

the PRESIDENT'S MESSAGE

FEBRUARY 24, 2014



One of our firmly held institutional values is commitment to openness and accountability. These values are not only important to the University of Maryland, Baltimore (UMB), but also are driving forces shaping the future of American higher education. I am committed to ensuring that UMB embraces these values because they lead to a path of distinction. To be truly great, a University has to be accountable, set bold strategic objectives, and hold up our achievements for all to see. One essential way that we do this is through institutional assessment and accreditation.

Every 10 years, UMB conducts a comprehensive self-study as part of the reaccreditation process conducted by the Middle States Commission on Higher Education (Middle States). Our last comprehensive self-study came in 2006, with a periodic review in 2011. Our next decennial accreditation site visit is scheduled for spring 2016.

The Middle States accreditation is separate and apart from the process each of our professional schools and their associated programs undergo routinely. Unlike the school-based accreditations, the Middle States accreditation is the certification we need to continue to receive federal funds to support our education and research missions.

The accreditation process is important for other reasons as well. Simply put, it makes us better! Sure, it reaffirms we are meeting high standards in our pursuit of excellence in health, law, and human services. But the level of engagement, thoughtful introspection, and innovative ideas that flow from the process are the real benefits that are derived from the process.

I am pleased to share with you that I have appointed Natalie D. Eddington, PhD, BSP, FAAPS, FCP, dean and professor, School of Pharmacy, and Roger J. Ward, EdD, JD, MPA, chief accountability officer and vice president of academic affairs, as the co-chairs of the Middle States Self-Study Steering Committee. Dean Eddington and Dr. Ward are both trusted and recognized leaders at the University with demonstrated track records of mobilizing and motivating others to achieve results. I thank them for their willingness to lead us in this very important undertaking.

The *membership of the Steering Committee* itself reflects the diversity of stakeholders at UMB. Each individual on this important committee is a valued and highly regarded member of the University community with a reputation for teamwork and collaboration. I thank each of them for their commitment to serving the University through this important work.

I see this self-study not as a chore, but as an opportunity to build on the work we began through the strategic planning process.

Accordingly, I have charged the Steering Committee with the following:

1. Selecting the self-study design most appropriate for our institution. The themes in the design should align with both our core values and the priorities in our 2011-2016 strategic plan.
2. Designing an inclusive and transparent self-study process that actively and deliberately seeks to engage members of the University community from every corner of the campus.
3. Producing a self-study report that demonstrates our compliance with the Middle States Commission on Higher Education accreditation standards, and that provides forward-looking recommendations to move the institution further along its quest for excellence in graduate and professional education, research, clinical activities, and service for the public good.

On March 20, 2014, I will join the Steering Committee and University System of Maryland Board of Regents representative Louise Michaux Gonzales in hosting a UMB visit by Middle States Vice President Debra Klinman, PhD. Dr. Klinman's visit is an important milestone in the reaccreditation process, representing an official kickoff to the self-study process. On that day, the University will host a town hall session with Dr. Klinman from noon to 1 p.m. at the School of Pharmacy, Pharmacy Hall North 103. I invite you to attend to learn more about the Middle States accreditation process and ways in which you can participate in and contribute to the self-study in the months ahead. Visit <http://umaryland.edu/middlestates> for the latest updates.

By the close of calendar year 2014, we expect an initial draft of the self-study report will be completed. In February 2015, we will invite your comments and feedback on the report in town hall meetings similar to those held in developing the strategic plan. Community participation at these meetings is vital. In April 2015, a mock self-study site visit will be held after which the report will be finalized in September 2015. The process will conclude when we host a comprehensive on-site evaluation visit by the Middle States self-study team in March 2016.

It's a long, winding road, but it leads to a good place — an improved University of Maryland, Baltimore. Author Joyce Carol Oates once said, "Self-criticism is an art not many are qualified to practice," and I have to agree. Doing such a comprehensive self-study, assessing our weaknesses as well as our strengths, is an arduous task. But I am confident that we will come out of the process as a stronger University.

I commend all those who have played a part in building the early infrastructure to launch our Middle States 2016 self-study, and I encourage each of you to seek ways to be engaged in the process. Go to <http://umaryland.edu/middlestates> to learn how.

