring the cameras all the time, that's not happening. We have recorded information or data we can pull up at a moment's notice. We can rewind the camera and go back to see what's happening. But it is our goal through the *ERM* process – that's one of the initiatives we put forth on the Safety and Security Committee was to have a real-time monitoring system and we are working toward that. Public Safety is redoing a portion of our building to put a facility in there so we can have someone housed to monitor the cameras. We've upgraded the system so that's coming online next year. We want to train our folks to do that. But we do work with Baltimore City, they have over 500 cameras in the area and those are monitored. The first thing we do when we have an incident is we check our camera system and we check theirs. We're moving toward real-time monitoring because we believe there is a lot of value in that.



PUBLIC SAFETY

DECEMBER 2015

BE PREPARED: HOLIDAY EDITION

With the help of the Department of Public Safety, we will bring you periodic safety tips in The President's Message.

The holiday season is a wonderful time of the year, but it is also a peak time for criminal activity. Our good cheer is a sign of complacency to criminals, an opportunity they can feast upon. More shopping means more opportunity and thieves are desperate to put gifts under their Christmas trees as well. So protect yourself with these easy safety tips.

WHILE SHOPPING:

- Keep packages in the trunk of your car and avoid dropping off your purchases and returning to the mall.
- Park in well-lit areas and avoid parking next to large trucks and cars with tinted windows that can provide cover for thieves.
- Leave nothing visible, lock doors, and don't crack the windows.
- Make a note of where you parked so when you return you can go straight to the car.
- Before leaving the mall, prepare yourself. Make sure your keys are in your hand and your cell phone is put away and walk with purpose to your car, aware of your surroundings. Don't be distracted.
- Do not overload yourself with packages when leaving a store and returning to your car. You cannot defend yourself or see a pothole with your arms too full of bundles.
- If you must use an ATM, use one located inside in a safe spot and don't carry large sums of cash.
- Do not approach your car alone if there are suspicious people in the area.
- If possible, leave small children with a trusted babysitter. Never allow children to go to the car alone.
- Remember there is increased safety in numbers. Avoid walking alone and leave malls and stores well before closing time to assure a more active parking lot.
- If you are being followed, go to a populated public place and call 911.



WHILE AT HOME:

- Be extra cautious about locking doors and windows when you leave the house, even for a few minutes.
- Leave spare keys with a neighbor rather than hiding them outside. Burglars are not fooled by your hiding places.
- Gifts should not be visible through the windows and doors.
- Indoor and outdoor lights should be on an automatic timer.
- Be sure your Christmas tree is mounted on a sturdy base so children, elderly persons, or family pets cannot pull it over on themselves.
- If you use lights on your Christmas tree, ensure the wiring is not damaged or frayed.
- Never place wrapping paper in your fireplace.
- Beware of strangers at your door. Criminals sometimes pose as couriers delivering gifts.
- Break down all boxes into small pieces and discard them in non-clear trash bags. The risk of burglary does not end on Christmas Day.

"If you can control the environment you enter into and pay attention to the things going on around you, you can greatly reduce the possibility that you will become the victim of robbery," says Cpl. J.R. Jones, safety awareness officer in the Department of Public Safety. "The same rules apply throughout the year, but they are especially important around the holidays. Take the necessary precautions to safeguard yourself."

By doing so, you'll help turn this season of good cheer into bad news for criminals.

— Sarah Reback

SNAP!PHOTOCONTEST

DECEMBER 2015

ROADSIDE REWARDS

Have you ever been driving down the road and seen something so compelling it forces you to pull over? Such is the story behind Tara Byrd's winning entry "Home-Sick" in this year's Snap! photo contest, open to faculty, staff, and students at UMB from Sept. 18 to Oct. 31.

Byrd, assistant director of scholarships and grants in the School of Nursing (SON), describes her photo of an old home in disrepair, with distinctive blue shutters and ivy growing on the outside, this way.

"We were vacationing in September and I took my camera along hoping to snap some photos for this contest. While driving down Route 54 near Fenwick, Del., I asked my husband to turn around, so I could check out this house. I never saw it before, but what caught my eye was that it was dilapidated and beautiful all at the same time. This was someone's pride and joy back in the day when Route 54 was nothing but a dirt road. Somewhere, someone has fond memories of this house. Every family has their ups and downs and you can feel that this house has been through it all. It reminded me of my childhood home and in that moment, I missed it. 'Home-Sick' was a play on words because the house brought feelings of nostalgia, but also because the house is in poor condition."

A UMB employee for seven years, Byrd counsels prospective and current nursing students on financial aid opportunities, manages and awards SON's endowed scholarships, certifies student VA education benefits, and manages the graduate assistant application process.

She says the photography bug bit her four years ago and she hopes to further her hobby by enrolling in a photography program. Her favorite subject is her 2-year-old son ("you can only imagine how many pictures I have of him!").

She has entered UMB's Snap! contest the past two years and looks forward to "seeing everyone's photography and having the opportunity to express myself artistically to an audience other than Facebook."

This year Byrd submitted six pictures to the Snap! contest. "When I learned that one of this year's themes was architecture, I knew I wanted to photograph something that was abandoned," she says. "I love finding run-down homes and barns, but rarely have a camera handy. This contest was good for me because it took me on an adventure to find these things. I almost didn't submit 'Home-Sick' because I wasn't sure anyone would connect to it."

But the Snap! celebrity judges — Yumi Hogan, first lady of Maryland and honorary chair of UMB's Council for the Arts & Culture; John Consoli, director of photography, marketing, and



TARA BYRD AND HER PHOTO CONTEST ENTRY "HOME-SICK."

communications at the University of Maryland, College Park; Fletcher Mackey, a faculty member at the Maryland Institute College of Art and UMB Arts & Culture board member; and Calla Thompson, an associate professor in photography at the University of Maryland, Baltimore County — voted it No. 1 among 110 entries. "I was completely shocked," Byrd says.

Other winners named Nov. 19 included Lindsay Rutt, MS, a lead research specialist at the Institute of Genome Sciences (IGS) in the School of Medicine, who finished second. Her entry "Beach Storm" is a powerful picture of Mother Nature taken at Hatteras Island, N.C., and "Windows – Lawrence, Kansas" captures a garage with painted windows Rutt used to pass when her husband attended grad school at the University of Kansas.

An array of third-place finishers included Pawel Gajer, PhD, a research associate at IGS; Rutt; Kathy Martin, DNP, an assistant professor at the School of Nursing; Bruce Anderson, PharmD, DABAT, director of operations for the Maryland Poison Center in the School of Pharmacy; Colette Beaulieu, office manager in the Health Sciences and Human Services Library; and Tao Liang, student in the School of Pharmacy. Many other contestants achieved honorable mention.

The 42 winning entries will be displayed in the Fireplace Lounge of the Southern Management Corporation Campus Center from Dec. 4 to Feb. 29 and can be viewed at www.umaryland.edu/snap/.

"We received an amazing assortment of entries with a variety of beautiful imagery," said Stephen Bossom, MFA, web developer of interactive media in the Office of Communications and Public Affairs, who headed UMB's Snap! committee. "I enjoyed coordinating this year's contest, and my appreciation goes out to all who participated."

— By Chris Zang