



FEARLESSLY FORWARD: In Pursuit of Excellence and Impact for the Public Good

2025 Annual Report

Jennifer King Rice

Senior Vice President & Provost

An aerial photograph of the University of Maryland campus, showing a mix of historic red-brick buildings and modern academic structures, interspersed with green lawns and trees. A large, bold text overlay is centered on the image.

What progress have we made to
move the University of Maryland

***FEARLESSLY
FORWARD***

2022-2025: Three Years of *Fearlessly Forward*

The **committees delivered their recommendations** to the President, Provost, and other campus leaders at the *Fearlessly Forward* Assembly.

Sharing our success!

Each spring, data are reviewed and an annual report is delivered to the campus to demonstrate our outcomes and impact.

2022

Provost Rice **charged four strategic commitment implementation committees** with advising her on appropriate targets and metrics to assess progress.

Together, we **developed, launched, and implemented *Fearlessly Forward***.

2023

Data collection begins! Starting in Fall 2023, and continuing each fall afterwards, we collect information about accomplishments and transformational impact of our initiatives and metrics.

2024

2025

Future...

We'll **continue to work collaboratively** with our students, faculty, staff, and community partners to move the University of Maryland *Fearlessly Forward*...



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Implementation 2022-2025



**Annual Priority Setting
and Initiatives**



**Investing in Needed
Infrastructure and
Support**



**Community Input
and Engagement**



Assessing Our Progress

Document available:
strategicplan.umd.edu/implementation



Fearlessly Forward Implementation At a Glance

25+

Fearlessly Forward
Signature
Initiatives

\$320M

Total UMD
Investments
Since Launch

ALL

Divisions & Colleges
Engaged in
Implementation and
Data Collection

The background image is a wide-angle photograph of a university campus, heavily tinted with a red color. In the center, a large, multi-story building with a classical architectural style, featuring a prominent pediment and columns, stands out. The building is surrounded by lush green trees. In the foreground and middle ground, numerous people are seen walking along wide, light-colored paths that crisscross a large grassy area. The overall scene conveys a sense of a busy, active academic environment.

Our Strategic Commitments & Initiatives

WE REIMAGINE LEARNING

Lead in the development of **innovative and inclusive approaches** for teaching and learning

Expand the use of **high-impact experiential learning** to ensure every student has the opportunity to learn through public service, civic engagement, internships, and project-based experiences

Create opportunities for **multidisciplinary collaboration** that fosters creative expression, discovery, and critical thinking

We Reimagine Learning

- Arts for All
- Office of Undergraduate Research
- Learning Environment Modernization
- Investing in Special Undergraduate Programs
- Teaching Innovation Grants
- TLTC Teaching Academy



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Arts for All

Program Growth

Undergraduate Major
Immersive Media Design

54 → **134**
Launch (2022) 2024

Terrapin Community
Music School

20 → **74**
Launch (2023) 2024

Undergraduate Minor
Arts Leadership

24 → **39**
Launch (2022) 2024

Summer Program
New Works Incubator

10 → **28**
Launch (2021) 2024

New Partnerships & Programs

- Do Good Campus
- Creative Placemaking and Immersive Media Design Programs
- Quantum & Arts Grants



Awarded
51 Grants
Totaling
\$202,940
in 2024

Launched
2021



Office of Undergraduate Research

Launched
2023

1,200+

Annual Participants in the First-Year Innovation & Research Experience (FIRE) program

1,000+

Undergraduates enrolled in Undergraduate Research Opportunities and Competencies (UROC)

