

# the PRESIDENT'S MESSAGE

DECEMBER 2017



For months, we've watched Congress debate the repeal and replacement of the Affordable Care Act (ACA), the most significant expansion of health care coverage in the U.S. since the 1965 passage of Medicare and Medicaid. While Congress has thus far failed to pass a bill undoing the ACA, there remain efforts in Washington to weaken the law and to make it harder for citizens who need coverage under the ACA to access it.

The fate of the "repeal and replace" effort ultimately rested with a few Republican senators concerned about how their neediest constituents would fare under the proposals put forth by their GOP colleagues. They had reason to worry, because a common feature of those proposals was the gutting of federal spending on Medicaid, which now covers 40 percent of the country's low-income adults and 76 percent of children in poverty. The Congressional Budget Office (CBO) estimated that spending reductions in the more draconian proposals would have forced about 15 million poor Americans off the Medicaid rolls by 2026.

However, the number of vulnerable individuals who would have been effectively shut out of health care is almost certainly much higher than the CBO's projections. With Medicaid cuts that drastic, states would have few palatable options to rein in costs. States could change eligibility requirements to exclude more people, they could hollow out the benefits going to Medicaid recipients, or they could further depress reimbursement payments going to physicians and other health care providers, an action that in some communities would be tantamount to denying patients care.

Medicaid is already a notoriously poor payer. In Maryland, Medicaid pays family practice physicians about one-third less per patient visit than commercial insurers do. Often the payment isn't even enough to cover the cost of the visit. If reimbursement rates were forced down further, then some providers — especially those running modest practices, where viability is won or lost on small margins — would be faced with limiting the number of Medicaid patients they see or refusing them altogether. Nationwide, 41 percent of primary care physicians choose one of these two options.

Many of you know I see young patients each week in a clinic housed at the University of Maryland Medical Center here on campus. About three-quarters of the patients I see are covered by Medicaid or by the Children's Health Insurance Program. With such a large share of the clinic's patients on medical assistance, the practice's viability rests largely on our five satellite clinics across Maryland, most of whose patients are covered by private insurance. This is the balance that providers across the country have to strike every day, using payments from private insurers and from Medicare to cover the cost of treating poor Americans.

Of course, U.S. physicians aren't obligated to see patients who can't pay for their treatment. U.S. hospitals, on the other hand, *are* so obligated — and that treatment is expensive. The care delivered in a doctor's office for \$150 is often the same care the emergency department (ED) delivers for \$1,500. EDs, fully staffed and equipped 24/7 for any conceivable emergency, have extremely high fixed costs. It's not the place to access services for conditions that could be treated — or *prevented* — by a primary care provider, and taxpayers shouldn't tolerate ED care as the first and last resort for the poor.

In fact, Medicaid works, and it should work for everyone who needs it. Recent studies suggest that Medicaid coverage increases the amount of care patients seek across multiple settings — the expensive emergency department, yes, but also the physician's office. Compared to uninsured individuals, people covered by Medicaid are more likely to report that they have a usual (non-emergency) source of primary care, that they've increased their use of preventive health visits, that they take their medications as prescribed, and that they've experienced an improvement in their health.

At UMB, we understand how vital Medicaid is to vulnerable populations, and we're working to expand — not shrink — access for those who need high-quality health care most acutely. Last month, we cut the ribbon on an interprofessional clinic at the UM Family Health and Wellness Center in Prince George's County. The clinic serves Medicaid, Medicare, and newly insured patients who are transitioning out of inpatient care at the Prince George's Hospital Center and who are likely to be readmitted.

Assembling a team of nurse practitioners, pharmacists, social workers, and lawyers around these patients, we provide primary and preventive care and services at the clinic, in our Wellmobile, via an e-Health Center, and through a network of community resources. This is how we meet high-risk patients *where they are* and ensure that they can access the providers and the continuity of care they need for optimal health.

This is a patient-centered model of care for the poor, the elderly, the disabled, people burdened with chronic disease — those who need our innovation and compassion the most. These patients deserve life-saving, life-enriching care, and they deserve providers who can afford to deliver it.

Yes, there are real and significant costs associated with caring for the nation's poor, but the cost of doing nothing for the most vulnerable among us is far greater. For that, we pay with our very humanity.

Sincerely,

Jay A. Perman, MD  
PRESIDENT

*A column similar to this one was originally published in **The Hill**.*

# LAURELS

DECEMBER 2017

## UNIVERSITYWIDE



FROM LEFT, BREANNE BEARS, KIMBERLY BLAY, ANNA ALIKHANI, DOUGLASS ELLIOTT, JENNIFER QIAN, AND PRIYA DAVEY

Students **Anna Alikhani** (School of Social Work), **Breanne Bears** (School of Medicine), **Kimberly Blay** (School of Nursing), **Priya Davey** (School of Pharmacy), **Douglass Elliott** (Carey School of Law), and **Jennifer Qian** (School of Dentistry) were among the co-authors of “The Changing American City and Implications for the Health and Well-Being of Vulnerable Populations,” which was published on the National Academy of Medicine website.



EVERLY BROWN

**Everly Brown, MLIS**, head of information services, Health Sciences and Human Services Library, presented “Dreaming Up a New Poster Printing Service:

One Library’s Experience” at the annual meeting of the Mid-Atlantic Chapter of the Medical Library Association in Staunton, Va.



