



THE UNIVERSITY OF BALTIMORE
MAGAZINE • FALL 2024

EMBRACING THE NEW AGE OF AI

At UBalt, We Believe
That AI is Not a Threat,
But an Opportunity



ALSO:

SECURING THE FUTURE WITH CYBERSECURITY

UBalt Graduates Show
There's More Than One Way to
Craft a Cybersecurity Career



FROM MEET-CUTE TO ENGAGEMENT SHOOT

Sabrina Flores, B.A. '17, almost didn't show up to the admission marketing photoshoot that was scheduled at the same time as one of her evening classes during her senior year in the Interdisciplinary Studies program at The University of Baltimore.

"After mulling it over, I decided it would be fun and worth skipping class, so I told my professor that I'd have to leave early," said Flores.

Public policy major Noah Johnston, B.A. '19, had already sat for multiple sessions on April 5, 2017, by the time he headed to the rooftop of the John and Frances Angelos Law Center for the last shoot of the day.

He remembered being pretty wiped out, but "that all changed when I walked out on the outdoor patio and saw Sabrina standing there. She was so gorgeous," he said.

That's all it took for Johnston to shoot his shot—sans camera.

Flores told us, "When I arrived, I didn't know anyone, but Noah came in and immediately introduced himself to me—he was very easy to talk to. We were then all lined up for the photo, and I remember hoping I'd be put next to him, only to be put on the complete opposite end of the lineup."

At the end of the evening, Johnston walked Flores to the Poe statue to say goodnight. They exchanged Instagram handles and swapped messages all summer. They shared tacos in Canton on their first date in the fall semester. And on April 5, 2018—a year to the day after their original UBalt meet-cute—he officially asked her to be his girlfriend.

Six years later, Johnston arranged for them to meet on the roof of the law school again. This time, he was right next to Flores, down on one knee, with a ring.

We're not crying, you're crying!

Visit UBALT.EDU/UBMAG to see Noah and Sabrina's original meet-cute photo and the surprise proposal. Read the couple's extended interview online to follow their impressive career tracks since graduation and hear about their favorite romantic Charm City spots, including their wedding location.



When preparing for something as monumental as a Centennial, it's easy to get swept up in the nostalgic embrace of years past. As we get closer to The University of Baltimore's 100th anniversary, it's important to note that we're thinking about much more than the past.

As significant as our achievements have been—both to us and to the many lives we've touched across the city and the region—by no means is this a story that begins in 1925 and draws to a close in 2025. When we first began talking about how to

celebrate UBalt's real and lasting impact, we had to consider its future.

Where will the next century take the University? How will we continue to serve and lead? And, more broadly, what will higher education mean to those who follow in our footsteps?

Answering those questions is a tall order. But, often, it's these predictions that set up our path as a people and a society. Just a few decades ago, someone predicted that we would be connected by computers. (Obviously, we know what this idea came to mean in our lives.) Today, University experts are integrating artificial intelligence (AI) into course curricula and training students to use, and critically evaluate its use, in their respective fields.

This is why, even as we rely on our past to help us predict our futures, we stay rooted in the present. Transformative learning comes from practical experience, from putting knowledge to work today so we can adapt tomorrow. It's something we've taught students for 100 years. What's more, it's something we preach *and* practice ourselves.

Nearly every day, many of us are asked to describe what makes UBalt different from the rest. How are we making an impact? Whose lives are made better because of our University? How do we show where the gaps are, between involvement and the alternative?

The difference is in our diverse academic programs, ones that promote AI literacy in our classrooms or tackle Cybersecurity concerns from multiple angles in business, policy and technology, so that our students can evolve with their careers.

The difference is in our ability to identify and serve the needs of our communities by building centers of excellence that tackle the underlying causes of crucial issues like chronic absenteeism and the drug epidemic, while also meeting immediate needs for care.

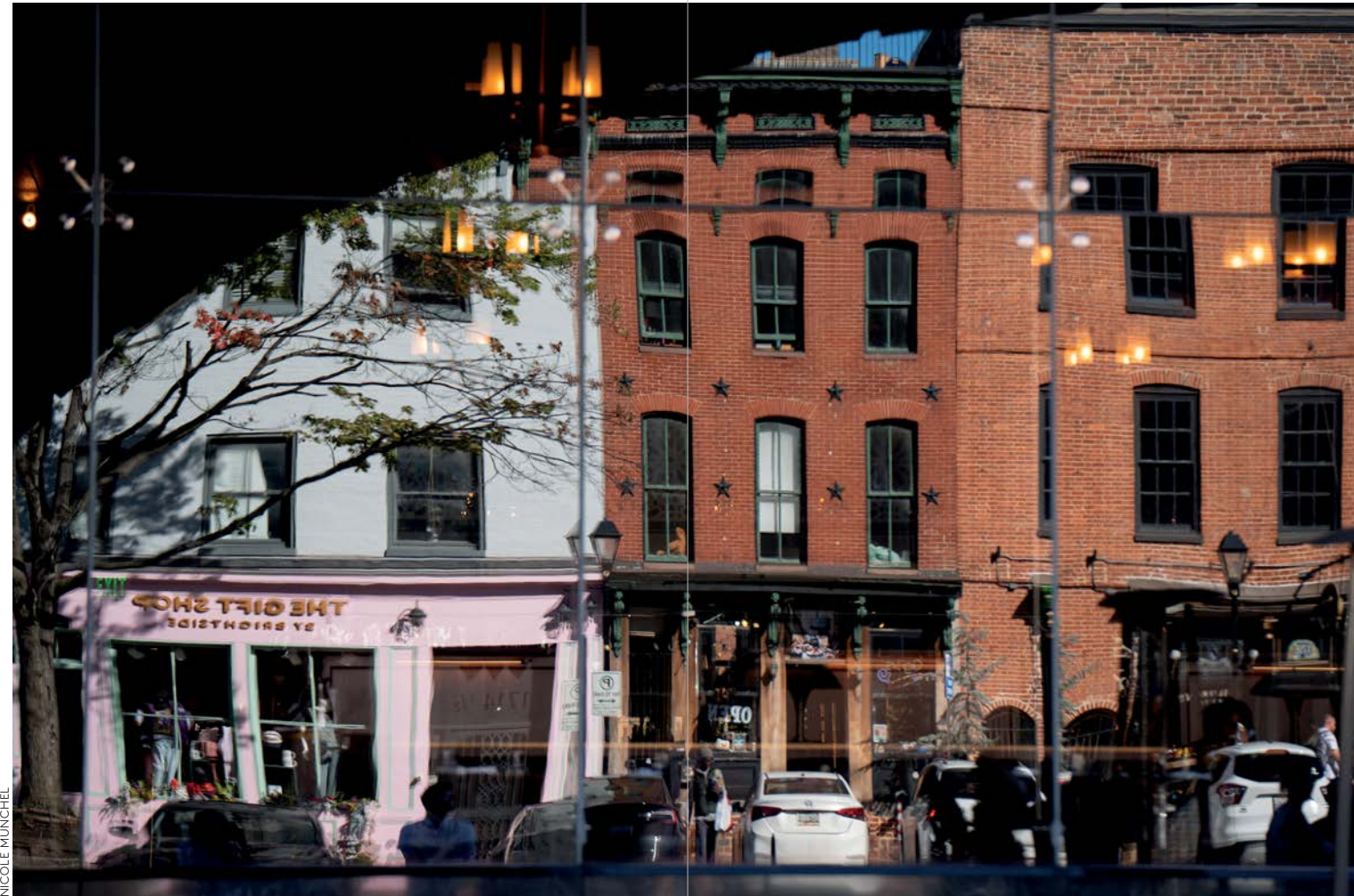
The difference is in our civic engagement through service and experiential learning, not just by offering course credit or paid internships, but by fostering pride in our community, whether students are on campus or learning remotely.

