**THE UNIVERSITY OF BALTIMORE** MAGAZINE • FALL 2022

# LEADERS ON LEADERSHIP

Stories, Lessons and Advice from the UBalt Community

ALSO:

**LEADERS LEARN HERE** Cultivating the Essential Skills That Set UBalt Students Apart

**BUILDING CONNECTIONS** Alumni Entrepreneurs Embrace

Professional Mentorship





# **TINY DANCERS**

From 1968 to 1993, Baltimore's Cultural Arts Program (CAP) provided free and widely available dance, performance and visual arts education for three generations of Baltimoreans. There were two art centers that offered advanced training in dance, art and stage band music. Other courses included photography, piano, drama, African dance, guitar and video. A summer job program called "Expanded Arts" provided work in various art disciplines to hundreds of students between the ages of 14 and 20.

In 2016, Angela Koukoui, B.A.'19, outreach and engagement librarian at The University of Baltimore's Robert L. Bogomolny Library, began curating the Baltimore Cultural Arts Legacy Project to preserve this important piece of history—both the city's and hers. Her story is featured in this issue, in Preserving Overlooked Stories, on page 8.

The Baltimore Cultural Arts Legacy Project is digitally housed by Special Collections and Archives at the University of Baltimore. The exhibit includes a timeline of events and features archival photographs, ephemera and records documenting the work of the Cultural Arts Program participants, program administrators and individual events.

This photograph of a CAP dance class, circa 1976, is one of hundreds of photos taken by Robert Breck Chapman during his tenure as a staff photographer for the City of Baltimore from 1971-2000.



"Leaders are made, they are not born." Though renowned, these words from Vince Lombardi never resonated with me as much as another turn of phrase from the legendary coach: "Having the capacity to lead is not enough. The leader must be willing to use it."

Students have come to The University of Baltimore to build professional capacity for almost 100 years. Through innovative academic programs, experiential learning and community

immersion, they acquire the knowledge and skills to navigate the demands of a modern workforce.

From boardrooms and classrooms, our faculty are practiced leaders whose experience and expertise make them uniquely equipped to ensure our students succeed. But there's more to a UBalt education than preparing students to sit for the bar, pass the CPA exam, defend their doctoral thesis, present their research to the community, or produce their own books, portfolios, ventures, and more. We cannot overlook the other qualities they are endowed with during their time here.

Communication, mentorship, organization, motivation and innovation are all considered "soft skills." They are also vital competencies for leaders. For this reason, I am reluctant to refer to leadership skills as "soft." As you will read in the following pages, these skills have all been hard-earned by our students and alumni.

If you review a UBalt course catalog, you'll find a handful of classes that include "leadership" in the title. However, if you enroll in any course at The University of Baltimore, you'll find leadership embedded in the fabric of our curriculum. We don't provide our students with a how-to guide; we believe each of our students already has the capacity to lead, and we instill in them the willingness to use it.

The stories in this issue represent a mere fraction of our capable and willing UBalt alumni. They come from different backgrounds, have taken different paths and have different titles, but they were all forged in the same fire. Whether you've been a leader in your field for 50 years or haven't yet settled on a program of study, there is something to be learned from the lessons within this issue.

When we say "Leaders learn here," what we mean is that leaders are made here. And we will continue to make strong, thoughtful, resilient leaders to meet the challenges of our times.

Sincerely,

Schmike

Kurt L. Schmoke President, The University of Baltimore



Cover: illustration by Giulio Bonasera Above: from "Leaders on Leadership," illustration by Giulio Bonasera

Right: Monique Bell, M.A. '02, photo by Cary Edmondson

#### DONOR DOLLARS AT WORK

The gift icon highlights UBalt programs that are possible thanks to the generosity of UBalt's alumni, friends and community partners.

## 🕒 WEB EXTRA

Don't forget that anytime you see the Web Extra icon, it means we've added related bonus content to the magazine website, ubalt.edu/ubmag.

THE UNIVERSITY OF BALTIMORE MAGAZINE • FALL 2022





# Leaders on Leadership

BY EMILY HALNON

Stories, lessons and advice from leaders in the UBalt community



12

# Leaders Learn Here

BY ANNA RUSSELL

UBalt faculty are cultivating the essential skills needed for personal and professional growth



# **Building Connections**

BY EMILY HALNON

UBalt entrepreneurs embrace mentorship as a way of life—and business

# **B**NOTED

- 4 Out of This World
- 5 Opening Doors
- 6 The First to Get His Second Chance
- 8 Preserving Overlooked Stories
- 10 A Fresh Take on the World's Most Rich and Powerful

# **B** CONNECTED

- 26 Profile: Irwin Sternberg, B.S.'68
- 28 Profile: Monique Bell, M.A.'02
- 30 Profile: Becky Feldman, J.D.'02
- 32 Class Notes/In Memoriam
- **38** Profile: Dante Swinton, M.S. '17
- 40 B Online: Web Extras
- 41 B Creative: Ingrid Ankerson, M.A.'02

# **B** Noted

"Everybody is so concerned about making it awesome... but eventually technology is about meeting a need."

GIOVANNI VINCENTI

# Out of This World

NASA Partners with UBalt for First Space Technology Camp

BY KRISTI MOORE, CERT '20

ow do space missions affect astronauts' mental health? How can spacesuits be redesigned to better fit different people? Can technology be used to signal a spike in radiation levels for

an astronaut exploring a new area?

Sitting in a college classroom on a summer day, a group of high school students are eagerly sharing the questions they hope to investigate as part of The University of Baltimore's first Space Technology Camp.

Dr. Giovanni Vincenti, an associate professor in UBalt's Applied Information Technology program, praises the ideas that the students will ultimately present at the culmination of the week. "That's going to drive what we share with NASA," he says, "and then, who knows?"

The possibilities—in what students can envision about space and their future careers, and in what UBalt can build from this collaboration are limitless.

Years of work led to the one-week Space Tech Camp that welcomed 19 students—representing eight high schools in the Baltimore City Public School system—to the midtown campus. It was one of the first programs the University received federal funding for as a result of its recent designation as a Predominantly Black Institution (*page 5*). This program also officially made UBalt a NASA partner.

Space Tech Camp was a natural extension of the University's involvement in the NASA Spacesuit User Interface Technologies for Students (S.U.I.T.S.) Challenge, which called on college-aged students to imagine augmented reality systems that could serve astronauts during space missions.

What lead Vincenti deep into the NASA S.U.I.T.S. Challenge with his students back in 2019 was a simple question—why not? He asked himself the same question earlier this year when the grant opportunity arose for the Space Tech Camp. "And we got selected! It's humbling and amazing."

Vincenti, the principal investigator, turned to Dr. Greg Walsh, the newly appointed Parsons Professor of Digital Innovation and a S.U.I.T.S. faculty mentor, to help. The two hoped to fill 10 seats for this new venture. To their surprise, they received 158 requests to join.

For Jace Townsend, a 16-year-old student at Baltimore Polytechnic Institute, the camp was a chance to see what college might be like. Tristan Walker, a 16-year-old Baltimore City College student, has long dreamed about going to space and wanted to soak in everything he could during the week.

An eye-opening moment for Tristan came when a NASA educator was speaking to the students about the Artemis program, a human spaceflight program aiming to land on the Moon's South Pole for further exploration by 2025.

"She was telling us that we're the next generation to do such things, and I kind of want to be part of that," Walker says.



Also among the camp's guest speakers were three UBalt and S.U.I.T.S. alumni: **Chantil Hunt Estevez**, **B.S. '21**, an intern with NASA's Goddard Space Flight Center; **Larysa Paliashchuk, B.S. '19**, a web developer at Goddard; and **Michael Vandi, B.S. '20**, a student on the master's-to-Ph.D. track at Carnegie Mellon University.

The camp was an opportunity to introduce the students to potential future careers in STEM fields and some of the basic lessons they needed to learn to get there, including an understanding of design thinking.

"To empathize is the first step of design thinking, so whenever you're trying to design a solution, the first thing is to put yourself in the shoes of somebody who's in that situation," Vincenti says. "Everybody is so concerned about making it awesome, making it high performance, but eventually technology is about meeting a need."

Vincenti would really drive that message home when helping one student test their hypothesis, which considered how astronauts grapple with anxiety in tense situations. The student gave his peers a difficult problem to solve. Halfway through, the student handed some of the test-takers a phone that included a pre-recorded message—a "love note" as Vincenti called it—from a family member that was obtained prior to the exercise. There were some tears and apparent relief for those that received a message. Vincenti named the exercise as one of his favorite moments from the week.

Vincenti and Walsh hope to build on this first camp in future years and establish more opportunities for community collaboration in Baltimore.

"It's really important that UBalt uses its resources to help the city in different ways," Walsh says, "either by partnering with nonprofits in some way, or through this kind of partnership with the school system where we're exposing these kids to different types of experiences that they might not have otherwise." **③** 

Kristi Moore is the assistant director of marketing and communications at The University of Baltimore. "The University of Baltimore was founded on opportunity, and that's the real meaning, the highest goal, of American higher education."

PRESIDENT KURT L. SCHMOKE

# **Opening Doors**

UBalt Attains New Federal Status to Support Students BY CHRIS HART, M.F.A. '21

ith its decadeslong mission of opening doors for career-driven students from all walks of life, The University

of Baltimore has attained a new level of recognition that affirms its core commitments and capabilities: the University has been designated a "Predominantly Black Institution" (PBI) by the U.S. Department of Education. This designation provides a pathway for UBalt to qualify for competitive grants in several student-facing areas that will support undergraduate programs in science, technology, health education, and related areas of teaching and learning.

In fact, the \$65,000 grant to launch Space Tech Camp (page 4) this past summer was awarded through NASA's Minority University Research and Education Project and its Precollege Summer Institute. With its new designation, UBalt was eligible for consideration to receive the grant, and was named one of only 10 institutions nationwide to receive funding in the category of Historically Black Colleges and Universities (HBCUs) or PBIs.

Sixty-seven colleges and universities have attained federal PBI status, and eligibility for the program is determined annually, by a number of factors. Qualifying institutions must serve at least 1,000 undergraduates; have an

undergraduate enrollment that comprises at least 40 percent Black-American students and at least 50 percent low-income or first-generation students; and report a low-average expenditure per full-time undergraduate, compared with other schools that offer similar instruction.

**UBalt President Kurt L. Schmoke** and other higher-education leaders are now asking for long-term assurances from policymakers that the PBI designation will remain a viable pathway toward equality through education. He and his colleague, Zaldwaynaka Scott, president of Chicago State University, co-authored an opinion piece for Inside Higher Ed earlier this year calling for stronger, stabilized funding for PBI programs.

"Only by including PBIs in the national higher education equity conversation can the nation fully understand and meet the needs of Black students," the two wrote.

Overall, Schmoke explains, the PBI listing "is a way to make sure that there is hope for the many who have doubted their place in our country's bounty. We always want to welcome these worthy students, who agree with us that education is the key to success in life."

As UBalt's PBI status settles in, that hope is rising in the form of new federal support for studentfacing programs.

#### According to Margarita M.

Cardona, assistant provost in the University's Office of Sponsored Research, UBalt's PBI designation has already resulted in assistance for a number of programs. In addition to Space Tech Camp, a cyber forensic intelligence repository for cybercrime analysis—supported by the Oak Ridge Institute for Science and Education and funded by the U.S. Department of Homeland Security—was established in the College of Public Affairs. The University also received a Department of Education formula grant to strengthen its ability to recruit and retain transfer students, as well as an additional allocation of pandemic recovery funds from the Higher Education Emergency Relief Fund.

Schmoke adds that UBalt's PBI designation will enable the University to concentrate on educational outcomes for populations that have been underserved for too long. This is especially important for a campus community that is focused on tending its roots in the surrounding city of Baltimore, as they work to build a stronger local economy and improve opportunities for city residents.

He added: "The University of Baltimore was founded on opportunity, and that's the real meaning, the highest goal, of American higher education." 🕒

Chris Hart is the director of communications at The University of Baltimore.

#### BRAGS



PUBLIC UNIVERSITY AND PBI FOR NET VALUE AT 20, 30 AND 40 YEARS

Georgetown University's Center on Education and the Workforce, 2022

#### THE UNIVERSITY OF BALTIMORE MAGAZINE

#### Publisher Office of Advancement and External Relations

**Executive Editor** Kate Crimmins

Assistant Editors Kelley Chase Daniel Mills Kristi Moore, CERT '20 Courtney Trang, B.S. '11, M.S. '15

**Managing Editor** Anna Russell

Art Direction Skelton Sprouls

#### Photographers/Illustrators Giulio Bonasera (illustration) John Davis Cary Edmondson Cathy Miller

Kristi Moore, CERT '20 Chris Myers Additional photography courtesy of The Baltimore Sun and Photo Media Magic

**Contributing Writers** 

Abigail Green, M.A.'01 Emily Halnon Chris Hart, M.F.A. '21 Christianna McCausland Kristi Moore, CERT '20 Tim Paggi, M.F.A.'15 Anna Russell

Proofreader Mary De Angelo

# **Editorial Advisers**

JJ Chrystal Flizabeth Del eon Chris Hart, M.F.A. '21

**University President** Kurt L. Schmoke

Vice President for Advancement and External Relations Theresa Silanskis, M.P.A.'95

#### **Comments, Suggestions & Inquiries**

Office of Alumni Relations The University of Baltimore 1130 N. Charles St. Baltimore, MD 21201-5779 410.837.6131 alumni@ubalt.edu

#### Website www.ubalt.edu/ubmag

The University of Baltimore Magazine is published by The University of Baltimore Office of Advancement and External Relations. The magazine welcomes feedback from readers. Letters received may be published in a future issue of the magazine.

The University of Baltimore is a member of the University System of Maryland.

"Education is something that you can have forever, and you can pass it on to your children. It's something that I value because I've had everything taken away from me."

JAMES RUFFIN III

# The First to Get His Second Chance

BY KRISTI MOORE, CERT '20

tanding in a hospital room, waiting on the birth of his fourth son, James Ruffin III, B.A.'21, is thinking about second chances.

months beforehand.

about second chances. In a lot of ways, it was a second chance that got him here, to this moment. It also got him into a cap and gown and a diploma five

Ruffin was among the first students to join The University of Baltimore's Second Chance College Program when it launched at Jessup Correctional Institute in 2016. When he walked across The Lyric stage during UBalt's 2021 Fall Commencement, he became the program's first graduate. It was the end of five years of studying harder than he ever had before, and the beginning of a life that seemed improbable when he was sentenced to 25 years in prison, with no chance of parole, on drug distribution charges.

"This program did so much for me—it changed my life," Ruffin says. "It took me from off the corner selling whatever I was selling to whoever would buy it, to being able to have an educated conversation with someone. It did a lot for me."

