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

Jennifer King Rice
Senior Vice President & Provost
Our Guiding Principles

- Excellence
- Diversity, Equity and Inclusion
- Impact
- Innovation
- Collaboration
- Service to Humanity
FEARLESSLY FORWARD

WE REIMAGINE LEARNING

WE PARTNER TO ADVANCE THE PUBLIC GOOD

WE TAKE ON HUMANITY'S GRAND CHALLENGES

WE INVEST IN PEOPLE AND COMMUNITIES
Annual Progress Report

Year 1: 2022-2023

- Implementation committees
- Focus on signature initiatives
- Strategic plan website
- Tracking our progress
- Presentations to stakeholders
- Charging workgroups
Implementation of Fearlessly Forward

Developing and tracking metrics (e.g., global, commitment, initiative)

Engaging stakeholders (e.g., involvement, idea generation, feedback)

Launching initiatives (e.g., Grand Challenge Grants, Teaching and Learning Grants, Terrapin Commitment)
Implementation Committees 2022-2023

**We Reimagine Learning** (19 members)
Co-Chairs: William Cohen and Macio Oliveira
*VP Liaisons:  Rice, Hollingsworth, Perillo*

**We Take On Humanity’s Grand Challenges** (16 members)
Co-Chairs: Betsy Beise and Eric Chapman
*VP Liaisons:  Ball, Rice*

**We Invest in People and Communities** (18 members)
Chair: James McShay
*VP Liaisons: Perillo, Colella, Dodge*

**We Partner to Advance the Public Good** (20 members)
Chair: KerryAnn O'Meara
*VP Liaisons: Colella, Ball, Hodge*
Strategic Commitments & Initiatives
We reimagine learning and teaching as inclusive, experiential, publicly engaged, creative, integrative, holistic, and empowering.
Reimagine Learning Goals

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: Our Progress

• Teaching and Learning Grants: Experiential Learning
• Learning Environment Modernization Program
• New Curricular Initiatives
  • Arts for All
  • Global and Federal Fellows
  • New Honors College Programs
  • Undergraduate Curricular Initiatives in Diversity, Equity, and Inclusion
Teaching and Learning Innovation Grants

97
Course-Level Grants
Max $20,000

18
Program-Level Grants
Max $70,000 + matching funds

$2.7M

19,171
Student-seats in grant-serving courses

PROJECT COLLABORATORS

88 Tenured Faculty | 26 Tenure-Track Faculty

234 PTK Faculty | 34 Staff | 75 Students
Our current data show an overwhelmingly positive response from our students (n=676) concerning their experience in these courses.

83.75% report that their instructors incorporated activities they had never done before in a college course.

81.97% reported that the course helped them to recognize how the University of Maryland can make the world a better place.
Learning Environment Modernization

$2.8M invested in renovations and technology upgrades in 2022

- **3** new TERP classrooms
- **3** new student lounge/informal learning spaces
- **19** classrooms updated with technology and furnishings
- **29** classrooms updated with new technology
- A hybrid-flexible classroom
New Curricular Initiatives

General education diversity requirement
- Understanding Structures of Racism and Inequality
- Navigating Diverse Social Environments

Arts for All launched 4 academic programs
- Arts leadership minor
- Immersive media design major
- Creative placemaking minor
- Arts management certificate

Honors College programs
- Interdisciplinary Business Honors
- Honors Global Communities

Global and Federal Fellows concentrations
- International intelligence and security
- Economic diplomacy
Our education, research, scholarship and creative activities, and service are designed to accelerate solutions to humanity’s grand challenges—within our communities and around the globe.
Grand Challenges Goals

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: Our Progress

- Grand Challenge Grants
- 120 Initiative on Gun Violence Prevention
- The 1856 Project
- The Capital of Quantum
- Research Media Training Program

UNIVERSITY OF MARYLAND
FEARLESSLY FORWARD
Grand Challenge Grants Awards Summary

50 Total Grants Awarded
Across four categories

3 Institutional Grants
Up to $1M/year for 3 years

6 Impact Awards
Up to $250K/year for 2 years

16 Team Project Grants
Up to $500K/year for 3 years

25 Single PI Project Grants
Up to $50K/year for 3 years

$30M GRAND CHALLENGE PROJECTS

185 UMD Faculty
12 All 12 Colleges Represented with at least 2 Projects
Grand Challenge Grants Award Topics

Climate Change  
Global Health  
Social Justice  
Threats to Democracy  
Pandemic Preparedness  
Access to Clean Water  
Education and Literacy