All these differences are being made right now at the University of Baltimore so that we may continue making a difference in the future.

The future may be hard to imagine, but it's easy to characterize: people will always crave knowledge and perspective. They'll still want to make life better. UBalt will be there, helping them to build a path to their dreams.

Sincerely,

Kurt L. Schmoke
President, The University of Baltimore



NICOLE MUNCHEL

Cover illustration by Mario Wagner.

Above: Associate Professor Joshua Davis tours Fells Point.

Right: Student art work from Associate Professor Rachael Zeleny's Service Learning Fellowship course, Arts in Society.

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.



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With Honors

Three UBalt alums named to 2024 cohort with other influential leaders

BY JOCELYN T. SLAUGHTER



KIRK MCCOY/THE BALTIMORE BANNER

“I want to do nothing more than see Baltimore thrive as a city.”

DERRICK WHITING

Above: Loren Nelson;
Top right: Derrick Whiting;
Right: Tonaeya Moore.

Dr. Martin Luther King Jr. famously stated, “Life’s most persistent and urgent question is, ‘What are you doing for others?’” Nonprofit leaders lean into this question with their purposeful work in their communities by seeking to provide transformative societal change even while they metamorphosize as individuals.

Three University of Baltimore alumni—**Tonaeya Moore MPA '20; Loren Nelson, B.A. '21, M.S. '24;** and **Derrick Whiting,**

when launching her nonprofit. Nelson is now paying it forward by leading a networking symposium to help others to get connected too. She said that before getting her UBalt degree she didn’t even have a network, but now she has access to one that includes attorneys, immigration experts, bankers and entrepreneurs.

Nelson’s full-time work as a human resource professional with the city of Baltimore intersects with the interests developed through both her Human Services Administration and Nonprofit Management and Social Entrepreneurship programs. Her education provided knowledge, skills and resources that have benefited both her career and her burgeoning nonprofit. Classes such as strategic planning were instrumental and allowed Nelson to guide her nonprofit on infrastructure, marketing, branding and social media.

As a tribute to his strong family support since his youth, Derrick Whiting established the Flowers Whiting Initiative as a way to honor the legacy of his grandmother, Evia Flowers Whiting, along with his mother and grandfather. Whiting’s mission as executive director has been to help returning citizens get their lives on track and break the cycle of recidivism, primarily through positive mentorship and his nonprofit’s entrepreneurial

B.A. '23—were recently recognized by *The Baltimore Banner* for having answered Dr. King’s question. Each was honored as one of the local news outlet’s 2024 Emerging Leaders during a ceremony in May.

Loren Nelson founded the nonprofit The Glow Forward Foundation out of her desire to help young single moms to overcome the same challenges she faced as one. From her first day at UBalt, Nelson loved her experience and felt connected to her campus community, especially when she received the support of senior University leadership



KIRK MCCOY/THE BALTIMORE BANNER

freight dispatch training program. In addition to being named to the Banner’s Emerging Leaders list, Whiting also was named a 2024 Baltimore Homecoming Hero in July.

Led by the top-tier instructors in his Human Services Administration program at UBalt, he engaged in classroom and experiential learning that echoed his experience in the “real world.” Recognizing that life is equal parts what and who you know, he credits UBalt with helping in both areas. Similarly to Nelson, Whiting’s “day job” as Healing City coordinator with Baltimore city also aligns with his nonprofit and personal mission, providing trauma-informed care to his neighbors.

Tonaeya Moore’s spirit of volunteerism was first nurtured in her hometown of Paterson, New Jersey, where she saw gaps in services and resources in her community. In her role as director of policy at the Creating Assets, Savings and Hope (CASH)

Campaign of Maryland, Moore makes a significant impact on the financial well-being of Maryland residents. She is especially proud of her work on the pilot program for guaranteed income for 200 area families.

