



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

Jennifer King Rice
Senior Vice President & Provost



University Senate Progress Report
April 3, 2024

Agenda:

- Overview of our progress
- Major areas of impact
- What's on the horizon



An aerial photograph of the University of Maryland campus, showing various brick buildings, green lawns, and trees. The text is overlaid on the image.

What progress have we made to
move the University of Maryland

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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

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*

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

SPRING 2022

FALL 2022

SPRING 2023

FALL 2023

SPRING 2024

Future...

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

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



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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

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



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Teaching Innovation Grants

Round Two
Announced
9/7/23

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** **210+**
Projects Courses

 **ALL**
Schools & Colleges represented
Strategic Commitments advanced

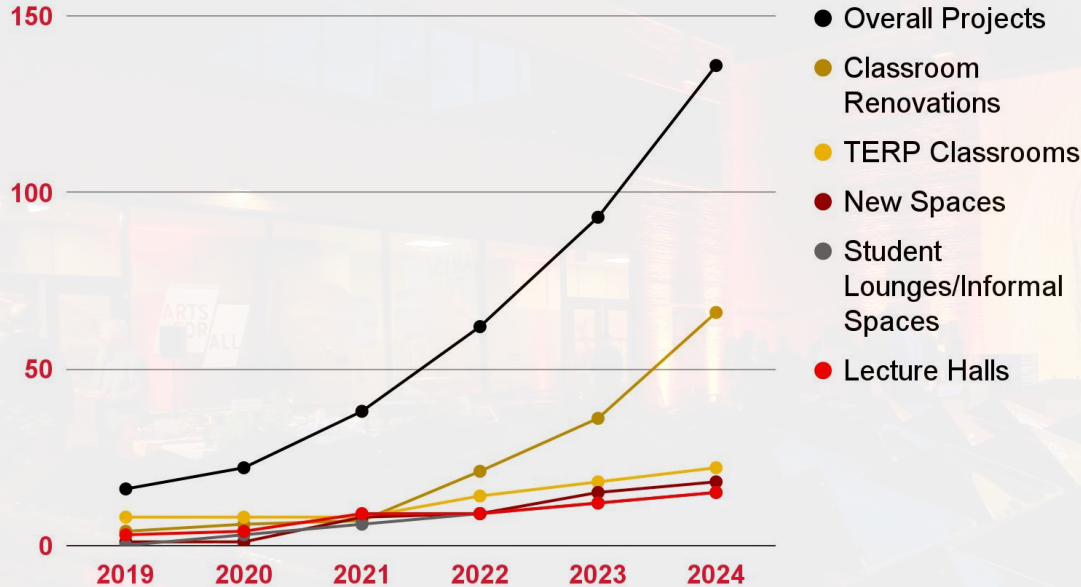


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Learning Environment Modernization

Total Learning Environments Modernized



\$11.3M

Total Investment 2022-2024

98

Total Projects 2022-2024

(compared to 38 total projects 2019-2021)

99%

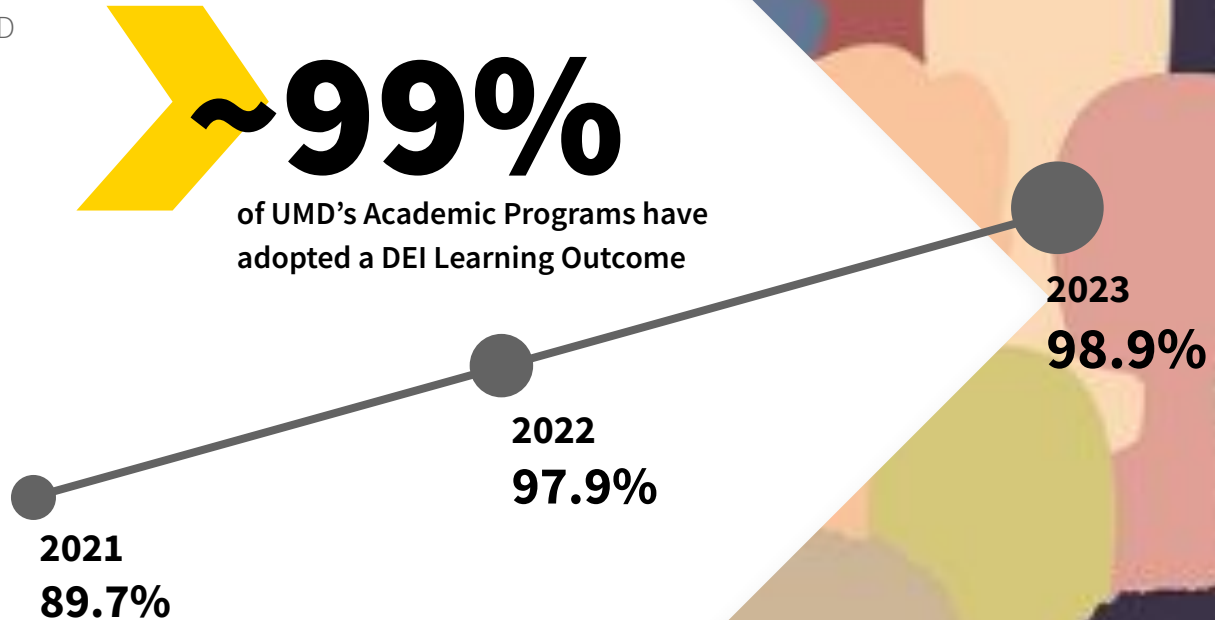
General purpose classroom spaces meet section 503 accessibility requirements

