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

Jennifer King Rice
Senior Vice President & Provost
Agenda:
• Overview of our progress
• Major areas of impact
• What’s on the horizon
What progress have we made to move the University of Maryland fearlessly forward.
### 2022-2024: Two Years of *Fearlessly Forward*

In the Fall of 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 now implemented *Fearlessly Forward*.** Our strategic plan emerged from widespread Terp engagement in Fall 2021 and, after its launch in February 2022, has become a central and guiding force for all colleges and divisions.

**Data collection begins!** Information about the project accomplishments and transformational impact of our initiatives and metrics helps us to assess our aggregate progress in moving *Fearlessly Forward*.

In May 2023, the committees delivered their recommendations to the President, Provost, and other campus leaders at the *Fearlessly Forward* Assembly. They reviewed the recommendations and applied a layered matrix to ensure coverage across goals, objectives, stakeholders, and other elements of the strategic plan.

**It is time to share our success!** Data are currently being reviewed and the strategic plan website (strategicplan.umd.edu) will be updated to demonstrate our impact, both on our campus and beyond.

We’ll continue to work collaboratively with our students, faculty, staff, and community partners to move the University of Maryland *Fearlessly Forward*…
Implementation 2022-2024

- Annual Priority Setting and Initiatives
- Community Input and Engagement
- Investing in Needed Infrastructure and Support
- Assessing Our Progress

Document available: strategicplan.umd.edu/implementation
Fearlessly Forward Implementation At a Glance

ALL Divisions & Colleges Engaged in Implementation and Data Collection

28 Fearlessly Forward Signature Initiatives

76 Strategic Commitment Implementation Committee Members
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

- Teaching Innovation Grants
- Learning Environment Modernization
- DEI Learning Outcomes
  - General Education Diversity Requirements
  - Office of Undergraduate Research
  - Arts for All
  - Living-Learning Programs
Teaching Innovation Grants

2022: Active & Experiential Learning
$2.7M
Invested in 115 projects and 140+ courses

2023: Intersection of Education & Technology
$1.3M
Invested in 24 projects and 70+ courses

Combined investment in innovative projects
$4M
Invested in
139 Projects
210+ Courses

All Schools & Colleges represented
Strategic Commitments advanced
Learning Environment Modernization

Total Projects 2022-2024 (compared to 38 total projects 2019-2021)

$11.3M Total Investment 2022-2024

98 Total Projects 2022-2024
(compared to 38 total projects 2019-2021)

99% General purpose classroom spaces meet section 503 accessibility requirements
DEI Learning Outcomes

An underlying rationale for this campus-wide initiative is that UMD has a responsibility to prepare students for a changing, globally interconnected world...

As a first step, all undergraduate degree programs were invited to generate and submit discipline-specific DEI learning outcomes.

Nearly all degree programs submitted DEI outcomes.

- 2021: 89.7%
- 2022: 97.9%
- 2023: 98.9%

~99% of UMD’s Academic Programs have adopted a DEI Learning Outcome.
Learning We’ve Reimagined

College Park Scholars announced the addition of two **living-learning experiences** in Fall 2024, including the debut of the Data Justice program, and the relaunch of the CIVICUS program as Civic Engagement for Social Good.

01/29/2024

Arts for All, along with the School of Music, The Clarice and the Jerusalem Youth Chorus, organized “Music and Community in Response to War,” featuring performances by student ensembles and faculty members to bring the community together.