She furthered her understanding of nonprofit operations

through the Master of Public Administration program at UBalt with the goal of one day serving as director of a nonprofit. Moore is careful to ensure that her values match up with policies she has supported in her current role and in former positions within the Maryland General Assembly. Like her fellow awardees, Moore noted that one of the most impactful aspects of her UBalt experience was the connections she made.

The unifying message from these three change agents is that University of Baltimore professors and staff were instrumental in helping them forge community connections as students. Through these on- and off-campus relationships, Moore, Nelson and Whiting were able to plot a transformational course of action for themselves and their neighbors through their service work. As Whiting said (and assuredly his fellow award winners would agree), “I want to do nothing more than see Baltimore thrive as a city.” **B**



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#1

PUBLIC UNIVERSITY IN MARYLAND FOR EARNING PERFORMANCE IN 2024

BEST BANG FOR THE BUCK—NORTHEAST

Washington Monthly

THE UNIVERSITY OF BALTIMORE MAGAZINE

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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.

“We hope that our efforts to strengthen the skills and relationships of students and their families will result in more Baltimore youth thriving without court system involvement.”

AUBREY EDWARDS-LUCE

Tackling Chronic Absenteeism—One Layer at a Time

BY MADDIE WELLS

In 2005, University of Baltimore School of Law Professor Barbara A. Babb and Senior Fellow Gloria H. Danziger saw the need for a different approach to chronic absenteeism among Baltimore City Public School students. Forgoing traditional punitive methods to treat students' absences, they created what is now called the Tackling Chronic Absenteeism Project (TCAP)—formerly the Truancy Court Program, or TCP—to understand and treat underlying issues, foster long term academic success and strengthen ties between schools and the community.

As the TCAP team likes to say, addressing chronic absenteeism is like “peeling an onion.” A student's low attendance rate is often just the first layer—a sign that children and their families are struggling with problems like bullying, an undiagnosed learning impairment, food insecurity, illness or substance use in the family, the loss of a parent or caregiver, housing instability or neighborhood violence.

For nearly 20 years, TCAP—part of the Sayra and Neil Meyerhoff Center for Families, Children and the Courts (CFCC) in the School of Law—has been busy peeling off these layers. Michele Hong-Polansky, CFCC deputy director, explained that, “a lot of times, little kids don't realize

they're homeless; it doesn't come out [until] they say they couldn't fall asleep because the TV was really loud, [but then] we realize the kid was living on the couch in their aunt's home because they're homeless.” Once the TCAP team starts to understand the challenges a student is dealing with, they can connect students to the resources they need, such as transportation assistance, food or uniforms.

TCAP's capacity to reach students has grown significantly over the years. When Babb and Danziger founded the program, it was a small, one-semester endeavor staffed with just two employees—a mentor and a coordinator. Now, TCAP operates in a handful of Baltimore City Public Schools each year and retains a coordinator, a case manager, a mentor and an attorney, as well as interns and tutors from the UBalt community. Each year, several practicing and retired judges familiar with the juvenile court system volunteer their time to serve as TCAP judges. Since its inception, the program has served over 3,000 students and their families in approximately 58 schools across Maryland, including 40 in the city, as well as schools across Baltimore, Montgomery and Anne Arundel counties.

An entirely voluntary program, TCAP takes a holistic, non-punitive and incentive-based approach, rooted in the principles of restorative justice, to reduce

chronic absenteeism among Baltimore city elementary, middle and high school students. Through regular one-on-one meetings and restorative justice circles—guided by the principles of communication and repair, not punishment—the staff get to know students' stories, struggles and strengths. The bonds often last well after a student's graduation from the program: TCAP mentor Arion Alston still receives phone calls from students he worked with several years ago.

Because chronic absenteeism is linked to higher rates of interaction with the juvenile justice system, TCAP plays a vital role in disrupting the school-to-prison pipeline. Judges and attorneys for the program, many of whom are law school faculty, are critical to creating this transformation, offering rare face-to-face contact with the criminal justice system. (Students who have court cases are never paired with judges involved in their cases.) Current and former volunteer judges include notable figures such as Mark Friedenthal, a juvenile public defender, who has been with the program since its inception; **Catherine (“Katie”) Curran O'Malley, J.D. '91**, the former First Lady of Maryland who until recently served as a Baltimore City District Court judge; David W. Young, a retired Baltimore Circuit Court judge and leader in juvenile justice reform; and **Joyce T. Mitchell, J.D. '79**, a retired magistrate in the Baltimore City Juvenile Court.

Attorney David Fishkin, a former public defender with Maryland Office of the Public Defender (OPD), begins his TCAP check-ins by “establishing rapport with a student, trying to understand what's in the way, what they're

excited about, [and] what they're interested in.” From there, Fishkin works with students to strategize and identify “action steps” to achieve their goals. “The purpose of using actual judges,” said Alston, is to help students see “that somebody in [a position of authority is] on your side [and] wants to help you out.”

Students' and caretakers' relationships with attorneys frequently prove to be invaluable to students' success. In one particularly memorable case, Fishkin was able to help a family with nine children experiencing multiple crises, including wrongful eviction and incarceration. TCAP stepped in to help when the father of the family was detained on old warrants for failure to appear in court during the COVID-19 pandemic. When OPD failed to request bail for the father, Fishkin was able to get an OPD supervising attorney to intervene, resulting in a bail review and the father's release from prison. Unsurprisingly, the children's attendance rates improved dramatically afterward.

But solving chronic absenteeism looks different for each student. Sometimes the solution is much simpler. In one case, **Rohina Zavala, J.D. '21**, TCAP coordinator, made a deal with a student: if they had perfect attendance for a week they would receive a pack of their favorite candy, watermelon Sour Patch Kids. Zavala delivered on her promise, and the student attended school every day since. Beyond these individual victories is a much larger story of success, as evidenced by the data TCAP has collected over the years. Typically, between 70 and 75 percent of students graduate from the program, meaning that they have met important benchmarks for improvement. The response



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Beyond these individual victories is a much larger story of success, as evidenced by the data TCAP has collected over the years. Typically, between 70 and 75 percent of students graduate from the program, meaning that they have met important benchmarks for improvement. The response

from parents and caregivers has been overwhelmingly positive, too: in surveys, they praise TCAP for improving their child's self-confidence, giving their child a safe place to express themselves and supporting their children when they couldn't.

