
These are the University’s core values. You’ve probably seen them recently. They’ve been printed on posters and displayed around campus. We’re putting them into our publications (this one included) and onto our signage. Last week, I sent a letter asking you to hang the core values poster in your work space, where it might remind you each day of the principles that guide us.

Today, I’d like to back up and talk about where the values came from, why we think they’re important, and how they might guide us going forward.

The core values emerged in tandem with our strategic plan about four years ago. As faculty, staff, and students across the University began identifying the goals that would inform our daily work, they repeatedly encountered a set of ideals they considered prerequisites to achieving those goals.

These seven ideals — fundamental to our efforts and our ambitions — became UMB’s core values:

ACCOUNTABILITY: The University is committed to being responsible and transparent.

CIVILITY: The University expects interactions to be professional, ethical, respectful, and courteous.

COLLABORATION: The University promotes teamwork that fosters insightful and excellent solutions and advancement.

DIVERSITY: The University is committed to a culture that is enriched by diversity and inclusion, in the broadest sense, in its thoughts, actions, and leadership.

EXCELLENCE: The University is guided by a constant pursuit of excellence.

KNOWLEDGE: The University’s industry is to create, disseminate, and apply knowledge.

LEADERSHIP: The University continuously strives to be a leader and to develop leaders.

Identifying our institutional values was a necessary first step. But if our intention is to truly live these values in our day-to-day work, we must plumb them more deeply. We must initiate conversations — inside and outside the University — about what these values really mean to us and what they’ve meant to others whose careers and philosophies have been shaped by them.

This is the point of our Core Values Speaker Series. It’s an opportunity to engage the country’s most influential thinkers in a dialogue about UMB’s essential ideals. And it’s a chance to apply some of the lessons they’ve learned to our own journey and our own objectives.

Renowned sports agent and attorney Ron Shapiro kicked off the series March 30 with a talk on civility. It was a natural fit for a man whose career of prizeing relationships over ruthlessness has made him one of the most successful negotiators in America today.

Shapiro described incivility as a world not only in which everyone wants to win, but one in which everyone else wants to lose. A zero-sum game. To illustrate the power of “win-win,” Shapiro relayed a story about a client of his, Orioles Hall of Famer Eddie Murray. It was 1981, and Edward Bennett Williams had recently bought the team. Murray’s contract was up, and he was asking for $1 million a year — a salary only a few players in all of Major League Baseball had reached. Negotiations stalled at $600,000.

Williams asked Shapiro if Murray really needed a million-dollar contract. Shapiro said he didn’t need it now — but that baseball players have only a few short years to earn their income. And besides, Murray was worth it.

In turn, Shapiro asked Williams why he was balking at the sum. Williams said he’d just bought the team and wouldn’t operate it in the red — but that in a few years’ time, he’d have enough money to pay three Eddie Murrays.

What did they work out? A million-dollar contract — $700,000 in hand and $300,000 deferred until the team had more cash. Williams got a budget in the black; Murray got the salary he deserved; and Baltimore got its beloved first baseman for another seven years.
If you find ways to understand and respect the needs of others, Shapiro said — if you actively practice civility — everyone wins.

With an anecdote that hits a little closer to home, Shapiro illustrated the malignancy of incivility. Years ago, he was asked to observe an interprofessional health care team — nurses, doctors, physician assistants, case managers, home care managers, pharmacists — working in a hospital whose safe and efficient patient discharge rate was dropping precipitously.

What did Shapiro see there? Conflict over roles, chronic inattentiveness and interrupting, team members talking over one another, smirking at one another’s ideas, their eyes on their iPhones rather than each other. Communication, collaboration, and morale were suffering terribly. But suffering most of all were the patients the team was supposed to be helping. Incivility had created an environment that was fundamentally incompatible with success.

And that’s why Shapiro said civility isn’t just a “feel good” principle. Civility, he said, redounds to the common good in a real and powerful way.