When Ruffin first learned about the Second Chance program, he admits to looking at it only as a chance to get out of the 5-by-9-foot cell where he had already spent six years. When his classes started, though, everything changed. He was taking classes in psychology, grant writing, literature and leadership—and he was getting straight As.

"I've realized the value of education...Education is something that you can have forever, and you



James Ruffin III (center) and Andrea Cantora (right of center) with Second Chance College Program staff and educators.

can pass it on to your children. It's something that I value because I've had everything taken away from me."

Motivated by the support and encouragement he received through the program, Ruffin plans to pay it forward. He wants to start or run a nonprofit that offers housing and other support for newly released prisoners. Not everyone has a family to rely on when they're released, he says. He hopes just a little support can help reduce the chance of recidivism.

"When guys go back to doing what they did before, it's because they feel as though they don't have any other choice...If I can alleviate that, we've got a fighting chance."

UBalt's Second Chance Program offers various kinds of support to help its students make the most of their education after graduation and release. Much of that comes in the form of networking and internships, says Dr. Andrea Cantora, program director and associate professor in the University's School of Criminal Justice.

"We are trying to be more thoughtful on how to connect students to programs that already exist on campus," she says. "For example, our next graduate is an M&T Bank Real Estate Fellow. By being connected to that program, he is receiving mentoring and support to help develop his real estate plan."

#### James Ruffin III

Cantora says they encourage students in the program to think about their career aspirations so the program can connect them with internship opportunities.

IOTO COURTESY OF PHOTO MAGIC MEDIA

Ruffin says the encouragement and support he found throughout the program hasn't stopped since graduation. He has an ever-expanding network and knows Cantora and the other facilitators are available whenever he has questions. "It's like they're extended family now."

When he gets his own housing plan in full operation, Ruffin is open to the idea of working with other students from UBalt's Second Chance program.

That's a long-term goal, however. For now, he's just taking one day at a time, spending time with his four sons, working toward a job he can take pride in, and even dreaming of a master's degree. He's not going to waste his second chance. **3** 

#### BRAGS



ON THE LIST OF BEST GAME DESIGN SCHOOLS AND BEST BACHELOR'S DEGREE PROGRAM FOR 2021

Intelligent.com

ON U.S NEWS AND WORLD REPORT'S LIST OF THE NATION'S BEST GRADUATE PUBLIC AFFAIRS PROGRAMS (2023)

# **Knowledge That Works**

he University of Baltimore is the choice of leaders in Baltimore, and has been for nearly 100 years.

UBalt provides real-world career preparation in the heart of a diverse community. Whether you're interested in lifelong learning or enhancing your degree, you can pursue the things you're eager to discover in one of our professional graduate certificate programs.

#### **GRADUATE CERTIFICATE PROGRAMS**

Law\*

Estate Planning Family Law

**Business and Finance** Accounting Fundamentals **Business Fundamentals Business Valuation** Government Financial Management Internal Audit Services Organizational Leadership

Arts and Sciences

Digital Communication Global Industrial and Organizational Psychology Professional Counseling Studies User Experience (UX) Design

**Public Affairs** 

Health Systems Management Public Safety Leadership Certificate Trauma-Informed Certificate

Whether you're looking to amplify your knowledge or build a cache of stackable credentials toward a new degree, a post-baccalaureate certification can be earned in as little as 12 months.

UBalt alumni can reapply for free (use fee waiver code UBALTALUM) and receive dedicated support as you transition back into the classroom, such as:

- a personal admission counselor to guide you through the readmission process
- a financial aid counselor to help you assess your financial support options

• a personal academic adviser to help you understand your degree requirements and assist you with course registration

• a personal career coach to help you find internships and networking opportunities, and explore your career options. B

Visit ubalt.edu/readmission to start your next journey at UBalt or scan the QR code:

\* Visit law.ubalt.edu/admissions for more information on Estate Planning



and Family Law certificates.

# **B** in Touch



eet the "Bees on Skis," a group of University of Baltimore alums—all former members of the lacrosse team—who have stayed in touch for over four decades. Though the group hadn't been together as a whole for over 10 years—and some hadn't strapped on skis in over 20-they reconnected in person this past March to reminisce about their days as UBalt students and make new memories together.



Keeping in touch with UBalt brings you one step closer to connecting (and reconnecting) with each other, and the Office of Alumni Relations is here to help! Email alumni@ubalt.edu or visit ubalt.org/alumni to:

- submit a class note online to share your personal and professional successes
- update your contact information and sign up for emails to get notices for events and reunions
- · grow your business and professional network by listing in our Alumni Business Directory
- sign up for volunteer opportunities to support and mentor future UBalt alums. 🕑

Pictured (I to r): Doug Incorvia, B.S.'80; Jeff Stratton, B.S.'83; Jack Boutilier, B.S. '79; Richard Gutierrez, B.S. '81; Billy Boltja, B.A. '80; Steve Koph, B.S. '79; Dan Magee, B.S.'80; and Dan Guill, B.S.'80

"This is outreach—we all bring what resources we have to collectively tap into the community and make effective change."

# **Preserving Overlooked Stories**

Rebuilding Black History in Baltimore, One Story at a Time

BY TIM PAGGI, M.F.A. '15

n 2017, Angela Koukoui, B.A.'19, created The University of Baltimore's **Community Archives** Program-an annual series of workshops that engages individuals and communities in archival preservation-while working in the Robert L. Bogomolny Library's Special Collections and Archives. She hoped to dispel the notion that rare artifacts and disintegrating documents, kept locked away in vaults and museums, were the only legacies worth preserving.

"Communities and individuals make up history and are deeply connected to what they choose to document and keep—preserving community life and what happens in the neighborhoods they reside in. Community archives break away from the traditional archival process, as the traditional process doesn't necessarily take the community into consideration," says Koukoui.

Five years later, the programnow the JHU-UBalt Community Archives Program, in partnership with Johns Hopkins University's Billie Holiday Project for Liberation Arts-is a cornerstone of Inheritance Baltimore: Humanities and Art Education for Black Liberation. Funded by a \$4.4 million grant from the Andrew W. Mellon Foundation, Inheritance Baltimore works toward dismantling racism in education and preserving Black Baltimore's history, culture and art-efforts that historically have received little to no funding or institutional support.



Under this umbrella, the "new" Community Archives Program is flourishing.

Earlier this year, Koukoui introduced a redesigned series of workshops—Doing Oral History in Baltimore—that aims to preserve often overlooked histories of Black individuals and communities in Baltimore city by collecting and archiving their personal stories, told out loud and recorded. The first sessions in April connected resources from nine major institutions to train community organizations in the art of collecting oral histories, including project planning, interviewing and archiving.

Though largely based on her original workshops, Koukoui noticed a whole new energy. Participants were asked to practice interviewing in pairs, and she watched them engage with one another. Koukoui says, "I've done workshops where you have engagement, then it goes away. But in this case, they actually got to know each other in meaningful ways. It reminded me that this isn't just teaching people. This is different. We're literally creating a community."

The Inheritance Baltimore grant also allowed Koukoui to bring another passion project full circle.

Ten years ago, she was researching the decline of public arts programs in Baltimore. Her inquiries led her to the archives at the Bogomolny Library, which contained a trove of assets from the city's Cultural Arts Programs from 1964 to 1993. It was Koukoui in the Eubie Blake Cultural Center, Baltimore.

there Koukoui unearthed a photograph of herself as a child, as well as one of her mother, participating in Cultural Arts activities.

"I decided then, I'm not leaving," she says with a laugh. And she meant it. Koukoui started as a volunteer and became a student worker while getting her B.A. at UBalt. She's been working full-time at the Library since 2016, even while completing her master's in library and information science.

Almost immediately, she began developing the Baltimore Cultural Arts Legacy Project to catalog and preserve the history and impact



of the programs. It's housed in the Library's "Exhibits from the Archives" digital collection, but also lives on as part of the Community Archives Program through community events.

This year, Koukoui organized the first "Cultural Arts Family Reunion," which included performances, activities and, of course, a community archives project that allowed program alums to identify unnamed people, places and events in archival photos.

Koukoui (third from right) at 14, performing at AFRAM Expo Festival in 1989.

She also celebrated her first gallery opening at the Eubie Blake Cultural Center this summer for a curated exhibit of photographs taken by Robert Breck Chapman, a staff photographer for the city who documented these arts programs.

For Koukoui, all of these accomplishments represent a link between activism, historic preservation, and changing the face of libraries and archives in Baltimore and beyond.

"I sacrificed a lot, I changed my whole career, just to have a space to share stories about my community. When my mother passed, she left a long legacy. I want to leave behind a legacy, too, of helping others learn how to preserve, and to learn what preservation means. This is outreach-we all bring what resources we have to collectively tap into the community and make effective change." B

In addition to freelance writing for the Magazine, Tim Paggi is a tour guide with Baltimore Ghost Tours and revising his first novel.



# Alumni Access

to UBalt Libraries and Databases



embers of The University of Baltimore alumni community enjoy many perks, including having numerous library

resources at their disposal for continued learning.

UBalt graduates can access the Robert L. Bogomolny Library, the Law Library and the UMBC Albin O. Kuhn Library, and use their Alumni Bee Card to check out books.

Alumni also have remote access to EBSCO's Academic Search: Alumni Edition, a database for post-college research. Created exclusively for alumni, this database includes newspaper, magazine, trade publication and scholarly journal articles covering a wide variety of topics, such as science, the arts, music, law, education, psychology, religion, business, politics, health and more.

Additionally, graduates have access to over 100 various open databases, including the Digital Commons Network, the Directory of Open Access Books, the Directory of Open Access Journals and the University of Baltimore OER Press, containing open education resources created by University of Baltimore faculty for their courses.

For more information, or to obtain login credentials, please contact the Office of Alumni Relations at alumni@ubalt.edu. 🚯

DONOR DOLLARS AT WORK

# Lifelong Learning at Your Fingertips

From career advancement to personal development, The University of Baltimore Office of Alumni Relations is committed to bringing you continued opportunities to learn, engage and grow, even after you graduate. Through the Alumni Learning Consortium (ALC), we are able to offer a host of additional opportunities to hone your skills and expand your horizons.

Through our online portal, you'll find live virtual seminars and archived video webinars—all hosted by leading coaches, authors and educators—to enhance every area of your life. You can:

- Inspire others with programs like Impact Players: How to Take the Lead, Play Bigger and Multiply Your Impact.
- Reconsider what's important at home with programs like Our Emotional Attachment to Stuff: Decluttering Strategies that Make it Easy to Let Go.
- Enrich your cultural appreciation with programs like The Remarkable History of Motown.

To explore the ALC and register for upcoming events, visit alumlc.org/ubalt.

DONOR DOLLARS AT WORK

BRAGS



ON THE LIST OF BEST MASTER'S IN NEGOTIATION AND CONFLICT MANAGEMENT DEGREE PROGRAMS FOR 2021

Intelligent.com

Below: Prof. David Lingelbach at "The Wall Along Wilshire (The Berlin Wall Project),"

presented by the Wende Museum, Los Angeles.

# A Fresh Take on the World's Most Rich and Powerful

BY TIM PAGGI, M.F.A. '15

ince the Russian attacks on Ukraine in February, David Lingelbach has fielded many media requests for interviews and opinion pieces on the topic of oligarchy. It's a term as old as Aristotle, but public curiosity about oligarchs has only increased in recent years, especially as current socio-political discourse becomes centered around the topics of wealth and power.

Lingelbach, a professor of entrepreneurship in the Merrick School of Business, stands out from other contemporary experts because he's able to help the public see the big picture more clearly—and consequently understand why it's so important. That's because, in true UBalt fashion, he's a leader in this field whose public intellectualism is deeply rooted in real-world experience.

Lingelbach spent five years working as an investment banker and venture capitalist while living in Russia in the 1990s. During that time, he interacted with many members of the country's elite, including Vladimir Putin, then Saint Petersburg's first deputy mayor. So, when Lingelbach addresses the subject of oligarchs, he's actually rubbed elbows with some of the people he's discussing.

Figures such as Putin usually come to mind when the term is invoked, but oligarchy refers to any individual or small, tight-knit group that wields an oversized amount of wealth, power and influence over a society. For Lingelbach, determining if oligarchs are good or bad is less important than the takeaways we can learn by studying these massive personalities pulling the strings.

Oligarchs exist everywhere, Lingelbach points out, not just overseas. An oligarch need not be a politician, either. In many ways, the United States excels at producing what Lingelbach refers to as business oligarchs, those who achieve influence through the corporate sector. "Compared to Putin, Elon Musk and Mark Zuckerberg have huge amounts of informal power to supplement their wealth. When I hear people talking about Russian oligarchs I say, 'Yeah, true enough. But it's a much more recent oligarchy than the United States is.' We might be the most oligarchic country in terms of the power and wealth of the oligarchs."

As more and more discussions focus through the lens of income inequality, oligarchs are receiving more scrutiny and criticism than ever. Still, Lingelbach maintains that they might unintentionally make positive contributions to the world. "Part of my motivation is that oligarchs seem particularly effective at dealing with the biggest factor shaping life today: increasing uncertainty," he explains. "In Putin's case, NATO wants to expand in the east. That's not great from Putin's perspective, but his thinking is 'let's lean into it and see where the resulting uncertainty takes us.' That's a classic approach."

"I say to all my students, you need to understand how to deal with uncertainty. I'm hoping they learn how to exploit it, and maybe apply it in a more positive way for social benefit. How do people who are powerless gain advantage? Many oligarchs come from difficult backgrounds and they often think, 'How do I turn the tables toward me?' One of the most effective ways to do that is, if you find uncertainty, lean into it."

Though Lingelbach's expertise is entrenched in his pre-UBalt professional experiences, much of his continued academic interest has been informed by his work in the classroom and deeper study of entrepreneurship. While the scale and intent usually differ, he says that the underlying qualities of both often match.

"It's something I try to build into my classes. I use entrepreneurship theory because we study people very similar to our students. You create anything in life by starting with who you are, and you make everything as a reflection of yourself by trying to bend the world in your direction. I think of oligarchs as being entrepreneurial."

Lingelbach looks forward to sharing his knowledge of oligarchs in an upcoming book, which he is currently writing. He says it will provide a data-informed big picture of oligarchy in a package that is both in-depth and accessible to the public.