TCAP's impact on students, families and schools has not gone unnoticed, garnering both local and national attention, from being honored as a Bright Idea by the Ash Center for Democratic Governance at the John F. Kennedy School of Government, Harvard University, to a recent feature on WYPR's *On The Record*. Two Baltimore-based organizations, the

Charles Crane Family Foundation and the Abell Foundation, have been especially committed to TCAP's work, having given to the program for 22 years and four years, respectively. Their generous support helps to cover essential expenses that keep kids in school—from an Uber ride to a doctor's appointment to a night at a hotel to keep a family off the street—as well as staff salaries and stipends as the program has grown.

As TCAP looks forward to its 20th anniversary in 2025, the team is continuing to refine its strategy under the new leadership of CFCC Executive Director Aubrey Edwards-Luce. In coming years,

TCAP will focus its efforts on middle schools, helping students to develop good habits earlier through more robust mentorship and family engagement as well as supporting families through the School Choice process. Edwards-Luce explained, “We hope that our efforts to strengthen the skills and relationships of students and their families will result in more Baltimore youth thriving without court system involvement.”

While chronic absenteeism may remain a challenge in years to come, TCAP is showing us how we can build a brighter future for our students, one layer at a time. **B**

“The best takeaway of this class is watching people make time in their week to be more creative than they would have been otherwise.”

DR. RACHAEL ZELENY

From Classrooms to Communities

A collaborative approach to service learning at UBalt

BY JESSICA SILLERS (NEÉ JONAS), MFA '13

This spring, a new Service Learning Fellowship launched, allowing faculty and students to make an even bigger impact outside the classroom. Funded by The University System of Maryland, the program provides faculty with stipends to deepen community engagement through their coursework.

The fellowship's inaugural semester featured four classes across multiple disciplines, in which students logged at least 15 hours of service work with a community partner through collaborative projects. They also completed “significant and structured reflection” that tied their classroom learning to their service experience.

BRIDGING THE GAP BETWEEN LEARNING AND IMPACT

Dr. Tiffany Parkman, director of the B.A. in Human Services Administration program, built in a collaborative community project as a main component of her senior seminar capstone over a decade ago, so it was a natural fit for the fellowship.

“I’m always looking to do more, always looking to see how we can not only make a larger imprint on the community but also on our campus, and what we need for our campus family,” Parkman said.

In conjunction with the John Manley House, the Baltimore County Crisis Center, and ENTRO LLC (a behavioral health program), student teams led nutrition workshops, organized self-care activities for staff and hosted a mental health fair.

Parkman said it was rewarding seeing students gain deeper appreciation of their real-world impact: “Incorporating service learning can bridge the gap between what you think you know and how to parlay that knowledge into an actual service opportunity, where you make the community better.”

LEARNING GIVES BACK

Amber Lewis, CERT '17, M.S. '19, joined the Service Learning Fellowship with her first teaching experience at UBalt. Her course, Topics in Advanced Interaction Design, partnered with the Division of Student Success and Support Services.

“Why not utilize the students and the classes to enhance the overall student experience at the University of Baltimore?” Lewis asked.

Students helped campus services like the Office of Student Support and the Campus Pantry become more accessible by proposing improvements for website design and user experience, a win-win for students and the wider University ecosystem. The course exposed students to resources they may not have known existed and offered a chance to give back to their own community.

“Every time we were meeting with a client and collaborating, students really excelled,” Lewis said.

MORE THAN COLORS AND TYPEFACES

Megan Rhee, MFA '08, built her capstone course as an interdisciplinary collaboration between the Master of Arts in Integrated

Design program and the Center for Entrepreneurship and Innovation. This year, design students partnered with student entrepreneurs looking to elevate their businesses, including two of this year's Rise to the Challenge Business Pitch competition winners, Uniquely In Place, a salon for neurodivergent clients, and Jay's Watermelonade. They developed logos and packaging design, researched market competition, and offered suggestions to reach customers in the community more effectively.

“They have this moment where it suddenly comes together, and they realize they can do a lot more than pick colors and typefaces. They can write, they can strategize, they can understand audiences and they can tell a story,” Rhee said. “They're thinking about how these businesses function from a complete customer perspective.”

Quantifying hours showed student dedication in a new light, Rhee said. The Service Learning Fellowship requires 15 hours of service, but her nine students had nearly 600 hours combined.

SERVICE TELLS A NEW STORY

Dr. Rachael Zeleny's cross-listed Arts and English course, Arts in Society, considers how art can expand equity, access and literacy. She has spent seven years honing the service learning component of this course by adapting to the needs of cultural organization partners across Baltimore.

This spring, students interviewed librarians and incorporated art and writing techniques to create interactive versions of children's books. Some added tactile elements to learning and story books. One student re-imagined the *Spider-Man* comics by inserting images of himself in the art. Another used newspaper images from the 1960s as a background to (literally) add a layer of historical context to the pages of *Brown Girl Plays Jazz*.

The multimodal composition encouraged students to find new entry points to engage readers.

“I really believe this is harder than a research paper when it's all said and done,” Zeleny said. “I think as a society, we've forgotten how to play. The best takeaway of this class is watching people make time in their week to be more creative than they would have been otherwise.”

LOOKING AHEAD

As the Service Learning Fellowship program continues, more students may have an opportunity to explore how service experience can expand their skills.