11/06/2023
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

- Grand Challenge Grants
- Climate Action Plan
  - PROGRESS and 120 Initiative on Gun Violence Prevention
  - The 1856 Project
  - The Capital of Quantum
Grand Challenge Grants Program Impact

50 Total Grants Awarded

9,000+ Individuals engaged

200+ Partnerships established or expanded

80% Projects have provided experiential learning experiences

$11M+ In external funding received

$30M UNIVERSITY INVESTMENT

Announced 4/21/22

Early results in year one include:
External Funding Exemplars

- $956K
  - Maryland Initiative for Literacy and Equity
  - For a statewide literacy review
  - Grand Challenges Institutional Grant Winner

- $1.3M
  - Maryland Democracy Initiative
  - For their project Digital Civic Inquiry (DCI)
  - Grand Challenges Impact Award Winner

- $1.1M
  - NASA
  - For a project linking agricultural soil microbiomes to space-based nitrogen detection

- $4.6M
  - National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR)
  - For a 5-year Rehabilitation Engineering Research Center (RERC) grant
  - Grand Challenges Impact Award Winner

- $900K
  - NSF
  - For AI in string instrumental education
  - Grand Challenges Team Project Grand Winner
National and International Impact

33 states impacted

117 countries impacted

Interactive maps are available at: [https://research.umd.edu/gcmaps](https://research.umd.edu/gcmaps)
Climate Action Plan

We are on track to be carbon neutral in 2025!

EXAMPLES OF PROGRESS

Reducing its net greenhouse gas emissions 54% from 2005 to 2022 despite campus growth

Procuring 100% of its purchased electricity from renewable sources since 2020, accounting for 63% of our total demand

Creating a Sustainability Studies Minor - one of the most popular minors at UMD

$39.9M federal funds awarded to support Zero-Emissions Vehicle (ZEV) fleet by 2035

Net Greenhouse Gas Emissions

Learn more at: sustainingprogress.umd.edu/measuring-progress
UMD launched the new PROGRESS initiative to study gun violence, offer educational programming across the state on gun safety and issue policy recommendations on reducing shootings.  
11/08/2023

The university celebrated the grand opening of the National Quantum Laboratory (QLab), a groundbreaking quantum research center developed in partnership with College Park-based IonQ, a leader in the quantum computing industry.  
09/19/2023

The 1856 Project released its annual research update exploring the university’s history and intersections with slavery.  
02/07/2024
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
  - 5 New Cultural Centers

**Investments to support staff:**
- Inaugural MVP Impact and Terrapin Innovation Awards
  - Pilot Excellence in Supervision Training
  - Family Care Benefits

**Investments to support faculty:**
- Faculty Supports, Evaluations, and Rewards
- FAMILE program

**Investments to support all Terps:**
- Mental health task force
- Salary and wage increases
  - TerrapinSTRONG
Investing in Undergraduate Students: Terrapin Commitment’s Impact To-Date

- Total # of Low Income Students Served: 5,466
- TC Funds Granted: $27.6M
- Avg TC Funds Granted: $5,056
- Average low income students unmet need before TC*: $6,622
- Average low income students unmet need after TC**: $3,059

* 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

Some other investments:
- Holistic admissions
- Data dashboards
- Awarded fellowships
- Grad policy chatbot
- Mentor training
- Professional development

Together with previous increases, minimum stipends have increased by 39% over the Fall 2021 level and by 67% over the FY18-FY24 period.

Broke ground on a new graduate housing facility, slated to serve 800 students with below-market housing options beginning in 2026-27.

Parental accommodations increasing to 8 weeks.

More investments ahead:
- Mentoring expectations
- Mental health
- Disability groups
- GA appointment length
- Career development
- Communication

(Based on Grad Forum Feedback)
Investing in Faculty

EXCELLENCE

71
UMD faculty/emeriti are fellows/members of National/American Academies (as of 12/31/2023)

52
Fulbright scholars who are members of our faculty

500+
Terps who have earned Fulbright awards since its inception

DIVERSITY

$40M+
Investment over 10 years via FAMILE Initiative to increase TTK faculty diversity

32.9%
TTK new hires from underrepresented groups, compared to 13.8% in 2021

RETENTION

96.4%
TTK

94.1%
PTK

Faculty the university retains year over year (Fall 2022-Fall 2023)

SOME OTHER KEY INVESTMENTS

APT Revisions
Fearless Unit Leadership Program
Professional Development
Investing in Staff