On May 11, we’ll welcome our next core values speaker, Norm Augustine, retired chair and CEO of Lockheed Martin — the nation’s largest defense contractor — and a regent of the University System of Maryland. Augustine will talk about a value that’s defined his service to this state and this nation: leadership. Stay tuned for details.

Every day, we work to become the University of our aspirations. By deliberately living our core values — living them in our scholarship and our service — we advance ever closer to this goal.

Jay A. Perman, MD
President

The University of Maryland, Baltimore (UMB) just expanded its prevention and education initiatives regarding sexual misconduct, and requires continued participation of every UMB employee to foster a working and learning environment free from sexual misconduct.

Read Chief Accountability Officer Roger Ward’s letter and view the new policies themselves at www.umaryland.edu/titleix.

UMB is proud to recognize
APRIL 6 TO 10 AS
GRADUATE AND PROFESSIONAL STUDENT APPRECIATION WEEK

Our more than 6,200 students across six professional schools and the Graduate School do an extraordinary job of furthering UMB’s mission to improve the human condition and serve the public good of Maryland and society at-large through education, research, clinical care, and service.

Please join us in congratulating our future professionals on their special week.
UNIVERSITYWIDE

Jennifer Aumiller, MEd, director, Career Development and Alumni Relations, Graduate Program in Life Sciences, School of Medicine, and Erin Golembewski, PhD, senior associate dean, Graduate School, hosted the National Postdoctoral Association (NPA) 2015 Annual Meeting March 13-15. The NPA advocates for policies that promote positive change in the postdoctoral experience and provides resources as well as opportunities for the postdoctoral community to connect.

On the Trail of an EHR,” co-authored by P.J. Grier, MPA, MLS, AHIP, outreach/access coordinator, National Network of Libraries of Medicine Southeast/Atlantic Region, Health Sciences and Human Services Library, was published in the Journal of Hospital Librarianship.

Bohyun Kim, MA, MSLIS, associate director for library applications and knowledge systems, Health Sciences and Human Services Library, wrote the book Understanding Gamification, which also has been released in Library Technology Reports. She presented “Beyond the SEA Webinar: Get Started with Coding” for the National Network of Libraries of Medicine Southeast/Atlantic Region.

Congratulations to the School of Nursing and the Francis King Carey School of Law for moving up in the recently released U.S. News & World Report rankings. The nursing school rose from No. 11 to No. 6 among all accredited graduate nursing programs and had eight specialties/options ranked in the top 10: Clinical Nurse Leader and Nursing Informatics both at No. 1; Adult/Gerontology Primary Care Nurse Practitioner No. 4; Nursing Administration and Family Nurse Practitioner both at No. 5; Nurse Anesthesia at No. 7; and Psychiatric Nurse Practitioner and Adult/Gerontology Acute Care Nurse Practitioner both at No. 8.

The law school moved up in two U.S. News rankings, with the Clinical Training specialty rising from No. 11 to No. 5 and the Evening Program rising from No. 7 to No. 5. The school’s Law and Health Care Program is ranked No. 2 nationally (down from No. 1). U.S. News this year provided no new rankings for pharmacy, social work, physical therapy, or graduate programs in the sciences and U.S. News has never ranked dental schools.

SCHOOL OF DENTISTRY

Patrik Bavoil, PhD, chair, Department of Microbial Pathogenesis, has been elected to fellowship in the American Academy of Microbiology.

Vineet Dhar, BDS, MDS, PhD, clinical associate professor, has been named director of the Division of Pediatric Dentistry in the Department of Orthodontics and Pediatric Dentistry.

Jacquelyn Fried, RDH, MS, associate professor and director of interprofessional initiatives, has been named one of the “Top 100 Women” for 2015 by The Daily Record.

Student Shaina Holman received the Olav Alvares Award from the American Dental Education Association for a paper published in the Journal of Dental Education.

