

The President's Message

DECEMBER 13, 2010

*"Life's most persistent and urgent question is,
What are you doing for others?"*

—The Rev. Martin Luther King Jr.

In the midst of this holiday season of giving, with Hanukkah behind us and Christmas and Kwanzaa to come, I ask you to take a moment and consider the above quote from Dr. King.

I am proud of all the outreach efforts made throughout the year by our faculty, staff, and students. The hours and the number of people who commit their time and their energy can be measured, yet what is intangible is the profound and meaningful impact these efforts have on the lives of others.

One recent example of this is Project Feast. More than 100 volunteers from across our campus donated their time on Thanksgiving Day to provide dinner for homeless and disadvantaged persons in West Baltimore. The 21st annual event was led by the School of Medicine with sponsorship by the University Student Government Association, the Medical Alumni Association, and the School of Medicine Student Council.

Students, faculty, staff, and friends from the schools on our campus gathered at Booker T. Washington Middle School to host the midday meal and provide donations of free clothing and nonperishable food items. To learn more about this generous Thanksgiving tradition, I urge you to read the article at www.oea.umaryland.edu/communications/news?ViewStatus=FullArticle&articleDetail=11335&homepage=1.

Project Feast is but one of many shining examples of how our schools can collaborate and make an important difference in our community. I am proud of all that our University does to be a good neighbor and to assist so many people who are less fortunate and underserved. Some other wonderful accomplishments are found in our Laurels section, which begins on the next page.

During the holiday season, I encourage you all to give in your own way. There is no shortage of opportunities to help. Whether it is through efforts such as the President's Outreach Council, Club UMD, the Maryland Charity Campaign or the University of Maryland Baltimore Foundation, Inc., just to name a few, your efforts can have a long-lasting impact. It was Winston Churchill who said, "You make a living by what you get. You make a life by what you give."

We can discuss this and other topics of interest at our next lunchtime Q&A session on Wednesday, Dec. 15, at 12:30 at the Taylor Lecture Hall in the Bressler Research Building. Some questions from our Nov. 17 Town Hall at the School of Nursing are on Page 5. You also can keep those questions coming in at www.umaryland.edu/president/. Anonymous questions are fine, but if you want a direct response, remember to include contact information. We also encourage schools to keep us apprised of the accomplishments of your faculty, staff, and students at kudos4perman@umaryland.edu.

I wish everyone a safe and joyous holiday season as well as a fruitful and happy new year.

All The Best,

Jay A. Perman

Laurels

DENTAL SCHOOL

Clinical instructor and University of Maryland alumna **Deborah Cartee, RDH, MS**, who has a bachelor's degree from the University's Baltimore campus, was elected president of the Maryland Dental Hygienists' Association (MDHA) on Oct. 31. Dental School assistant professor and Graduate School alumna **Marion Manski, RDH, MS '04**, was chosen president-elect of the association. Other alumnae who were elected MDHA officers are **Karyn Carr Porter, RDH**; **Nicole Selby, RDH**; and **Kimberly Snyder, RDH**. Each has a bachelor's degree from the University.

Chris Gibson, a second-year student, received the Dr. George B. Clendenin Award on Nov. 18. The award is presented annually in conjunction with the Certificate of Merit by the Maryland Constituent Chapter of the International College of Dentists.

Brian Peters, a PhD candidate, was presented with the Otani Award on Oct. 19. The prestigious School of Medicine award is given to a graduate student who demonstrates superior academic performance and outstanding promise as an independent researcher.

The proceedings of a pre-conference symposium held in Chicago in October will be published by Aegis Communications. **Clemencia Vargas, DDS, PhD**, associate professor, was among dentistry experts who led panels at the symposium.

SCHOOL OF LAW

Recipients of the 2010 Leadership in Law Awards from the Baltimore newspaper *The Daily Record* include School of Law alumni **Robert Bowie Jr., JD '77**, **Kathleen Dumais, JD '83**, **Zakia Mahasa, JD '86**, **Thomas Murphy, JD '73**, and **Donna Shearer, JD '82**.

Danielle Citron, JD, professor, was named an affiliate fellow of Stanford Law School's Center for Internet and Society. Citron also recently delivered an address about online bigotry and "cyber hate" in a distinguished lecture series at Columbia University, and appeared on the Baltimore radio program *Midday With Dan Rodricks* to talk about online harassment and safety.