ASHLEY CUFFIA

**Ashley Cuffia, MLS, AHIP**, consumer health coordinator, National Network of Libraries of Medicine Southeastern/ Atlantic Region, Health Sciences

and Human Services Library, presented “Are You Afraid of the Future? A Tale of an MLS Student’s Exploration of Health Science Librarianship” at the Mid-Atlantic Chapter of the Medical Library Association annual meeting.

These Health Sciences and Human Services librarians and staff presented posters at the Mid-Atlantic Chapter of the Medical Library Association annual meeting: **Meg Del Baglivo, MLS**; **Angela D. Cochrane**; **Jean-Paul Courneya, MS**; **Na Lin, MLS**; **Brad Gerhart**; **Patricia Hinegardner, MLS, AHIP**; and **Maria Pinkas, MLS**.



MEG DEL BAGLIVO



JEAN-PAUL COURNEYA



BRAD GERHART



NA LIN



## HAPPY HOLIDAYS

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

Please click on the arrow at left to enjoy the greeting.

# LAURELS

DECEMBER 2017



LAUREN KAREEM ACCEPTS AWARD FROM DR. PERMAN AS ROBIN SAUNDERS, EXECUTIVE DIRECTOR OF UMB CURE, LOOKS ON.

**Lauren Kareem, MEd**, assistant director and curriculum coordinator, UMB CURE Scholars Program, was honored as UMB's October Employee of the Month for her outstanding work in creating coursework and activities for the University initiative that is preparing West Baltimore middle school students for health and research careers.



M.J. TOOEY

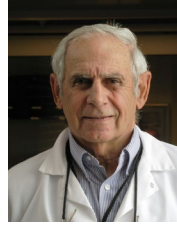
**M.J. Tooley, MLS, AHIP, FMLA**, associate vice president, Academic Affairs, Health Sciences and Human Services Library, and director, National Network

of Libraries of Medicine Southeastern/Atlantic Region, delivered the keynote address "Casting Ourselves Forward: Expertise, Resources, Place" at the Southern Chapter of the Medical Library Association annual meeting in Knoxville, Tenn.

## SCHOOL OF DENTISTRY

Professors **Leslie Costello, PhD**, and **Renty Franklin, PhD**, both in the Department of Oncology and Diagnostic Sciences, gave a presentation titled "The Role of Zinc in the Normal Prostate; and

Decreased Zinc in the Development and Progression of ZIP1-Deficient Prostate Cancer. The Basis for a Zinc Ionophore Approach for the Prevention and Treatment of Prostate Cancer" during the "Tripping Over the Truth" International Cancer Conference in November in Baltimore.



LESLIE COSTELLO



RENTY FRANKLIN



VINEET DHAR

**Vineet Dhar, BDS, MDS, PhD**, associate professor and interim chair, Division of Pediatrics, was the lead author of "Use of Vital Pulp Therapies in Primary Teeth with Deep Caries Lesions," which was published by the American Academy of Pediatric Dentistry.



JACQUELYN L. FRIED

**Jacquelyn L. Fried, RDH, BA, MS**, associate professor and director of interprofessional initiatives, Division of Dental Hygiene, gave a presentation titled "Interprofessional Practice and the Future of Dental Hygiene" during the Global Dental Hygiene Conference in October in Ottawa, Canada.

**Robert Ernst, PhD**, professor and vice chair, and **Alison Scott, PhD**, research associate professor, both in the Department of Microbial Pathogenesis, were among the co-authors of "Host Based Lipid Inflammation Drives Pathogenesis in Francisella Infection," which was published in the *Proceedings in the National Academy of Sciences*.



ROBERT ERNST

## CAREY SCHOOL OF LAW

**David Bogen, JD**, T. Carroll Brown Scholar and professor emeritus, and **Christopher Brown, JD**, associate professor emeritus, will be honored at the 17th Annual Baltimore City Historical Society Baltimore History Honors program and reception. Bogen is being honored for his decades of scholarship on the legal status of Maryland's African-American population and Brown for his recently authored *The Road to Jim Crow, the African-American Struggle on Maryland's Eastern Shore*.



DAVID BOGEN



DANIELLE CITRON

**Danielle Citron, JD**, Morton & Sophia Macht Professor of Law, provided analysis and consultation to *The New York Times* for its interactive article "What Does Facebook Consider Hate Speech? Take Our Quiz."



# LAURELS

DECEMBER 2017

**Leigh Goodmark, JD**, professor, received the Rosalyn B. Bell Award from the Women's Law Center of Maryland.



DAVID GRAY

**David Gray, PhD, JD**, professor, discussed his book *The Fourth Amendment in an Age of Surveillance* at the Enoch Pratt Free Library for its Writers LIVE series.

**Michael Greenberger, JD**, professor and founding director, Center for Health and Homeland Security, participated in an international conference on financial regulation, sponsored by the Institute for New Economic Thinking.



RENÉE HUTCHINS

**Renée Hutchins, JD**, Jacob A. France Professor of Public Interest Law and co-director, Clinical Law Program, was elected to the American Law Institute.



SEEMA KAKADE

**Seema Kakade, JD**, assistant professor and director, Environmental Law Clinic, was a keynote speaker at the Maryland Environmental Action Response Town Hall.