Kimberly F. Yang, JD, MLS, research, education and outreach librarian and liaison to the School of Pharmacy, Health Sciences and Human Services Library, has been named co-chair of the Library and Information Science Section Strategic Planning Task Force for the American Association of Colleges of Pharmacy. She also has been appointed to the Honors & Awards Committee of the Mid-Atlantic Chapter of the Medical Library Association.
The University and AbBioSci reached a license agreement for two antibodies technologies developed by Li Mao, MD, chair of the Department of Oncology and Diagnostic Sciences, “High Affinity Recombinant Sea Lamprey Antibodies Selected by a Yeast Surface Display Platform” and “Lambodies with High Affinity and Selectivity for Glycans and Uses Therefore.”

FRANCIS KING CAREY SCHOOL OF LAW

Students Roberto Baez, Kimberleigh Dyess, and Robbie Walker won first place for their drafted agreement at the LawMeet, a competition at Cardozo School of Law in New York among 84 teams in which students engage in mock negotiations after having drafted a transactional agreement.

“Spying Inc.,” by Danielle Citron, JD, Lois K. Macht Research Professor of Law, was published in the Washington and Lee Law Review.

Seven alumni of the Environmental Law Program — Catherine Faint, JD ’93; Jaclyn Ford, JD ’04; Jomar Maldonado, JD ’03; Karyn Marsh, JD ’03; Jeremy Scholtes, JD ’08; Rachel Shapiro, JD ’10; and Amber Widmayer, JD ’07 — were admitted to the Supreme Court Bar. All were sponsored by Robert Percival, JD, MA, the Robert F. Stanton Professor of Law and director of the Environmental Law Program.

Michael Greenberger, JD, professor and Center for Health and Homeland Security founder and director, presented before physicians and scientists on the “Legal Aspects of Mass Immunizations and Routine Vaccination” for a vaccinology course given by the Center for Vaccine Development at the School of Medicine. Greenberger also participated in the panel “Legal Issues Arising from Ebola and other Global Pandemic Diseases” before the New York Bar Association’s Council on International Affairs and was a panelist for a TEDx event at Purdue University examining the 2008 financial crisis and the film Inside Job.

Sue McCarty, JD ’04, managing research fellow at the Thurgood Marshall Law Library, was named the University’s Employee of the Month for March.

Student Laura Thomas Merkey won first place in a national writing competition sponsored by the University of Missouri School of Law. In addition to a $700 prize, Merkey’s article, “Building Trust and Breaking Down the Wall: The Use of Restorative Justice to Repair Police-Community Relationships,” will be published in the Missouri Law Review.

Paula Monopoli, JD, professor and founding director of the Women, Leadership & Equality Program, lectured on gender diversity, value, and the legal profession at the University of Texas School of Law’s Women in Law Institute.
“Insure People Against Genetic Data Breaches,” an op-ed by Frank Pasquale, JD, MPhil, professor, was published in The New York Times.

Robert Percival, JD, MA, the Robert F. Stanton Professor of Law and director of the Environmental Law Program, presented a lecture on laws protecting the environment in Antarctica at the Freie University of Berlin. He also delivered the annual lecture at the University of Utah’s Wallace Stegner Center for Environmental Law, focusing on clean air and global environmental cooperation.

“Moving Past The Stigma Of A Criminal Record,” an op-ed by Michael Pinard, JD, professor and co-director of the Clinical Law Program, was published in The Baltimore Sun.

“Bad Feds, Deadly Meds,” an op-ed by Rena Steinzor, JD, professor, was published in USA Today.

“Reversing the Overdose Epidemic,” an op-ed by Ellen Weber, JD, professor, was published in The Baltimore Sun.

SCHOOL OF MEDICINE

Murtaza Dawood, MD, assistant professor, and James Gammie, MD, professor and chief of the Division of Cardiac Surgery, were the first and senior authors, respectively, on “Contemporary Outcomes of Operations for Tricuspid Valve Infective Endocarditis,” which was published in the Annals of Thoracic Surgery.

The Division of Cardiac Surgery performed a successful first case using the Direct Flow valve as part of the SALUS clinical trial. The new transcatheter aortic valve represents the latest option for patients among a full spectrum of leading-edge investigational valves available within the division.