"Studies up until now have been macro-level and tend to treat oligarchs as groups or consequences of societies. Many of my contemporaries get buried in the details; they can't see the big picture. Given the range of challenges the world now faces, there's no way we can do that anymore. To deal with inequality, climate change and all the issues that affect us today, we need broader solutions that are effective sooner. And oligarchs might unintentionally show us how to think more effectively about those solutions." **3** 



"To deal with inequality, climate change and all the issues that affect us today, we need broader solutions that are effective sooner... Oligarchs might unintentionally show us how to think more effectively about those solutions." DAVID LINGELBACH





# **H**

he University of Baltimore has graduated and employed a deep roster of leaders, each who have dedicated their life's work to advancing their causes, strengthening their organizations, and improving their communities. These public servants, media executives, nonprofit heads, government officials, union organizers and educators have worked in the trenches for years, growing professionally and personally, collecting a wealth of insight and experience to share.

To celebrate their remarkable achievements—and to inspire future leaders—we asked leaders from the UBalt community to share stories, lessons and advice about leadership. Every single one of these conversations was moving, informative and jampacked with insightful reflections on their experiences—and we think you'll find their words of wisdom as inspiring as we did.

BY EMILY HALNON

# BE A SPONGE OF INFORMATION AND IDEAS

ALVIN VINCENT JR., M.P.A. '02 Executive Director, Actors' Equity Association

When Al Vincent started the Master of Public Administration program at The University of Baltimore, he was already an established leader in the organization he worked for at the time. But his UBalt program introduced him to something new that has turned into one of his greatest assets as a leader: the company of other leaders.

"I thought I knew a lot in my little world where I was working, but to know that there was more out there was transformative," he says. As he heard his classmates share different perspectives, it unlocked a new way of thinking about leadership for Vincent.

"I started to just be this sponge of information from everybody I met, and their leadership, and how they did things," he says. Opening his eyes, ears and mind to new perspectives made him a more thoughtful leader. He started paying greater attention to how other people did things and asking himself: "How I can take what they're doing and use it going forward?"

"The University of Baltimore opened my mind to the idea that there are so many more ideas out here, and I can't limit myself to just my peers. Literally anyone can be an educator and mentor for you, if you just stop and listen to them."

# BE THE LEADER You want to see In the world

### STACY RODGERS, M.P.A. '99 Administrative Officer, Baltimore County

Stacy Rodgers made history when she was appointed to be Baltimore County's administrative officer in April 2019. She was the first Black woman—and only the second woman in county history—to serve in this role.

"It's a great sense of pride and honor to hold such an important position and to serve 850,000 people every day," she says. Rodgers has been a public servant for nearly three decades and sees this role as a capstone to her career in public service.

One of the achievements that Rodgers is most proud of in her current role is fostering a diverse leadership team for Baltimore County, which now includes the county's first female police chief, first female fire chief and first female director of public works.

She believes this diversity is essential because it sends the message to the next generation that these leadership roles are for women and people of color. She credits her own mentors with helping her believe that she could hold these leadership roles as a Black woman. "You never know who's looking at you and seeing what you can do."

"It's really about the legacy that you leave where women and other minorities can see themselves in roles that have not traditionally been held by women or people of color," Rodgers says.

"Hopefully one day we won't even have to say that—that it's a non-traditional role for a woman or person of color."

# ORGANIZATION

# ADVICE FOR ASPIRING LEADERS

"You need to be able to articulate the vision. You have to help people see the vision before it can be implemented. You need to help people understand what is it that they're charged to do. You have to start with the end in mind." -Stacy Rodgers

"Don't prioritize results over people. Make sure people are the center of everything. If you focus on results too much, and not the people that surround you, you can burn a lot of bridges along the way. You might win, but you're winning by yourself." —Jay Nwachu

# TRANSPARENCY

# HOLD YOUR Values close

# ALEX DENSTMAN, B.A.'14 Co-CEO and President,

# Ashley Addiction Treatment Center

Alex Denstman is now the co-CEO and president of the Ashley Addiction Treatment Center, but when he was first introduced to this Baltimore-based organization, he was a 20-year-old IV heroin user. He had strained relationships with his family, he'd flunked out of school, and he needed help getting sober. Ashley offered him the support and treatment that he needed and he's stayed sober since 2003.

He credits his recovery journey with helping him develop many of the skills that empowered him to go from patient to president of the organization.

"The principles I've learned in recovery apply to leadership so well," explains Denstman. "If I'm practicing things like gratitude and humility, then I'm automatically embodying the skills that I want to bring to my leadership role."

Denstman says his time as a patient has given him perspective about the work that Ashley is doing to help patients find recovery and reclaim their health and happiness.

"I'm really passionate about the work," he says. "We're helping people get sober and we're helping save lives and rebuild families."

Being a mission-driven leader brings out the best in his work, he says. And he sees the same thing from his colleagues who hold the values of Ashley and recovery close, whether they're in recovery, or know someone who's experienced addiction, or are able to appreciate the transformative power of recovery.

"I anchor decision-making in our values and put our mission first," he says. "As a leader, you create the weather, so I want to model the values that our staff should uphold to deliver compassionate care to our patients."

# SPEND TIME ON THE FRONTLINES

# CYNTHIA KELLEHER, MBA '86

President and CEO, University of Maryland Rehabilitation & Orthopedic Institute

As the chief executive officer for the University of Maryland Rehabilitation & Orthopedic Institute (one of 12 hospitals in the University of Maryland Medical System), Cindy Kelleher is in charge of both top-level hospital strategy and its day-to-day operations.

She is committed to providing compassionate care for the hospital's patients and leading staff to be able to do that, which keeps her plenty busy. But she still makes time to get out in the hospital so she can visit patients and staff every day. It's vital, she says, to listen to what people are saying, even if you can't fix everything they might be dealing with.

This is especially important in the current moment, she explains, as COVID-19 adds so many challenges to medical care and violence is on the rise in hospitals.

"I go out to the hospital every day, I round on patients every day, and I talk to staff every day. I think that you have to be on the front lines to really understand what people are going through," she says.

# EMPATHY

# SETTLE IN FOR THE Long Haul and Don't Expect overnight Change

## JAY NWACHU, M.S. '07 President and CEO, Innovation Works

Jay Nwachu is the president and CEO of Innovation Works, an organization that supports social entrepreneurs in Baltimore, most of whom are minorities. Many of Nwachu's employees at Innovation Works are missiondriven individuals who are drawn to social change careers because they want to make a difference in their communities and the world. He says they want to tackle the biggest societal challenges.

"We tend to get very passionate because we have strong feelings about those things," he says. But he advises his colleagues to be patient and settle in for the long haul, because "society is not going to shift all in one day."

He says it's essential to remember how problems can build up like a callus and worsen over time, and to approach the work of tackling systemic issues with a sustainable and long-term vision.

"What's really going to chip it apart is when you can maintain your idealism, push the boundaries and recognize that patience is required."

# IT'S OK TO MAKE Mistakes; Just Keep going

#### **DIONNE KOLLER**

Professor of Law, The University of Baltimore School of Law Director, Center for Sport and the Law Co-Chair, U.S. Olympics and Paralympics Commission

Dionne Koller was a competitive gymnast before she entered academia and became a leading expert on sports and the law (and later a co-chair of the U.S. Olympics and

> Paralympics Commission). And she credits her athletic career with helping her develop many of the skills that have empowered her to be a strong leader.

"I think of my athletic career as really invaluable to almost everything I do today," Koller says. "It's not a cliché to say that you learn life skills in sports."

One of the most valuable lessons Koller learned as a gymnast is that mistakes are inevitable—in sport, in life and in leadership but that doesn't mean you are incapable of doing something.

"You're going to make mistakes, there are going to be bumps, and there are going to be difficult emotional times," she says, "but you keep your head up, and you keep going, and you keep trying."

That was what Koller learned to do in competition—and that's a philosophy that she continues to embrace as a leader.

"The thing that I'm always aware of is that leadership comes with mistakes," she says. "A lot of them. And you can't be afraid of that. You have to keep going and you have to keep giving 110 percent."

# LEARNING

# DON'T BE AFRAID To make decisions

# JOSIAH GUTHLAND

Director, The Bob Parsons Veterans Center at The University of Baltimore

Josiah Guthland, a combat veteran of the Second Persian Gulf War in Iraq, knows all about the importance of decision-making.

"The military empowers their leaders to make decisions on the battlefield," he says. "When we would go out on patrol, I was in charge of millions of dollars of military equipment and where we were going, and if we hit any sort of contact or enemy movement or anything like that, decisions had to be made momentarily."

Guthland says that you couldn't ask someone else what they thought, or sit around and contemplate it for a while, you just had to make the best decision you could with the end goal in mind.

"You have to not be afraid to make a decision and move forward with it."

He tries to bring that same approach to his role as director of The Bob Parsons Veterans Center at The University of Baltimore. He's established a clear vision for the center and its work, so his colleagues and students can feel empowered to make decisions.

"If the students know the big picture, if my professional staff knows the big picture, if I know the big picture, we should all feel empowered to make decisions that lead towards whatever our goal is," he says.

"Tve always felt that it's better to make an OK decision now, move forward and start working toward that decision, than to not make a decision and get stuck at a standstill."

# ADVICE FOR ASPIRING LEADERS

**INTEGRI** 

"Be the first person in the office, but never the last to leave. It shows that you care about the work, but you also care about your family and everyone else that's there with you. You need to set the example of what you want to see from your people." -Josiah Guthland

"You've got to be willing to get your hands dirty. I think emerging leaders need to understand that they might be asked to wear lots of different hats in a position. And if you're going to be a good leader, you have to be willing to do the unexpected, including the possibility of cleaning a bathroom. You have to be prepared to be flexible and work hard." -Randi Pupkin

# DO THE RIGHT THING, Even if it's the hard thing

#### KELLY MADIGAN, J.D. '04 Inspector General, Baltimore County

Kelly Madigan has had to make many tough decisions during her tenure as Baltimore County inspector general. Some of the hardest ones have asked her to risk making an unpopular choice to do what she believes is right for her office, which is tasked with providing accountability and oversight for the Baltimore County government and its taxpayers.

Madigan recalls a contentious proposal to institute an accountability board. She believed with every bone in her body that it would have terrible consequences for the agency—and for Baltimore County taxpayers. But Madigan also knew that her stance could be unpopular. And she even thought that it could put her job on the line because the county executive and some members of county council were in favor of it.

"It would've been easy to say nothing," she says. But, she couldn't actually do that, because "it was without a doubt, 100 percent, the right thing to do for Baltimore County and its taxpayers."

So, she publicly declared her opposition to the proposal. And, while it was a "total leap of faith," an overwhelming majority of taxpayers ended up supporting her decision.

Madigan says she would make that same decision every time—no matter how terrifying it might be and with no guarantee for how it could be received—because she believes that a good leader is willing to always do what's right, even if it's hard.

"True leadership comes in those little moments when you're still doing the right thing, even if nobody's looking."

# HONESTY

# MEASURE SUCCESS Through continuity

# RANDI PUPKIN, J.D. '87

## Founder and Executive Director, Art with a Heart

Randi Pupkin says one of her most reliable metrics of success as a leader is continuity of relationships.

When she looks around her nonprofit, Art with a Heart, she sees people who have stuck with her and the organization for years. And as many employers weather the Great Resignation, her employees' loyalty makes her feel like she's doing something right as a leader.

"We're a team and we're family," she says of her employees and colleagues at the 22-year-old community arts organization.

She also looks to the lasting relationships with community partners, funders, board members and volunteers, whose long-term commitment to Art with a Heart demonstrates that they believe in the organization's mission—and the work she's doing at the helm.

Art with a Heart aims to enhance lives through art. It offers programs like interactive art experiences at schools, community centers, group homes, shelters, permanent housing facilities, hospitals, and senior day care and housing facilities.

"The community partners that stay with us continue to like what we produce, like our brand, and like the way we work with them. That is another telltale sign of successful leadership," she says.

# SERVICE



# **DO THE WORK AND LISTEN**

#### MOMEN ABUKHDEIR, J.D. '16 Chief Data and Performance Officer, Baltimore County

Momen Abukhdeir is the first-ever chief data and performance officer for Baltimore County, a position created to help the county leverage more data in its decision-making and governmental action.

> Holding a brand-new position is an opportunity for a leader—and a challenge.

The nature of Abukhdeir's work diverges from the County's traditional ways of thinking about data. So, to

be successful in his new role, he needed to convince his new colleagues to shift the way they think about data and change Baltimore County's culture around data integration.

Abukhdeir believes the most effective thing a leader can do in this situation is to build relationships and listen, instead of trying to steamroll an organization into immediately doing things your way. "You need to sit down and hear people out so you can understand their concerns and hesitations," he says.

The other key to winning support from his colleagues was to demonstrate the value of his work.

The pandemic actually helped with this, as the County didn't have the infrastructure to track critical data related to COVID-19. But that's exactly the kind of thing that Abukhdeir can do. So, when cases started climbing in Baltimore County, he was able to use data to identify neighborhoods with low vaccination rates, which allowed the county to target its mobile vaccine operation where it could make the biggest difference.

"We showed departments the value of what we could do," he says. And department heads started reaching out, wanting to collaborate on more data-driven work.

"Do the work," he says. "It's the key to gaining credibility and respect."

# IT'S NOT ABOUT YOU, It's about the organization

# PAULA KERGER, B.S. '79 President and CEO,

Public Broadcasting Service (PBS)

Paula Kerger, the president and CEO of PBS, says one of the most important things you can do as a leader is to center the organization over yourself. That's why she adopted a servant style of leadership in her current role—so she can help her colleagues understand that they're all working toward a common effort, and that each of their roles is a vital piece of the organization's mission.

"Helping teams and helping organizations really coalesce around a common purpose is hugely powerful," Kerger says. At PBS, the common purpose is, "to create and distribute content that makes a difference in people's lives."

Kerger believes that it's vital in today's world for leaders to be particularly thoughtful about their approach to leadership and how they communicate their organization's mission to their employees, as everyone has been in a state of disruption and transition for the last two years.

"As a leader, that's what I've tried to engender. That sense that we are, in fact, a team and that we are working toward something that is larger than any one of us individually."

LISTENING

#### ADVICE FOR ASPIRING LEADERS

"You have to be prepared to make decisions. You have to make decisions when you may or may not have all the information you'd like. Listen really well, take in all the input you have and then be prepared to move forward. You're not going to get it right all the time, but you will get it right enough of the time." -Paula Kerger

"Be curious and develop a growth mindset. The world is constantly changing. If a leader is not willing to learn to change with the world, their skills and abilities will quickly become antiquated. Furthermore, if they are not willing to learn new ways of thinking about and seeing the world, then they are also more likely to stunt the career advancement opportunities of the individuals below them who do see the world differently." —Alex Tremble

# MENTORING

# BE A LEADER For life

## BRUCE HAMMONDS, B.S. '71, D.H.L. '05 CEO (former), MBNA Corporation

# President (retired), Global Card Services, Bank of America

When the COVID-19 pandemic hit, Bruce Hammonds had been retired from his role as president of Global Card Services at Bank of America for nearly a decade. But that didn't stop him from jumping into action when his community needed him.