Peter Danchin, JSD, LLM, associate professor and director of the International and Comparative Law Program, is one of four national scholars to receive a grant from the Henry R. Luce Initiative on Religion and International Affairs for the new project Politics of Religious Freedom. The three-year project, based at the University of California and Northwestern University, is affiliated with law schools at the University of Maryland and the University at Buffalo.

Dean Phoebe A. Haddon, JD, LLM, and alumnus **Andre Davis, JD '78**, were among three honorees during the Reginald F. Lewis Museum of Maryland African American History & Culture's annual awards gala Dec. 4. Haddon, appointed dean in 2009, is the first African-American to hold that post in the School's 186-year history. Davis sits on the 8th U.S. Circuit Court of Appeals.

Visiting assistant professor and alumnus **Peter Holland, JD '92, MA**, was profiled in *The Daily Record* newspaper Nov. 2 for his work with the School's Consumer Protection Clinic and its positive role in the recent Maryland foreclosure documents scandal.

Peter Keith, JD, adjunct professor, has been named a fellow of the American College of Trial Lawyers.

Susan Leviton, JD, professor, received the Margaret Brent-Juanita Jackson Mitchell Award from the Bar Association of Baltimore City. The award was presented Nov. 23 during the association's annual president's luncheon at the Tremont Grand hotel.

SCHOOL OF MEDICINE

On Thanksgiving, students from the School of Medicine led a University contingent of volunteers at the 21st annual Project Feast dinner for the homeless and disadvantaged. Free eye screenings and blood pressure tests also were available during the dinner at Booker T. Washington Middle School in West Baltimore. Students, faculty, and staff from throughout the University volunteered at the event, including organizers **Youngeun Cho, MS II**, **Yonjin Park, MS II**, and **Sheri Slezak, MD**.



Jeffrey Fink

Jeffrey Fink, MD, MS, associate professor, received a five-year, \$2.4 million R01 award from the National Institute of Diabetes and Digestive and Kidney Diseases for his project titled “Does Under-Recognition of Kidney Disease Affect Patient Safety?”

During the recent sixth annual National Institutes of Health Director’s Pioneer Award Symposium in Bethesda, Md., **Julie Dunning Hotopp, PhD**, assistant professor, received a New Innovator Award and a \$2.5 million grant for her work on the impact of bacterial-animal lateral gene transfer on human health. She is also among the winners of *The Daily Record* newspaper’s Leading Women Awards, which were presented Dec. 2 in Baltimore to 50 women age 40 and under who have had major accomplishments in their careers.



Andrew Pollak

Andrew Pollak, MD, professor, accepted on behalf of the American Academy of Orthopaedic Surgeons one of six Summit Awards from the American Society of Association Executives (ASAE) during a recent awards ceremony in Washington, D.C. The Summit Awards recognize achievements of the ASAE community and honor volunteer efforts.



Gordon Smith

Gordon Smith, MB, ChB, MPH, professor, received a five-year, \$1,558,246 grant for his project titled “Alcohol Involvement in a Cohort of Trauma Patients: Trends and Future Mortality.”



Lydia Temoshok

Lydia Temoshok, PhD, professor and director of the Institute of Human Virology’s Behavioral Medicine Program, presented the 2010 Women’s Health Forum lecture in Juneau, Alaska, on Oct. 16. The lecture was titled “Cancer: The Mind-Body Connection.” Temoshok also presented two other invited lectures at Bartlett Regional Hospital in Juneau.



Lisa Dixon

Michael Terrin, MD, CM, MPH, professor, has won the University of Maryland Clinical and Translational Science Institute’s second annual Excellence in Mentoring Award. Also nominated for the award were professors **Lisa Dixon, MD, MPH**, and **Marcelo Szein, MD**.

SCHOOL OF NURSING

Robyn Gilden, PhD, RN, assistant professor, has been included in Strathmore’s Who’s Who Worldwide, a registry and global network of executives and professionals who have demonstrated leadership and achievement.

Rachel Hitt, MS, RN, clinical instructor and assistant director of clinical simulation laboratories, was one of 30 participants, selected from a national pool of applicants, in a new National League for Nursing program for nurse educators in emerging faculty and administrative leadership roles.



Karen Johnson

Karen Johnson, PhD, RN, assistant professor, was one of three editors of the fifth edition of the textbook *High-Acuity Nursing*, which was named by the *American Journal of Nursing* as the 2010 Book of the Year in the critical care-emergency nursing category.

