



# **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 structures, interspersed with green lawns and trees. A prominent path leads from the bottom center towards the middle of the image. The sky is clear and blue.

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



THE UNIVERSITY OF MARYLAND

## MOVING FEARLESSLY FORWARD

IMPLEMENTING OUR  
STRATEGIC PLAN



IN PURSUIT OF EXCELLENCE AND IMPACT FOR THE PUBLIC GOOD

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**Annual Priority Setting  
and Initiatives**



**Investing in Needed  
Infrastructure and  
Support**



**Community Input  
and Engagement**



**Assessing Our Progress**

Document available:  
[strategicplan.umd.edu/implementation](https://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





# 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

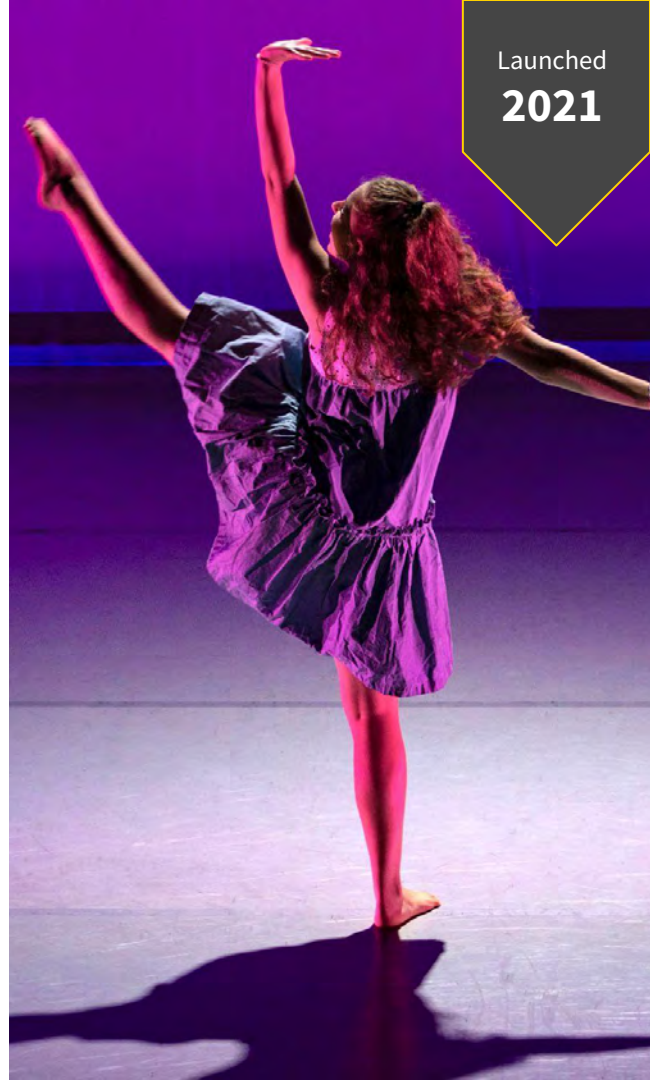
## New Partnerships & Programs

- 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

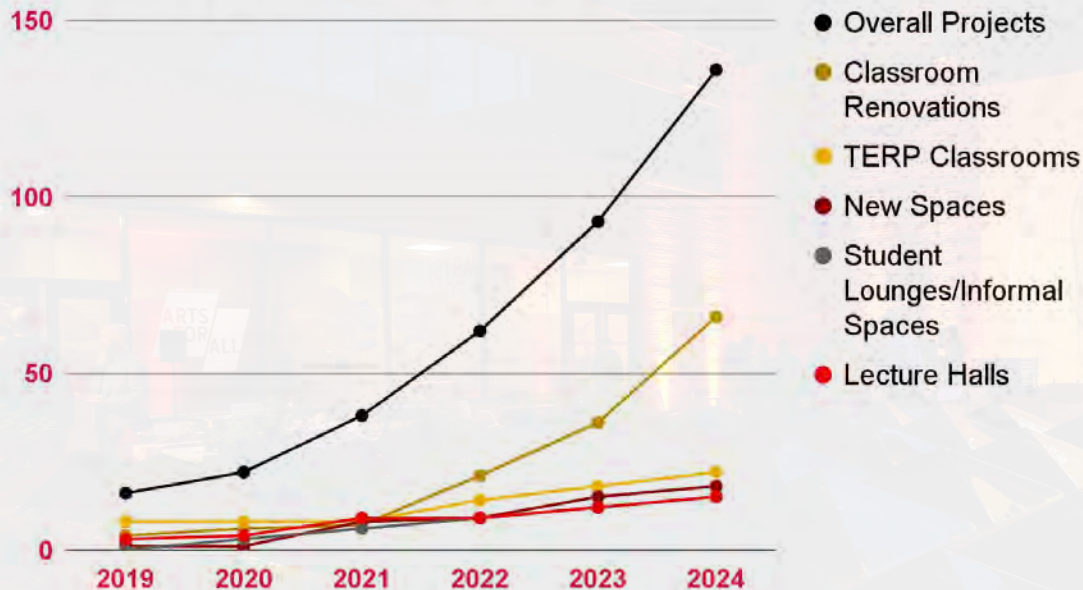
- Immersive Research Internship Experience
- Student Proposed Innovation & Research Experience
- Summer Undergraduate Research Conference
- Undergraduate Research Day