Diana “Denni” Fishbein, PhD, professor, Department of Psychiatry, and director, Center for Translational Research on Adversity, Neurodevelopment, and Substance Abuse, was invited to participate in the meeting of the Prevention Economic Planning and Research Network at the White House in December as part of a “Building the Science of Investing in Healthy Development” national initiative. Fishbein presented her research on the neurodevelopmental effects of adversity in high-poverty neighborhoods.

Gary Fiskum, PhD, the M. Jane Matjasko Professor for Research and vice chair for research, Department of Anesthesiology, received a three-year, $2,307,489 award from the U.S. Air Force Medical Service for “Effects of Hypobaria on Brain Injury and Mortality Following Head Trauma Combined with Hemorrhagic Shock.” Co-investigators include Deborah Stein, MD, associate professor, and clinical assistant professors Raymond Fang, MD, and Stacey Shackelford, MD, all from the Department of Surgery and the Program in Trauma; Adam Puche, PhD, associate...
Marc C. Hochberg, MD, MPH, MACP, professor and head, Division of Rheumatology and Clinical Immunology, was awarded the title of Master, American College of Rheumatology at the group’s annual meeting in Boston.

David Leeser, MD, associate professor, Department of Surgery, was a guest speaker at the February Renal Support Group at Peninsula Regional Medical Center, discussing dialysis and kidney transplantation.

Robert Peters, MD, assistant professor, Department of Neurology, was named Physician of the Year at the University of Maryland Rehabilitation & Orthopaedic Institute.


James Russell, MB, ChB, MS, FRCP, FACP, professor and head of the Neuromuscular Division in the Department of Neurology, was among the co-editors on Atlas of Neuromuscular Diseases: A Practical Guideline, which was published by Springer Vienna.

Pablo Sanchez, MD, assistant professor, Department of Surgery, was awarded a one-year, $35,000 grant from the Living Legacy Foundation to investigate the use of amnion-derived stem cells and their secretome to ameliorate ischemia reperfusion injury.

Justin Taylor, PhD ’14, received a fellowship from the Emerging Leaders in Biosecurity Initiative through the University of Pittsburgh Medical Center’s Center for Health Security. He did his thesis work in the laboratory of Matthew Frieman, PhD, assistant professor, Department of Microbiology and Immunology.

A U.S. patent was issued for Vladimir Toshchakov, PhD, assistant professor, Department of Microbiology and Immunology, for the invention “Inhibitors of TLR Signaling by Targeting TIR Domain Interfaces.” TLRs are involved in inflammation and shock, among other things.

The Division of Transplantation performed a successful single-incision living donor nephrectomy using the da Vinci robotic system. It is believed to be the first use of the robotic system for this type of case. More living donor nephrectomies will be performed at the University of Maryland Medical Center using this technique based on a feasibility study approved by the IRB.

Owen White, PhD, professor, Department of Epidemiology and Public Health, and associate director, Institute for Genome Sciences, has been selected to receive the Benjamin Franklin Award for Open Access in the Life Sciences from Bioinformatics.org. The humanitarian/bioethics award is presented annually to an individual who has promoted free and open access to the materials and methods used in the life sciences.

The Liver Transplant team hosted a medical group from Dow University Hospital in Karachi, Pakistan. The team of eight visiting physicians sought out the SOM team and the University of Maryland Medical Center as an international example of an integrated model of care for living donor liver transplantation.
**SCHOOL OF NURSING**

Bimbola Akintade, PhD ’11, MS ’05, BSN ’03, ACNP, BC, assistant professor; Erika Friedmann, PhD, professor and interim associate dean for research; and Sue A. Thomas, PhD, MS ’72, BSN ’69, RN, FAAN, professor emeritus, co-authored “Gender Differences in Stroke, Mortality, and Hospitalization Among Patients with Atrial Fibrillation: A Systematic Review,” which was published in *Heart and Lung: The Journal of Acute and Critical Care*.