“The Efficacy of an Electronic Alcohol Protocol in Managing Alcohol Withdrawal of Patients in the ICU,” a poster by **Terry Laidlow, DNP, RN**, clinical instructor, won first prize in the evidence-based research category during the Spotlight on Critical Care Conference, held recently in Washington, D.C.



Jane Lipscomb



Kate McPhaul

“Intervening to Prevent Co-Worker Violence in U.S. Mental Health Facilities,” presented by **Jane Lipscomb, PhD, RN, FAAN**, professor; **Kate McPhaul, PhD, MPH, RN**, assistant professor; and **Matt London, MS**, adjunct professor, won the Best Scientific Abstract Award during the International Conference on Violence in the Health Sector, held recently in Amsterdam.

Marik Moen, MSN, MPH, assistant professor, is among the winners of *The Daily Record* newspaper’s Leading Women Awards.

SCHOOL OF PHARMACY



Cynthia Boyle

Cynthia Boyle, PharmD, executive director of the Experiential Learning Program and an associate professor of pharmacy practice and science, received the W. Arthur Purdum Award from the Maryland Society of Health-System Pharmacists. The society’s highest award recognizes an individual for significant contributions in health-system pharmacy or influential leadership in the practice of health-system pharmacy at the state level.

Deborah Goldberg, a graduate student in the Department of Pharmaceutical Sciences, received an Outstanding Poster and Podium Award at the 2010 Globalization of Pharmaceutics Education Network meeting.



Lindsay McCann



Tom Smoot

Lindsay McCann and **Tom Smoot**, both fourth-year PharmD students, were the winners of the 2010 American Society of Health-System Pharmacists (ASHP) Local Clinical Skills Competition. Lindsay and Tom will represent the School of Pharmacy at the National Clinical Skills Competition held during the ASHP Midyear Clinical Meeting in Anaheim, Calif., in December.



Jill Morgan

Jill Morgan, PharmD, associate dean for student affairs and an associate professor of pharmacy practice and science, was installed as president of the Maryland Society for Health-System Pharmacists.

SCHOOL OF SOCIAL WORK



Carole Alexander

Carole Alexander, MA, clinical instructor and an advocate for domestic violence victims, received the William L. Marbury Outstanding Advocate Award from the Maryland Legal Services Corp. on Dec. 6. The award recognizes a non-attorney for outstanding service to the poor in

Maryland by expanding access to justice.

UNIVERSITY OF MARYLAND MEDICAL CENTER

The center, whose medical staff members are on the School of Medicine faculty, was one of two health care facilities in the nation to receive a Leapfrog Top Hospitals of the Decade award for patient safety and quality of care. The designation was made by The Leapfrog Group, a coalition of public and private purchasers of employee health care benefits.

Questions and Answers

FROM NOV. 17 TOWN HALL
SCHOOL OF NURSING AUDITORIUM

QUESTION:

Earlier this month I received a number of anonymous communications, and one that was not anonymous, from School of Nursing staff members. The statements I received express concerns about discriminatory practices in employment matters. In particular, the concerns relate to salary and promotion. I have also received anonymous complaints from a few persons at other schools.

RESPONSE:

I am committed to fair treatment and the identification and elimination of illegal employment practices. I am also committed to giving every employee opportunity to seek career advances.

The types of issues raised by the anonymous complaints are important ones. But the information I have received is not sufficient for me to direct the Office of Human Resource Services to investigate the matters. I urge those who have concerns to contact Sheila Greenwood at the campus Office of Human Resource Services to schedule appointments to discuss their concerns. Ms. Greenwood and other appropriate campus Human Resources staff will then investigate and advise me.

You will be treated appropriately and confidentially. If something needs to be fixed in your opinion, there is a mechanism by which to do that.

I also want you to know that I am repeating something that worked well for me when I was dean of the University of Kentucky (UK) College of Medicine—a diversity advisory council. It is just in formation right now. I have representatives from each of the schools—14 or so people. I will make sure that the schools and constituencies (staff, students, graduate students) are all represented. I will make this, by definition, inclusive. We will turn the committee over in a staggered way every two or three years.

Some members of the diversity advisory council will be:

Claudia Baquet – Medicine
Jose Bahamonde-Gonzalez - Law
Jill Morgan – Pharmacy
Magaly Rodriguez de Bittner - Pharmacy
Jesse Harris – Social Work
Elsie Stines – Office of the President
Crystal Edwards – Law
Marlene King – Medicine (P/T)
Vanessa Fahie – Nursing
Patricia Meehan – Dentistry



QUESTION:

Does the campus envision going paperless as much as possible, particularly as it applies to financial records management?