He became president of the John's Island Club, a community of 3,000 senior citizens in Florida, in early 2020, just a few months before COVID-19 started spreading across the world. Because the community was full of high-risk individuals, it was immediately clear that Hammonds needed to do something to keep everyone safe.

"I've held plenty of other jobs before, but never one where if we made a mistake, there was a good chance people were going to die," he says. "So I spent several months working seven days a week with my board to figure out what to do."

Hammonds says he worked as hard on that project as on any business project in his decades-long career in the financial industry.

He found the key to success was leading by consensus and soliciting outside expertise, because no one knew the best answers for how to respond to the early stages of the pandemic.

"We would talk through things, we talked to local experts and we voted. With the cooperation of our terrific members, no one lost their life to COVID."

# **TAKE ACTION NOW**

## ALEX TREMBLE, M.S. '11 Career and Culture Coach,

G.P.S. Leadership Solutions

When asked for his best advice for aspiring leaders, Alex Tremble went a step further and offered some powerful advice for every single person reading this magazine.

"The advice I would share with everyone reading this is to take action now," says Tremble, who leads G.P.S. Leadership Solutions, which teaches leaders how to build relationships that can help their organizations increase productivity, innovation, retention and employee engagement. He also helps organizations develop programs to diversify their senior leadership and executive positions.

"Everyone is capable of so much greatness, but they may never achieve it because they are afraid of what may happen if they mess up or if something doesn't go right. But ask yourself the questions, 'What if I don't mess up? What if everything goes right? What would that life look like?' Take the shot and have faith that you'll figure out whatever scenario comes your way."

*Emily Halnon is a freelance writer based in Eugene, Oregon.* 

web extra



CHANGE

# 

BY ANNA RUSSELL



The University of Baltimore is host to a vanguard of scholars and practitioners who serve the University's mission by cultivating resilient, resourceful professionals through experiential and applied learning. But these educators aren't just preparing UBalt students to be part of the workforce—they're forging leaders. The University of Baltimore has spent almost 100 years providing educational opportunities to aspiring and current professionals. Whether students are looking to launch careers, advance them or make a complete change, UBalt has a reputation for honing the skills they need to excel in their chosen fields.

This distinction is especially impactful as the value of college education is increasingly weighed against its return on investment. Prospective students look for outcomes that reflect favorable earning potential and career placement to determine if admission is worth the expenditure. UBalt has consistently ranked high using those metrics, so it's no surprise the University continues to operate on the cutting edge of workforce development.

One way the University achieves this is by aligning its academic programs and co-curricular opportunities with high-demand career fields. Another is by recruiting faculty who aren't just known for their thought leadership, but who have spent time working—and leading—in the industries they now teach.

Prior to becoming professor of entrepreneurship in the Merrick School of Business, Dr. David Lingelbach (*page 10*) was an investment banker and venture capitalist. While his professional experience certainly informs his curriculum, he's mindful of this new modality in academia.

"I worry that in order to make the return on investment for college more compelling, higher education is moving toward training and skills that can be monetized quickly," he says. "As an old-fashioned academic, I believe we're here to create and diffuse knowledge. So, what I focus on is creating a mindset in students that enables them to be leaders and, in particular, entrepreneurs."

Intellectual curiosity has always been fundamental to the pursuit of higher education, but since ROI is now essential as well, it's important to acknowledge the UBalt learning experience does much more than satisfy those demands. While career advancement may drive the University of Baltimore's mission and vision, leadership development is the roadmap.

#### **BUILDING A FOUNDATION**

Their combination of wisdom and experience has shown University faculty to be extremely effective mentors and coaches, especially because they focus on nurturing the developable skills necessary for UBalt students to become leaders.

This success is evident by the demonstrable technical skills students acquire at the University of Baltimore, from practical game design to forensic drug analysis to corporate tax law. While building proficiency in specialized methods, tools and techniques, UBalt students simultaneously develop conceptual skills (e.g., critical analysis, holistic awareness and problem solving) that push them beyond the performance of basic job duties and allow them to think, work and plan strategically.

There is also a third "unsung" skillset that UBalt graduates possess that empowers them to grow as competent, accomplished leaders—and not just in title.

Researchers haven't pinpointed a single shared trait amongst effective leaders, but prevailing wisdom dictates common behaviors exist in the form of interpersonal skills. If developed properly, these human skills, such as integrity, empathy, communication and service, define effective leadership as much as technical and conceptual skills.

#### LESSONS IN LEADING

Students have many opportunities to study leadership through formal instruction at the University of Baltimore. Courses like Motivation, Satisfaction and Leadership; Leadership, Learning and Change; and Moral Leadership and the Pursuit of Excellence examine leadership using sociological, psychological and philosophical concepts.

Other dedicated courses use practical or theoretical analysis to explore leadership development. Leadership in Public Safety Organizations, Introduction to Nonprofit Leadership, and Human Services Leadership and Supervision are all offered through the College of Public Affairs, and focus on the application of leadership skills in specialized professional settings.

The Merrick School of Business offers several courses, including Leading and Managing Innovation, Leading with Integrity, and Leading Across Cultures, that were developed with the MBA in mind, but also provide relevant interdisciplinary instruction for students in other degree programs across campus. For targeted leadership learning, the business school offers an MBA specialization in Leadership and Management Development, as well as a post-baccalaureate certificate in Organizational Leadership.

While many of these offerings incorporate foundational concepts of management and supervision which are often rooted in leadership theory—it should be noted that many designated management courses tend to focus on operational (rather than conceptual) approaches to organizational culture.

Dr. Lisa Stickney, professor of management and chair of the Department of Management and International Business, is extremely mindful of this distinction, as each requires different, but coinciding, methodologies. She explains, "Leaders answer the question 'Where are we going?' Management's job is to decide how we're getting there. You can be a leader *and* a manager; you can be a leader or a manager; or you can be neither. But it's not the title that determines if someone's a leader, it's their behavior."



professor, Department of Management and International Business



It is through that behavioral lens that she, and many other UBalt faculty, approach leadership development in their teaching.

Ronald Weich, dean of the School of Law, says he designed his Lawyers as Leaders class to "identify the tangible and intangible skills law students should seek to develop as they prepare to assume leadership roles in the legal profession."

One might overlook the importance of such a course when weighed against fundamentals like civil procedure or rules of evidence, but Weich points out that many graduates of the School of Law go on to serve in appointed and elected leadership positions such as judges, state's attorneys, and even lawmakers throughout Maryland.

But regardless of title, Weich believes leadership skills are crucial for every lawyer to develop because, he says, "every lawyer is a leader." He says they not only share responsibility for creating the laws (including common law) that govern society, but they are often called upon to serve as thought leaders in public discourse surrounding civic issues because of their comprehensive understanding of those rules.

#### MORE THAN A TITLE

By serving in leadership roles, whether while teaching or working, University faculty have amassed extensive practical and theoretical insight into the importance of interpersonal skills in leadership development. Understanding that behavior is as determinant a factor as wisdom and experience in personal and professional success is an important lesson for students to learn.

For some, there is a direct correlation with their area of study. "The field of industrial and organizational psychology focuses on human behavior in the workplace," explains **Dr. Sharon Glazer, M.S. '95**, professor in the division of Applied Behavioral Sciences. "It behooves students to understand characteristics and behaviors of both leaders and followers, so we can study how to create a good relationship between the two."

She also stresses the importance for students "to understand the difference between implicit and explicit leaders—those who are given the role, and those who take it on"—when analyzing organizations.

Glazer believes this kind of diagnosis is key for leadership development. "You can't just be a leader by saying 'I want to be a leader.' You can have a supervisor with no leadership ability, and you can have leaders who Prospective students look for outcomes that reflect favorable earning potential and career placement to determine if admission is worth the expenditure.

perform zero supervisory functions. It's important to be able to identify named supervisors, but also to spot the implied leaders who people actually follow."

In the School of Criminal Justice, Dr. Debra L. Stanley, professor and executive director, employs diagnostic tools to help aspiring professionals explore their capacity for leadership, at any level, in a field where many practitioners are recognized as authorities regardless of their title.

"By asking 'What do you bring to a leadership role? What natural skills do you have? What skills have you learned?' I try to get students to be introspective, because many assume they don't have the 'right' skills," she says. "We use diagnostics to discern what skills students already bring to the table. You can see their confidence build when they realize, 'Well, yeah, I do have good communication and interpersonal skills.""

Fostering strong leadership traits, like responsibility and decisiveness, is critical for careers that can get mired in controversy. Stanley acknowledges, "Individuals create workplace culture, and in the 21st century, we need to create responsible individuals who can move into a system with a clear understanding of their discretionary power."

Many UBalt faculty use their own leadership connections when developing coursework. **Dr. Bridal Pearson, B.A. '98, M.S. '00**, spent 15 years providing counseling and outreach services. Now, as a lecturer and director of the M.S. in Human Services Administration program, he invites former colleagues—all human services leaders in the community—to engage with his classes as guest speakers. Students in the program can draw from this pool of expertise over the course of their master's program to profile individual leaders, interview employees for organizational case studies and even complete their field practicums.

This gives Pearson's students the opportunity to model behavior through experiential learning. He believes that, "effective leadership provides observable examples of qualities such as integrity, empathy, communication and decisiveness. Social learning is a powerful tool."

Stickney echoes this sentiment by saying, "Studies have shown that when people are asked to think back and identify a leader that stood out or influenced their life, they don't mention celebrities or athletes. They mention aunts, uncles, scout leaders, teachers...people they've had interpersonal experience with. And that's not about their title; it all comes down to behavior."

Anna Russell is advancement communications administrator at The University of Baltimore, and serves as managing editor of the Magazine.

# "It's not the title that determines if someone's a leader, it's their behavior."

LISA STICKNEY

# BUILDING BUILDING CONNECTIONS UBALT ENTREPRENEURS

EMBRACE MENTORSHIP AS A WAY OF LIFE—AND BUSINESS





arly on in her career, **Courtney Rhodes, M.A. '02**, only had male mentors. While they taught her valuable professional lessons in marketing and communications, something was missing. They didn't understand the nuances of being a woman in the workplace, or how gender identity can impact one's ability to adopt and practice certain soft skills. "I wanted someone who could relate to my experience," she says.

When she co-founded C&D | The Agency—a management, marketing and media agency that specializes in business and entertainment—she decided it would be driven by a team of women who had the professional capacity and lived experience to help fellow businesswomen excel in their careers. Her approach is a promising

one because it integrates one of the most vital components of mentorship: connection.

"Connection is valuable to so many of us," explains Llatetra Brown Esters, The University of Baltimore's dean of students, who oversees the UBalt Connects Mentorship Program.

Esters explains that it's critical for people to feel connected to their mentor for the relationship to succeed and thrive, whether that's through similar backgrounds, interests or goals—like being another woman in marketing and business. "Identifying points where the right mentor can engage and connect with someone makes a huge difference," she says.

Which is exactly what Rhodes aims to do. "I look at mentorship as a partnership," she says.

Through her role as the agency's co-founder and director of marketing and media relations, she empowers women to thrive in their careers, be their most authentic selves, and embrace a fulfilling balance between work, family and their personal lives. And she gets to do it as a female mentor who strives to model unapologetic ambition, authenticity and courage, alongside soft and nurturing leadership.

"One of the most important things I want to foster is a culture where women feel comfortable making mistakes," Rhodes says. "I want women to feel brave enough to go after big projects and big dreams—and to realize it's OK to learn and grow together along the way."

## **REDEFINING SUCCESS**

Rhodes's commitment to mentoring women mirrors a theme among a number of University of Baltimore alumni entrepreneurs who have gone on to become professional coaches and mentors. They've launched businesses that integrate the personal philosophies that they've realized have been critical in their own lives and careers—and they look to connect with others who can benefit from their expertise and shared experience.

Take **Sarah Magida, M.A. '14**, for example, who started Firefly Life Coaching to empower artists to work and live with more courage and comfort. Magida worked with a life coach in her own career as an artist and says she discovered firsthand how much artists can grow when they invest in themselves.

"Working with a life coach myself benefited my selfesteem and my confidence, and allowed me to grow tremendously as I became a really active participant in my own life and business," she says.

Her life coach helped her redefine success. She realized that certain awards and big sales did not define her worth as an artist—or as a person—which completely changed how she ran her business. She was able to double-down on making the art she wanted to make and connecting with the customers who would appreciate it. Magida works primarily in fiber arts—painting, quilting, embroidery, tufting, installation art and natural dyes and even has her own dye garden in her yard.

"A coach really helped me expand what it means to be successful," says Magida.

She's integrated the lessons she learned about life and business into her own coaching, so she can empower artists to foster success in their businesses and also to feel grounded in their own unique talent and art.

"Artists tend to be more sensitive people," she says. "It can be really hard for them to get a business going and see it as a valid life choice."

Magida works with artists on a lot of the same internal work that she did, like knowing their worth, setting boundaries, prioritizing self-care, persisting through failure and working through limiting beliefs. And, she helps them develop more tangible business skills that aren't included in the curriculum at most art schools, like social media marketing and branding.

Like Rhodes, Magida leverages her own experience to help her mentees succeed in their own businesses. That ability to connect is what can lead to transformational change, according to Esters.

"When we consider our journeys, professionally and personally, we can identify people who we think are the right mentors and engage with them," she says.

"Building those relationships is key—we thrive on knowing that there are people who are there to support us, move us along and encourage our success."

# "I want women to feel brave enough to go after big projects and big dreams—and to realize it's OK to learn and grow together along the way."

COURTNEY RHODES

## **RELATIONSHIP GOALS**

Jessi LaCosta, M.A.'97, also built a business heavily influenced by personal experience that she uses to help others succeed. Her company BlueRio—a coaching, training and consulting group—aims to help leaders maximize their potential and cultivate resiliency so they can improve their communities, organizations and the world.

A few years after she launched BlueRio, LaCosta heard about a certification program in relational neuroscience, which is an interdisciplinary study of how relationships impact brain development and function. The potential of this approach immediately stood out to her, particularly as the survivor of an assault. LaCosta was carjacked at gunpoint when she was 16 years old. Through her program, she discovered the principles of this methodology—alongside a trauma-informed recovery—were what helped her move forward after that experience.

"Through relational neuroscience, I experienced firsthand the human capacity to heal and grow," she says.

LaCosta had already integrated conflict resolution and mediation into her work because she believed they were valuable tools to help her engage with a diverse group of clients. And she saw the relational neuroscience program as an opportunity to integrate another layer of insight—and connection—into her coaching.