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



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



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Announced
4/21/22

Grand Challenge Grants Program Impact

50 Total Grants
Awarded

\$30M
UNIVERSITY INVESTMENT

Early results in year one include:

9,000+ Individuals engaged

200+ Partnerships established
or expanded

80% Projects have provided experiential
learning experiences

\$11M+ In external funding received



External Funding Exemplars



\$956K

**Maryland Initiative
for Literacy and Equity**

Grand Challenges Institutional Grant Winner

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**Maryland State
Department of
Education (MSDE)**

For a statewide
literacy review



\$1.3M

Maryland Democracy Initiative

Grand Challenges Impact Award Winner

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**Department of
Education**

For their project
Digital Civic
Inquiry (DCI)



\$900K

VAolIn

Grand Challenges Team Project Grant Winner

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NSF
For AI in string
instrumental
education



\$4.6M

**Maryland Initiative for
Digital Accessibility**

Grand Challenges Impact Award Winner

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**National Institute on Disability,
Independent Living, and
Rehabilitation Research
(NIDILRR)**

For a 5-year Rehabilitation
Engineering Research Center
(RERC) grant



\$1.1M

Microbiome Sciences

Grand Challenges Impact Award Winner

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NASA

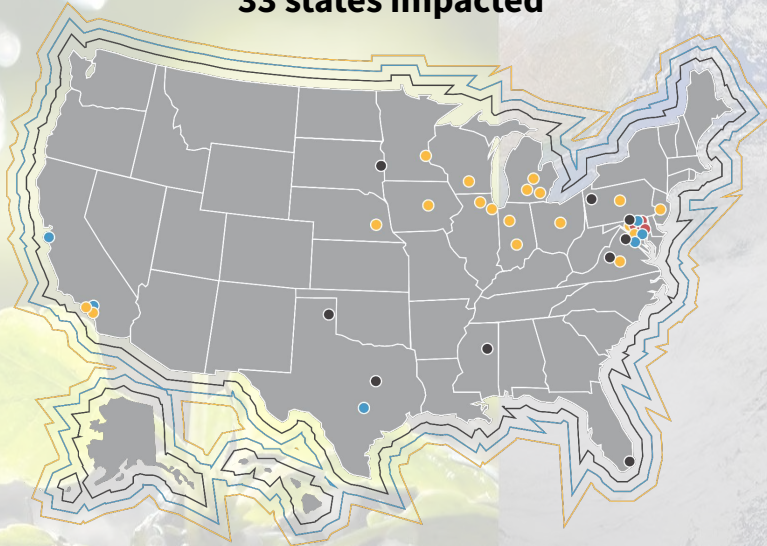
For a project linking agricultural
soil microbiomes to space-
based nitrogen detection