“This opportunity elevates the work that we're already doing across the University. I think it's what sets our students apart. They're learning so much about teamwork and collaboration and how much deeper their skills go. It's fantastic that UBalt continues to focus on community engagement through a service learning component,” Rhee said. **B**

BEST OF 2024

BEST REGIONAL UNIVERSITIES—NORTH

U.S. News & World Report

Safety First

Addressing the ever-changing nature of drug threats to communities

BY ANNA RUSSELL

In 2016, the chief of staff of the Washington/Baltimore High Intensity Drug Trafficking Area (HIDTA) program, Jeff Beeson, presented Roger Hartley, dean of The University of Baltimore's College of Public Affairs, with a partnership idea that would benefit both institutions.

The regional HIDTA—established 30 years ago under the White House's National Drug Control Policy—was searching for a new fiduciary body to provide oversight of its grant process. The program provides funding and resources to federal, state, local and tribal law enforcement agencies, along with drug treatment and prevention programs, to reduce drug trafficking and production.

“When I approached Dean Hartley and explained that our job was to manage these federal grants and projects aimed at improving community safety, he also immediately saw the value in a collaboration,” said Beeson.

Instead of simply acting as a fiduciary body, Hartley suggested they “build something bigger, something that more accurately reflects the mission of the University.” The result was the Center for Drug Policy and Enforcement (CDPE), a joint effort between the HIDTA and UBalt, to bring together policy experts, advocates and scholars dedicated to using applied research methods to stop the proliferation of drugs and violence in our communities.

(Read “In Crisis, Hope” to learn more about the founding of the CDPE in the Fall 2017 Issue of *The University of Baltimore Magazine*.)

By 2020, the opioid epidemic became a public health crisis that forced another priority shift. The CDPE pivoted as well, becoming the Center for Drug Policy and Prevention (CDPP) and focusing on fostering collaboration between law enforcement and health and human services agencies, as well as awarding funds for innovative prevention and treatment projects through the Federal Combating Overdose through Community-Level Interdiction (COCLI) Initiative.

But public health goes hand in hand with public safety when it comes to tackling the nation's drug crisis, both demanding an equitable share of attention and resources to combat drug-related criminal activity and addiction. Beeson and Hartley once again saw an opportunity to be at the forefront of ‘something bigger.’

Earlier this year, the CDPP unveiled a new name, mission and executive director. Beeson took the helm of the newly minted Center for Public Safety Innovation (CPSI) in January after having served as the deputy director and chief of staff of the Center since its inception.

“When we first came to the University, the majority of our work was about interdiction, supporting drug investigations and funding other law enforcement



initiatives,” said Beeson. This includes the development of HIDTA technologies designed to support interagency collaboration and intelligence sharing, including:

- Overdose Detection Mapping Application (ODMAP), a nation-wide system providing a near real-time surveillance of suspected overdose events to support public safety and public health efforts to respond to overdose events and save lives
- Case Explorer, one of three nationwide case management and deconfliction programs to support drug investigations
- and the Performance Management Process system, the nationwide HIDTA-wide database that measures impact and enables the program to report to Congress and the White House.

Now, the CPSI team is putting all that data collection to work to identify, evaluate and directly invest in practices and strategies

that reduce violence, drug use, drug overdoses and drug trafficking in communities. And through the COCLI Initiative, they have distributed millions of dollars in support of innovative, locally-developed programs that are making strides in resolving these issues.

Additionally, Beeson and his team now benefit from the work being done in the Center for Advancing Prevention Excellence (CAPE). Established by UBalt late last year, CAPE is also promoting the integration of evidence-based strategies in their work, as well as applying lessons learned from prevention science, in order to increase protective conditions and reduce the underlying causes of substance use and behavioral health issues.

This joint effort is having a significant impact nationally in supporting both supply and demand reduction efforts to address the nation's drug threat. **B**

EMBRACING THE NEW AGE OF

AI

At UBalt, we believe that AI is not a threat, but an opportunity. Under the direction of the Center for Excellence in Learning, Teaching, and Technology (CELTT), the University is ensuring that the technology complements education rather than overshadowing it.

BY POORNIMA APTE

ILLUSTRATION BY MARIO WAGNER

For a long time, higher education has moved at a predictable pace with educators adopting new technology tools gradually. The advent of artificial intelligence (AI) feels much more disruptive, especially because its pace of evolution is so rapid.

Since news of the impressive capabilities of generative AI—ChatGPT is its most familiar variation—broke in November 2022, the technology has been making systematic inroads in higher education. A 2024 Turnitin survey of college students in the fall 2023 term found that more than half used generative AI in some manner.

The post-AI landscape is entirely new—and unprecedented. With respect to AI, “what I would offer is that The University of Baltimore, as other universities, is in the midst of what might be similar to the Cambrian explosion in prehistory, when you had so many life forms in such a small time and such accelerated evolution—when you’re in the middle of something that dynamic, it’s unclear where you are relative to others,” said Dr. Alan Lyles, Henry A. Rosenberg Professor of Government, Business and Nonprofit Partnerships at the College of Public Affairs.

“Educators are having to make choices that are strategic, tactical, operational. They are committing resources and setting priorities perhaps for a decade ahead, but those decisions have immediate consequences,” Lyles said. “They’ve never done any of this.”

Julia Goffredi, instructional designer & emerging technology lead at the Bank of America Center for Excellence in Learning, Teaching and Technology (CELTT) agrees. The challenge, she said, is “how do you make meaning of something that’s so radically different from the way you’re used to presenting and disseminating information and knowledge?”

AI STRATEGY UNDER CELTT LEADERSHIP

Making meaning of this disruption is a challenge that CELTT is tackling head on under the leadership of its director of teaching and learning excellence, Dr. Jessica Stansbury.

A doctorate in instructional technology had already equipped Stansbury with the tools for integrating new technology into classrooms. When she first test drove the public-facing version of ChatGPT, she was excited about its potential to help faculty. “My first thought was like, this is great for efficiency; faculty would be able to get rid of some of the tedious and mundane tasks they do,” Stansbury said.