The Maryland Legal Services Corp. (MLSC) announced that **Michael Millemann, JD**, professor, will receive

the Robert M. Bell Medal for Access to Justice, MLSC's highest honor, for his decades of active involvement with access to justice initiatives as a public interest lawyer, former chief of the civil division of the Office of the Attorney General, clinical law educator, and member of the first MLSC board.



MICHAEL MILLEMANN



SARAH BLOOM RASKIN

**Sarah Bloom Raskin, JD**, visiting professor and former deputy secretary of the U.S. Treasury, presented "Economic Policymaking in an Age of

Financial Anxiety," the 2017 Norman P. Ramsey Lecture. Raskin will teach a seminar exploring the convergence of law and economic policy at Maryland Carey Law in spring 2018.



MARKUS RAUSCHCKER

**Markus Rauschecker, JD**, cybersecurity program director, Center for Health and Homeland Security, was appointed to the Maryland Cybersecurity Council.

**Rena Steinzor, JD**, Edward M. Robertson Professor of Law, gave testimony titled "Rulemakers Must Follow the Rules, Too: Oversight of Agency Compliance with the

Congressional Review Act," before the U.S. House of Representatives Committee on the Judiciary Subcommittee on Regulatory Reform, Commercial and Antitrust Law.



RENA STEINZOR



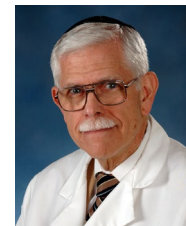
MICHAEL TENNISON

**Michael Tennon, JD, MA**, senior law and policy analyst, Center for Health and Homeland Security, authored a chapter in the book *Security Threats Versus*

*Aggregated Truths: Ethical Issues in the Use of Neuroscience and Neurotechnology for National Security, in Neuroethics: Anticipating the Future.*

## SCHOOL OF MEDICINE

The following is a select list. For all the SOM laurels, visit [www.somnews.umaryland.edu](http://www.somnews.umaryland.edu).



ROBERT EDELMAN

**Robert Edelman, MD**, professor, Department of Medicine, was named an American Society of Tropical Medicine and Hygiene fellow.

This honor is awarded for sustained professional excellence in any phase of tropical medicine, hygiene, global health, and related disciplines.

# LAURELS

DECEMBER 2017



DEANNA KELLY

**Deanna Kelly, PharmD, BCPP**, professor, Department of Psychiatry, was awarded the Maltz Prize for Innovative & Promising Schizophrenia

Research from the Brain and Behavior Research Foundation.

**Kathleen Neuzil, MD, MPH**, professor, Department of Medicine, and director, Center for Vaccine Development, co-authored “Incidence of Laboratory-Confirmed Influenza Disease Among Infants Under 6 Months of Age: A Systematic Review,” which was published in *BMJ Journals*; “Influenza Vaccines for Older Persons: Progress and Pitfalls,” which appeared in *The Journal of Infectious Diseases*; and “Influenza Immunization of Pregnant Women in Resource-Constrained Countries: An Update for Funding and Implementation Decisions,” which was published in *Current Opinions in Infectious Diseases*.

**Purushottamachar Puranik, PhD**, research associate, and **Vincent Njar, PhD**, professor, both from the Department of Pharmacology, were among the co-authors of “Novel Galeterone Analogs Act Independently of AR and AR-V7 for the Activation of the Unfolded Protein Response and Induction of Apoptosis in the 22Rv1 Prostate Cancer Cell Model,” which was published in *Oncotarget*.



VINCENT NJAR



CHARLES SIMONE

**Charles Simone, II, MD**, associate professor, Department of Radiation Oncology, was the senior author on “Prospective Study of Proton-Beam Radiation Therapy

for Limited-Stage Small Cell Lung Cancer,” which appeared in *Cancer*, and was the author on “The Growing Challenge of Dementia and Its Impact on Patients, Their Caregivers, and Providers,” and “Healing, Spirituality, and Palliative Care,” which were both published in *Annals of Palliative Medicine*.



SAMBA SOW

**Samba Sow, MD, MSc**, director general, Center for Vaccine Development, Mali (CVD-Mali) and minister of health of Mali, as well as adjunct professor,

Department of Medicine, was awarded the Roux Prize of \$100,000 from the Institute for Health Metrics and Evaluation for using health data to save children’s lives in Mali through a comprehensive vaccination program. He also received the *Chevalier de la Legion D’honneur*, France’s highest order of merit, by Évelyne Decorps, the ambassador of France in Mali, in recognition of his crucial role in Mali’s response to the Ebola epidemic.

## SCHOOL OF NURSING



SUSAN L. BINDON

**Susan L. Bindon, DNP '11, MS '96, RN-BC, CNE**, assistant professor, presented a one-day workshop, “Energizing Nurse Educators,” for the South Eastern Michigan Nursing

Staff Development Organization’s (SEMNSDO) annual fall conference. SEMNSDO is a regional affiliate of the national Association for Nursing Professional Development.



CHARON BURDA

**Charon Burda, DNP, PMHCNS, PMHNP-BC, CARN-AP**, assistant professor and director, Doctor of Nursing Practice Psychiatric Mental Health Nurse

Practitioner – Family specialty, has been elected director at large of the board of the International Nurses Society on Addictions (IntNSA). Burda has been a member of IntNSA since 2010 and will serve a two-year term.