Jay A. Perman, MD
PRESIDENT

LAURELS

FEBRUARY 24, 2014

UNIVERSITYWIDE

Liz Kisser, MS, information systems engineer at the Center for Information Technology Services, completed a master's program in cybersecurity from University of Maryland University College.

Louise Ramm, PhD, a member of the University's executive team created to develop a community initiative for West Baltimore youth, was named assistant vice president for research integrity in the Research Integrity Office, part of the Office of Academic Affairs. She previously was director of research infrastructure programs at the National Institutes of Health.

Alison Watkins, JD, MS, research compliance officer, was named director of the Research Integrity Office and conflict of interest officer.

SCHOOL OF DENTISTRY

The Class of 2016 donated \$1,800 to the Faraja Fund Foundation, which provides resources for the Faraja Primary School for Children With Physical Disabilities in Tanzania. The money will be used to fully fund dental screenings, cleanings, and basic restorative care for 85 students.

"Central Terminal Sensitization of TRPV1 by Descending Serotonergic Facilitation Modulates Chronic Pain," writers of which include Department of Neural and Pain Sciences faculty

Ronald Dubner, DDS, PhD, professor; **Ke Ren, PhD, MD**, professor;



RONALD DUBNER

and **Feng Wei, PhD, MD**, associate professor; was published in the January issue of the journal *Neuron*.



KE REN



FENG WEI



MARK A. REYNOLDS

Interim Dean **Mark A. Reynolds, DDS '86, PhD, MA**, was appointed to the dental products panel of the Food and Drug Administration's

Medical Devices Advisory Committee. The committee reviews and evaluates data about the safety and effectiveness of marketed and investigational products for use in dentistry, endodontics, or bone physiology relative to the oral-maxillofacial region.

FRANCIS KING CAREY SCHOOL OF LAW

Taunya Lovell Banks, JD, Jacob A. France Professor of Equality Jurisprudence, participated in a round-table discussion on racial subordination in Latin America during the Association for the Study of the Worldwide Africa Diaspora's Seventh Biennial Conference, held in the Dominican Republic in the fall.

The **Center for Health and Homeland Security**, in partnership with the Middle Atlantic Regional Center of Excellence for Biodefense and Emerging Infectious Diseases, hosted a conference on public health emergency preparedness on Feb. 10. The conference focused on balancing the need for biological research on potentially lethal pathogens with the safety of such research.

"Criminalizing Revenge Porn," written by **Danielle Citron, JD**, Lois K. Macht Research Professor of Law, was published in the *Wake Forest Law Review*. "The Scored Society: Due Process for Automated Predictions," written by Citron and **Frank Pasquale, JD, MPhil**, professor, was published in the *Washington Law Review*.

LAURELS

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DOUGLAS COLBERT

Douglas Colbert, JD, professor, gave the following presentations: “The Essence of Law Reform in Students’ Clinical Experience,” during a regional meeting of

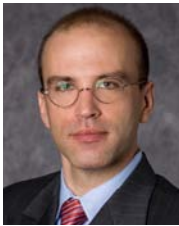
clinical faculty at the University of Pennsylvania Law School; “Pretrial Justice Reform: Indigent Defendants’ Right to Counsel at First Appearance,” at the University of Arkansas School of Law; and “Clinical Faculty Inclusion of Law Reform in Students’ Experiential Learning,” during the 2013 Midwest Clinic Conference, held at the University of St. Thomas School of Law in Minneapolis.



MARTHA ERTMAN

“Race Treason: The Untold Story of America’s Ban on Polygamy,” an article written by **Martha Ertman, JD**, Carole and Hanan Sibel Research Professor of Law, was relied

upon by a federal district court judge who struck down the cohabitation provision of Utah’s plural marriage law.



DAVID GRAY

“In Defense of Specialized Theft Statutes,” written by **David Gray, JD, PhD, MA**, professor, and **Chelsea Jones, JD ’13**, was published in the *New England Law Review*.