But when not all educators seemed excited—some were worried or skeptical about the technology’s ramifications—Stansbury knew CELTT had a more complex challenge on its hands. The problem: How to square faculty concerns with the University’s motto, “Knowledge that Works.”

Stansbury’s views on the acquisition of knowledge—“we are facilitators, not gatekeepers”—shapes CELTT’s approach to AI at UBalt.

“When you tie it back to [the University’s] vision, our goal is to make sure our students are prepared to navigate a modern workplace,” Goffredi said. And that modern workplace will need a knowledge of AI tools. “We’re setting up our students for success in society, so we have to recognize that AI is not going away and it’s going to be an AI world,” Stansbury said.

LAYING THE GROUNDWORK FOR AI INTEGRATION

Setting up students for success starts with the basic building blocks of AI integration, and UBalt is making a conscious—and intentional—effort to approach this technology proactively rather than reactively.

According to Stansbury, campus partners “will assess the immediate and emerging AI applications most likely to impact teaching, learning and research and explore the long-term needs of institutions, instructors and scholars as they navigate this environment.”

Among the first orders of business: joining the “Making AI Generative for Higher Education” initiative, launched by Ithaka S+R, a higher-education research firm. Along with 17 other member universities in its cohort, UBalt is in the midst of a four-phase, two-year research project that aims to establish the responsible use of generative AI on campus. Being part of the Ithaka project enables UBalt to observe how peers are faring and to establish guidelines and guardrails for AI use.

While the culmination of the Ithaka project will be a concrete set of guidelines for the entire University to follow, CELTT has begun the work of developing guidelines for AI use now.

AI TERMINOLOGY GLOSSARY

In the rapidly evolving field of artificial intelligence, understanding key concepts is crucial for grasping the broader landscape and applications, particularly in generative AI. While there are countless terms and nuances within AI, this glossary highlights 14 fundamental concepts that are essential for anyone engaging with generative AI in an educational setting. These terms provide a foundational understanding for navigating the complexities of this technology.

Please keep in mind that this glossary covers the core terms necessary for a foundational understanding of generative AI and is not an exhaustive list of AI terminology.

Artificial Intelligence (AI): The overarching field focused on creating systems that can simulate human-like intelligence, such as learning, reasoning, problem-solving and perception.

Machine Learning (ML): A subset of AI that involves algorithms that allow computers to learn from data and improve their performance over time without being explicitly programmed.

Neural Networks: Computational models inspired by the human brain, consisting of layers of interconnected nodes (neurons). Neural networks are the foundation of many ML and deep learning models, enabling complex pattern recognition.

Deep Learning: A specialized area within ML that uses neural networks with many layers (deep neural networks). It is particularly effective for processing and learning from large datasets, often used in tasks like image and speech recognition.

Generative AI (sometimes seen as GAI or GenAI): A subset of deep learning that focuses on creating new content, such as text, images or audio. Generative AI models are trained on extensive datasets to generate outputs that resemble real-world examples.

Large Language Model (LLM): A type of AI model trained on vast amounts of text data to understand and generate human language.

Natural Language Processing (NLP): A branch of AI and ML that deals with the interaction between computers and human language. NLP involves understanding, interpreting and generating human language and is used in applications like language translation, sentiment analysis and dialogue systems.

Vector Search: A technique used in AI and NLP to find and compare items based on their features. Each item is represented as a vector, similar to a point in a multi-dimensional space. This method helps identify similar items or content quickly, often using ML models to process the data.

Chatbots: AI-driven systems that use NLP to simulate human conversation. They can answer questions, provide information and perform tasks based on user input, and are commonly used in customer service and educational settings.

Training Data: The dataset used to train AI models, including those in ML, deep learning and generative AI. The quality and diversity of training data are critical for developing accurate and unbiased models.

Prompt Engineering: The practice of designing inputs (prompts) to guide the outputs of generative AI models. This technique is crucial for achieving specific and relevant results, especially in text generation applications.

Hallucinations: A phenomenon in generative AI and NLP where models produce outputs that are not based on actual data or logical reasoning. These outputs can be incorrect, nonsensical or entirely fabricated.

Bias: Refers to systematic errors or prejudices in AI model predictions or outputs, often stemming from the training data or algorithmic design. Addressing bias is essential to ensure fairness and accuracy in AI systems.

AI Literacy: The knowledge and skills required to understand, use and critically evaluate AI technologies. AI literacy involves understanding the basics of AI, ML, deep learning and generative AI, as well as the ethical and societal implications of these technologies.



FROM CHALKBOARDS TO CHATBOTS

Unlocking and Exploring the Potential of AI in Higher Learning

Developed at the Bank of America Center for Excellence in Learning, Teaching and Technology, this five-module course offers undergraduate and graduate students at the University of Baltimore an in-depth exploration of generative AI's impact on higher education. It covers AI in education, ethics, plagiarism prevention, limitations and effective strategies through reflections and hands-on activities across five self-paced modules.

Now available online for free, you can browse course materials and learning resources, interact with generative AI tools and use self-guided reflections to consider the impact AI has had in your own life, personally or professionally.



From Chalkboards to Chatbots
Student Edition, Fall 2024
Simple Book Publishing
ubalt.pressbooks.pub/fctcstudent

Understanding that not all members of the campus will adopt the technology at the same pace, CELTT has opted against a top-down AI policy. UBalt has instead taken a data-driven approach and has regularly polled its community and brought them along on the AI adoption journey. “Just as we wouldn’t administer medicine without clinical trials, AI policies should not be created without the expertise of educators and researchers, with all stakeholder voices in the conversation,” Stansbury has written.

To introduce faculty to AI, Stansbury arranged a “learn with me” session for instructors in January 2023, just a few months after ChatGPT’s public unveiling. After encouraging casual conversations about AI in early 2023, it was time for a more formal introduction.