Funds from a gift from **Bill** and **Joanne Conway**, through their Bedford Falls Foundation, are allowing the school to cover the cost of its Bachelor of Science in Nursing (BSN) courses for students participating in its Dual-Admission Partnership with seven community colleges statewide. Through the gift, students can begin taking courses toward their BSN at no cost while completing their associate degree in nursing. The funds will be available for the spring, summer, and fall 2018 semesters.

# LAURELS

DECEMBER 2017



JANE M. KIRSCHLING



ERIKA FRIEDMANN

Dean **Jane M. Kirschling, PhD, RN, FAAN**, and **Erika Friedmann, PhD**, professor and associate dean of research, were honored at Sigma's (formerly Sigma Theta Tau International, the Honor Society for Nursing) 44th Biennial Convention in Indianapolis. Kirschling received Sigma's Melanie C. Dreher Outstanding Dean Award for Excellence in Chapter Support, which honors a dean who is an active participant in the chapter, and Friedmann was named an honorary member of Sigma.

The school's local **Pi Chapter** was recognized at Sigma's 44th Biennial Convention through the Showcase of Regional Excellence for its efforts to fulfill Sigma's Presidential Call to Action, which asks chapters to demonstrate influence through advocacy, policy, philanthropy, and/or lifelong learning. Pi Chapter was recognized at the regional level in the lifelong learning category for its partnership with the school's Office of Professional Development to co-sponsor and support the Ann Ottney Cain Lecture in Psychiatric Mental Health Nursing and the Virginia Lee Franklin Lecture, both part of the annual Dean's Lecture Series, and the Summer Institute in Nursing Informatics.

**Joan Warren, PhD, RN-BC, NEA-BC, FAAN**, associate professor, has been selected as co-chair of the American Nurses Foundation's Nursing Research Grants program



JOAN WARREN

for 2018. Warren is serving a one-year term and will work closely with the current chair to guide the grant review process. She will then become chair for 2019.

**Tara Wells**, an administrative assistant II, was named UMB's September Employee of the Month for her all-around efforts, excellent performance, and consummate professionalism in aiding students, faculty, and other staffers in the school's Department of Organizational Systems and Adult Health.



TARA WELLS ACCEPTS HER AWARD FROM DR. PERMAN WITH, FROM LEFT, DEAN JANE KIRSCHLING, KATHLEEN MICHAEL, AND WENDY BRIDGES.

**Karen Wickersham, PhD, RN**, assistant professor, recently received the Gerontological Advanced Practice Nurses Association's (GAPNA)



KAREN WICKERSHAM

Research Project Award at the 36th annual conference in Nashville, Tenn., for a research podium presentation titled, "Targeted Therapy Use in Adults with Cancer ≥ 85 Years of Age." It was funded by GAPNA and the school's Biology and Behavior Across the Lifespan.

## SCHOOL OF PHARMACY

The school's student chapter of the **Academy of Managed Care Pharmacy (AMCP)** received the Chapter of the Year award at the AMCP annual meeting in October in Dallas.

Students **Leigh Anne Cervino** and **Andrew Wherley** won the 2017 American Society of Health-System Pharmacists' local clinical skills competition.



LEIGH ANNE CERVINO



ANDREW WHERLEY

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



# LAURELS

DECEMBER 2017



KIMBERLY CLAEYS

**Kimberly Claey's, PharmD**, assistant professor, Department of Pharmacy Practice and Science, received a one-year, \$9,038 grant from the Society of Infectious Diseases Pharmacists for "Comparing the Clinical Utility of Rapid Diagnostics for the Treatment of Bacteremia."



JOGA GOBBURU

**Joga Gobburu, PhD**, professor, Department of Pharmacy Practice and Science, and director, Center for Translational Medicine, has been named a fellow of the International Society of Pharmacometrics.



JEFFREY GONZALES

**Jeffrey Gonzales, PharmD**, associate professor, Department of Pharmacy Practice and Science, has been appointed treasurer of the Baltimore chapter of the Society of Critical Care Medicine.



MOJDEH HEAVNER

**Mojdeh Heavner, PharmD**, assistant professor, Department of Pharmacy Practice and Science, has been appointed to the Society of Critical Care Medicine's

Membership Committee and has been appointed to the board of the society's Baltimore chapter.



LAUREN HYNICKA

**Lauren Hynicka, PharmD**, associate professor, Department of Pharmacy Practice and Science, has been named chair-elect of the American College of Clinical

Pharmacy's GI/Liver/Nutrition Practice and Research Network.

The school's Sigma chapter of **Kappa Psi** has been named a top performing chapter for the 2016-2017 academic year.



BRENT REED

**Brent Reed, PharmD**, associate professor, Department of Pharmacy Practice and Science, received the Junior Investigator Award from the American College of Clinical

Pharmacy's Cardiology Practice and Research Network.



DEANNA TRAN

**Deanna Tran, PharmD**, assistant professor, Department of Pharmacy Practice and Science, has been elected secretary of the American Association of

Colleges of Pharmacy's Laboratory Special Interest Group (SIG) and has been appointed chair of SIG's Communications Committee. She also has been named a member of the

Maryland Department of Health's Advisory Council on Health and Wellness.

**Ana Vega, PharmD**, an infectious disease pharmacy resident, received a one-year, \$4,564 grant from the American Association of Colleges of Pharmacy for "Oral Vancomycin Plus Intravenous Metronidazole for Severe Clostridium Difficile NAP1/BI/027 Infection."