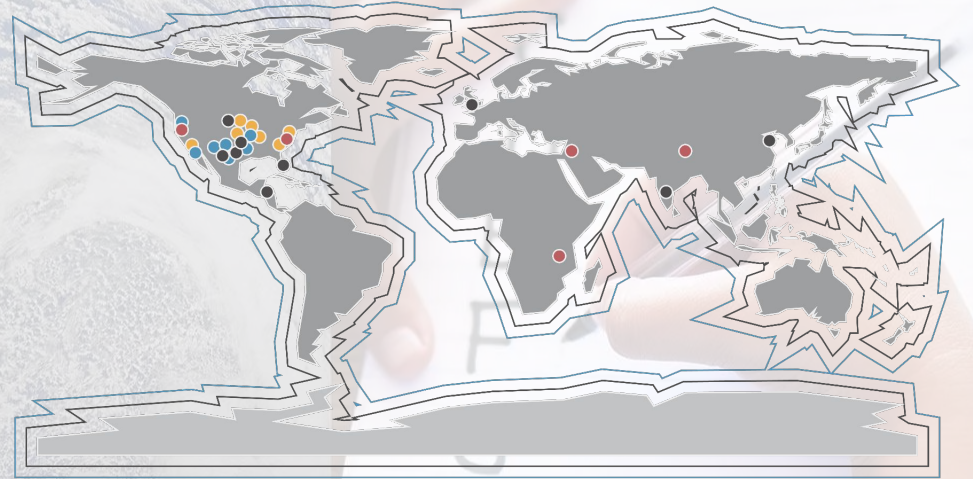
National and International Impact



33 states impacted



117 countries impacted



Dots represent centers of activity



Institutional Grant



Impact Award



Team Project Award



Individual Project Award

Interactive maps are available at: <https://research.umd.edu/gcmaps>



Climate Action Plan

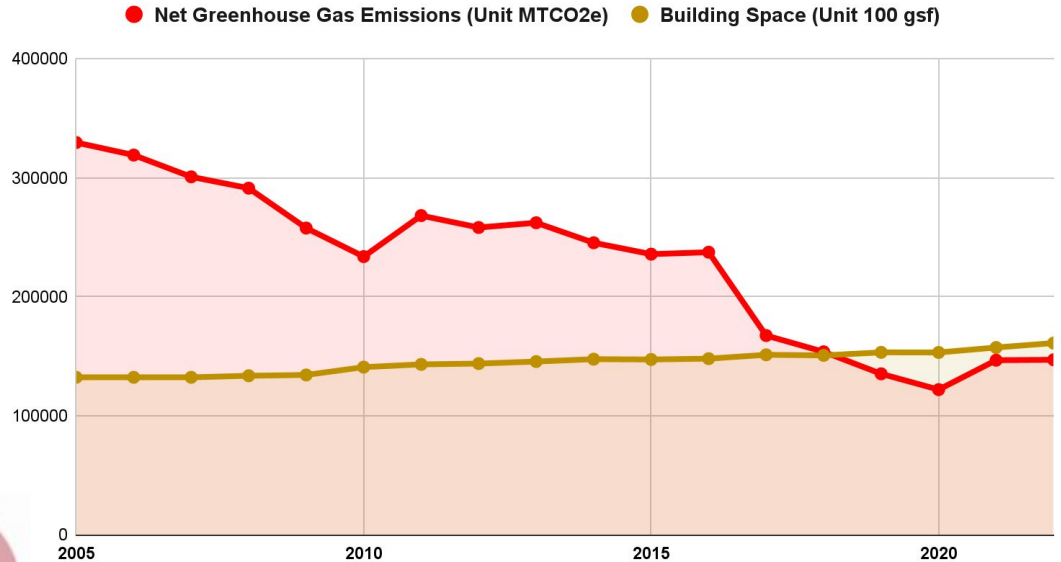
We are on track to be
carbon neutral
in 2025!