Michael Greenberger, JD, professor and director of the Center for Health and Homeland Security, participated in the discussion “Schemel Forum on Terrorism: A Global Phenomenon – A Local Concern” during the University of Scranton’s fall forum series in December. Greenberger also talked about biosecurity and prevention of bioterrorism and infectious diseases during the panel discussion “Risk and Regulation: Biosecurity and the Law,” at the Association of American Law Schools’ annual meeting in New York.



JAMES GRIMMELMANN

The following articles written by **James Grimmelmann, JD**, professor, were published: “The Merchants of MOOCs” (*Seton Hall Law Review*), “Anarchy, Status Updates, and Utopia” (*Pace Law Review*), and “Indistinguishable From Magic: A Wizard’s Guide to Copyright and 3D Printing” (*Washington and Lee Law Review*). “Big Data’s Other Privacy Problem,” a book chapter by Grimmelmann, was published in *Big Data and the Law*.



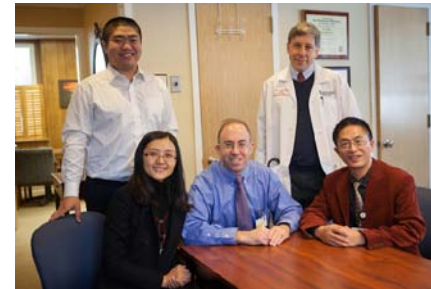
RENÉE HUTCHINS

“Stop Terry: Reasonable Suspicion, Race, and a Proposal to Limit Terry Stops,” written by **Renée Hutchins, JD**, associate professor, was published in the *New York University Journal of Legislation and Public Policy*.

Robert Rhee, JD, MBA, Marbury Research Professor of Law, was a speaker during TRIA Triage: A Discussion of the Terrorism Risk Insurance Act, held at the Newseum in Washington, D.C., in November.

SCHOOL OF MEDICINE

Faculty physicians at the University of Maryland Rehabilitation and Orthopaedic Institute hosted representatives of the Guangdong Provincial Work Injury Rehabilitation Center in Guangzhou, China, for a collaboration from October to December. The group from China came to the Rehabilitation and Orthopaedic Institute to learn about technology and clinical practices for physical, occupational, and speech rehabilitation in the United States. Doctors and administrators from both facilities hope to continue the partnership through future collaborations.



PETER GORMAN, MD, ASSOCIATE PROFESSOR (STANDING, RIGHT), AND MICHAEL JABLONOVER, MD, CLINICAL ASSISTANT PROFESSOR (SEATED, CENTER), WITH VISITORS FROM CHINA.

LAURELS

FEBRUARY 24, 2014



BRIAN BERMAN

Brian Berman, MD, professor in the Department of Family and Community Medicine and director of the Center for Integrative Medicine, was a

featured speaker in “The Search for Well-being,” part of the Public Radio series *Humankind*. **Marcos Hsu, ND, LAc**, a practitioner of traditional Chinese medicine at the Center for Integrative Medicine, and **Donna Audia, RN**, a nurse at the R Adams Cowley Shock Trauma Center, were also among the program guests.

Christopher D’Adamo, PhD, assistant professor in the Department of Family and Community Medicine and director of research at the Center for Integrative Medicine, was interviewed by WBAL-TV about his research on therapeutic music for cancer patients. “Short-term Changes in Body Composition After Surgical Repair of Hip Fracture,” the writers of which include D’Adamo (lead author); **William Hawkes, PhD**, assistant professor in the Department of Epidemiology and Public Health; **Ram Miller, MD**, adjunct assistant professor in the Department of Medicine; **Mark Hochberg, MD, MPH**, professor in the Department of Medicine; and **J. Richard Hebel, PhD**, and **Jay Magaziner, PhD, MSHyg**, professor and chair, respectively, in the Department of Epidemiology and Public Health; was published in the journal *Age and Ageing*.



RICHARD ECKERT

Richard Eckert, PhD, professor and chair of the Department of Biochemistry and Molecular Biology, was named associate director for basic science at the

University of Maryland Marlene and Stewart Greenebaum Cancer Center.



ERIC MANHEIMER

“Randomised Clinical Trials on Acupuncture in the Korean Literature: Bibliometric Analysis and Methodological Quality,” co-written by

Eric Manheimer, MS, research associate in the Department of Family and Community Medicine and coordinator of the Cochrane Collaboration CAM Field overseen by the Center for Integrative Medicine, was published in the journal *Acupuncture in Medicine*.