## SCHOOL OF SOCIAL WORK



KATHRYN COLLINS

Faculty members **Kathryn Collins, PhD, Pamela Clarkson Freeman, PhD, Jay Unick, PhD, Melissa Bellin, PhD, SSW** Family Help Center clinician

**Polly Reinicker, MSW**, and recently retired Family Connections director **Frederick Strieder, PhD**, were co-authors of "Child Attributions Mediate Relationships Between Violence Exposure and Trauma Symptomology," which was published in *Advances in Social Work*.

**Nancy Dickinson, PhD**, clinical professor, was awarded the National Staff Development and Training Association's (NSDTA) Lifetime Achievement Award at its national conference in Savannah, Ga. NSDTA seeks to build professional and organizational capacity in the human services through a national network of membership sharing ideas and resources on organizational development, staff development, and training.

# LAURELS

DECEMBER 2017



PAMELA CLARKSON  
FREEMAN

**Pamela Clarkson Freeman, PhD**, research assistant professor, was co-author of a paper published in *Child Welfare* that explores the Kinship Navigator Program.



DEBORAH  
HARBURGER

**Deborah Harburger, MSW**, clinical instructor and co-director, Institute for Innovation and Implementation, testified in Annapolis before the Joint

Committee on Ending Homelessness, alongside the Maryland Department of Human Services. She provided information on services and supports for youths aging out of foster care.



DONNA HARRINGTON

**Donna Harrington, PhD**, professor, has been selected as the winner of the Group for the Advancement of Doctoral Education (GADE) Award for Excellence in

Mentoring of Doctoral Students, which is given to a faculty member at a GADE member organization who has made extraordinary and sustained contributions to the scholarly development of social work doctoral students.



BROOK KEARLEY

**Brook Kearley, PhD**, has been promoted from clinical research manager to research assistant professor.

**Nancy Kusmaul, PhD**, assistant professor, has been awarded a 2017 Patient Experience Grant from The Beryl Institute for her work on “Person-Centered Care: Definitions and Perceptions of Various Stakeholders.” The Patient Experience Grant Program supports health care organizations as they test ideas and efforts impacting the experiences of patients and families.



NANCY KUSMAUL

Student **Joonyup Lee** and **John Cagle, PhD**, associate professor, were co-authors on “Factors Associated with Opinions About Hospice Among Older Adults: Race, Familiarity with Hospice, and Attitudes Matter,” which was published in the *Journal of Palliative Care*.



AMANDA LEHNING

**Amanda Lehning, PhD**, assistant professor, and **Joan Davitt, PhD**, associate professor, were co-authors on “Social Work and Aging in Place: A Scoping Review of the Literature,” which was published in *Social Work Research*.

**Amanda Miller, MSW**, senior program specialist, Institute for Innovation and Implementation, testified before the Joint Committee on Ending Homelessness in

Annapolis, alongside the Baltimore Mayor’s Office of Human Services. She shared preliminary findings from the Spring 2017 Youth REACH MD Youth Count of unaccompanied youth and young adults experiencing homelessness that took place in 17 Maryland jurisdictions.



AMANDA MILLER



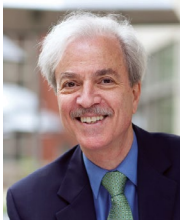
HOWARD A. PALLEY

**Howard A. Palley, PhD**, professor emeritus, **Charlotte Lyn Bright, PhD**, associate professor, and student **Jenny Afkinich** were co-authors on “DNA, Privacy and Social Justice: The Policy-Making Process in the State of Maryland,” which appeared in the *Journal of Social Welfare and Human Rights*.



# LAURELS

DECEMBER 2017



MICHAEL REISCH

**Michael Reisch, PhD**, Daniel Thursz Distinguished Professor of Social Justice, gave the keynote presentation — “Social Work and Social Justice:

Past, Present, and Future” — at an event kicking off the University of Pittsburgh School of Social Work’s 100th anniversary year.



COREY SHDAIMAH

**Corey Shdaimah, PhD**, associate professor, spoke at an event hosted by the Center for Crime and Popular Culture at St. Francis College in Brooklyn,

N.Y., about a book she co-edited, *Challenging Perspectives on Street-Based Sex Work*.

**Jennifer Swanberg, PhD**, professor, presented at the national policy forum, “Redesigning Work: Making Flexibility the Solution, Not the Problem” in Washington, D.C. Swanberg discussed the scheduling challenges faced by U.S. workers in low-wage jobs, the effects of unstable and unpredictable scheduling on worker well-being, and more.

**Susan Westgate, PhD**, clinical instructor, presented at the Inaugural Post-Acute Care Integration Summit in Alexandria, Va., sponsored by the World Congress. She participated in a panel discussion titled “Evolve the Post-Acute Care Value Proposition – Where Are Providers Today and What Capabilities Are on the Horizon?”



YANGFENG XU

Student **Yangfeng Xu** and associate professors **Charlotte Bright, PhD**, and **Haksoo Ahn, PhD**, are co-authors of “Responding to Child

Maltreatment: Comparison Between the USA and China,” which was published in the *International Journal of Social Welfare*.

The University of Maryland SAFE (Support, Advocacy, Freedom and Empowerment) Center, with significant help from the school, received a three-year, \$750,000 grant from the U.S. Justice Department’s Office for Victims of Crime under the Enhanced Collaborative Model to Combat Human Trafficking Program.