RESPONSE:

Yes. This item has been identified as a priority for the Center for Information Technology Services (CITS) and the administrative and financial departments. To date, the exempt timesheet has been automated and we expect to roll out a non-exempt electronic timesheet late in the first quarter of calendar year 2011. Currently, CITS, Financial Systems, and Financial Services are partnering to procure an electronic forms toolkit that will expedite the development and rollout of additional electronic forms. The UMB travel expense and travel request forms are next on the priority list; followed by additional high-usage forms.

The point here is we understand the importance of trying to become as paperless as possible and there is an order in which it is getting done.

**QUESTION:**

In order to increase visibility of departmental activities and interests, and perhaps spark collaborative interactions, it seems a great idea to develop a central location for seminar announcements for this campus, akin to the NIH “yellow sheet” calendar of events (<http://calendar.nih.gov/app/MCalWelcome.aspx>).

RESPONSE:

Absolutely, this is a good idea. We have the master calendar that has the capability to do this. The limitation is the input we receive from the campus, pleading with everyone who thinks this is a priority to feed the information forward. One thing that frustrates me—and you too I’m sure—conflicts happen too often. A comprehensive campus calendar is absolutely a good idea, and I’d be happy to see it supported.

**QUESTION:**

After three years of furloughs and no pay raises, the staff as a whole needs something to show them that they have value to the institution. Please comment.

RESPONSE:

This is what I was trying to say when I began my remarks at the staff lunch last week. I know that the lunch is no replacement whatsoever for being compensated appropriately, for dealing with the cost of living. If there are ideas—short of money, until we are authorized the money—of what I can do to better show appreciation to the staff, please know I would love to hear it.

People have asked me if annual evaluations are important in a climate that is as economically distressed as this. I believe that annual evaluations are mandatory and appropriate—people need feedback. You should expect a pat on the back if deserved. You need to expect that you are going to get evaluations from supervisors. I have brought that up at almost every Q&A. I need to insist that we give our folks feedback so that there isn’t any question that the hard work is appreciated, because it is.

Now, with regard to the facts of the matter, I do not have any information that you haven’t seen in the paper. The position of the University System and the University in its budgets is to restore the money that has been saved by the furloughs over the last couple of years. The state has legislation in effect that says the dollars derived from slots and dollars derived from adjustments to the corporate tax are supposed to be used for higher education. So there is a revenue source for supporting us properly. If I knew more I’d tell you. I’m with you. I don’t think it would be tolerable to go another year like this.



QUESTION:

With your President's Clinic, can you focus one team meeting a month on a different clinical problem, e.g., from cancer treatment options to dementia care for sleep wake cycle disturbance to palliative care? I wonder if a chaplain could add to the ethical dimensions of the discussion, too. It might be video- and audio-taped for others to see without any patient identifiers, of course.

RESPONSE:

I'm thrilled to get questions about interprofessional education. I can't do that myself because these are not staged clinics. Whoever is on the schedule, I see. I cannot do what the questioner proposes.

But I am only one person. What I'm doing is just setting an example. Those of you who work in clinics with other types of professionals, I would encourage you to have a discussion and say, "Can't we take some students, too? Students of different disciplines?" You might be able to show these students how one works in a team.

**QUESTION:**

The writer suggests that we explore and share more ideas and resources with Johns Hopkins and that we establish a University Presidents Group to advance sharing of resources among the schools in the area.

RESPONSE:

Those of you who heard my inauguration speech of last Tuesday will perhaps recall that I particularly espouse this idea. I'm happy to tell you that there are a number of ongoing collaborations and interactions with Hopkins. We do have a presidents council—it's called the Maryland Campus Compact—that gets the presidents of the various institutions together. Could we do more? Absolutely. But I am dead serious about collaboration across schools in this day and age. This was the theme of my remarks last week. It is good to partner.

**QUESTION:**

It might be advisable to test the cell phone alert system.

RESPONSE:

It is tested annually—usually over holiday break to minimize the disruption. I understand it was used successfully last year on a couple of occasions regarding the snowstorms. Once the date for the test is established, we will get it publicized by voice and e-mail. (Bob Rowan, associate vice president for facilities and operations, verified the test date will be Dec. 14, 2010.)