Leonid Medved, ScD, PhD, professor in the Department of Biochemistry and Molecular Biology, received a four-year, \$1,562,077 grant from the National Institutes of Health for “Fibrin(ogen) Structure and Interactions.”

“Techniques for Tomographic Image by Background Subtraction,” the inventors of which include Department of Radiation Oncology faculty members **Byong Yi, PhD** (professor), **Cedric Yu, DSc** (clinical professor), and **Giovanni Lasio, PhD** (assistant professor), was issued a U.S. patent. The invention is a technique to acquire tomographic images from an X-ray image.

Rui-Xin Zhang, PhD, assistant professor in the Department of Family and Community Medicine and at the Center for Integrative Medicine (CIM), is the lead author of “Mechanisms of Acupuncture-Electroacupuncture on Persistent Pain,” which was published in the journal *Anesthesiology*. **Brian Berman, MD**, professor in the department and CIM director, is a co-writer.

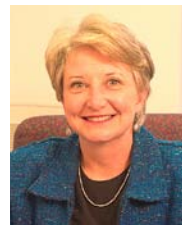
SCHOOL OF NURSING



BIMBOLA AKINTADE

Bimbola Akintade, PhD '11, MS '05, MBA, MHA, BSN '03, ACNP-BC, assistant professor in the Department of Organizational Systems and Adult

Health and trauma critical care specialty director, was chosen to participate in the 2014-2015 cohort of the Nurse Faculty Leadership Academy. The academy is presented by the Sigma Theta Tau International Honor Society of Nursing in partnership with the Elsevier Foundation.



SUE ANN THOMAS

Sue Ann Thomas, PhD, RN, MS '72, BSN '69, FAAN, former professor in the Department of Family and Community Health and assistant dean

for the PhD program, was named a professor emeritus. Thomas, who retired from the School in 2013, continues to mentor PhD students and work with faculty members and researchers.

LAURELS

FEBRUARY 24, 2014

SCHOOL OF PHARMACY



CHANEL AGNESS

Chanel Agness, PharmD, assistant professor in the Department of Pharmacy Practice and Science, was appointed by Governor Martin O'Malley, JD '88, to the Maryland

Advisory Council on Arthritis and Related Diseases.



BRUCE ANDERSON

Bruce Anderson, PharmD, DABAT, associate professor in the Department of Pharmacy Practice and Science and director of operations at the Maryland Poison

Center, received a one-year, \$26,348 contract from Avon Products for "Avon Products Incorporated."



HEATHER CONGDON

Heather Congdon, PharmD, CACP, CDE, associate professor in the Department of Pharmacy Practice and Science and assistant dean at the Universities

at Shady Grove, was named a distinguished practitioner and fellow of the National Academies of Practice, an interprofessional group of health

care practitioners and scholars that advises governmental bodies on the health care system.



ANDREW COOP

Andrew Coop, PhD, professor and chair of the Department of Pharmaceutical Sciences, received a seven-month, \$30,000 grant from the Maryland

Department of Health and Mental Hygiene for "FY14 Cigarette Restitution Funds Statewide Academic Health Centers."



SUSAN DOSREIS

Susan dosReis, PhD, associate professor in the Department of Pharmaceutical Health Services Research, received a nine-month, \$94,092 contract from

the Maryland Department of Health and Mental Hygiene for "Community Alternatives to Psychiatric and Residential Treatment Facilities Demonstration."



MARGARET HAYES

Margaret Hayes, MS, director of strategic initiatives, was named vice president of Network 2000, a Baltimore organization that promotes

the advancement of women in professional and executive roles.



KATHRYN KISER

Kathryn Kiser, PharmD, assistant professor in the Department of Pharmacy Practice and Science, received board certification in ambulatory care pharmacy.



SHAILLY MEHROTRA

Student **Shailly Mehrotra** received the American Society for Clinical Pharmacology and Therapeutics' 2014 Presidential Trainee Award for her research

"Longitudinal Dose-response Modeling of Topical Glycopyrrolate, an Anti-hyperhidrosis Agent."