Many of her clients were dealing with heavy stress, depression, anxiety and other emotions that were affecting them not just as leaders, but as people. LaCosta suspected they could also benefit from a more compassionate, empathetic, trauma-informed approach to leadership and resiliency. "The world is so topsy-turvy and so many people feel pressure and conflict, but don't know how to deal with it," she says.

After earning her certificate from the program, LaCosta adopted a more holistic approach to helping her clients manage their uncertainties and challenges. This helps them reach their full potential, not just in offices and boardrooms, but also in their homes and communities.

"I've developed a strategy that brings humanity into my coaching, without sacrificing the tactical, data-driven, visionary parts of leadership training," she says.

Developing a strategy that integrates connection has made a huge difference in LaCosta's business, and in her ability to help others grow and thrive.

"That was a gamechanger for me, really being able to marry strategy with empathy and compassion," she says. "You don't have to divide strategy or business action plans from any sense of humanity or compassion for the people that you work with."



**Courtney Rhodes** 



Sarah Magida



Jessi LaCosta

# **B** CONNECTED

# BIO

#### **IRWIN STERNBERG**

- B.S.'68, The University of Baltimore
- Founded Stonehenge, Ltd.
- Designed neckwear collections for Jerry Garcia,
- Ben & Jerry's, and several charitable causes
- Board member, Strax Networks and
- the Jerry Garcia Foundation

# A Flair for Philanthropy

IRWIN STERNBERG, B.S. '68

BY CHRISTIANNA McCAUSLAND

s a kid, **Irwin** Sternberg, B.S. '68, was often unwell due to asthma. Eventually, he was held back a grade. "I was really ashamed about that, so I became more of a class clown," he recalls. As a result, when it came time for college, he had no clear plans. But his mother did.

"No college was going to take me, but my mother went to The University of Baltimore and spoke to them on my behalf until they accepted me," he says. "UBalt got me on the right path; I've always been thankful for that."

Sternberg went on to found Stonehenge, Ltd., a neckwear company that became synonymous with some of the most sought-after ties in the world, but his career began in Baltimore. After college, he cut his teeth in menswear at Jos. A. Bank Clothiers, which was then still owned by the Bank family.

"They were one of the most respected clothiers in the industry," Sternberg recalls. "They had hundreds of tailors hand-making their clothes and clients came from all over the world. The retail industry was so exciting then."

Sternberg was sent to Washington, D.C. to open their 18th Street store, which is where he met his mentor, Dan Caplan, who Sternberg says "made me believe I could do anything." At the same time the Bank family was deciding to sell the company, Sternberg was given an opportunity to work for a neckwear company in New York. He was nervous about leaving Baltimore with his young family, but Bob Bank encouraged him to take the job that would ultimately change his life. Two years later, Sternberg and the nephew of the owner of that company went out on their own as Stonehenge, creating private-label neckwear for national retailers.

Serendipitously, Stenberg's assistant at Stonehenge loved the Grateful Dead, and asked him if he could help her get tickets to Jerry Garcia's first art exhibit in New York City. Sternberg managed to score tickets for a group of them and as soon as he walked in, it struck him that Garcia's visuals would be just the makeover that the industry's stuffy, traditional ties needed. He immediately called Garcia's agent.

"Garcia wearing a tie was unlikely, but he was passionate about getting his art out to people so it could be appreciated," Sternberg says. Garcia agreed to license his artwork for reproduction onto limited edition ties; in turn, Stonehenge offered up a portion of the proceeds to the San Francisco Art Institute where Garcia studied art. In 1992, the national launch of the first collection at Bloomingdale's was so popular, it interrupted the phone system with orders coming in from around the world. According to The New York Times, Garcia's massive following ensured the ties would become "one of the best-selling lines in the history of neckwear."

Irwin Sternberg created a neckwear company known for its unique designs in support of charity. "Every one of them was unique and so different from what other designers were doing."

Stonehenge became the first company to transfer artwork onto ties and designate proceeds from collections to benefit a specific philanthropic cause. They created lines with Frank Sinatra, and the Jimmy V and Christopher Reeve Foundations, among others; sales benefited everything from the Johns Hopkins Children's Center to Mothers Against Drunk Driving.

In 1994, to commemorate the 25th anniversary of the first Apollo landing, astronauts Buzz Aldrin and Alan Shepard joined Stonehenge in New York City and Washington, D.C. to help launch the "Moon Rock Collection," a line of ties featuring art depicting microscopic images of lunar rock samples collected during six Apollo missions. Three hundred school children joined Aldrin at Macy's Herald Square for a press event, which former CEO Myron Ullman proclaimed "the highest honor Macy's ever had, to have such a great American hero as our guest."

That same year, their "Ties for Tibet" collection culminated in Sternberg meeting the Dalai Lama. "That was such a powerful statement," Sternberg remembers. "We realized successful programs could be created with beautiful fashion to benefit great causes." The Dalai Lama presented 100 of the ties to world leaders during his American visit, and presented Sternberg with a Tibetan Prayer Scarf for his generosity.

Since receiving the Merrick School of Business' Distinguished Entrepreneur Award in 2004 for his achievements blending fashion with philanthropy, Sternberg says he's been working harder than ever. He's currently president and chief marketing officer at Stonehenge Licensing Consultants, and a board member at the Jerry Garcia Foundation.

Earlier this year, he was named to the board of directors at groundbreaking augmented reality company, Strax Networks, which allows the physical worlds of art, music, education and more, to blend with virtual realms by digitally linking content to real physical objects, like Jerry Garcia's artwork.

It's a full-circle moment for Sternberg, who still holds fast that new creative business ideas and concepts, paired with inspiring causes, will always be a winning combination for a "Why to Buy." ③

Christianna McCausland, a longtime contributor to the magazine, writes from Baltimore.



# BIO

## MONIQUE BELL

- M.A. '02, The University of Baltimore
- Ph.D. in marketing, Drexel University
- Tenured marketing professor,
- Craig School of Business, Fresno State
- Published Terroir Noir: 2020 Study
- of Black Wine Entrepreneurs

# Breaking Barriers and Bottling Success MONIQUE BELL, M.A. '02

BY ABIGAIL GREEN, M.A. '01

uring a 2017 outing to a wine festival in Oakland, California, Dr. Monique Bell, M.A.'02, was astonished to discover a thriving community of Black winemakers and enthusiasts she never knew existed. After becoming a tenured marketing professor at the Craig School of Business at Fresno State, Bell decided to spend her fall 2020 sabbatical studying Black wine entrepreneurs and consumers. Almost no research on the topic existed.

"I thought I would be frolicking in vineyards, but Covid had other plans," says Bell, who holds a master's in publications design (now integrated design) from UBalt, as well as a Ph.D. in marketing from Drexel University. One unexpected benefit was that via Zoom, she was able to connect with many more vineyards than she could have in person. She ended up surveying more than 100 Black wine entrepreneursand personally interviewing more than 40-from all over the world, including in Germany, South Africa and New Zealand. Her research culminated in the publication of Terroir Noir: 2020 Study of Black Wine Entrepreneurs.

Bell discovered that less than I percent of the 11,000 wineries in the United States are Black-owned, and only 2 percent of wine professionals (e.g., importers, distributors, media, etc.) are Black. Most of their vineyards are first-generation businesses, and almost 80 percent are self-funded. Bell also learned that Black winemakers shared several common barriers to success. "Financing and access to capital was the No. I challenge," she says. "That's reflected in other academic literature and research, too. You can see reports about how African Americans [applying for] home loans and business loans are rejected at higher rates than other groups."

Unsurprisingly, Bell's research found that another hurdle for Black wine entrepreneurs is racism, both explicit and implicit. One of her interviewees said, "People assume that because you are a Black person holding a glass of wine, you are 'the help."

During the course of her research, the Black wine industry was feeling the effects of the social justice movement that arose in the aftermath of George Floyd's death in 2020. The push to #BuyBlack and #DrinkBlack emerged as a way for consumers of all backgrounds to show their support by seeking out Blackowned brands, Bell explained in a talk she gave at the Craig School of Business, titled Consumer Activism and Black Wine Entrepreneurs. Many wineries saw a jump in profits. However, many of those Bell interviewed also mentioned the emotional toll, and their desire to not just be part of a temporary trend.

# "Dr. Bell's research has crossed barriers and given Black wine entrepreneurs a voice in the wine world."

In addition to Terroir Noir, Bell contributed her findings to the Sip Consciously Directory, an online resource of Black-owned wine businesses created in partnership with media company Uncorked & Cultured. Her research has been featured in Forbes, Ebony and Wine Enthusiast, which nominated her as its 2021 Social Visionary of the Year. Earlier this year, she received the 2022 Education Award from the Association of African American Vintners at its 20th Anniversary Symposium. At the ceremony it was noted that, "Dr. Bell's research has crossed barriers and given Black wine entrepreneurs a voice in the wine world" and "She took up the mantle to capture critical data demonstrating the engagement, financial power and need for Black people in the wine industry."

Bell's research also found its way into the curricula of her courses at Fresno State. In her Promotions class, students develop a marketing communications plan for real clients—such as one of Bell's interview subjects, a Black wine importer in Atlanta. "She actually hired one of my students afterwards," says Bell.

Another semester, the class enjoyed working on a campaign for a startup app called *Somm Says* (short for *Sommelier Says*), a wine tasting app that lets you compare your basic evaluations of a wine with an expert's. "The idea is that there's no right or wrong answer. What you taste is what you taste." Though, Bell admits, "I'm actually still discovering my palate. I don't drink nearly as much wine as people think I do!" **③** 

Baltimore-based writer Abigail Green is a regular contributor to the magazine.

# Three Wines to Try

LA FETE DU ROSE, created by Baltimore native Donae Burston, is produced in partnership with a vineyard in Saint Tropez. "Some of the more contemporary Black wine entrepreneurs are brand owners. They create a custom blend with an existing winery," explains Bell.

PHILOSOPHY WINERY & VINEYARD is the first African American women-owned winery in Maryland. They produce several different kinds of white, red and rose.

McBRIDE SISTERS WINE COMPANY is a Californiabased vineyard offering a variety of wines, including sparkling and canned, available nationally. --Monique Bell



## BIO

#### BECKY KLING FELDMAN

- J.D. '02, The University of Baltimore
- Chief of the Sentencing Review Unit, Office of the State's Attorney for Baltimore City
- Led litigation efforts in Unger v. Maryland
- SRU has overseen over 40 releases,
- including Adnan Syed, after his conviction was overturned on Sept. 19

# **Making Corrections**

# BECKY KLING FELDMAN, J.D. '02

BY CHRISTIANNA McCAUSLAND

s a career-long defense attorney, **Becky Kling Feldman, J.D. '02**, didn't regularly engage with victims or their families. Now, as chief of the Sentencing Review Unit (SRU), she has the very delicate job of reaching out to those same individuals on behalf of people who were convicted of crimes against them or their loved ones.

What's more, the aim of her new unit in the Office of the State's Attorney for Baltimore City is to review decades-old convictions (after a minimum of 20 years has been served for juvenile offenders; 25 for other prisoners) to see if there are grounds for resentencing or release. So, when her office does reach out, that's usually the (sometimes uncomfortable) topic of discussion.

According to Feldman, responses run the gamut from anger to support. Some may have forgiven, but not forgotten, and feel the full sentence should be served. Many simply feel they've already moved on and want no involvement at all. But sometimes there are memorable exceptions.

"I had a case of a 15-year-old who shot and killed a man who was trying to intervene in a robbery," she recalls. "[The victim] was a dad in his 30s. I spoke to his daughter and she said, 'He was 15, he made a bad decision. I believe in second chances, and I'm rooting for him." That reaction is rare. Feldman knows it can be difficult for people to understand why someone convicted of a major crime should be released from prison, but she explains that the work is essential to remedying Maryland's overcrowded prisons and decades of systemic racism.

"Maryland incarcerates more Black people than any other state in the nation," says Feldman. "It's a shocking statistic. We recognize there is implicit, maybe even explicit, bias baked into our criminal justice system, and my unit also examines parity issues when deciding whether a sentence should be reduced."

# "People do terrible things and make terrible choices, but they are still human beings."

Feldman's current work is informed by her previous job, where she represented hundreds of inmates at post-conviction proceedings. As the former deputy public defender for Maryland, Feldman brings both the "bootson-the-ground" experience and the capacity for compassionate leadership that is necessary for the inaugural chief of this pioneering unit to possess. When the SRU launched in December 2020 it was one of only seven in the nation alongside San Francisco, Los Angeles and Philadelphia—working to address significant problems caused by mass incarceration and an aging prison population.

Feldman explains that prior to the 1990s, inmates sentenced to life in prison often had access to prerelease services, work release and ultimately parole. Under Governor Paris Glendening's "Life means life" policies, those opportunities ended. The result lays bare systemic racism; the Justice Policy Institute states that Maryland has double the national average of Black people in its prisons, more so than Mississippi, Georgia or South Carolina. It's also led to a proliferation of geriatric prisoners. More than 3,000 prisoners in the Maryland system are over 50, costing taxpayers roughly \$44,000 per inmate, per year, and more for the elderly requiring healthcare.

Notably, Feldman led litigation efforts in Unger v. Maryland, which ultimately saw the release of 200 inmates between 2013 and 2018, all who had served 30-50 years of their life sentences for violent crimes. Recidivism is less than 4 percent among Unger releasees, and for Feldman, it continues to serve as "an example of how people convicted of the most serious crimes can change and be safely released back into society." "People do terrible things and make terrible choices, but they are still human beings," she says. "When you meet someone in prison, especially after they have matured over the decades, you want to help them. You can see their humanity."

Thus far, the SRU has overseen the release of more than 40 people under Feldman's leadership, most in their 50s, though the oldest was 85. They receive access to transitional housing, re-entry services, job training, and even tutelage in the necessities of life that have changed dramatically after decades in jail. Supports are in place because the SRU wants the returning citizens to succeed. Most do. Feldman stays connected with some of those she's helped release and isn't surprised by how well they're doing. To date, nearly every release who is physically capable of working, is working-at hospitals, re-entry programs, local businesses, in construction-and a number of them volunteer at churches or service programs with youth.

"I understand how the public can perceive this with fear or with the question, 'What will they do?'" she states. "But we need people back in our communities who know what it's like to be in a gang, to be in jail, to live in poverty or with drug addictions, and to be Black in Baltimore. We need them back to help mentor our youth now." ③



# **CLASS NOTES**\*

# 1960s

Joe Manfre, B.S. '69, marked 50 years of refereeing soccer on July 19, 2021. A member of the National Soccer Hall of Fame, Manfre has refereed for NCAA finals, professional matches, the Major Indoor Soccer League, as well as for high schools and at the collegiate level. He is also a member of The University of Baltimore Athletic Hall of Fame.



# 1970s

Augustus Freeborn Brown, J.D. '74, was included in *Marquis Who's Who Biographical Registry* for 2021.