## QUARTERLY Q&A with Dr. Perman

TUESDAY,  
**December 12, 2017**

10 a.m. to 11 a.m.  
School of Medicine, Health Sciences Facility II Auditorium

Please join me as I answer questions from students, staff, and faculty. Everyone is welcome to attend.

*This session will feature a discussion about the Catalyst Campaign.*

ACCOUNTABILITY | CIVILITY | COLLABORATION | DIVERSITY | EXCELLENCE | KNOWLEDGE | LEADERSHIP



DECEMBER 2017

## BIAS UNDERSTANDING ‘POPS UP’ AT MCCLAIN TALK



LAW PROFESSOR RUSSELL MCCLAIN DISCUSSES THE ONE “BROWN POP” DOING MANUAL LABOR ON THE BACK OF A BOX OF CORN POPS.

Russell McClain, JD, associate dean for diversity and inclusion at the University of Maryland Francis King Carey School of Law, blames bias on a sugary children’s cereal. Kellogg’s Corn Pops, in fact.

McClain used a vivid cartoon drawing on the back of a box of Corn Pops as a tongue-in-cheek way to explain implicit bias to attendees of his Diversity Advisory Council Speaker Series presentation, “Seeing the Invisible: How Implicit Bias and Other Factors Can Impede Teaching, Learning, and the Delivery of Professional Services,” on Nov. 9.

The picture, designed to keep children occupied as they eat their cereal, shows a busy scene at a shopping mall filled with animated corn pops. “The corn pops are having a blast,” McClain said. “These corn pops are skateboarding down the escalator, they’re swimming in the milk fountain, they’re having a really great time.” After a pause McClain continued, “Then there’s one corn

pop doing manual labor. Everyone’s having fun, except for this one corn pop who’s sweeping the floor.”

McClain pointed to a screen projection of the image. Circled in red, among all the yellow corn pops, is a brown one, with a hat tilted to one side, sweeping up with a broom. “This corn pop fits so many brown stereotypes,” said McClain as he pondered how the image made it to grocery shelves despite supposedly going through many chains of review.

“It’s not really Kellogg’s [fault],” he explained to the audience of 100 UMB staff, students, and faculty at the SMC Campus Center, saying the picture is just one example of many in modern society. “It’s the idea that the things we face repeatedly throughout our lives send subconscious ideas into our brains that everybody else can have a great time, but the person of color needs to be cleaning up after us.”

According to McClain, implicit bias describes “subconscious snap judgments we all make concerning our environment.” Studies show we have natural reactions that we develop through socialization for our safety, said McClain. “And they’re good and an appropriate and useful part of our brain,” he noted, giving the example of the brain categorizing snakes as ‘dangerous.’ The problem arises when the brain subconsciously categorizes people. “It works fine when we’re talking about snakes in the garden, but it’s a little less fine when we’re thinking about this happening subconsciously and it relates to people,” he said.

“If you’re a teacher and you have implicit bias that causes you to think some students are not as capable as other students, where are you likely to spend your energy?” he asked.

“If you’re in law enforcement, what makes you think that a person is suspicious? If you’re a hiring manager, what makes you pick one person over another?”

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McClain, who is vice president for diversity for the national Association of Academic Support Educators, noted studies that show some health care providers have implicit bias that can affect diagnoses and treatment decisions. He cited a pediatric pain study that showed in situations with comparable pain complaints, white children were more likely to get the pain medication they needed than black children.

“We all shake our heads, that sounds horrible,” said McClain, who was careful to point out that implicit bias is not grounded in a moral choice but a subconscious association. “But it’s probably not based on a conscious ‘I’m going to treat white patients differently,’ that’s probably not what’s happening,” he said. “But there’s something that’s happening in the brain that says I don’t trust that claim of pain as much as I do this one.”

The good news is that implicit bias is not a permanent state of being. “We can do something about this,” said McClain, who kept the audience involved with PowerPoint questions they could text responses to and watch the aggregate response. “It takes a long time to get in our brains and it will take a long time to unwind those thoughts to reprogram our brains,” but it can be done, he said.

Voluntary training can help, and he encouraged faculty to adopt a growth mindset regarding students. “There are two ways to look at intelligence,” he said. “One is that it’s fixed and [students] are who they are and they can’t do any better. The other way to look at it is the growth mindset, that with nurturing we can grow.”

McClain, who has been a professor at the Carey School of Law for 12 years, said, “If we view those we are teaching with a growth mindset, the more likely they are to believe they can do something, even if in the moment they aren’t doing particularly well.”

He asked University administrators to use a growth mindset when it comes to admissions and hiring, noting the success of the UMB CURE Scholars Program that is creating a pipeline to prepare West Baltimore middle schoolers for health and research careers. “Just think of the work we could be doing in high schools and undergraduate institutions to really help them prepare along the way,” he said.

McClain also discussed “stereotype threat,” a little-known term that describes the fear of confirming a negative group stereotype. It can affect anyone who belongs to a group that is the subject of a negative stereotype, including minorities and women, by lowering self-esteem, increasing anxiety, and hampering performance. He



RUSSELL MCCLAIN POSES WITH DIVERSITY ADVISORY COUNCIL COLLEAGUES VANESSA FAHIE (LEFT) AND ELSIE STINES AFTER HIS PRESENTATION.

described the phenomenon as “having a second conversation in your head,” in addition to the task before you that increases stress levels. He used the example of a lone woman on a math team who might feel added pressure to answer questions correctly because wrong answers would confirm a stereotype that women are bad at math. The increased anxiety creates a cognitive load that takes away from the woman’s ability to function effectively in a competition, according to the theory.