**QUESTION:**

Why is the ban of smoking on campus not enforced? People continuously smoke right in front of the no-smoking signs all over campus. I should be able to walk on campus grounds without having my air polluted by smoke.

RESPONSE:

I stand with all of you who feel strongly about non-smoking. The problem is we don't own the sidewalks and streets. Those are city sidewalks and city streets. The campus police do not have the authority to stop someone from smoking on a city sidewalk or street. We are talking with the University of Maryland Medical Center and the Baltimore Veterans Affairs Medical Center about the possibility of getting a city ordinance so that the boundaries of the campus can be smoke-free.

**QUESTION:**

Having been an employee at UMB for a few years now, it has concerned me that the University cares the most about its numbers, whether it be research funding or a ranking that honestly doesn't mean much. I've seen students work hard, represent and live in Maryland, only to be declined by professional schools because their numbers were not competitive even though their hearts were. Schools should not be about numbers because we are all people. We can

better represent this University by displaying our passion to serve our people, not our research dollars and rankings that don't mean much in the real world.

RESPONSE:

Your message is poignant. Let me react to that, because in many ways, I share the sentiment. Again, you may have heard a comment from my inaugural speech last week that indirectly referred to this. I talked about whether we might have a ranking for collaboration. Who is very good at being a team member? That was also my way of reminding myself and anyone who is willing to listen to me that, as this questioner said, we are not all about rankings.

The fact of the matter is that, like it or not, our quality gets enhanced because of rankings. That's the way it is in these United States. People want to be with the winner. That includes those who fund education and those who fund research, including our legislators. They don't want to support the "also-rans." That may sound harsh. But that's the way it is. We all want the Orioles to win the pennant, and we'll get behind them if they do. We, as Americans, all like winners. The way one demonstrates whether one is a winner or not is to get measured by some metric.

There was an allusion here to the fact that you've got to have certain kinds of numbers to get into one of our professional schools. That's not all about rankings. That's not all about image. I'm speaking from my experience as a medical school dean. Yes, in the case of a medical school, do we look at the MCATs? Sure we do. Not just because we want to have bragging rights to a great average MCAT score, but because that tool has been shown to be a valid tool in predicting who is going to succeed. Who can do the work?

Frankly, I think it is more cruel to accept the student who is going to struggle, based on standardized exams. They struggle and struggle and go into debt doing it but then can't do the work.

Yes, it is all about measurement in many cases, but that's not to argue the questioner's point. It cannot be ALL about rankings and numbers. It is our fault when we make it sound that way.



QUESTION:

This is such a great campus and we have such a lot of good specialties, but it doesn't get out to the whole campus. We need a committee about how can we do better talking amongst each other. I work in the Dental School. We have such great dentists there and great students. The campus should be flooding our office for appointments. But people don't know we're there. We have one medical plan that the Dental School doesn't take. If I take that dental insurance, the school doesn't take it? I think there's probably a lot of areas on campus that we could boost to have the money stay on campus.

RESPONSE:

I think this is all part of the much larger opportunity that we have to make this place a campus rather than just a conglomeration of extraordinary schools.



QUESTION:

What is the approach of the University of Maryland in actively pursuing collaboration with foreign universities?

RESPONSE:

I just had a meeting today with the deans and vice presidents and some of the associate deans about how we might consider either a program or an institute for global health. There's been a great deal of talk here over these last few years about having a School of Public Health. We're not going to do a School of Public Health—because what we do that others would think is public health is really global health.

All of the schools are involved in efforts across the world ... last count being 44 countries. We have large research and education programs across the world—many of these are in collaboration with other universities.

The response is that global health—which means relationships with foreign universities—is a calling card of our campus. I had to learn about why an institution—particularly in tough economic times—should have concerns about a global world. Don't we have enough issues in Baltimore and in Maryland and in this nation?

I had to learn this as a dean in Kentucky; it may not have been urban Baltimore, it was instead poor and distressed people in Appalachia. And yet I had faculty and students who would say, "We need to do something in Ecuador—or Uganda—or Mexico." And I used to say, "Why?"

And I learned—as I usually do from students and faculty. First, the world is flat. Second, to the extent that we do good around the world we probably do impact the way others perceive us and the security of our nation. But perhaps most relevant, third is that I have seen consistently students and faculty come back from overseas trips in harsh conditions and have all kinds of ideas and passions for the local problems that they did not have before they left. That alone is reason enough for our overseas relationships to continue to grow and blossom.