# 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**

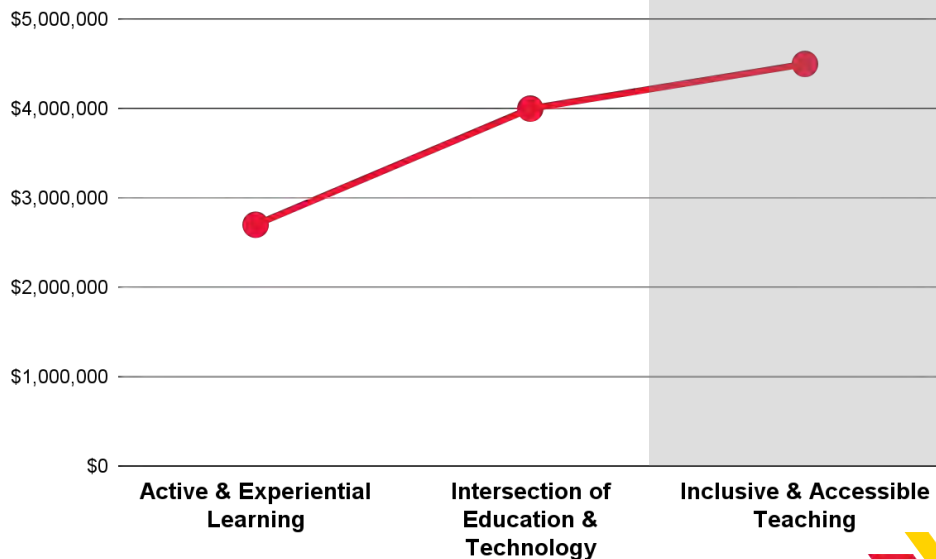
*Invested in*

**139** **210**  
Projects + Courses

**ALL**

**Schools & Colleges Represented**

**Cumulative Investments**  
Past > Present > Future



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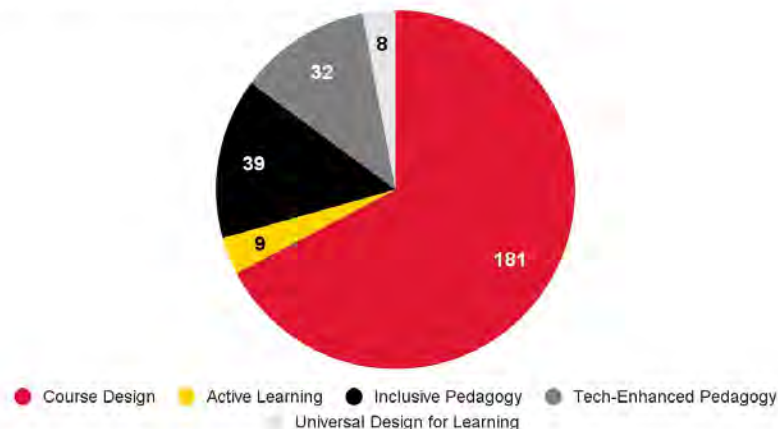
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# TLTC Teaching Academy