Eleanor Perfetto, PhD, MS, professor in the Department of Pharmaceutical Health Services Research, received a one-year, \$210,000 contract from the Academy of Managed Care Pharmacy for "Comparative Effectiveness Research Certificate Program."

LAURELS

FEBRUARY 24, 2014

SCHOOL OF SOCIAL WORK



RICHARD P. BARTH

Dean **Richard P. Barth, PhD, MSW**; **Diane DePanfilis, PhD, MSW**, professor and director of the Ruth H. Young Center for Families and Children; **Julianne Oktay,**

PhD, MSW, professor emeritus; and **Michael Woolley, PhD, MSW**, associate professor; were honored in January as fellows of the Society for Social Work and Research. Barth also was among the authors of “Former Foster Youth: Employment Outcomes Up to Age 30,” published in the *Children and Youth Services Review*.



DIANE DEPANFILIS



JULIANNE OKTAY



MICHAEL WOOLLEY

Christine Callahan, PhD, MSW, clinical research lead specialist with the Financial Social Work Initiative, and **Carolyn Tice, DSW, MSW**, professor and associate dean at the University of Maryland, Baltimore County (UMBC), were awarded a nearly \$10,000 UMBC Implementation and Research Award to study the financial self-efficacy of social work students at UMBC.

Llewellyn Cornelius, PhD, LCSW, professor, and **Joshua Okundaye, PhD, MSW, MA**, associate professor at the University of Maryland, Baltimore County, presented “Scaling Up PMTCT in Rural Areas: Acceptability of Mentor Mothers in North-Central Nigeria” during the International Conference on AIDS and STIs in Africa, held in Cape Town, South Africa, in December.

The **Family Welfare Research and Training Group** was cited in a news release from Governor Martin O’Malley, JD ’88, for its more than 30 years of study of welfare data for state legislators and officials. The news release was about a record number of welfare recipients who obtained jobs and no longer need welfare assistance.



DONNA HARRINGTON

“Quality Guidelines for PhD Programs in Social Work,” writers of which include **Donna Harrington, PhD**, professor and associate dean for doctoral and

postdoctoral education, was published in the journal *Research on Social Work Practice*. The guidelines were approved in April 2013 by the Group for the Advancement of Doctoral Education in Social Work’s Task Force on Quality Guidelines, which Harrington co-chairs.



MARCELA SARMIENTO MELLINGER

Marcela Sarmiento Mellinger, PhD, MSW, assistant professor, was named a member of the University’s Eminent Scholar Mentor Program, which facilitates

a mentoring relationship between a prominent researcher and a junior faculty member working in the same research area.

PRESIDENT'S Q&A

FEBRUARY 24, 2014

Dr. Perman's quarterly Q&A session was held on Feb. 4 at the Francis King Carey School of Law. Dr. Perman's leadership team began the Q&A with presentations on the Middle States reaccreditation described on page 1 and the University's financial outlook. Excerpts follow. Dr. Perman's presentation on community engagement and some questions and answers from the latter part of the Q&A session will be included in Dr. Perman's March newsletter.

MIDDLE STATES

Presented by Roger J. Ward, EdD, JD, MPA, chief accountability officer and vice president of academic affairs

The University of Maryland, Baltimore (UMB) is scheduled for a reaccreditation visit by the Middle States Commission on Higher Education. It happens once every 10 years. We were last accredited in 2006 and we had a very successful site visit at that time.

Most of you know that each of our six professional schools is accredited on a more regular cycle so oftentimes the faculty, staff, and students are focused on reaccreditations of our individual schools. The Middle States reaccreditation, however, reaccredits the University, and is actually the reaccreditation that is used by the federal government to determine whether the institution is eligible to continue to receive federal support, including federal financial aid and research grants and contracts.

Without the Middle States accreditation the programs in the schools would be in jeopardy because we wouldn't be able to receive federal funding. So it's a very important reaccreditation process that was recently launched when President Perman named me and Natalie Eddington, dean of the School of Pharmacy, as co-chairs of the Middle States Steering Committee. The full Steering Committee will be comprised of 27 members who will be formally charged next week by the president. Shortly after that, there will be a flurry of activity launching the self-study process.