Accelerated
4/22/21

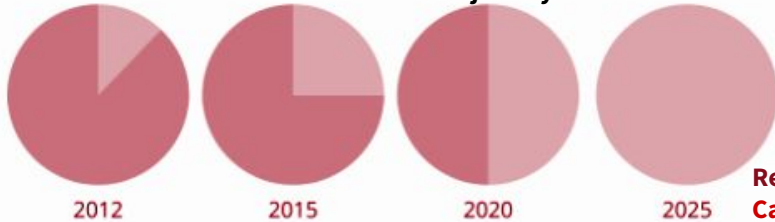
EXAMPLES OF PROGRESS

- 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



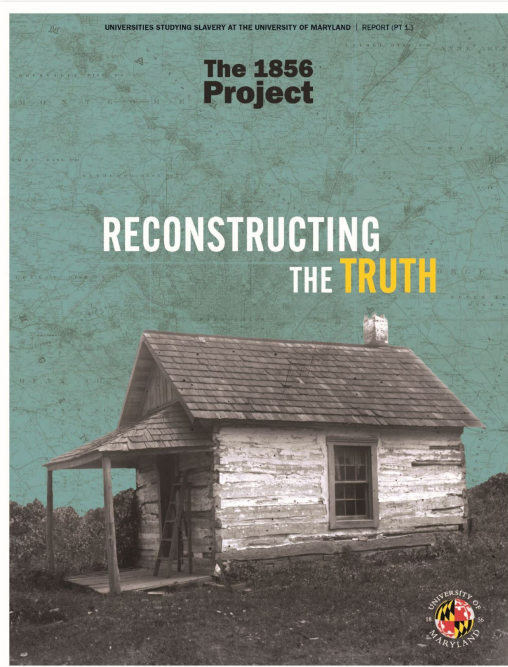
Planned Emissions Trajectory



Remaining Emissions
Carbon Reduction Target

Learn more at:
[sustainingprogress.umd.edu/
measuring-progress](https://sustainingprogress.umd.edu/measuring-progress)

Grand Challenges We're Taking On



The 1856 Project released its annual research update exploring the university's history and intersections with slavery.
02/07/2024

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



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



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



Total # of Low Income
Students Served



TC Funds Granted



Avg TC Funds Granted

\$6,622

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

\$3,059

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



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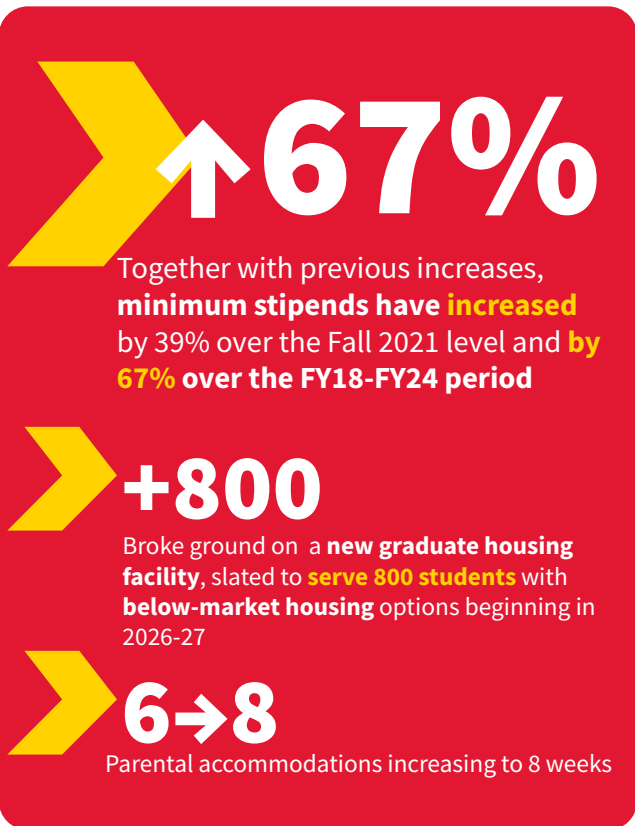
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* FY22 Pell eligible in-state students unmet need after subsidized loan

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

Investing in Graduate Students

Announced
2/13/23



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

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

6→8
Parental accommodations increasing to 8 weeks

Some other investments:

- Holistic admissions
- Data dashboards
- Awarded fellowships
- Grad policy chatbot
- Mentor training
- Professional development

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)

52 500+

Fulbright scholars who are members of our faculty

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)



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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)

Announced
July
2020



OUR JOURNEY TOWARD A HEALTHIER CAMPUS COMMUNITY 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

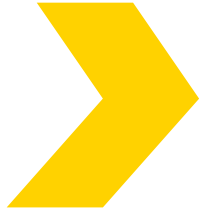


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Do Good Campus



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!