Food Insecurity  
Sustainability  
Clean and Renewable Energy  
Misinformation  
Cities of the Future  
Ethical & Trustworthy Tech  
Wildfires

More information at:  
https://research.umd.edu/gc
Grand Challenge Institutional Grants

1. **Addressing Climate Change for a Sustainable Earth**
   - PI: E. Williams (CMNS)
   - Collaborating Colleges: BSOS

2. **Maryland Initiative for Literacy and Equity**
   - PI: D. Bolger (EDUC)
   - Collaborating Colleges: ARHU, BSOS, INFO, PLCY

3. **Global FEWture Alliance**
   - PI: A. Sapkota (SPHL)
   - Collaborating Colleges: ARCH, AGNR, BSOS, CMNS, ENGR
Grand Challenge Impact Awards

**Maryland Initiative for Digital Accessibility**
PI: J. Lazar (INFO), Collaborating Units: ARHU, BSOS, CMNS, DIT, EDUC, ENGR, LIBR, UCC, SPHL

**Urban Equity Collaborative**
PI: W. Lung-Amam (ARCH)
Collaborating Colleges: ARHU, SPHL

**Democracy Research, Education, and Civic Action**
PI: L. Scott (EDUC)
Collaborating Colleges: BSOS, JOUR, PLCY

**Microbiome Sciences**
PI: M. Pop (CMNS)
Collaborating Colleges: AGNR, ENGR

**Values-Centered Artificial Intelligence**
PI: H. Daume (CMNS), Collaborating Colleges: ARHU, BMGT, BSOS, EDUC, INFO

**Pandemic Preparedness Initiative**
PIs: C. Baur, B. Liu (SPHL/ARHU), Collaborating Colleges: BSOS, EDUC, INFO, JOUR
120 Initiative on Gun Violence Prevention

Consortium of 15 universities and colleges in the Washington metropolitan area committed to the reduction of gun violence

Convening on March 1, 2023

Priorities:
• Collaboration with the People of Promise Program (POP), a violence reduction program
• Black Male Initiatives programs (e.g. Nyumburu’s Black Male Initiative program)
• UMD Gun Violence Research Initiative (GVRI)
The 1856 Project

2022

- Inaugural Summer Research Institute
- The 1856 Project Course Launch
- Website Launch
- Program Administrative Specialist

Upcoming

- Apply for Mellon Grant with Community Partners
- Develop Research Incubator and Internship Program
- 2nd Summer Research Institute

February, 2023

- Inaugural Symposium
We invest in people, their well-being and advancement, and the conditions that support their ability to fully participate and thrive in our community, state, and world.
Invest in People and Communities Goals

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.
Investing in People and Communities: Progress

**Faculty**
- FAMILE Program
- Faculty Evaluations, Rewards, and Supports
- APT COVID Policies

**Students**
- Terrapin Commitment
- GA Minimum Stipends
- 5 New Cultural Centers
- Investment in Accessibility and Disability Services
- President’s Fellowship
- Student Crisis Fund

**Staff**
- Investing in Staff
- Family Care Benefits
- New HR Development and Engagement Position in DSA and ACAF

**All**
- TerrapinSTRONG
- Salary and Wage increases
- Mental Health Task Force
- Elevate
Investment of $40 million over 10 years into 3 programs to increase faculty diversity in tenure track lines

23 faculty members (14 assistant professors and 9 tenured faculty) have been hired since March 2021

26 President’s Postdoc Fellows so far, 3 have converted to TTK and 4 have converted to PTK
Faculty Evaluations, Rewards, and Supports

Provost Dialogues (370 TTK/PTK participants)

- Quality and Impact
- Community Engagement
- Collaborative Work
- Diversity, Equity, and Inclusion
- Teaching and Mentoring
- Entrepreneurship, Entrepreneurial Activity, and Innovation
- Service

PTK Working Group

- Promotion policies
- Titles and contracts
- Workload

Provost Dialogues and PTK Working Group will inform faculty evaluation and workload policy revisions.
Investing in Staff

Based on the results of Summer, 2022 pulse survey, idea booths and campus conversations, VP Liasons are taking action:

- **Staff Innovation Awards**
- **Career Pathways Work Group**
- **New and Expanded Supervisor Training**

VPs committed to continuing to make strides in the areas of **work flexibility** and **competitive salaries and benefits**
Terrapin Commitment

Ensure that a University of Maryland education is affordable to all residents of our state.

- Investment that will provide up to **$20 million annually** for need-based financial aid for Maryland students.
- Largest single-year investment in need-based scholarships in our university's history.