But it's a Universitywide undertaking, and therefore it's not the responsibility of any one person or one group. So we will be asking for your involvement and support throughout the two-year self-study process.

Our first major activity where I would encourage your attendance is March 20 when we will have a visit from our Middle States liaison, Dr. Debra Klinman, vice president of Middle States. She's visiting the campus on that day and will meet with Dr. Perman and will meet with University System of Maryland Board of Regents representative Louise Michaux Gonzales, who is an attorney and an alumna of the Carey School of Law. As part of Dr. Klinman's visit, we will be hosting an open town hall session for the greater University community. I think it's very important that we as a University come to that session and ask questions of Dr. Klinman about the accreditation process and hear from her what Middle States' expectations are with respect to how we conduct this self-study.

In the next couple of weeks, we begin our communication plan, starting with a message from President Perman and then a follow-up from the co-chairs asking for you to become engaged in the process. There are a number of people in the audience who are already active in the process and I thank them for their engagement thus far. We really will depend on you, the entire University community, to help us get through this self-study process.



ROGER WARD

PRESIDENT'S Q&A

FEBRUARY 24, 2014

FINANCIAL OUTLOOK

Presented by Peter N. Gilbert, MSF, chief operating officer and senior vice president, and Bruce Jarrell, MD, FACS, chief academic and research officer and senior vice president

Mr. Gilbert: During the last few years we have pursued several strategic initiatives at the University, including the strategic plan; *MPowering the State*, which is our relationship with College Park; enhancing commercialization tech transfer from the research that our faculty do; and very specific things like our agreement with MedImmune to bring in new kinds of research funding and collaboration.



PETE GILBERT

Those have all been very strategic decisions to position the University to keep moving forward. At the same time, the University has been facing financial challenges. The state budget has been changing. The federal budget has been challenging. There are other, more unique challenges. We happen to be sitting in the law school, which has seen a drop in applications, following a national trend. The law school is responding to this challenge very well, but it also puts pressure on the parent university.

Without question Dr. Jarrell and I will tell you that these financial challenges can be daunting. But they also represent opportunity — to look at how we are structured and how we can be better.

Dr. Jarrell: When you look at research funding across the board for this institution the prior year it was down 9 percent. This year it is flat to date. That is encouraging. We're expending a lot of energy to identify new relationships, new sources of funding, new opportunities to compete for things that we couldn't compete for in the past. It's been a very active strategic effort on our part.

Mr. Gilbert: Let's talk a little about the immediate financial situation. In Fiscal Year 2014, we received a \$2 million reduction to our state budget. All the schools took about half of that reduction and central administration took about half of that reduction. Dr. Jarrell and I made the decision that we weren't going to just portion that out. We decided to look at it as a whole, and decided that we would have a hiring review to assist in doing that.

We're going to look at all the vacant positions and the positions people want to post. We think the hiring review will last just for FY14, but we're trying to use that opportunity to re-set the table a little bit. Simply stated, we're taking a \$2 million cut this year but getting \$18.5 million more next year from the state. Almost the entirety of that \$18.5 million goes to the COLAs and merit [raises].



BRUCE JARRELL

Among our challenges? Our expense base is growing a little bit bigger than our revenue base grew. The \$18.5 million increase in the governor's budget won't become official until April 10, the last day of the General Assembly session.

PRESIDENT'S Q&A

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Any questions before we move on?

QUESTION:

Hi, I work for Campus Life Services and as for the positions that you're going to be reviewing, do you have any goals in mind for how much you're hoping to save? How long will the jobs be frozen? How will this all impact us?

ANSWER:

Mr. Gilbert: Great question. We have to save \$986,000 for the central administrative and academic unit between now and the end of the year. That's out of a pool of open and vacant positions in the area of \$2.7 million. They are all in various stages of not being posted to being posted and about to offer a job. We have been meeting regularly to review everything that has been coming in. We move through them fairly quickly so we hope it will not create any undue delay.

Dr. Jarrell: It's not just a financial review. It's also how strategic is this particular position to our agenda moving forward.