McClain said that stereotype threat can affect both high- and low-achieving students and that it can impact admissions, school, and work performance.

A member of UMB’s Diversity Advisory Council, which promotes the University’s commitment to diversity, inclusion, and equity, McClain said he hoped his presentation would make people “start to think about what we do and how we affect other people and sometimes how what other people do can affect us in ways we don’t appreciate.”

Sarah Archibald, PhD, MA, said she came to the talk to improve her understanding of bias in her role as a graduate program director for online research administration. “If you don’t recognize it, you can’t call it out,” she said.

— Laura Lee



# OUTREACH

DECEMBER 2017

## VOLUNTEERS GIVE ON DAY OF THANKS



2017 PROJECT FEAST CO-COORDINATORS, FROM LEFT, UMSOM STUDENTS HELEN CHEUNG, AMIYA AHMED, LILLIAN ASSATOURIAN, KALI STEVENS, AND CARA DOOLEY.



ROBIN BOSTON (RIGHT) WITH SOME OF THE OTHER UMB VOLUNTEERS WHO HELPED SERVE OVER 400 MEALS.

For the 28th year in a row, students from the University of Maryland School of Medicine (UMSOM) and other University of Maryland, Baltimore (UMB) schools spent part of their Thanksgiving feeding and assisting the hungry.

Students, faculty, and staff from the medical school, as well as other UMB volunteers, joined volunteers from the community at Booker T. Washington Middle School in West Baltimore in what has become a Thanksgiving tradition called Project Feast. They served more than 400 meals and provided free clothing, fresh produce, and pantry items to adults and children in need. Taking part were 150 volunteers, including alumni of the School of Social Work (SSW) and students at UM Carey Law.



SSW ALUMNA ESTA GLAZER-SEMMEL (LEFT), CLINICAL INSTRUCTOR IN THE UMSOM, AND STUDENT JIUN YIING HU EASE THE FEARS OF A YOUNG GUEST.

“We want to help Baltimoreans in need, with resources, donations, and food, more so than ever this year,” said medical student Lillian Assatourian. She was one of five Project Feast co-coordinators who organized the event with the guidance of Sheri Slezak, MD, professor in UMSOM’s Department of Surgery.

Robin Boston, an accountant in UMB’s Office of Philanthropy, says she regularly volunteers elsewhere in West Baltimore but this was her first time at Project Feast. “I found it very rewarding,” she said. “There was a steady flow of people coming through, and they all seemed to enjoy the food and fellowship.”

UMSOM students as well as UM School of Pharmacy (UMSOP) students, accompanied by community pharmacists, took blood pressure readings and distributed health information to diners and volunteers alike. A group of eight UMSOP students displayed a poster on sugar in drinks and provided information to help prevent or control diabetes.

Diners could take home a bag of fresh produce donated by Hungry Harvest, which was one of the sponsors along with the University Student Government Association, the Medical Alumni Association, and the School of Medicine Student Council.

The event is just one of many community outreach efforts by UMSOM, which collaborated with Promise Heights, a university initiative led by SSW that serves children at Booker T. Washington and other public schools in West Baltimore.

— Patricia Fanning

# CURECORNER

DECEMBER 2017

## EVOLVING PROGRAM WELCOMES THIRD COHORT OF STUDENTS

***CURE Corner provides noteworthy updates from UMB's CURE Scholars Program, a pipeline initiative that prepares West Baltimore children for health and research careers through hands-on workshops, lab experiences, and mentorship. UMB's CURE Scholars are the youngest ever to participate in the National Cancer Institute's Continuing Umbrella of Research Experiences (CURE) national program.***

The third cohort of students has entered the UMB CURE Scholars Program, which has been strengthened by an enhanced curriculum and additional locations while retaining the University's commitment to young people in West Baltimore.

The scholars, promising middle school students with an interest in science, have more choices in 2017-18. Branching out from a focus on researching cancer health disparities, which marked the first two years of the program, UMB CURE offers three other areas of study this year — anatomy, robotics, or MESA (mathematics engineering science achievement).



SOM PROGRAM DIRECTOR GREGORY CAREY HELPS SCHOLAR PARRIS GREEN (RIGHT) WHILE UMB CURE'S BORNDavid MCCRAW AIDS JAYLEN GALMORE.



SCHOOL OF MEDICINE'S BRET HASSEL ASSISTS NAJAH JOHNSON WITH COAT.

Rather than meeting at their individual schools on Tuesday and Thursday afternoons, this year the students are being transported to the Baltimore City Community College Life Sciences Institute at the University of Maryland BioPark for their training with mentors. On Saturdays, they meet at the University of Maryland School of Pharmacy to take part in A Bridge to Academic Excellence, where they receive tutoring. The UMB Writing Center also has held workshops to help prepare the students for the college application process.

UMB's proud role with the CURE Scholars is unwavering, University President Jay A. Perman, MD, said at the ceremony on Saturday, Oct. 14, where the third group slipped on the program's signature white laboratory coats.