Janet Coupland, B.A. '78, joined the board of trustees for the Cape May (New Jersey) MAC (Museum+Arts+Culture) as recording secretary in June 2021.

**Myrna Dunnam, J.D. '78**, received the 2022 Distinguished Alumni Award from Lamar University in March, where she received a bachelor's degree in Business Administration and served on the College of Business's advisory board.

Alan J. Hyatt, J.D. '78, received the Dream Keepers Award at the 34th annual Dr. Martin Luther King Jr. Awards Program in Anne Arundel County in March, in recognition of his work to establish civil rights memorials throughout Maryland.

Audrey S. Cimino, B.A. '79, J.D. '80, was honored on October 17, 2021, for her 25 years of service to the Community Foundation of Carroll County (Maryland). She retired as executive director in 2020.



After serving for almost two decades, **Donald C. Fry, J.D. '80**, stepped down from his position as the Greater Baltimore Committee's president and chief executive officer in June. Fry was also inducted into the Maryland Business Hall of Fame on June 2. \*Class notes featured here were received from June 1, 2021 through April 30, 2022.

**Brian Darmody, J.D. '81**, assumed the role of chief strategy officer in April at the Association of University Research Parks, a nonprofit organization representing research and science parks.

Gunnip & Company CPAs in Delaware promoted **Lynn Ritter, B.S. '82**, to senior manager in its tax department in October 2021.

**Carole Boston Weatherford, M.A. '82**, published a children's picture book titled *Unspeakable: The Tulsa Race Massacre.* The book was longlisted for the National Book Award and is a finalist for the prestigious Kirkus Prize, both of which will be awarded in late 2022. Her book also won a Boston Globe/Horn Book Honor in 2021.

The *Philadelphia Business Journal* honored **Julius C. Green, B.S. '83, MBA '89**, with its CFO of the Year Lifetime Achievement Award for 2021. In addition to his numerous professional achievements, Green was recognized as a champion for diversity, equity and inclusion in the financial fields.

Audrey J.S. Carrion, J.D. '84, circuit administrative judge and chief judge, Baltimore City Circuit Court, 8th Judicial Circuit, was named one of *The Daily Record's* Most Influential Marylanders for 2021.

Mark Welsh, B.S. '85, joined the Salisbury (Maryland) office of UHY LLP as a managing director in early 2022.

Freedom Federal Credit Union, which serves Harford and Baltimore County (Maryland) residents, elected **Lisa Ermotinger, B.S. '86**, as chair of its board of directors in July 2021. She has served on the board since 2004, including as secretary and treasurer.

#### Claudia A. Barber, J.D. '87,

received the Drum Major Award at the 34th annual Dr. Martin Luther King Jr. Awards Program in Anne Arundel County (Maryland) in March in recognition of her work in the legal and political fields. Tarra Deshields, J.D. '87, was appointed in January as deputy chief of the civil division for the United States Attorney's Office for Maryland.

Lucy Rutishauser, MBA '87, executive vice president and chief financial officer for Sinclair Broadcast Group, Inc., was recognized as one of the "Most Powerful Women in Finance" by the 2021 edition of *Cablefax Magazine's* Most Powerful Women.

The United States Senate confirmed **Karen A. Stout, MBA '88**, on May 19 as a member of the National Council on the Humanities for a term expiring in January 2026.

Daniel Bendler, B.S. '89, was selected in February as a corporate officer with the Federal Deposit Insurance Corporation (FDIC). Mr. Bendler's new role is deputy to the acting chairman and chief operating officer. He will continue to serve in his existing role of director of the division of administration.

Maryland Governor Larry Hogan appointed **Wendy Anne Zerwitz Schenker Epstein, J.D. '89**, in August 2021, to serve on the Baltimore County Circuit Court.

The New York office of BakerHostetler welcomed **Carlos Ortiz**, LL.M. '89, as a partner and member of the litigation practice group and white collar, investigations and securities enforcement and litigation team in February.

Marc Shach, MBA/J.D. '89, was elected to the board of directors of the Maryland Volunteer Lawyers Service in December 2021.



We'd love to share your success! Submitting a Class Note is easy. Just visit ubalt.edu/classnotes.

# 1990s

OptimizeRX Corp., a provider of point-of-care technology solutions, appointed **Edward Stelmakh, MBA '90**, as chief financial officer and chief operating officer in October 2021.

**DeLisa Alexander, MBA '92**, joined Qlik's board of directors in January as its first outside director. Qlik is a privately held data analytics platform that focuses user-driven business intelligence.

Michael E. Malone, J.D. '92, was appointed by Gov. Larry Hogan to serve on the Anne Arundel County Circuit Court.

Shaun Gabbidon, M.S. '93, professor of criminal justice in Penn State Harrisburg's School of Public Affairs, was awarded the 2022 Outstanding Book Award by the Academy of Criminal Justice Sciences in February for his book *Shopping While Black: Consumer Racial Profiling in America.* 

Harmoni Towers, a portfolio company of Melody Investment Advisors LP, announced the promotion of **Lawrence Gleason**, **J.D. '93**, from president to chief executive officer in March.

Gov. Larry Hogan named **Rachel McGuckian, J.D. '93**, former member of The University of Baltimore Foundation board, to the Montgomery County Circuit Court in November 2021.

Brett R. Wilson, J.D. '93, was named to the Circuit Court of Washington County, Maryland, in August 2021.

**llene Glickman, J.D. '94**, joined The Law Office of Julie Ellen Landau, a Baltimore-based family law firm, as an associate in February.

**Srinivas Sadu, MBA '94**, was reappointed in March as managing director and chief executive officer of Gland Pharma Limited.

## Eric N. Schloss, J.D. '94, of

Saltzberg & Schloss, became the 68th President of the Maryland Association for Justice (MAJ) in June 2021. With 1,200 members, the MAJ is the largest specialty bar association in the state.

Christopher Body, MBA '95,

became the vice president and senior business development director mobility operations for WSP USA, an engineering professional services firm.

AI.9 Strategies LLC, a boutique lobbying and consulting firm, welcomed **Scott Nance, M.P.A. '95**, as vice president in October 2021.

Johnny Rice III, B.S. '95, M.S. '98, became the chair of the department of criminal justice at Coppin State University in Baltimore in September 2021.

Tamika Tremaglio, MBA '95, was hired as the executive director of the National Basketball Players Association in September 2021.

**Christopher Chick, M.S. '96**, was promoted to chief operating officer of CFG Bank in February.

Gov. Larry Hogan named **Garret Peter Glennon, J.D. '96**, as a judicial appointee for the Baltimore County Circuit Court.

**Gene Ransom III, J.D. '96**, was named chair of the Queen Anne's County (Maryland) Liquor Board in May 2020.

Gov. Larry Hogan named **Jeffrey S. Armiger, B.S. '97**, to the University of Maryland Medical System board of directors in July 2021. He is also the chairman of the Baltimore Washington Medical Center's board of directors and a senior vice president with Truist.

Samuel Bjelac, MBA '97, was

promoted to executive vice president of Sprout Mortgage in February and leads the company's national thirdparty originator sales channel. Leading maritime attorney, **Alexander M. Giles, J.D. '97**, joined the law firm of Whiteford, Taylor & Preston in Baltimore in August 2021.

William R. Hall, J.D. '97, was named to the Super Lawyers 2022 Maryland Super Lawyers list for the fourth consecutive year.

**Tracey Johns Delp, J.D. '98**, joined the operations department of the Maryland Office of Administrative Hearings as the deputy director of operations in January.

*Delaware Today* included **Heidi J.A. Gilmore, J.D. '98**, on their 2021 list of Delaware's Top Attorneys.

Lateefah Hughes, M.S. '98, joined NORC at the University of Chicago as a vice president in the Health Care Research Department where she works in policy, evaluation and program design related to health care.

William H. "Bill" Jones Sr., J.D. '98, was appointed a circuit judge for Dorchester County, Maryland, in January. He previously served as a state's attorney in the county since 2009.

**Craig Miles, B.S. '98**, became the vice president for national sales, OSB marketing and planning, for LP Building Solutions in Nashville, Tennessee, in November 2021.

Ellen K. Tannor, MBA '98, was named the executive director of the Overseas Security Council in September 2021. She is a longtime employee of the United States Department of State and most recently served as the security advisor to the U.S. European Command in Stuttgart, Germany.

Malcolm Brisker, J.D. '99, a partner at Goodell DeVries, was elected to the role of charter fellow of the Construction Lawyers Society of America (CSLA), an invitation-only construction lawyer honorary society, in March.

The Kleinfelder Group, a leading engineering, design, and construction firm based in San Diego, California, welcomed **Scott Hillman, J.D. '99**, as senior vice president and general counsel in February.

**Elizabeth Massing, M.S. '99**, was promoted to chief human resources officer in March, at 14 W, a Baltimorebased business consulting and services firm.



Aaron C. Blight, M.P.A. '00, an international speaker and consultant on caregiving, aging and healthcare, serves as an honorary board member with the Well Spouse Association, a nonprofit organization that advocates for and addresses the needs of individuals caring for a chronically ill and/or disabled partner.

Gov. Larry Hogan appointed **Charles M. Blomquist, J.D. '00**, to the Circuit Court of Baltimore City as a judge in October 2021.

**Stephanie Picard Porter, J.D. '00**, was named a circuit court judge in Howard County, Maryland. She previously served as a magistrate in the Howard County Circuit Court.

Wendi Redfern-Curtis, B.A. '00, became the senior vice president of single-family programs for the District of Columbia Housing Finance Agency in February.

Saul Ewing Arnstein & Lehr in Philadelphia, Pennsylvania, announced in January that **Jason St. John, MBA '00**, was elected managing partner for the firm.

Ralph Bailey Jr., J.D. '01, was appointed by Georgia Governor Brian Kemp to serve on the Henry County State Court in December 2021.

Maryland Association of Counties (MACo) welcomed **Regina Brzozowsky, J.D. '01**, as its first corporate relations manager in December 2021. She works with MACo exhibitors, sponsors and partners Franklin & Prokopik, a regional law firm serving Maryland, Virginia, Washington, D.C., Delaware and West Virginia, recently named two School of Law graduates as principals: Scarlett Corso, B.A. '07, J.D. '10 Jennifer Hare, J.D. '05 Michael Bennett, J.D. '13, was also promoted to counsel. Additionally, these four graduates recently joined the firm:

J. Ethan Clasing, J.D. '18 (liability) Francis J. Falatko III, J.D. '17 (liability defense) Matthew LaFontaine, J.D. '15 (workers' compensation) Samantha Schilling, LL.M. '21 (workers' compensation)

to forge partnerships with county governments and services throughout the state.

**Courtney Geduldig, J.D. '01**, joined Micron Technology, Inc. in April as the corporate vice president of public affairs.

Joyette Holmes, J.D. '01, was appointed by Gov. Brian Kemp to Georgia's board of economic development in July 2021.

Information Analysis Incorporated announced the appointment of **Jamie Benoit, J.D. '02**, as chairman of the board and chief executive officer. His appointment to the Virginia-based information technology and services company was effective August 26, 2021.

Melissa Fannin, MBA '02, was named chief strategy officer in July 2021 for AM LLC, a public health firm in Washington, D.C. that supports state and local health departments to prevent and mitigate the spread of COVID-19.

Gov. Larry Hogan appointed Victoria J. Lobley, J.D. '02, to the Washington County District Court in August 2021.

Tadgh Prendeville, MBA '02, became the president and chief executive officer of Regis Technologies, Inc., a contract development and manufacturing company that specializes in small molecule active pharmaceutical ingredient development, in March.

**Constantine "Gus" Themelis, J.D. '02**, joined Baker Donelson's Baltimore office as counsel in December 2021.

Alvin Vincent Jr., M.P.A. '02, was named the executive director of Actors' Equity Association, a labor union that represents over 50,000 actors and stage managers nationwide. He is the first Black executive director of the union and the 12th executive director overall.

#### Ramona Watts-Sutton, MBA

**'02**, became the new director of the Army's Mission and Installation Contracting Command office in Fort Belvoir, Virginia, in February.

**Tonia Awoniyi, M.S. '03**, joined the National Institutes of Health in January as the new director of the Ethics Office, where she and oversees the NIH Ethics Program.

Maryland House Delegate **Benjamin S. Barnes, J.D. '03**, was appointed chair of the House Appropriations Committee in April.

Howard University in Washington, D.C. appointed **Olga Osaghae**, **M.S. '03**, as interim chief information officer and head of Enterprise Technology Services in July 2021. Osaghae most recently served as the director of enterprise applications and deputy project manager for the Workday Human Capital Management system at the university.

**Thomas Ransom, MBA '03**, became the Virginia regional vice president for Truist Financial Corp. in November 2021.

Alana M. Alsop, M.A. '04, joined David M. Schwarz Architects in Washington, D.C. in July 2021 as the director of marketing and business development. She develops and stewards new and current client relationships, monitors markets and emerging trends, and executes marketing strategies and initiatives.

Betsy Diamant-Cohen, D.C.D.

'**05**, received the 2022 Distinguished Service Award from the Association for Library Service to Children in March. She is the creator of the *Mother Goose on the Loose* program series, which promotes early childhood literacy and family engagement.

Whiteford, Taylor & Preston announced in January that **Emily K. Loshley, J.D. '05**, was named a partner of the firm. **Gregory P. Care, J.D. '06**, was included on the Super Lawyers 2022 Maryland Super Lawyers list, and was named to the 2022 Lawdragon 500 Leading Lawyers in America.

Gordon Feinblatt LLC welcomed **Kimberly McLean, J.D. '06**, in April as counsel in the technology & intellectual property practice.

The World Trade Center Institute welcomed **Jeremey Rosendale**, **B.A. '06**, as its first vice president of membership and business development in March.

**Robert D. Anderson, J.D. '07**, was promoted to partner at the firm of Armstrong, Donohue, Ceppos, Vaughan & Rhoades, Chtd. in Rockville, Maryland, in December 2021.

Steven Dashiell, B.A. '07, who completed his Ph.D. in language, literacy and culture at UMBC in 2020, was appointed to a postdoctoral fellowship at American University in Washington, D.C., dually assigned to the department of Sociology and the Game Center.

**Joseph S. Johnston, J.D. '07**, was elected partner at Goodell DeVries in January.

*New Jersey Law Journal* recognized **Jack Losinger, J.D. '07**, as a New Leader of the Bar in October 2021.

**Pete Ball, J.D. '08**, became the technology licensing leader in December 2021 for Calyxt, Inc., a plant-based biotechnology company in Roseville, Minnesota.

Frederick County (Maryland) Public Schools named **Chantress Baptist, MBA '08**, as director of human resources in December 2021.