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

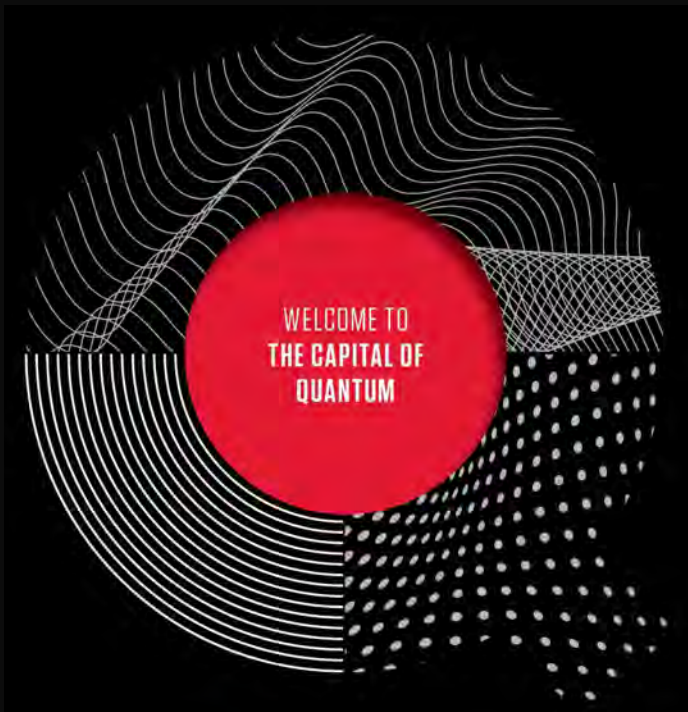
# We Take on Humanity's Grand Challenges

- 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
  - New Cultural Centers

## 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](https://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

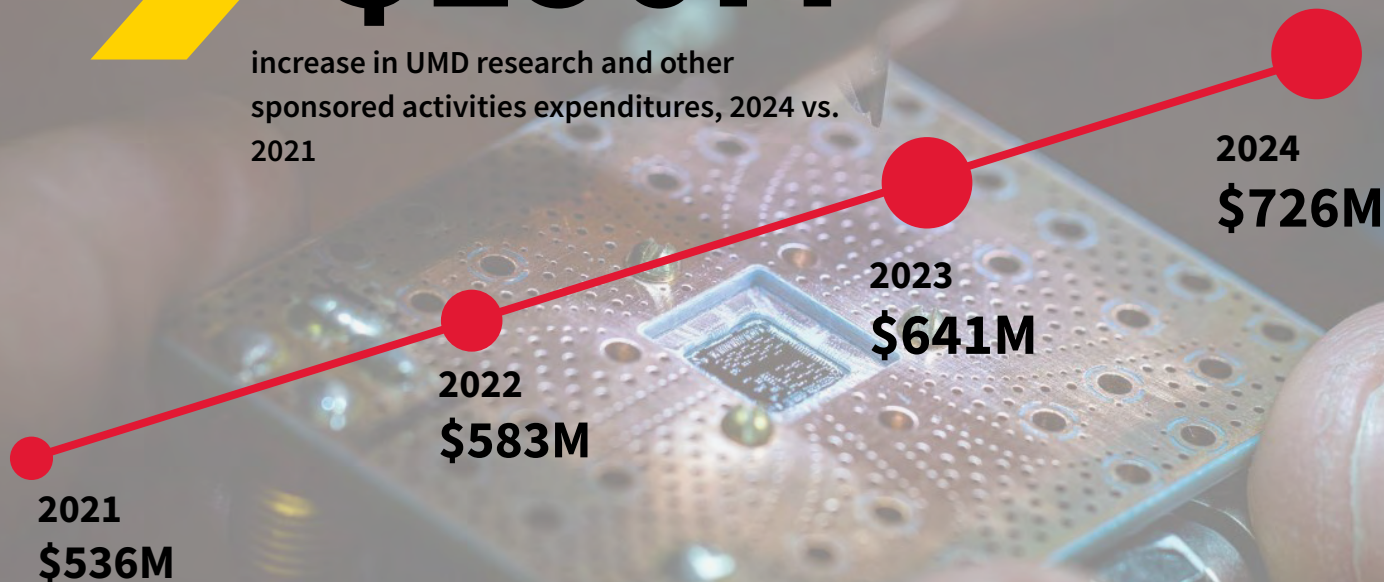
**67**

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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