Launch of Summer Programs & Collaborations

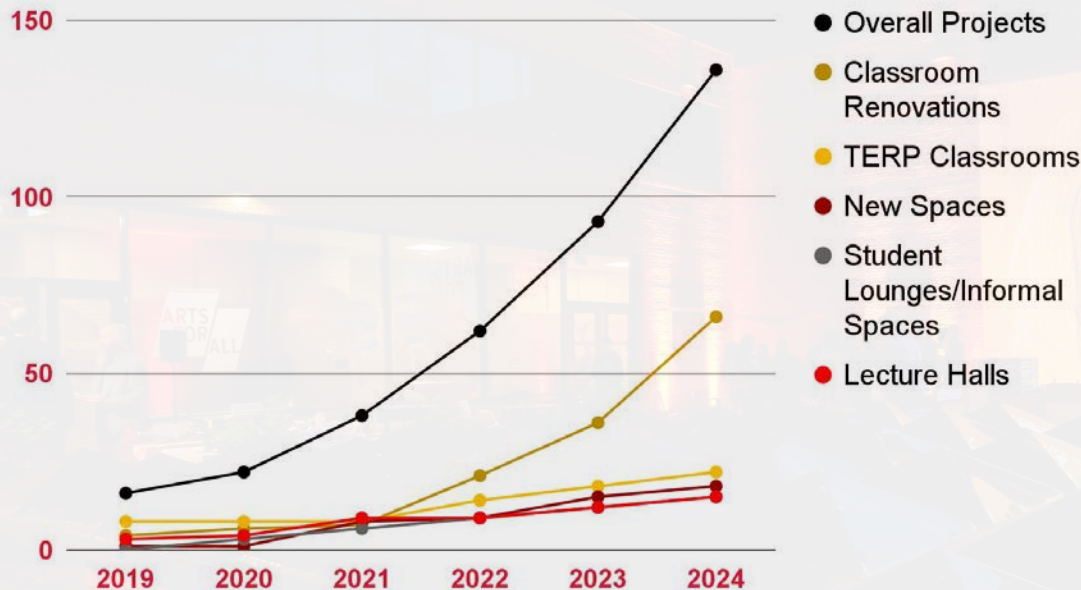
- Immersive Research Internship Experience
- Student Proposed Innovation & Research Experience
- Summer Undergraduate Research Conference
- Undergraduate Research Day



Learning Environment Modernization

Launched
2022

Total Learning Environments Modernized



\$11.3M

Total Investment 2022-2024

76,590

Student Seats Impacted

2,121

Instructors Have Benefited

Investing in Special Undergraduate Programs



62 → **121**
Launch (2022) 2024

Interdisciplinary Business Honors (IBH) Program Enrollment

69 → **166**
Launch (2022) 2024

Honors Global Challenges and Solutions Program Enrollment



9 → **54**
Launch (2023) 2025

UMD Fellows interning at the Maryland General Assembly (MGA)

263
Current Fellows

50+
Majors Represented in the Fellows Program

Honors College added two New Living-Learning Programs

- Honors Global Challenges & Solutions
- Interdisciplinary Business Honors

UMD Fellows Program expanded to include Maryland Fellows.