Tanyka Barber, J.D. '08, was promoted to partner with TNG Consulting LLC, effective October 1, 2021.

Waranch & Brown managing partner, Christing N. Billiet, J.D. '08, was elected to the American Board of Trial Advocates (ABOTA) in February. ABOTA is an invitation-only national association of experienced trial lawyers and judges.

**Solomon Cadle, J.D. '08**, became a shareholder with Greenberg Taurig LLP's Washington, D.C. office in July 2021. He works in both the public finance and infrastructure, and the tax practices.

**Erinn Maguire, J.D. '08**, joined Lawrence Law LLC in March as partner in the practice areas of business and corporate litigation, and trade secrets and copyright litigation.

Jay Nwachu, M.S. '08, was named to *The Daily Record*'s 2021 Most Influential Marylanders.

Nick Copper, J.D. '09, joined Annapolis-based government relations firm Evans & Associates as lobbyist in December 2021.

**Osasu Dorsey, J.D. '09**, former ethics counsel for the White House, is a 2022 White House Leadership Development Program fellow and senior advisor at the Office of the National Cyber Director in the Executive Office of the President.

Kimberly Kile, M.S. '09, became Access Holdings first-ever head of investor relations and communications in February 2021. She sources and cultivates new relationships with potential investors and oversees the firm's fundraising, communications and marketing initiatives.

Mitchell Sandler welcomed **Oyinade Koya, J.D. '09**, as counsel in the regulatory compliance group in January.

Maryland Comptroller Peter Franchot named **Andrew Schaufele**, **MBA '09**, as deputy comptroller, effective January 3.

**Ryan R. Supler, B.A. '09**, joined the 2022 Alumni Advisory Council for the School of Science, Technology, Engineering & Math at American Public University. Kondwani Fidel, M.F.A. '20, Wallace Lane, M.F.A.'17, and D. Watkins, B.A.'09, M.F.A.'14, were selected in March as three artists of the inaugural group of *The Baltimore Banner's* Creatives in Residence, a program introduced to amplify the work of artists and writers from the Baltimore region.

# 2010s

Jeremy R. Bedford, J.D. '10, published an article titled Other Than Honorable Discharges: Unfair and Unjust Life Sentences of Decreased Earning Capacity in the 2021 issue of the University of Pennsylvania Journal of Law & Public Affairs.

**Justin Ginsburg, MBA '10**, joined McNamee Hosea in April as an associate attorney with the estates and trust and the tax practice groups.

Whiteford, Taylor & Preston announced in January that **Jordan M.** Halle, B.A. '10, J.D. '14, LL.M. '17, was named a partner of the firm.

**Abigail S. Knauff, J.D. '10**, was appointed in January to the role of special counsel at the Commodity Futures Trading Commission (CFTC), where she will serve as deputy of the CFTC's Climate Risk Unit.

Jon Singer, J.D. '10, joined Saul Ewing Arnstein & Lehr in March as a partner in the firm's Baltimore office. He represents publicly-traded and privately-held international, national, and local businesses in trials and in state and federal courts across the United States.

**Frank Burch, B.A. '11, M.S. '14**, was appointed as supervisor in January in the victim-witness assistance unit for the United States Attorney's Office for Maryland.

Kevin A. Fields, M.P.A. '11, a Roman Catholic priest of the Archdiocese of Washington, was appointed parochial vicar of St. Elizabeth Catholic Church in Rockville, Maryland, in 2021. He was previously parochial vicar of St. Mary's Catholic Church, also in Rockville.

Whiteford, Taylor & Preston announced in January that **Patrick D. McKevitt, J.D. '11**, was named partner of the firm. Heather L. Price, J.D./M.P.A. '11, was appointed to the circuit court of Caroline County in January by Gov. Larry Hogan.

The University of Maryland School of Medicine named **Sofia Cascio, B.S. '12**, as its first director of student financial wellness in November 2021.

**Peter E. Ciferri, J.D. '12**, became a partner of McMillan Metro, P.C. in Potomac, Maryland, in December 2021.

**Chapman R. Gould, J.D. '12**, was elected principal at Miles & Stockbridge, P.C. in January. He advises businesses in middle market mergers and acquisitions, and private equity transactions. Gould also serves as outside general counsel for a range of companies across various industries.

Andrew Murphy, J.D. '12, CERT '14, joined the corporate and tax law group at McNees Wallace & Nurick LLC in Frederick, Maryland, in December 2021.

**Cassondra Baber, J.D. '13**, was hired in August 2021 as an assistant Commonwealth's attorney in Charlottesville, Virginia.

Laura L. Chafey, J.D. '13, was named the legal director of Mid-Shore Pro Bono in Easton, Maryland, in April. She is responsible for overseeing the firm's legal assistance programs that provide free and lowcost access to legal representation.

Kerianne Kemmerzell, J.D. '13, joined Tydings & Rosenberg LLP in January as a partner. She practices in the areas of employment law, immigration, estate litigation, general litigation, and family law.

**LaFontaine Oliver, MBA '13**, was re-elected in January as the chair of the National Public Radio Board of Directors. He has held the chair position since 2020 and been a member of the board since 2016. Maryland Hospital Association welcomed **Michael Paddy, MBA '13, J.D. '16**, in February as the director of government affairs.

**Brianne Paugh, J.D. '13**, joined Highland Title & Escrow in March as the attorney and branch manager for the firm's two Maryland locations in Frederick and North Bethesda.

**Ebony Thompson, J.D. '13**, became the new deputy solicitor for the Baltimore City Law Department in February.

Nicole Welbourn, J.D. '13, joined Morgan, Lewis & Bockius LLP in March as an eData associate. She is a certified e-discovery specialist and aids in strategies around the preservation, collection, processing, review and production of electronically stored information.

**Charles Athey, LL.M. '14**, was appointed in January to the Kent County (Maryland) Economic and Tourism Development Commission.

**Benjamin Beasley, J.D. '14**, was promoted to partner in January at the firm of Rollins, Smalkin, Richards & Mackie, LLC.

**Angus Derbyshire, J.D. '14**, was named assistant director of training and pro bono with Maryland Legal Aid in July 2021.

Lenora Henry, M.P.A. '14, began her term in January as the first female executive director for the Baltimore City Chamber of Commerce.

Alison Schurick, J.D. '14, was elected a shareholder of Baker Donelson in April.

**Raymond Gambrill, J.D. '15**, was elected in January as treasurer of the J. Franklyn Bourne Bar Association, which was established to advance the status of African American lawyers in Maryland's Montgomery and Prince George's counties. Congratulations to the following alumnae who were included in *The Daily Record's* Top 100 Women in Maryland:

Amy E. Askew, J.D. '01 Jill P. Carter, J.D. '92 Ginger R. Robinson, J.D. '06 Stacy L. Rodgers, M.P.A. '99 Keiva G. Rodriques, MBA '10 Lucy A. Rutishauser, MBA '87

They were recognized in May as high-achieving individuals who are making an impact through their leadership, community service and mentoring.

The Oakland (California) Police Commission announced that **Michelle N. Phillips, M.S. '15**, became the city's first-ever inspector general in January. She was previously the deputy inspector general of investigations for Baltimore City.

Troy Pritt, B.S. '15, MBA '20, became the director of human resources for the University of Maryland Baltimore Washington Medical Center in February.

**Teri K. Simmons, M.S. '15**, was promoted in March to partner at BSC Group, LLC, an accounting firm located in Easton, Maryland.

Frame & Frame Attorneys at Law welcomed **Richard "Ricky" Adams III**, **J.D. '16, CERT '20**, in November 2021 as an associate attorney. His primary practice areas are estate planning, elder law, and Medicaid planning.

**Joel Beller, B.A. '16**, was appointed as acting director of government affairs for Baltimore County in November 2021.

**Jon McGowan, J.D. '16**, was promoted to partner at Liff, Walsh & Simmons in Annapolis, in March. Sheila J. Stewart, J.D. '16, was elected to the board of directors of the Maryland Volunteer Lawyers Service (MVLS), the state's largest provider of pro bono legal services, in April. MVLS also recognized Ms. Stewart's firm, Stewart Law & Associates, with the 2021 Law Firm of the Year Award.

Goodell DeVries in Baltimore welcomed **Patrick Toohey, J.D. '16**, as an associate, in January.

Ashley Waters, D.P.A. '16, was hired as the executive director of Woman to Woman Mentoring in Frederick, Maryland, in November 2021.

Yaakov "Jake" Weissmann, J.D. '16, serves as an assistant chief administrative officer for Montgomery County, Maryland. He was appointed in September 2021 to oversee economic development and business advancement activities.

The University of Wisconsin-Green Bay welcomed **Daniela Beall, MBA '17**, as its university sustainability coordinator, in August 2021. She leads the university's sustainability initiatives and is guiding the development and implementation of its climate action plan.

**Cassandra Buck, M.A. '17**, joined St. John Properties in January as a contract administrator and paralegal.

**Mendel Davis, B.S. '17**, joined Kairos Wealth Advisors of Raymond James in Westminster, Maryland, in July 2021, as a financial advisor.

Michael A. DuBey, J.D. '17, associate attorney with King|Hall LLC, was recognized as a 2022 Maryland Super Lawyers Rising Star.

PK Law welcomed **Halle Gray**, **J.D. '17**, as an associate in July 2021. She works in the firm's labor and employment group.

The Maryland Association of Counties accepted **Nicole Harlock, B.S. '17**, as their 2022 Graduate Fellow for the Maryland General Assembly's legislative session. She is currently pursuing her master's degree in global affairs and human security at UBalt.

**Matt Scassero, M.P.A. '17**, joined the University of Maryland Clark School of Engineering at the University System of Maryland at Southern Maryland as the director of research, innovation and outreach, in October 2021.

Ashley Ackerman, MBA '18, was appointed in August 2021 to the board of directors of Coastal Habitat for Humanity, located in Lakewood, New Jersey. She is also the senior manager of HFA, a Lakewood-based accounting firm.

John Cookman, B.A. '18, joined Workforce Genetics as a talent consultant in October 2021. He supports the company's life science business.

**Grinvydas Dainys, B.S. '18**, and his wife, Della, welcomed their second child, Mykolas Alec Dainys, on June 21, 2021.

**Ashley Wentz, J.D. '18**, a personal injury attorney, joined Farah & Farah in Savannah, Georgia, in July 2021.

**Arao Ameny, M.F.A. '19**, received an Open Door Career Advancement Grant in November 2021. The grant is given to writers who are Black, Indigenous or people of color to assist them in accessing professional opportunities.

Maryland Volunteer Lawyers Service elected La'Tika Howard, J.D.'19, to its board of directors in December 2021.

**Saad Malik, J.D. '19**, was elected in February as a new board member at the Maryland Volunteer Lawyers Service.

Bennett College in Greensboro, North Carolina, welcomed **Madieu Williams, J.D. '19**, as a member of its board of trustees in October 2021.



Nuria A. Diallo Padro, MBA '19, received the National Service "Make A Difference" Award as part of the 2021 Governor's Volunteer Awards last October. She was recognized for her outreach work with Texas families disproportionately affected by the COVID-19 pandemic and Winter Storm Uri. Her work included compiling and sharing resources and providing food assistance to those impacted by disaster.



The University of Maryland, Baltimore awarded staff member **Elyshia Mankin, M.P.A. '20**, with the James T. Hill Scholarship, at the Employee Recognition and Service Awards celebration in April. She received the educational scholarship for demonstrating the same passion for self-improvement and professional development that Hill was known for during his service to the university.

Layla Thompson-Koch, M.F.A. '20, and her husband, Kyle Koch, welcomed a daughter, Helena, in March.

Gov. Larry Hogan appointed **Karen R. Toles, J.D. '20**, to the Maryland House of Delegates, representing Legislative District 25 in Prince George's County, in January.

Chevonie Logan Oyegoke, M.S. '21, became the associate vice president and chief human resources officer at Morgan State University in Baltimore, in May.

Giuliana Valencia-Banks, B.A. '21, serves as Baltimore County's first immigration affairs outreach coordinator. She was named to the newlycreated position in November 2021.

# In Memoriam

#### 1950s

Robert P. Adams, J.D. '52 Richard Motsay, J.D. '52 John E. Unger Jr., A.A. '52 Alfred B. Jacobsen, B.S. '53 James B. Wheatley, LL.B. '53 Seymour R. Goldstein, A.A. '54, J.D. '60 R. Carroll Waltemy, B.S. '54 Robert E. Krommes, B.S. '55 James F. Fream, A.A. '56 John J. Peters Jr., B.S. '56 Marian R. Kaiser, B.S. '57 Robert E. Meehan, B.S. '57 John F. Burton, A.A. '58 Donald J. Calder, B.S. '58 Joseph F. Freburger Jr., B.S. '58 Richard L. May, J.D. '58 William G. Nicodemus, B.S. '58 Sheldon D. Caplan, CERT '59 Charles L. Marks, LL.B. '59 Gary L. Martin, B.S. '59 Frederick H. Puhl Jr., B.S. '59 Donald C. Riefner, B.S. '59 James D. Tangires, J.D. '59

#### 1960s

Philip L. Allison, B.S. '60 Theodore James Goloboski Sr., B.S. '60 Kenneth E. Johnson Sr., B.S. '60 A. William Kabernagel Jr., J.D. '60 Stephen J. Rosasco, LL.B. '60 Paul J. Buchholtz, B.S. '61 Joseph P. Carroll, J.D. '61 Vernon M. Gull, B.S. '61 Sheldon L. Leibowitz, B.S. '61 Howard K. Soper, LL.B. '61 Ellsworth S. Sunstrom, B.S. '61 Leonard K. Allen, B.S. '62 Howard W. Beck, B.S. '62 Carl A. Muly Jr., B.S. '62 Joseph N. Walterhoefer, B.S. '62 Frederick F. Louck, B.S. '63 Frederick Y. Myers, B.S. '63 Vernon S. Tyler, B.S. '63 Donald P. Atkinson, LL.B. '64 Robert E. Donadio, J.D. '64 James M. Hisky, B.S. '64 Charles E. Keller III, A.A. '64 Howard W. Ramsay, B.S. '64 Charles W. Scharnagle Jr., B.S. '64 Robert L. Shockley, J.D. '64