Mr. Gilbert: So as Dr. Jarrell said we're trying to be strategic in the review, we're trying to make sure we set things up so we're supporting our critical core missions, we're looking to be efficient and avoid duplicating services, and we're trying to do all that with an eye on what makes the most sense going forward. The logical question would be, 'Well, how do you two know all that?' and the answer is we don't. So we're going to be engaging people in the schools and the central administrative units to help us with some of this. Who knows where the next great idea will come from? Our goal is to get ahead of the curve and that's what we're trying to do.

Look for more from the February Q&A in the March edition of The President's Message.

STRATEGIC PLANS SUCCESS

FEBRUARY 24, 2014

PROMOTING DIVERSITY

With the implementation phase of the University's 2011-2016 strategic plan moving along, we have some success stories to report. Look for more of them in upcoming months in The President's Message.

José Bahamonde-González, JD, smiles often as associate dean at the Francis King Carey School of Law. But if you really want to see him beam, bring up the Open House that the University of Maryland, Baltimore (UMB) held in April 2013.

The fact that the event envisioned by the President's Diversity Advisory Council (DAC), which Bahamonde-González chairs, drew more than 700 prospective students to the campus in its first year was satisfaction enough. But his day really was made when a colleague came running up and said, "José, José, José, you have to meet this family. They flew in all the way from Puerto Rico!"

For Bahamonde-González, who was born in Cuba, raised in Puerto Rico since the age of 2 and, thus, considers himself Puerto Rican, it was proof that his work with the DAC was paying big dividends.

"I couldn't believe it! You don't know with social media where your message is going to end up," says Bahamonde-González, recalling the family from Puerto Rico. "Their daughter was interested in physical therapy or pharmacy. I did try to encourage her to go to the law school [where he oversees administrative affairs and compliance] to no avail. Nevertheless, clearly the Open House was a success."



UNIVERSITY of MARYLAND STRATEGIC 2011-2016 PLAN REDEFINING COLLABORATION

It also led to UMB receiving a 2013 Higher Education Excellence in Diversity (HEED) national award. "Not only were we able to attract a large number of talented and diverse future applicants, but as a team we succeeded in promoting UMB as one University with seven schools, with diversity as one of its core values," Bahamonde-González says.

In addition to being one of UMB's core values, promoting diversity and a culture of inclusion also is a theme of the University's 2011-2016 strategic plan. Theme co-chair Roger Ward, EdD, JD, MPA, who is UMB's chief accountability officer and vice president of academic affairs, shares Bahamonde-González's pride in the HEED award. "HEED recognizes institutions that are committed to diversity and have an agenda to move forward in that regard."

UMB certainly qualifies in that respect, especially now that the strategic plan diversity team is partnering with the DAC.

Among the tactics moving forward in the strategic plan are "assign to the President's Diversity Advisory Council oversight and support of the diversity and inclusion initiatives" and "appoint in each school a senior administrator or faculty member to liaise with the Diversity Advisory Council on diversity and inclusion initiatives."

Step one has been completed, with the DAC, for instance, making recommendations for Diversity Recognition Awards that were given out at UMB's Black History Month celebration this month, and step two is under way.

STRATEGIC PLANS SUCCESS

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“Dr. Perman’s vision is to have a diverse, inclusive campus,” Ward says. “The Diversity Advisory Council and the strategic plan group are working toward the same end, but using different and complementary strategies. What the liaisons do is bring some coordination to some of these strategies.”

Bahamonde-González also credits President Perman for the growth of diversity and inclusion on campus. In particular, he recalls October 2012 when Perman accepted a health care leadership award from the Baltimore Area Council of the Boy Scouts of America only under the condition that he be allowed to speak against the organization’s then-opposition to openly gay children and adults. Bahamonde-González, who at Perman’s request set up a meeting with a group of lesbian, gay, bisexual, and transgender (LGBT) students at UMB to discuss his plans, was invited to the award ceremony. “Dr. Perman got a standing ovation,” he recalls. With help from the DAC, Perman “turned something that could have been explosive into a phenomenal, wonderful, positive thing.”