College Park Scholars added two new living-learning programs

- Data Justice
- Civic Engagement for Social Good

2022

2023

2024



Teaching Innovation Grants

Launched
2022

Combined Investment
2022-2024

\$4M

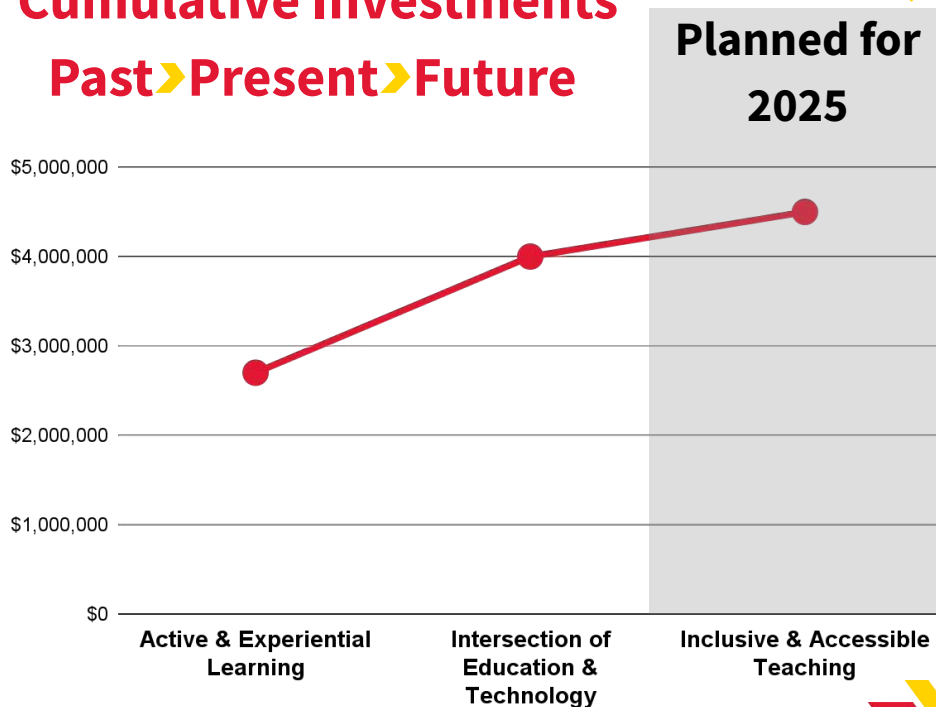
Invested in

139 **210**
Projects + Courses

ALL

Schools & Colleges Represented

Cumulative Investments
Past > Present > Future



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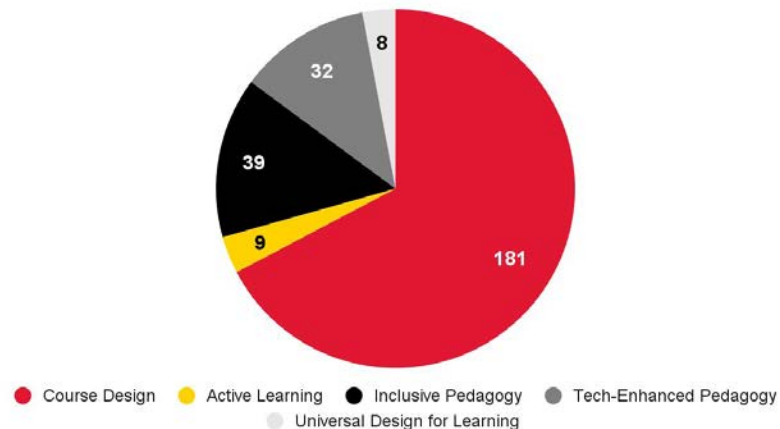
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TLTC Teaching Academy

Launched the **TLTC Teaching Academy**, a new development program to empower instructors with cutting-edge pedagogical strategies in areas like integrating AI into teaching, increasing student engagement and participation, and universal design for learning.

Awarded Meta-Credentials



858

Faculty, Staff, and
Students Have
Participated in
Teaching Academy
Courses





WE TAKE ON HUMANITY'S GRAND CHALLENGES

Invest in faculty, student, staff, alum, and partner capacity to take on grand challenges through multidisciplinary and engaged research and curricular innovations

Leverage our location near the state and nation's capitals to advance and support evidence-based policy that addresses grand challenges at community, state, national, and global levels

Amplify impactful research, scholarship, creative activities, teaching, and service work through communication, visibility, and translation

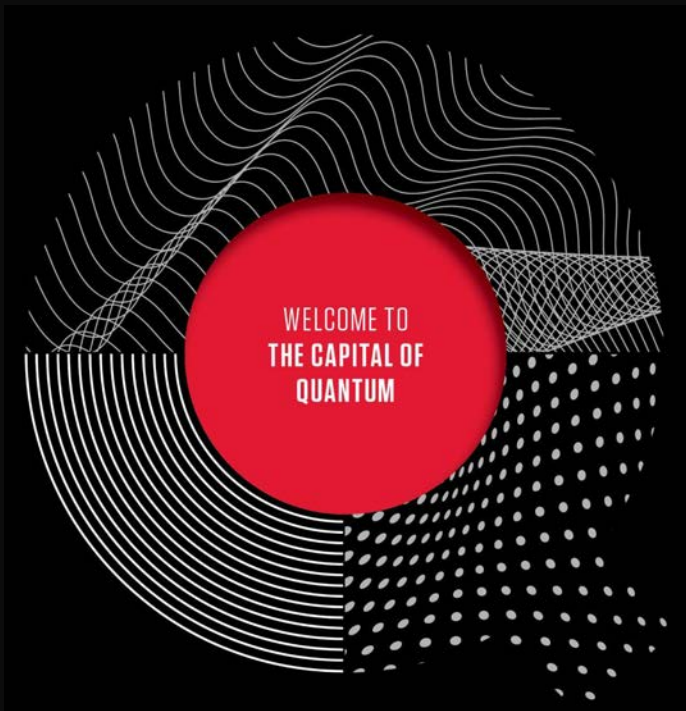
We Take on Humanity's Grand Challenges

- Capital of Quantum
- Grand Challenge Grants
- Artificial Intelligence Interdisciplinary Institute at Maryland (AIM)
 - PROGRESS
 - The 1856 Project
 - Climate Action Plan
 - xFoundry @ UMD