CELTT recruited **Amr Kadry, M.S. ’20**, coordinator of tutoring and academic coaching services at UBalt’s Robert L. Bogomolny Library to develop courses for both faculty and students. Kadry applied for and was awarded an Elkins SoTL (Scholarship for Teaching and Learning) 2023-24 fellowship, granted by the University System of Maryland’s William E. Kirwan Center for Academic Innovation, to design and research the impact of these courses.

The asynchronous courses, called From Chalkboards to Chatbots, introduce the University community—including students and faculty—to the basics, which they can visit at their own pace. The gentle (yet structured) start was intentional. “We’re not fully pushing the tools, and at the same time, we’re removing some of the fearmongering. The main purpose is to just expose everyone to AI and start the conversation,” Kadry said.

At the same time, said Goffredi, CELTT’s approach to AI literacy has been one that “dissipates the fear but keeps the curiosity. We didn’t want folks to just jump off the cliff. We need to make sure that everything’s tight and secure before you go bungee jumping.”

Also key has been the focus on developing AI literacy skills rather than expertise with a single platform, Kadry said. Such an approach is a reminder that the platforms might evolve—Bard today, Gemini tomorrow—but the fundamental technology behind AI is what educators and students will need to grasp. “We’re taking more of a mindset that it’s important for us to start integrating AI literacy into the UBalt educational experience,” Kadry said.



“Being proficient in the use and the education of AI as a tool is the price of admission to being a professor today. Period. Hard stop.”

DR. ALAN LYLES

AI FOR EDUCATORS

University educators are also doing their part to integrate AI into the UBalt experience. They have participated in the CELTT courses and been active and vocal in shaping how the University approaches the technology.

“Being proficient in the use and the education of AI as a tool is the price of admission to being a professor today. Period. Hard stop,” Lyles said.

A few educators have also drafted policies for the technology’s use in their classrooms. “If there’s no AI policy then each educator is on their own and we’re unnecessarily introducing entropy,” Lyles said. To avoid the problem, he decided to craft an AI policy, which itself would be refined over the semesters. “I’m going to incorporate feedback as we go along but it gives learners a knowable target,” Lyles said. “It gives guardrails and also aligns with assignments and expectations.”

It’s not just about policy for student AI use. Having generative AI has forced educators to rethink assessments and how to measure what students are actually learning. “I was kind of happy when AI came along because it really shook up how we think about teaching,” Stansbury said. “If students can finish an assignment using just AI, then it’s probably not a very good assessment of learning.”

“The challenge for faculty is that for them to reimagine assignments, they have to have some knowledge of ChatGPT’s abilities and how it works,” said Dr. William Carter, associate professor of management in the Merrick School of Business and recipient of the Yale Gordon

Distinguished Teaching Professorship. It says something that Carter, who usually guides companies on how to carefully navigate new technologies, is now so invested in a disruptive technology much closer to home. In early semesters, he recommended students use generative AI for extra-credit assignments; he’s now moving to incorporate it directly into his curriculum.

Lyles uses Wolfram |Alpha, a large language model based on mathematics and logics, as a way

of having students take over the generative AI reins. Home assignments include using Wolfram for part of the work and understanding what the model can (and cannot) do.

Educators are also using generative AI as assistants for their own work, a result that Stansbury had first visualized. “What’s also interesting to me as a faculty member is that it makes it easier for me to create my own course content, to better design exercises and assignments,” Carter said.

AI FOR STUDENTS

The worries that students will use generative AI tools like ChatGPT to cheat are valid but not justified, according to Stansbury. “Most students that come to college, they want to learn, they want to be educated, they don’t want to cheat, they’re paying to go to school,” Stansbury said.

Lyles cautions against running with a one-size-fits-all approach to AI policy for students. The focus on the humanistic should not be lost in an attempt to embrace tech, according to Lyles. “From a teaching perspective, we have learners who are often non-traditional. Some are coming back to school as master’s students or undergraduates who didn’t come directly out of high school,” Lyles said.

Jay Knight, clinical law professor at UBalt, also wants students to take AI with a grain of salt. He reminds them about AI’s shortcomings: the answers are not always accurate. Students have to verify them and not accept them as blind facts. Second, using generative AI is not a private endeavor; models chew up the data you feed them. Finally, answers are not consistent—what you receive today might not be the same as one tomorrow.

Knight teaches students to use generative AI to improve the tone and tenor of their communications with clients. It’s especially useful, he noted, for instances where writing is not a strength for students, especially those from underrepresented backgrounds.

The question of equity in access to generative AI tools has also surfaced and is an important one to address. “AI is just a tool, and humans get to decide how it’s deployed, so let’s deploy it for good and help level the playing field for a lot of students, especially from minority and underrepresented backgrounds,” Stansbury said.



“We’re setting up our students for success in society, so we have to recognize that AI is not going away and it’s going to be an AI world.”

DR. JESSICA STANSBURY

“With our approach we’re giving students autonomy over their learning, and that’s the way to create lifelong learners.”

DR. JESSICA STANSBURY

FUTURE DIRECTION

The data-informed approach to AI adoption is already moving the needle at UBalt, especially by solidifying the University’s thought leadership in advancing AI in education and sparking dialogue within and beyond the campus community.

The University of Baltimore just hosted its first AI Summit (p. 18), bringing faculty and students together with local community and industry leaders over three days in June to explore how AI can be integrated into various academic disciplines to drive innovation and excellence.

In September, UBalt joined forces with the University of Maryland, Baltimore County, and Johns Hopkins University to launch AI in Practice, a monthly webinar series dedicated to discussing the evolving role of Artificial Intelligence in teaching and the essential skills students need to thrive in an AI-enhanced workforce.

And on campus, Stansbury is already looking ahead to working with UBalt’s Division of Academic Affairs as they collaboratively develop a concrete set of guidelines for faculty related to the adoption of AI, just one of many planned initiatives based on the results of her team’s work with the Ithaka project.