The rest of UMB’s leadership team also has been very supportive of diversity and inclusion, which UMB defines very broadly, including diversity of thought and experiences, says Ward, who is joined as co-chair of the strategic plan theme by UMB Chief Operating Officer and Senior Vice President Peter N. Gilbert, MSF. Two other strategic plan tactics to “include promotion of diversity and inclusion among performance criteria in the reviews of all University leaders” and “promote diversity among faculty and leadership” have been well-received and are just a start, Ward says.

“We begin with the leaders because if your leadership thinks something is important, it will get attention and resources,” Ward says. “But once we have the leaders’ support, absolutely there are things that others at every level of the organization can do, especially as it relates to creating

that positive environment. They are ambassadors for the institution. Students don’t encounter me on a daily basis. But they encounter those folks. It’s the people out there who are demonstrating the values, who make it work.”

However, Ward isn’t ready to say UMB is where it needs to be in diversity and inclusion.

“At the executive level on the academic side, we are well-represented with deans such as Phoebe Haddon and Natalie Eddington [both African-Americans] and Al Reece [born in Jamaica],” says Ward, who is from Trinidad and Tobago and is UMB’s first minority vice president. “But when you look lower down, when you look at tenured faculty and you look at race and gender, it’s not where we need to be for an institution with our standing and aspirations. So we have an issue there and we must actively seek to address it. We also have an issue in some schools’ enrollment of under-represented minorities. You can’t just sit back and say you’re committed to diversity and inclusion; you have to go out and find those good and qualified students and be pro-active about getting them to come here.”

But he and Bahamonde-González are confident UMB will continue to grow in this area — in time.

“The theme says our goal is to promote diversity and a culture of inclusion,” says Ward. “It takes time to change a culture. Early in the strategic plan process, Dr. Steve Bartlett [co-chair of the plan’s formative phase] kept asking, ‘How will we know once we get there?’ in regard to diversity and inclusion. This isn’t something you can simply check off. It’s a process. So for people who are looking for immediate results, that’s not what’s going to happen. It takes time, it takes a commitment, it takes resources. We have to keep working at it.”

CAMPUS SECURITY ANNOUNCEMENT

FEBRUARY 24, 2014



University Crime Statistics Improved in 2013

Greetings University Community,

In an attempt to be as accountable and transparent as possible, the UMB Police Force wanted you to be aware of the University's crime statistics for the calendar year of 2013.

Overall, the University of Maryland, Baltimore (UMB) experienced a 5 percent decrease in crime in 2013 compared to 2012. Most notable decreases occurred in robberies and thefts. However, the University experienced increases in assaults and car thefts.

There were seven robberies in 2013 compared to nine in 2012. UMB had a total of 120 thefts in 2013 compared to 140 in 2012.

Despite the drop in robberies, the link between cell phone use and crime continued with four of the seven robberies involving cell phones. Eight of the nine robberies in 2012 involved cell phones so we'd be remiss if we didn't remind you of our "Don't Walk and Talk (or Text)" safety awareness campaign. We should continue to be vigilant and refrain from texting and talking on cell phones while outside.

The number of assaults and car thefts were up noticeably in 2013. There were 24 assaults in 2013 compared to 14 in 2012 and four car thefts in 2013 compared to one in 2012.

The fourth quarter (Oct. 1 to Dec. 31) reflected the upsurge in assaults with seven during the fourth quarter of 2013 compared to three assaults during the same period in 2012. Among six crime categories, assault was the only one to show a fourth-quarter increase from 2012.

Fortunately, these assaults fall into the "involuntary touching" category of someone being pushed or shoved as opposed to aggravated assault, which includes use of a weapon and/or more serious injuries. But the assaults are troubling just the same.

Overall, 2013 was an encouraging year for UMB crime statistics. Despite decreases in important, critical categories of crime such as robberies, your Department of Public Safety certainly recognizes the need to continue to improve our efforts to make our campus safer. Our goal is not only to be a safe campus in terms of lower crime, but we want our community to feel safe while on campus.

For a complete look at the 2013 crime statistics at UMB, visit the UMB Police Force's [news page](#).

Sincerely,

A handwritten signature in black ink that reads "Antonio Williams".

Antonio "Tony" Williams, MS

CHIEF OF POLICE/ASSISTANT VICE PRESIDENT
FOR PUBLIC SAFETY
UNIVERSITY OF MARYLAND, BALTIMORE