EXCELLENCE

26
UMD staff who were awarded at the inaugural MVP Impact and Terrapin Innovation Awards

171
Nominations

5
Divisions

COMPENSATION

$165M
Invested in salary increases over the past three fiscal years

19.4%
Cumulative compounded salary increases (Fiscal years 2022 - 2024)

RETENTION

90%
UMD retained almost 90% of Staff (YoY)

+10%
This rate is 10% above the national average in Higher Education

SOME OTHER KEY INVESTMENTS
Excellence in Supervision Training
Employees Family Care Benefits
Investing in All Terps: Mental Health

Key updates:
- The Mental Health Taskforce has delivered their report to campus leadership, charged 9/26/23
- Embedded counselor pilot

Other updates:
- Increased student access through remote therapy
- Implemented Counseling Center fee to support expanded services
- Implemented T.E.R.P.S. Suicide Prevention Training
- A collaboration between the Counseling Center and UMPD has created the Mental Health Emergency Assessment and Response Team (MHEART)

We aim to be a connected, coordinated, and effective community of care that supports the success and well-being of students, faculty, and staff.
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
  - Discovery District
  - Center for Community Engagement
  - MPOWER Professorship Program
  - Strengthening Our P-20 Ecosystem
Do Good Campus

18
Members of UMD's first Do Good Strategic Leadership Council

$110K
Invested in Do Good Innovators

$460K
Seed 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
Our Impact on the State

$3.7B

Economic impact on the State of Maryland

$3.7B vs. $3.16B in 2021

↑17%

Total in-state students enrolled in Fall 2023 (UG & Grad)

25,956

Total Maryland Employment Impact

36k+

Economic activity in Prince George’s County

$2.6B

Companies and people employed in the Discovery District

60+ | 6,700+
We signed a three-year renewal of the PGCPS-UMD Improvement Science Collaborative, which has been held up as a national model of an outstanding school-university partnership, dedicated to improving schools, supporting teachers, advancing equity and bridging the divide between research and practice.
05/03/2023

We named our inaugural associate provost for community engagement to oversee the coordination of campuswide community engagement efforts—elevating existing partnerships and creating new programs and initiatives.
02/08/2024

The University of Maryland Strategic Partnership: MPowering the State appointed six new MPower Professors. The MPower Professorship recognizes, incentivizes and fosters collaborations between faculty who are working together on the most pressing issues of our time.
11/16/2023
Public University for R&D Spending Combined with UMB NSF HERD

increase in UMD research and other sponsored activities expenditures, 2023 vs. 2021

Our Research Enterprise

+$105M

91 Patent Applications Filed

50 Patents Issued

#11

2021 $536M

2022 $583M

2023 $641M
Excellence in Academia and the Terrapin Experience

#46 Overall National Universities
U.S. News

#19 Top Public Schools National Universities
U.S. News

#8 Learning Communities
U.S. News

#29 Top Degree Producer for Bachelor's Degrees
Diverse Issues in Higher Ed

#1 Best Colleges for LGBTQ+ students
Campus Pride Index

#26 Best College for Veterans
U.S. News

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

5-Star America's Greatest Workplaces for Diversity
Newsweek

#5 Undergraduate Entrepreneurship
The Princeton Review and Entrepreneur Magazine
What’s on the horizon to move the University of Maryland FEARLESSLY FORWARD
Looking Forward

- Public Art Working Group, Develop new interdisciplinary initiatives that build on our strengths to address major challenges

- Student success, Learning analytics, Teaching Innovation Grants

- Mental health, Investing in graduate students, Strategic enrollment and support for low-income students, Faculty policies, Supervisor training

- Center for Community Engagement, Do Good Campus
FEARLESSLY FORWARD
IN PURSUIT OF EXCELLENCE AND IMPACT FOR THE PUBLIC GOOD
THE UNIVERSITY OF MARYLAND STRATEGIC PLAN

Coming in May 2024

strategicplan.umd.edu
FEARLESSLY FORWARD

These are some of our stories…