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40

Companies supported by the Quantum Startup Foundry

200+

Quantum Researchers, one of the greatest concentrations in the world

#2

among public institutions in quantum physics
U.S. News

Gov. Moore Launches \$1 Billion "Capital of Quantum" Initiative Anchored by UMD

Launched
2020



New and Continued Partnerships



138 Course development and
research seed grant applications

12 Schools and colleges active in AI

5 Major Programs and Events

Between October and December 2024

- Inaugural Distinguished Guest Lecture
- Leadership Maryland Summit
- Teaching the Arts in the Age of AI Symposium
- SoDa - Surv-AI Workshop
- Getting Aligned On AI Alignment Workshop

New Programs In Development

Bachelor of Science and Bachelor of Arts in
Artificial Intelligence

Partnerships



LOCAL



Prince George's County AI Taskforce

AI Essentials & Prompt Engineering Essentials Module



STATE



Maryland State AI Clinic Pilot Program

Maryland Department of Justice



NATIONAL



National Federation of the Blind

US Geological Survey



Announced
4/21/22

Grand Challenge Grants Program Impact

100%

Of UMD Schools & Colleges are involved

By the end of June 2024:

29,300+

External Stakeholders Engaged

300+

Partnerships Established or Expanded

88%

Projects have provided experiential learning opportunities

2,655

Individuals Engaged Throughout Campus. Including **835** Faculty, **315** Staff, and **1,505** Students

\$25M

EXTERNAL RESEARCH AWARDS RECEIVED

Up \$14M from 2024



55

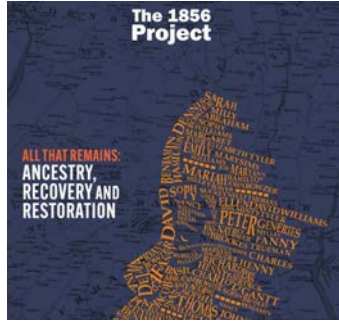
Countries Served

100%

Maryland Counties Impacted



Grand Challenges We're Taking On



The **1856 Project** released its second annual research report. Among its highlights, the report offers updates on its current projects, and potential for future research and community projects through its model of student-community partnership.



In search of innovative ways to reduce the number of lives lost to gun violence each year, **PROGRESS** launched a Limited Submission Community Innovation Seed Grants program in the summer of 2024 with the goal of identifying and supporting research projects that have the potential for high impact.



xFoundry @ UMD hosted the inaugural Xplore Summit, where the UMD community is invited to come together to hear from experts in select topic areas and vote on topics for the following year's xFoundry competition topics. (2/9/2024)



In 2024 the Office of Sustainability published the third comprehensive update to UMD's **Climate Action Plan (CAP 3.0)** to reach net zero carbon emissions. With 37 strategic pathways to implement in its next phase of climate action, UMD continues to work to decarbonize and engage relevant audiences at this top-tier research university.





WE INVEST IN PEOPLE AND COMMUNITIES

Lead the nation in living
a commitment to
**equity, diversity, and
inclusion in all we do**

Become a **connected,
coordinated, and
effective community of
care** that supports the
success and well-being
of students, faculty,
and staff

Align **evaluations,
rewards, and
incentives** with our
goals and values

We Invest in People and Communities

Investments to support students:

- Terrapin Commitment
- Supporting Graduate Students

Investments to support staff:

- MVP Impact and Terrapin Innovation Awards
- Excellence in Supervision Program
 - Family Care Benefits

Investments to support faculty:

- Faculty Supports, Evaluations, and Rewards

Investments to support all Terps:

- Mental Health & Well-being
 - TerrapinSTRONG



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Investing in Undergraduate Students: Terrapin Commitment's Impact To-Date

Announced
10/24/22



Total # of Low Income
Students Served



TC Awards Granted



Average TC Awards Granted

Unmet Need Cut in Half

\$6,708

Average low income students
unmet need **before** TC*

\$3,559

Average low income students
unmet need **after** TC**



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* FY22 Pell eligible in-state students unmet need after subsidized loan

** FY24 Pell eligible in-state students unmet need after subsidized loan

Investing in Graduate Students

Announced
2/13/23



Broke ground on a **new graduate housing facility**, slated to serve **about 750 individuals** with **below-market housing options** beginning in 2026-27



Investments in 2024:

- Improved mutual expectation process for GAs
- Expanded Graduate Student Success Team
- Launched Fellowship Stipend Gap program
- Continued enhancement of career support
- Enhanced collection of disability data for graduate students to better advocate for services and support

More Investments Ahead:

- Enhanced website and information accessibility
- Improved grievance policy
- Continued improvement of holistic admissions resources and processes
- Development of faculty learning communities to support graduate student mentorship



UMD Received the 2024 ETS/CGS Award for Innovation in Promoting Success in Graduate Education!