Osborne P. Beall Jr., B.S. '65 Jerome E. Dyba, B.S. '65 Charles M. Elliott, LL.B. '65 Earl S. Hewitt, B.S. '65 Everett C. Johnson, B.S. '65 George R. Lord, B.S. '65 Eugene L. Perkins Jr., A.A. '65 William J. Raftery Jr., J.D. '65 John S. Whiteside, J.D. '65 Eugene T. Armor, LL.B. '66 W. Thomas McQuaid, LL.B. '66 John S. Sieg, J.D. '66 Barry H. Stern Jr., LL.B. '66 Charles H. Tregoe, LL.B. '66 Samuel W. Bogley, LL.B. '67 Donald F. Campbell, LL.B. '67 Francis X. Cuomo, B.S. '67 Richard D. Lemen, LL.B. '67 Daniel Stern, B.A. '67 Joseph A. Thompson, B.S. '67 Lynn H. Workmeister, LL.B. '67 Thomas J. Bollinger Sr., LL.B. '68 William H. Hagedorn Jr., B.S. '68 Edward A. Hopkins, B.S. '68 Paul I. Krieger, LL.B. '68 Frederick D. Ludwig, B.S. '68 Ronald N. McKenna, B.S. '68 Charlotte H. Peters, LL.B. '68 Paul B. Ritter, B.S. '68 Frank A. Tamberino, B.S. '68 John C. Whitcraft, B.S. '68 Nathan S. Goloskov, B.S. '69 Jerry Healy, B.S. '69 David Hess, J.D. '69 Edwin L. Koons, B.S. '69 Philip E. Lewis, LL.B. '69 Donald M. Papuga, J.D. '69 Charles E. Siegmann, B.S. '69 Raymond J. Smith, CERT '69 David C. Tanner, B.A. '69

#### 1970s

Bradley B. Benson, J.D. '70 James J. Bonner, LL.B. '70 Daniel A. Conte, B.S. '70 John R. Dudderar Jr., B.S. '70 Thomas B. Foster, CERT '70 Frank E. Knapp III, B.S. '70 Robert E. Magri, B.S. '70 Harold B. Pillatt, B.S. '70 John S. Revelle Jr., B.S. '70 John Warren, J.D. '70 Gerald J. Bayer, B.S. '71 Theodore R. Benton, B.S. '71 Michael G. Myers, B.A. '71 Alexander J. Pilecki Jr., B.S. '71

John M. Brodowski, B.S. '72 Ronald H. Carback, B.S. '72 Charles J. Carter, B.S. '72 Walter E. Cooling, B.S. '72 Thomas H. Kennedy, B.S. '72 Gary R. Krupp, B.S. '72 Victor A. Sulin, J.D. '72 George V. Vogelsang, B.S. '72 Harold M. Jones Jr., J.D. '73 John J. McGraw, B.S. '73 James R. Millner, J.D. '73 Gale P. Nashold, B.S. '73 Bruce C. Newell, B.S. '73 William B. Steward, J.D. '73 Charles D. Bowers, B.S. '74 Kover M. Hudson, B.S. '74 Anthony C. Lovecchio, B.S. '74 Joseph Castoro, J.D. '75 Charles Hillyer, B.A. '75 Brooks Hunt, J.D. '75 Nancy Keogh, J.D. '75 Joseph F. Pippen Jr., J.D. '75 William H. Balz, B.A. '76 Patricia C. Burkholder, B.S. '76 Kenneth L. Hatter, B.S. '76 Stephen N. Rosenbaum, J.D. '76 Craig A. Snoops, B.S. '76 Thomas B. Stone Jr., J.D. '76 James R. Fox, M.S. '77 Mark F. Grasso, B.A. '77, J.D. '85 Thomas D. Nevin, B.S. '77 Diane M. Pinkney, B.S. '77 Louis L. Yost Jr., B.S. '77, M.S. '83 Robert R. Bowen, M.S. '78 Carl J. Clayton, J.D. '78 Joseph W. Franczkowski, B.S. '78, MBA '85 Thomas M. Meachum, J.D. '78 Michael J. Messina, J.D. '78 Michael E. Mullen, M.S. '78 Jean R. Waters, M.S. '78 James J. Griffin, B.A. '79 Walter D. Hess, B.A. '79, J.D. '83 Donald J. Stifler, B.S. '79 1980s

John R. Bieberich, B.A. '80 Naomi W. Caldwell, CERT '80, MBA '82 Clifford B. Chapman, B.S. '80 George R. Colbert, B.A. '80 Dennis H. Horsmon, B.S. '80 Gary L. Shaffer, M.P.A. '80 Irma F. Dillon, MBA '81 James T. Kane Jr., B.S. '83 Cheryl A. Scott, B.A. '83



RAYMOND F. FREDERICK JR.

We mourn the passing of our colleague, Raymond F. Frederick Jr., B.S. '95, MBA '97, M.S. '01, M.S. '04, CERT '02, CERT '21. Ray, who worked in the Merrick School of Business for 18 years, died on June 13 after a long illness. A lifelong learner, Ray had the distinguished honor of holding the most degrees of any graduate from The University of Baltimore. He also served many organizations in his community and generously volunteered his time with UBalt as a member of the Merrick School of Business Alumni Network Committee, the Alumni Association Board of Governors, and the University of Baltimore Foundation Alumni Committee.

Byron E. Brown, MBA '84, B.S. '85 Mary C. Magri, B.A. '84 Seiko H. Shields, B.S. '84 James B. Fullah, M.S. '85 Wayne W. Williams, B.S. '85 William C. Feige, MBA '86 Shirley E. Johnson, B.A. '86 Annie M. Williams, M.P.A. '86 Georgeann Heidecker, MBA '88 Anita L. Magner, B.S. '88 Eugene T. Turpin, B.S. '88

#### 1990s

Fay I. Desilva-Clemons, B.S. '90 James V. Cunningham, J.D. '91 Charles S. Spink, B.S. '91 Erick A. Baxter, J.D. '92 David M. Tinker, B.A. '92 Herbert Burgunder III, J.D. '94 Charles M. Cronauer, MBA '94 Emily R. Hickey, J.D. '94 Lynne M. Mezzanotte-Ward, M.S. '95 Valerie Verrecchio, B.A. '95 Eleanor M. Busky, B.S. '96, M.A. '01 Matthew J. Baldwin, B.S. '99 David G. Walther, MBA '99 William H. Woolworth III, MBA '99

## 2000s

R. Scott Moser, B.S. '04 James S. Davis, B.S. '05 Flora J. Elzey, B.S. '05 Stephen A. LeRoux, J.D. '08 Victor White, B.A. '08



BYRON L. WARNKEN

Editor's Note: As we were going to press, we were deeply saddened to learn of the passing of one of the most beloved members of The University of Baltimore community. Affectionately known as "Mr. UB," Byron L. Warnken, J.D. '77 passed away on Sept. 5. He was a member of the law school faculty for 40 years, before retiring in 2018. We offer our deepest condolences to his wife, Bonnie L. Warnken, J.D. '90; his son, Byron B. Warnken, J.D. '04; and his daughter Heather Warnken, who serves as executive director of the School of Law's Center for Criminal Justice Reform. Remembrances are linked online, and additional tributes will be forthcoming from the University. Gifts can be made in his memory to the Virginia Renee Warnken Scholarship in Criminal Law.



To give online, scan the QR code (left). Call the Office of Annual Giving at 410.837.4385 to give by phone, or mail a

check to The University of Baltimore Foundation, 1130 N. Charles Street, Baltimore, MD 21201.

#### 2010s

Lemar Anderson, M.A. '14 Christian C. Bezirdjian, J.D. '14 Alexander Lee, B.S. '17 Ingrid Bean, M.P.A. '19

M. Jaye Crooks

Staff

**Jeffrey Lee Hoover** Faculty

**George Julnes** Faculty

**Jeanette Karpay** Faculty

**Michael Laric** Professor Emeritus

#### BIO

#### DANTE SWINTON

- M.S. '17, The University of Baltimore
- Founded Glass Recovery and Sustainable
- Systems (GRASS) Baltimore
- Editor and book designer
- Community activist

# The Glass Man DANTE SWINTON, M.S.'17

BY ABIGAIL GREEN, M.A. '01

ante Swinton, M.S. '17, has a vision for a zero-waste future for Baltimore, and it's focused on glass bottles. This is a bold vision for a city not known for its eco-consciousness, yet he is working to make it a reality through the cooperative he's preparing to launch this fall, Glass Recovery and Sustainable Systems (GRASS) Baltimore.

According to the Environmental Protection Agency (EPA), up to 80 percent of what we throw out is recyclable, compostable or reusable. Yet our national recycling rate hovers around 34 percent, and Baltimore's rate is a dismal 15 percent. That means that most of Baltimore's refuse ends up in the city's trash incinerator-which puts out as much CO2 each year as 141,000 cars and makes up 38 percent of toxic air emissions from industrial polluters-in a city already burdened with a higherthan-average asthma rate. "It's been the biggest polluter in the city for nearly four decades," says Swinton.

According to the EPA, glass accounts for about 4 percent of recyclable materials that are thrown out, adding up to 18,000 tons a year in Baltimore alone. The glass—mostly broken and mixed with other materials—ends up being used in road construction or as landfill cover (e.g., to keep birds off the trash), or it's diverted to the incinerator. Glass is infinitely recyclable—meaning there's no limit to how many times it can be reused or recycled—says Swinton, "so that's 18,000 tons of waste that could be used for other things, but instead it's being burned or buried."

Swinton got the idea for GRASS at a conference he attended in 2020 while employed by Energy Justice Network, where his job was working on the closure of Baltimore city's trash incinerator. "A lot of different organizations came together with ideas about how to make money for the work that they're doing, because it can be difficult to find funding for environmental justice organizations, particularly ones that are smaller," says Swinton, an alumnus of UBalt's Nonprofit Management and Social Entrepreneurship program.

He wondered, what if empty glass bottles were collected from restaurants and repurposed into other things—like glassware and artwork—and resold? Since then, Swinton has spent the past two years securing funds and honing business plans.

Now working as a senior campaigner for the Center for International Environmental Law, Swinton was a recipient of a Baltimore Corps Elevation Award, which provides planning grants and support "to people of color who are Baltimore city residents piloting novel approaches to strengthen Baltimore communities." He was also part of the Social Innovation Lab's Accelerator program at Johns Hopkins University. "All of these different programs have gotten me closer and closer to my goal. We've reached our first fundraising goal for 2022," he says. GRASS is currently working with glass artists to put together some initial pieces for proof of concept, including items like vases, cheese boards and plant holders.

Swinton is also looking for space to house the organization, which could be rented out to artists and used for activities and other arts events, like glass blowing workshops. He plans to hire at least three employees from Westport (the Baltimore neighborhood that's also home to the incinerator), as well as a hauler that can transport the discarded bottles to the future site in Pigtown.

"Our goal is to start with two or three restaurants. In an ideal world they'd be in the same neighborhood that we're in," says Swinton. "But as long as we've got restaurants willing to supply us, we'll manage to go get it."

Swinton's done the math and says it would be cheaper for Baltimore to build a glass recycling facility, a compost facility, and provide collection bins and education to residents than it would be to expand the city's landfill. Other cities such as San Francisco and Memphis have done it and succeeded. "A zero-waste future is feasible—it's cheaper and creates more jobs," says Swinton. "If people understood the benefits, we would be in a much better position." **③** 

"A zero-waste future is feasible it's cheaper and creates more jobs. If people understood the benefits, we would be in a much better position."

DANTE SWINTON





## WEB EXTRAS

Visit The University of Baltimore Magazine at ubalt.edu/ubmag

# B is for Book List

Looking for your next great read? We've got you dustcovered with a list of all the latest and greatest by UBalt authors from the past year.

The 2022 Book List includes literary works across a variety of genres from alums and faculty, like Black Boy Smile: A Memoir in Moments by D. Watkins, B.A. '09, M.F.A. '14; Let the Bees Rest, poems by Elizabeth Holland, M.F.A. '22; and Our Own Gods, stories by Zo Gross, M.F.A. '22.



If you are an author in the UBalt community (alumni, faculty, staff and student) and released a traditionally published literary work in any genre, or a selfpublished title (including thesis books) between July 1, 2021 and June 30, 2022, and would like to be included in our digital 2022 Book List, email your submission to alumni@ubalt.edu.We will also accept submissions for anthologies in which your work appeared.

# Hiding in the Walls

Independent film maker David Sebastiao, B.A. '16, M.A. '21, and his project partner, Angel King Wilson, M.F.A. '19, recently won the "Gaia Prize for Environmental Filmmaking" from the Middlebury New Filmmakers Festival for *Hiding in the Walls*—a documentary covering the untold stories of Baltimore's lead poisoning epidemic.

The film presents a unique opportunity for audiences to confront one of Baltimore's most persistent issues through the stories and voices of those most affected. The documentary also features interviews with UBalt alumnus and professor D. Watkins, B.A. '09, M.F.A. '14.

Hiding in the Walls is currently being distributed to educational institutions and libraries through Video Project, and will be available to the public through select streaming services in 2023. Learn more at www.hidinginthewalls.com.



David Sebastiao and Angel King Wilson at the 2022 Maryland International Film Festival; The Maryland Theatre, Hagerstown, Maryland.

# There's More to the Story...

Get exclusive extras in the digital edition of *The University* of Baltimore Magazine.

#### LIFT OFF:

Baltimore City Public Schools joins UBalt for Space Tech Camp (VIDEO)

## EXPLORE MORE:

Preserving the rich legacy of Baltimore's Cultural Arts Program

ROUND TWO: James Ruffin III, B.A.'21, talks second chances (VIDEO)

#### DEEP DIVE:

More insight from alumni leaders in their exclusive full interviews

GET CREATIVE: View more artwork from Ingrid Ankerson, M.A. '02



INGRID ANKERSON, M.A. '02, is an educator, graphic designer, illustrator, maker and letterpress printer in southeast Michigan.

"I entered The University of Baltimore intent on becoming a writer, but early on, I took a typography class that

changed my trajectory. I fell in love with type—the beautiful shapes of letters, and their potential once you see them as organic or geometric shapes. After this class, I began my journey into design. I learned about printing and setting type from former UBalt professor Rebecca Childers, who took us to her home letterpress studio. After musing on that experience for 20 years, I realized my dream of building a home letterpress studio of my own, that I can now share with my students."

WEB EXTRA





1420 N. Charles Street Baltimore, MD 21201-5779 NON-PROFIT US POSTAGE PAID BALTIMORE, MD PERMIT #4903



# **ARE YOU READY?** Advance your career, transform your community, become a leader in your field



DATE: Oct. 22, 2022 TIME: 10 a.m.-1 p.m. RSVP: UBALT.EDU/OPENHOUSE

## CREATE YOUR FUTURE WITH A UBALT GRADUATE DEGREE OR CERTIFICATE.

If you've got the passion, we'll help you gain the knowledge and experience to reach your goals and make a greater impact.

Join us at our Fall Open House and explore our website to learn more!

START YOUR APPLICATION BEFORE YOU ARRIVE, AND USE THE CODE **FALLMAG22** TO WAIVE THE FEE. APPLY ONLINE TODAY AT UBALT.EDU/APPLY.