Announced
9/26/23

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**

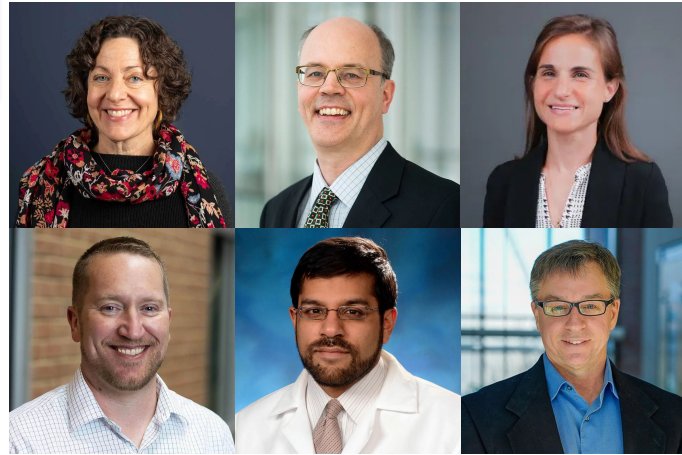


Institutional Partnerships to Advance the Public Good



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



#11

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

91

Patent
Applications
Filed

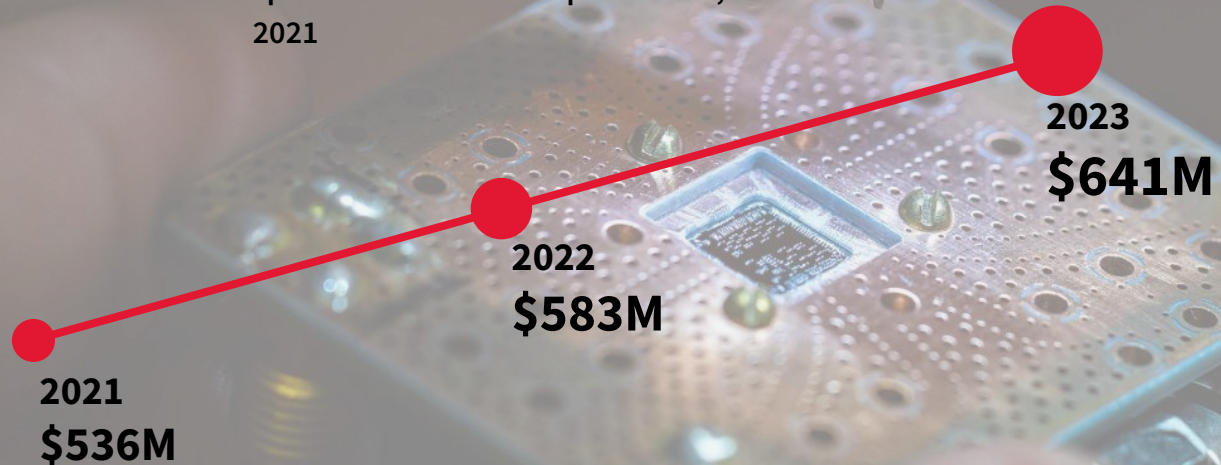
50

Patents
Issued

Our Research Enterprise

➔ +\$105M

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



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*

An aerial photograph of the University of Maryland campus, showing a mix of brick buildings, green lawns, and trees. The text is overlaid on the image.

What's on the horizon to move
the University of Maryland

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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



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Coming in
May 2024

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IN PURSUIT OF EXCELLENCE
AND IMPACT FOR THE
PUBLIC GOOD

THE UNIVERSITY OF MARYLAND
STRATEGIC PLAN



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strategicplan.umd.edu



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\$30M in Grand Challenges Grants Awarded

Funded Projects Pursue Global Good, Targeting Climate, Re...

By Chris Carroll / Feb 16, 2022



Rising to a Grand Challenge: Childhood Literacy

Institutional Grant Recipient Looks Beyond the Classroom to Build Skills

By Maggie Madam / Mar 28, 2023

9 Multidisciplinary Initiatives to Combat Climate Change in Grand Challenge

CAMPUS & COMMUNITY

120 Initiative Presents B...

Campus Resources 'Underscore Importance of Mental Health'

Individual and Collective Well-being Encouraged as Semester's End Nears

By Maryland Today Staff / Dec 09, 2022

UMD Announces...

Terrapin Community...

By Maryland Today Staff / Dec 24, 2022

Pay Raises, Bonus Proposed for UMD Employees

State Budget Plan Calls for COLA, Merit Increases for Most

By Maryland Today Staff / Jan 14, 2022



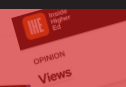
Discovery Fund to Support Innovation Ecosystem

At Quantum Investment Summit, Pines Says First Round of Funding...

By Maryland Today Staff / Oct 13, 2021



By Liam Farrell / Apr 26, 2021



Seizing First Impressions

Darryll Pines and KerryAnn O'Meara describe the important role they play in strengthening an Institution's identity, values and impact.

By Darryll J. Pines and KerryAnn O'Meara

