

# DIVERSITY ADVISORY COUNCIL

## Mission and Purpose

The mission of UMB's Diversity Advisory Council (DAC) is to provide recommendations to the president that promote the University's commitment to diversity, equity, and inclusion.

The DAC will seek to fulfill its mission through the following goals:

- ▶ Identify opportunities within and outside the University that enhance training and professional development in valuing diversity and cultural competency.
- ▶ Recommend opportunities to improve standards, practices, and procedures to create a University culture of inclusion and equity.
- ▶ Recognize exemplary practices, programs, and individuals that embody a commitment to diversity, equity, and inclusion.
- ▶ Ensure that the achievement of diversity, equity, and inclusion are guiding principles in every aspect of the University's initiatives.

## Membership

Members represent the seven constituent schools, central administrative 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 fellows, 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.

*Shared governance is a priority at UMB.*

*The University of Maryland, Baltimore is committed and pledges to embrace cultural competence at all organizational levels and programs to improve outcomes for students, faculty, staff, and the community at-large.*

## Council Members

**PATTY ALVAREZ, PhD, MS**

*Student Affairs*  
Assistant Vice President

**JEFFREY ASH, EdD**

*School of Nursing*  
Associate Dean, Diversity and  
Inclusion  
Assistant Professor

**TASHARA BAILEY, PhD, MA**

*UMB CURE Scholars Program*  
Director of STEM Curriculum and  
Director of Programs  
Adjunct Faculty, Graduate School

**AARON BETSINGER, PhD, MA**

*School of Social Work*  
Research Assistant Professor

**SHEILA BLACKSHEAR, MS, CAAP**

*Human Resources*  
Administrator, Diversity, ADA, and  
Affirmative Action

**GREGORY A. BRIGHTBILL, Med, MBA**

*Interprofessional Student Learning  
and Services Initiatives*  
Leadership Education & Involvement  
Program Specialist  
DAC Staff Senate Representative

**NEIJMA CELESTINE-DONNOR,  
MSW '09**

*School of Social Work*  
Assistant Dean for Diversity, Equity  
and Inclusion

**VANESSA FAHIE, PhD, RN**

*School of Nursing*  
Assistant Professor  
DAC Vice Chair

**ALICIA HOWARD, PhD**

*School of Medicine*  
Postdoctoral Fellow

**COURTNEY J. JONES CARNEY, MBA**

*Intercultural Leadership and  
Engagement Center*  
Executive Director

**LAURA KOZAK, MA**

*Communications and Public Affairs*  
Associate Vice President

**MATTHEW LASECKI, SPHR**

*Human Resources*  
Associate Vice President  
DAC ex-officio

**KYLA LIGGETT-CREEL, PhD, MSW**

*School of Social Work*  
Assistant Clinical Professor

**FLAVIUS LILLY, PhD, MA, MPH**

*Graduate School*  
Vice Dean  
Vice Provost for Academic and  
Student Affairs

**JENNIFER LLEWELLYN, MEd**

*School of Medicine*  
Academic Support Coordinator

**RUSSELL McCLAIN, JD**

*Carey School of Law*  
Professor  
Associate Dean, Diversity and  
Inclusion  
Director, Academic Achievement  
Program

**PATRICIA MEEHAN, DDS, BSN**

*School of Dentistry*  
Associate Dean, Admissions and  
Recruitment

**ANDREA MORGAN, DDS**

*School of Dentistry*  
Director, Student Advocacy and  
Cultural Affairs

**JILL MORGAN, PHARMD, BCPS, BCPPS**

*School of Pharmacy*  
Associate Professor and Chair,  
Department of Pharmacy Practice  
and Science

**SANDRA QUEZADA, MD, MS**

*School of Medicine*  
Associate Dean, Admissions  
Assistant Dean, Academic and  
Multicultural Affairs  
Associate Professor, Medicine

**ISABEL RAMBOB, DDS**

*School of Dentistry*  
Clinical Assistant Professor  
DAC Faculty Senate Representative

**MAGALY RODRIGUEZ DE BITTNER,  
PHARMD, BCPS, CDE, FAPHA**

*School of Pharmacy*  
Associate Dean, Clinical Services and  
Practice Transformation

**LASHONDA SHEPHERD**

DAC Student Representative

**ELSIE M. STINES, DNP, CRNP**

*President's Office*  
Assistant Vice President, Special  
Projects and Initiatives  
DAC Chair

**ROGER J. WARD, EdD, JD, MSL, MPA**

*President's Office*  
Interim Provost, Executive Vice  
President, and Dean of the  
Graduate School

**Member Roles and Responsibilities**

The UMB president appoints Diversity Advisory Council members from each of our seven schools. These school members as well as those from administrative units are vital partners to the DAC and understand the value of diversity, equity, and inclusion.

Members are responsible for communicating DAC efforts to faculty, staff, and students in their respective schools. Members facilitate DAC initiatives by acting as the information conduit between the council and their respective schools.

Responsibilities:

- Increase awareness of the DAC in respective schools
- Support DAC initiatives
- Assist in promoting and disseminating in a timely manner DAC initiatives in their respective schools