Faculty Supports, Evaluations, and Rewards

EXCELLENCE

105

Memberships in the
National Academies

81

Members of the
National Academies

117

AAAS Fellows

13

NSF CAREER
Awards in 2024

RETENTION

97.3%

TTK

93.4%

PTK

Faculty the university retains
year over year
(Fall 2023-Fall 2024)

PTK UPDATES

- Formed the inaugural PTK Advisory Group
- Submitted Instructional PTK Faculty Workload policy to the Senate
- Crafted new PTK administrative reforms
- Released AEP Manual

TTK UPDATES

- Formed the APT Policy Review Committee
- Fearless Unit Leadership



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Investing in Staff

STAFF FEARLESSLY FORWARD AWARDS

25

UMD staff who were awarded at the second annual MVP Impact and Terrapin Innovation Awards

238

Nominations
35% Increase from 2023

12

Divisions

SUPPORT FOR SUPERVISORS

Programs launched to support supervisors who play an essential role in leading and supporting the success of their teams.



Start

New Supervisor
Orientation



Go Deeper

Excellence in Supervision



A Resource for Supervisors

Supervisor Toolkit

271

Faculty and Staff have enrolled in the Excellence in Supervision training.

RETENTION

94%

UMD exempt and non-exempt staff retained year over year

+8%

above the national average
in higher education



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Investing in All Terps: Mental Health and Well-being

Key updates:

Implementing recommendations from the Mental Health Taskforce

- **Central website with mental health and well-being resources in one place**
- **New Initial Access Team of 8 clinicians in 2024**
- **Mental Health Emergency Assessment and Response Team (MHEART) became fully activated in Fall 2024**

Additional updates:

- New case management system and two new care managers
- Embedded Clinician Team—Pilot Program
- Substance Use Intervention and Treatment

umd.edu/mentalhealth

Announced
**July
2020**



MENTAL HEALTH AND WELL-BEING @ UMD

We are committed to fostering a culture of care so that every member of our community feels valued, empowered and supported.

WE PARTNER TO ADVANCE THE PUBLIC GOOD

Expand our impact
through strategic
research partnerships
with **local, state,
national, and global
stakeholders**

Catalyze **innovation
and entrepreneurship**
for inclusive economic
development

Enhance the **economy,
educational outcomes,
social justice, quality
of life, and civic
engagement** of our
neighbors and
neighborhoods
through
relationship-building
and ongoing
commitment to
partnerships

We Partner to Advance the Public Good

- Do Good Campus
- Center for Community Engagement
- MPOWER Professorship Program
 - Discovery District
 - Enhancing P-20 Education in Maryland




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Do Good Campus



2,270

↑154%
from 2023

Students received in-class modules to introduce social impact concepts



60

↑29%
from 2023

Student Fellows supported by the Do Good Accelerator

Every UMD School and College is an active participant with Do Good



\$460K

Impact funding awarded to Do Good Campus Fund Projects

Announcement coming soon!

OUR VISION

To empower students, faculty and staff to apply their passions and ideas to make a social impact and **change the world for good**

Announced
9/26/23



Center for Community Engagement

Launching the Center for Community Engagement

- Meetings with 350 faculty, staff, students and leaders across campus.
- Participation and outreach in local communities
- Mapping our collaborations
- Expanding Do Good Campus
- Progress towards the Carnegie Classification for Community Engagement

Pathways Forward Resource Hub

Supporting Marylanders impacted by federal workforce layoffs, job transitions, and funding changes.

College Park Academy Partnership

- Experiential learning and college-readiness curricula
- Professional development for high school teachers



Good Neighbor Day 2024



Professorship Program

7

Faculty appointed as MPower
Professors in 2024

27

MPower Professors
named over three years

\$150k

In funding accompanies each three-year appointment, to support research, offset the awardee's regular salary or summer salary, or to provide teaching relief.