Officially launched in January 2023, the program is currently funding **3,200 students** in the Spring 2023 semester.
Mental Health

Joint task force on mental health (21 members)
Co-Chairs: Warren Kelley and Boris Lushniak

Key updates include:
• Increased student access through remote therapy
• Hiring 10-person initial access team
• Implemented Counseling Center fee to support expanded services
• Hosted Mental Health Awareness Week with 1800 student participants
• Implemented T.E.R.P.S. Suicide Prevention Training
TerrapinSTRONG

Affirmative set of shared values, actions, identity, and agency that connects all UMD community members

- Includes four modules and an action plan
- New programs include the Gallery of Trailblazers library and Design for Belonging workshops

29,755

Total enrollment since 2020
Salaries and Student Stipends

13.5%
Average salary increase for over 8,000 employees since January 1, 2022

58%
Increase in minimum graduate student stipends over the last 5 years

$15
Jump in pay for 3,700 hourly student employees effective January 1, 2023
Our future is tied to and interconnected with our local, state, national, and international partners. We will create and sustain partnerships that allow our research to have impact locally and globally, our education to prepare students for civic engagement and impact, and our service to create solutions for a more equitable, sustainable, and resilient world.
Partner for Good Goals

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: Our Progress

- Discovery District
- MPowering Professorship Program
- Partnerships with Prince George’s and Baltimore County
Discovery District

19 Startups
- Growth attributed to startup accelerators
- $1M in relocation incentives from Discovery Fund

I-Corps Hub
- $15M NSF grant for UMD to lead
- 294 participants from 20 universities, including 4 HBCUs

Headquarters
- MD Small Business Development Center
- Mid-Atlantic Veterans Business Outreach Center

Aviation Landing
- 1.3M sq ft
- Mixed use: Housing, outdoor space, retail, and commercial research facilities
MPower Professorship Program

Collaborative named professorship that supports research on grand challenge issues that require collaboration across UMD and UMB.

- **14 professors, 7** at UMD and **7** at UMB
- **UMD:** John P. Fisher, Christopher M. Jewell, Cheryl L. Knott, Donald K. Milton, Philip S. Resnik, Joseph Richardson, Amy R. Sapkota
Partnerships with Prince George’s and Baltimore

**Long-term, strategic partnership with PGCPS:**
- President’s virtual high school course: Calculus in PGCPS - 103 students
- Learning Recovery Network - 15 schools, 100+ teachers and leaders
- EdD in School Leadership - Eighth cohort

**Enrollment Management:**
- Continuing to expand staff
- Enhanced Maryland Ascent Program
- Increased interactions with prospective students
Mission-critical and impactful work
Introducing the University of Maryland Center for Community Engagement
Important Steps Leading to this Charge

**July 2022**

OPEN Proposal submitted by Campus Fabric & Experiential Learning Group recommending a new community engagement center in Academic Affairs

**December 2022**

Partner for Good Subcommittee led by ACE Fellow Julie Coonrod & Partner for Good strategic plan committee analyze infrastructure, consider peers, interview stakeholders, submit reports

**Spring 2023**

President & Provost affirm recommendations, will launch search for Associate Provost & work to establish new Center in Academic Affairs
The Center will have Six Functions

- Articulate and Lead Strategic Vision for UMD Community Engagement
- Develop and Support Partnerships
- Implement Data Systems, Metrics, Tracking and Assessment
- Provide Training and Development for Students, Faculty & Staff
- Integrate Community Engagement into Reward and Recognition Systems
- Support Communications and Collaboration
Measuring our Progress, Tracking our Impact
Fearlessly Forward Metrics

Global
If the entire plan is working in concert, what might we see university-wide?

Strategic commitment
If we are making progress on our strategic commitments, what might we see?

Initiative
What are the outcomes for each specific initiative?
Broad Engagement Across our Campus Community

100+ faculty, students and staff in SP implementation committees, workgroups

348 faculty, 34 staff, and 75 students involved in teaching and learning grants

50+ peer reviewers of grand challenge grants

2800+ staff providing feedback on creating stronger and better workplaces at UMD

Campus Fabric, Experiential Working Group plan for Center for Community Engagement

21 students, faculty & staff in the Mental Health Taskforce
Institutionalizing Fearlessly Forward

Cabinet and Vice President Liaisons to each strategic plan committee

Provost’s Senior Staff

14 deans and senior staff will meet this summer to discuss college plan alignment with Fearlessly Forward

Investments in campus-wide offices and programs to support this work