Susan Dorsey, PhD ’01, MS ’98, RN, FAAN, associate professor and chair, Department of Pain and Translational Symptom Science, and Barbara Resnick, PhD ’96, RN, CRNP, FAAN, FAANP, professor and Sonya Ziporkin Gershowitz Endowed Chair in Gerontology, will be inducted into the Sigma Theta Tau International Nurse Researcher Hall of Fame in July. The hall recognizes nurse researchers who have achieved significant and sustained broad national or international recognition for their work, and whose research has impacted the profession and the people it serves.

Elizabeth Galik, PhD ’07, CRNP, associate professor, and alumnae Deborah Chapa, PhD ’06, Deborah Schofield, DNP ’09, MS ’95, and Shari Simone, DNP ’11, MS ’96, have been selected to the 2015 Fellows of the American Association of Nurse Practitioners program.

Mary Pat Ulicny, MS ’11, MHA, RN, CNE, clinical instructor and director, clinical simulation labs, Universities at Shady Grove, was given a $14,000 HRSA-supported Nurse Faculty Loan Program Award.

Rebecca Wiseman, PhD ’93, RN, associate professor and chair of the school’s program at the Universities at Shady Grove, has been appointed to the Adventist HealthCare Shady Grove Medical Center Governing Board for a three-year term.

**SCHOOL OF PHARMACY**

The school’s student chapter of the American Association of Pharmaceutical Scientists (AAPS) received an Education Initiative Award from AAPS’ Pharmacokinetics, Pharmacodynamics, and Metabolism Section.

Student Viktor V. Chirikov and Fadia Shaya, PhD, MPH, professor, Department of Pharmaceutical Health Services Research, are among the co-authors of “Contextual Analysis of Determinants of Late Diagnosis of Hepatitis C Virus Infection in Medicare Patients,” which has been approved for publication in *Hepatology*.
Agnes Ann Feemster, PharmD, assistant professor, Department of Pharmacy Practice and Science, received a six-month, $20,004 contract from Johns Hopkins Hospital for “Memorandum of Understanding for Provision of Clinical Services to Oncology Patients.”

Jeffery Gonzales, PharmD, associate professor, Department of Pharmacy Practice and Science, received a 2014 Society of Critical Care Medicine Presidential Citation.

Mary Lynn McPherson, PharmD, professor, Department of Pharmacy Practice and Science, has been appointed to the Maryland Medicaid Drug Utilization Review Board. She also received a one-year, $101,729 contract from the Maryland Department of Health and Mental Hygiene for “Improvements in Knowledge, Skills, and Attitudes Regarding Medication Management in Patients with Advanced Illnesses: An Educational Intervention for Surveyors in the State of Maryland.”

Leah Sera, PharmD, assistant professor, Department of Pharmacy Practice and Science, received a one-year, $9,805 contract from the University of Tennessee for “Management of Opioid-Induced Constipation in Advanced Illness: A Survey of Hospice Organizations.”

Audra Stinchcomb, PhD, professor, Department of Pharmaceutical Sciences, received a one-year, $385,663 grant from the National Institute for Pharmaceutical Technology and Education for “Absolute Bioavailability/Pharmacokinetic and Residual Drug Analysis of Oxybutynin, Scopolamine, and Fentanyl Transdermal Systems in Healthy Adults.”

Bruce Stuart, PhD, professor, Department of Pharmaceutical Health Services Research, and director, Peter Lamy Center on Drug Therapy and Aging, received a 22-month, $31,861 contract from Merck for “Proximal Predictors and Cost Consequences of Discontinuance with Oral Hypoglycemic Agents in the Elderly.”

Mary Lynch McPherson, PharmD, professor, Department of Pharmacy Practice and Science, has been appointed to the Maryland Medicaid Drug Utilization Review Board. She also received a one-year, $101,729 contract from the Maryland Department of Health and Mental Hygiene for “Improvements in Knowledge, Skills, and Attitudes Regarding Medication Management in Patients with Advanced Illnesses: An Educational Intervention for Surveyors in the State of Maryland.”