"We've established that in these students we've got talent to spare, but now we have to make the opportunity," he told the crowd of more than 200 students, family members, mentors, and dignitaries. "We have to dismantle the barriers that separate our young people from their potential and from their purpose. We have to give these students what they need to rise, because I've seen them rise, and it's beautiful to watch."

Continued from previous page



KAYLA WYCHE RAISES HER HAND TO ASK A QUESTION DURING THE LIQUID NITROGEN PRESENTATION BY THE SCIENCE CENTER'S K.C. CHANEY.

U.S. Rep. Elijah E. Cummings, JD '76, a graduate of the University of Maryland Francis King Carey School of Law who helped launch the CURE Scholars Program at UMB in 2015, told the parents how important it is to expose children to these types of opportunities.

"Instead of spending time on social media, spend time searching the internet for opportunities," he said. "First of all, we have to expose our children, and then we have to show them the way, because if we don't show them the way, the streets will."

Janis Davis, whose sixth-grade son is in the new group and whose eighth-grade relative was in UMB's initial group of CURE Scholars, was duly impressed.

"It's a great program," she said. "It gives the kids the opportunity to really see what they can do. They may have a vision, but think they can't go there. This shows them that it can be done."

Charles Armstrong, one of the 83 new mentors for 2017-2018, echoed that thought. "I'm originally from Montgomery County,"

said Armstrong, who is doing research at the School of Pharmacy, "but even with my privileged background, I was always dissuaded from science. As an African-American, I want to make sure these students can get the chance."

Science and technology surround the program. The new scholars already have started doing dissections, programming robots, and building bridges.

On a recent Saturday, all of the sixth-grade scholars and many of the seventh- and eighth-graders put on their white coats and gathered on the third floor of the SMC Campus Center for a program on liquid nitrogen, "It's Cool in Your School," put on by the Maryland Science Center.

The students were riveted by Science Center educators who mixed liquid nitrogen and water to create clouds, deflated balloons by dipping them in the sub-zero liquid, and even passed out marshmallows frozen by liquid nitrogen for them to taste.

"It was a great learning experience," said Demari Smith, a sixth-grade CURE Scholar from Southwest Baltimore Charter School. "My favorite part was the marshmallow and how smoke came out of your mouth when you ate it."

Sixth-grader Jazire Faw, from Green Street Academy, also loves her CURE experience so far.

"I think it's amazing," she said. "Last week we dissected a sheep's eye, and I thought that was really cool."

— Betsy Stein



SMOKING BEAKER ENTRANCES SCHOLARS LIKE DEMARI SMITH, FAR RIGHT.



# PUBLIC SAFETY

DECEMBER 2017



## 'TIS THE SEASON TO BE CAUTIOUS

This time of year we often get caught up in the haste of the holidays, which sometimes causes us to overlook telltale signs of danger.

For instance, there is no reason to give potential thieves a heads-up that your house or car is filled with gifts. So close those curtains or use the trunk after shopping. Beware of announcing activities on social networking sites such as Twitter or Facebook.

“You can’t be too safe during the holidays,” says Cpl. J.R. Jones, safety awareness officer in the UMB Department of Public Safety. “Having safety routines in place can allow you to fully embrace the spirit of the season.”

*Consider the following safety tips:*

### AT WORK

- Be aware of any suspicious activity, including strangers entering the workplace.
- Keep all purses and valuables out of sight and locked away.
- If you notice anything out of the ordinary, notify your security team.
- Sign up for UMB Alerts, the system used by the University Emergency Management Team to notify the campus community about emergencies and weather-related closings.
- Know alternative routes home if the main thoroughfare is blocked.

### WHEN TRAVELING, SHOPPING, OR IN A CROWDED SETTING

- Pay attention to your surroundings.
- Scan the people around you. Thieves avoid people who they perceive as too alert.
- If you have a bad feeling about your surroundings, remove yourself, preferably amid a crowd of others.
- Thieves try to target people they view as vulnerable: the elderly, women, or women and children. To avoid being targeted, think about what attracts criminals: flashy jewelry, a large purse stuffed with goodies, smartphones, shopping bags, etc.

- If you must use an ATM, use one located inside in a safe spot and don’t carry large sums of cash.
- If you are being followed, go to a populated public place and call 911.
- Before leaving the mall or airport, prepare yourself: make sure your keys are in your hand and your cellphone is put away. Walk with purpose to your car, aware of your surroundings. Don’t be distracted.
- Do not overload yourself with packages or luggage. You cannot defend yourself or see a pothole with your arms too full.
- Do not approach your car alone if there are suspicious people in the area.
- Park in well-lit areas and avoid parking next to large trucks and cars with tinted windows that can provide cover for thieves.

### AT HOME

- Train the kids to open the door only to family or friends who know the “password” and never open the door to strangers.
- Beware of strangers at your door. Criminals sometimes pose as couriers delivering gifts.
- Make sure you always lock your doors and windows.
- Look around before you open your door or garage. Thieves have been known to follow people in as they enter their house.
- Indoor and outdoor lights should be on automatic timers.
- Be sure your Christmas tree is mounted on a sturdy base.
- Never burn wrapping paper in your fireplace.

“In truth, we should use the same safety standards throughout the year,” Jones says. “But it never hurts to be a bit more cautious during the busy holiday season.”

— Dana Rampolla