Partnerships



**Bioengineering (BIOE) +
Medicine**

University of Maryland School of Medicine



**Institute for Health Computing
(UM-IHC)**

Montgomery County, Maryland



Our Work to Advance the Public Good



Terrapin STARS students and their families participate in a welcome session at the UMD Visitor Center for the STARS at College Access Conference program. The Small Town & Rural Students (STARS) College Network supports students from these areas in exploring higher education opportunities that align with their passion and interests.

06/22/2024



Our **#NowATerp Tour** stopped in Prince George's and Calvert counties and Baltimore City where we personally delivered the good news of admission to three lucky Maryland students and their families. The three students included two valedictorians, two who will be the first in their families to attend college, one whose grandparents met at UMD, and one who was celebrating her birthday.

1/2025

Reviewing our
impact and recognition

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#11

Public University
for R&D Spending
Combined with
UMB
NSF HERD

297

Patent
Applications
Filed in FY 24

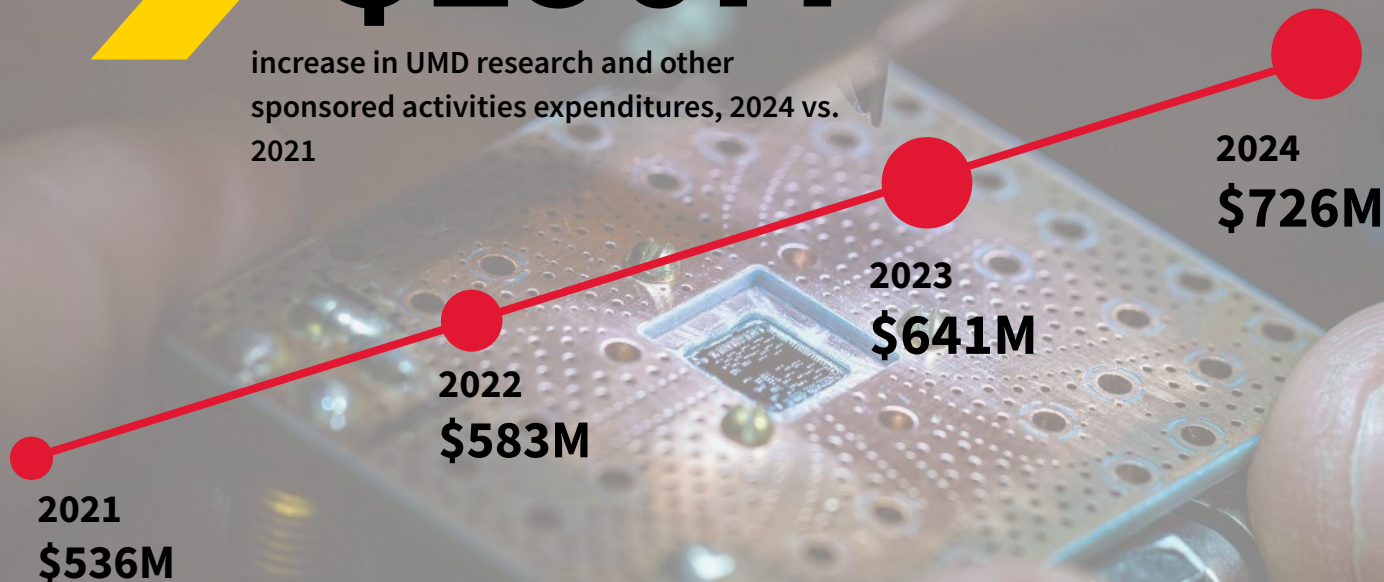
67

Patents
Issued in FY 24

Our Research Enterprise

> +\$190M

increase in UMD research and other
sponsored activities expenditures, 2024 vs.
2021



Excellence in Academia and the Terrapin Experience

#44
**Overall
National
Universities**
U.S. News

#17
**Top Public
Schools National
Universities**
U.S. News

#10
**Learning
Communities**
U.S. News

#24
**Best College for
Veterans**
U.S. News

#15
**Public colleges
with the best
6-Year Pell
grad rates**
Chronicle Almanac

#7
**Undergraduate
Entrepreneurship**
*The Princeton Review and
Entrepreneur Magazine*

**One of
America's Best
Employers &
Workplace**
Forbes and Newsweek



A Major Milestone: College of Education and College of Information have ALL of their programs that US News ranks in the top 25 (EDUC) and top 10 (INFO)



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