Student Karen Burruss and Paul Sacco, PhD, assistant professor, are among the authors of “Understanding Older Adults’ Attitudes and Beliefs About Drinking: Perspectives of Residents in Congregate Living,” which appeared in Ageing and Society.

Nancy Cook, MLA, research administrator, was named the University’s Employee of the Month for February.

“Feasibility of an Empirically Based Program for Parents of Preschoolers with Autism Spectrum Disorder,” co-written by Sarah Dababnah, PhD, assistant professor, has been published by the journal Autism.

“Suicidal Ideation and Suicide Attempts Among Adults with Psychotic Experiences,” by Jordan DeVylnder, PhD, assistant professor, was published in JAMA Psychiatry.

Associate professors Jodi Frey, PhD, and Kathryn Collins, PhD, along with recent MSW graduates Jennifer Pastoor and Linnea Linde wrote “Social Workers’ Observations of the Needs of the Total Military Community,” which was published in the Journal of Social Work Education.
Student Elizabeth Hoffler and former National Association of Social Workers CEO Betsy Clark have published a book (100 Ways to Start Smart and Stay Ahead in Your Career) and launched a website (www.startsmartcareercenter.org) to help young women navigate their nonprofit careers.

Student Jungyai Ko and associate professors Jodi Frey, PhD, and Haksoon Ahn, PhD, MSW, were among the authors of “Moderating Effects of Immigrant Status on Determinants of Job Satisfaction: Implications for Occupational Health,” which appeared in the Journal of Career Development. Ko also joined students Marie Bailey-Kloch and Kyeongmo Kim in writing “Interprofessional Experiences and Attitudes Toward Interprofessional Health Care Teams Among Health Sciences Students,” which appeared in Social Work in Health Care.

Students Sang Jung Lee and Stacey Shipe wrote “Influences on Interdisciplinary Collaboration Among Social Work and Health Sciences Students,” which appeared in Advances in Social Work. Lee also teamed with Geetha Gopalan, PhD, MsSW, MPSW, assistant professor, and Donna Harrington, PhD, professor and associate dean for doctoral and postdoctoral education, on “Validation of the Parenting Stress Index-Short Form With Minority Caregivers Research on Social Work Practice,” which was published in Research on Social Work Practice.


Student Dawn Philip has been named a Council for Social Work Education minority fellow. The fellowship program helps increase the number of racial/ethnic minority individuals who are trained to work with under-represented and underserved persons with or at risk for mental health and/or substance abuse disorders.


Assistant professors Jay Unick, PhD, and Paul Sacco, PhD, were among the authors of “Hospital Outcomes in Major Depression Among Older Adults: Differences by Alcohol Comorbidity,” published by the Journal of Dual Diagnosis. Unick and Michelle Tuten, PhD, assistant professor, have been named to Baltimore City’s Heroin Treatment and Prevention Task Force by Mayor Stephanie Rawlings-Blake.
UPCOMING EVENTS

In the coming weeks, the UMB community will have the opportunity to enjoy many major events. Some of the President’s Signature Events are listed below. We hope you can attend as many as possible.

**DR. PERMAN’S QUARTERLY Q&A**
April 21 | 11:30 a.m.
School of Dentistry lecture hall

*Topic: Legislative update*

**STATE OF THE UNIVERSITY ADDRESS**
May 7 | 3 p.m.
School of Nursing auditorium

**CORE VALUES SPEAKER SERIES**
May 11 | noon
SMC Campus Center

*Speaker: Norman Augustine, retired chair and CEO, Lockheed Martin; member, University System of Maryland Board of Regents*

**UNIVERSITYWIDE COMMENCEMENT**
May 15 | 2 p.m.
Royal Farms Arena

**UMB NIGHT AT EVERYMAN THEATRE**
June 24 | 7:30 p.m.

*Part of UMB’s Council for the Arts & Culture, the event offers discount tickets for Noel Coward’s play Blithe Spirit.*

**TO LEARN MORE VISIT**

[www.umaryland.edu/cpa/what-we-do/special-event-services/](http://www.umaryland.edu/cpa/what-we-do/special-event-services/)