In the meantime, CELTT continues to steer the AI conversation, navigating choppy waters with both enthusiasm and restraint, a tough balance to strike, educators say.

“We have to keep learning about AI. It’s going to continue to grow, and we can’t just stick our heads in the sand and act like it’s not going to happen,” Stansbury said. “With our approach we’re giving students autonomy over their learning, and that’s the way to create lifelong learners.”

TYPES OF GENERATIVE AI TOOLS

Generative AI tools include a variety of apps, platforms and plugins that use machine learning algorithms to create new and original content such as images, video, text, audio and even code. There are several types of tools commonly used today:

Chat-based: Utilizing AI-driven conversational agents, such as ChatGPT.

Image-based: Generating images with platforms such as DALL-E or Midjourney.

Music-based: Composing music through AI applications, including Amper Music and AIVA.

Text-based: Producing written content with tools such as Jasper and Writesonic.

Video-based: Creating videos using AI technologies, such as Synthesia and DeepBrain.

Code-based: Assisting in code development with AI tools, including GitHub Copilot.

Software Integration: Enhancing software functionality with AI add-ins, such as Excel or PowerPoint integrations.

Multimodal: Combining multiple modalities of AI, including platforms like ChatGPT, Google DeepMind, and Microsoft Copilot, which integrate various forms of generative AI.

Not sure where to start with AI but want to give it a try? Platforms that you probably use every single day have already integrated generative AI assistants designed to enhance your user experience:

Gemini

If you use Google, try **Google Gemini**

Copilot

If you use Microsoft, try **Microsoft Copilot**

Meta AI

If you use Facebook or Instagram, try **Meta Llama**

THE FUTURE IS NOW

The University of Baltimore's commitment to "Knowledge That Works" isn't just defined by the hands-on training students receive through experiential learning; scholarship is also a vital component. UBalt's distinct approach to career-focused education provides students with the skills to meet the immediate needs of today's workforce while cultivating the critical knowledge necessary to evolve and meet future demands.

But in today's technology landscape, this morning's "future demands" can easily become required skills by the afternoon. This has an increasing number of faculty and administrators embracing UBalt's proactive stance on AI, designing policies and pedagogy specific to their areas of study and collaborating on more holistic guidelines for their larger units.

The Merrick School of Business even launched a new STEM-designated Master of Science in AI for Business program in the fall semester to meet the growing demand for managers who can not only use AI technology but articulate its usefulness and understand its limitations.

This demand is one of the key reasons Dr. Jessica Stansbury and her team are steadfast in their promotion of AI literacy as an essential skill for both students and educators.

The implications of artificial intelligence on higher education don't begin and end with classroom ethics. But the continued growth of AI programs and literacy can't happen in a vacuum, especially at an institution that relies on the symbiotic relationship between higher education and the public and private sectors to foster workforce development.

REACHING THE SUMMIT

In early June, Center for Excellence in Learning, Teaching, and Technology (CELTT) hosted the University's

first ever Generative AI Summit. More than half a dozen multi-disciplinary panel discussions were convened over three days. Faculty, students and administrators from UBalt were invited, along with community and industry partners, to come together and share their insight and expertise on the evolving role of AI in higher education, its transformative impact on various public and private sector jobs, and how UBalt can integrate AI technology into its academic programs to improve future opportunities for its students.

Stansbury's hope for the conference was "to ignite conversations and collaborations across all fields, highlighting how AI can be integrated into various disciplines to drive innovation and excellence."

Alumni entrepreneur **David Grossblatt, J.D. '97**, is no stranger to tech innovation; in fact, he's something of an oracle. He's been along for the ride since the advent of Internet 1.0 and Web 2.0. As the managing member of investment group Giant Leaf LLC, Grossblatt has been stewarding emerging technologies for over two decades.

"We are at a major inflection point, maybe the biggest one yet, with our relationship to technology," he said about the rise of AI. "We need all the early adopters we can get."

Stansbury's vision for the event—and what it could mean for the future of an AI-integrated approach to education and career advancement at his alma mater—made it an easy decision for Grossblatt to sponsor the Summit.

"Our academic institutions no longer have the luxury of playing catch up. This is why I was excited about the Summit—I believe this is UBalt's opportunity to be an early adopter in this next great phase of the internet. This will offer a huge advantage to those we teach and mentor," said Grossblatt in his opening remarks at the conference.

"I applaud Dr. Stansbury, CELTT and the entire community for creating this platform with the intention of coming together to commit to developing the skills and expertise to teach our students and our communities about what is coming."

But one thing was abundantly clear after three days—AI isn't just coming; it's already here.

COMING TO CONSENSUS

Regardless of their area of expertise or skill level, participants agreed that collaboration between academia and industry bridged the gap between theory and practice.

They also concurred that by making the development of AI literacy skills an official priority, universities and colleges could not only alleviate major concerns surrounding AI in academia but keep their institutions competitive in one fell swoop.

"We are at a major inflection point...with our relationship to technology."

DAVID GROSSBLATT, J.D. '97

According to panelists, investing in comprehensive AI literacy platforms will:

- remove the stigma surrounding assistive learning technology and encourage effective, responsible use that allows students to become adept at identifying inaccuracies or "hallucinations" in AI outputs
- empower faculty and administrators to participate in the creation of consistent policies that provide effective guardrails for AI use in the classroom
- address ethical concerns by reengaging students with codes of conduct, while simultaneously requiring schools present clear, consistent frameworks for responsible usage across campus
- instill a healthy respect for data privacy and protection in the campus community by covering the risks of exposure, especially with sensitive or proprietary data
- encourage faculty to incorporate applicable tools and methodologies into their curricula as a means of hands-on learning, as well as critical assessment.

Despite the diversity across the four community and industry panels, there were commonalities across specific approaches to AI adoption. Most agree that AI tools should be custom-built or adapted to meet the unique needs and challenges of the organization, or even the industry. Also, everyone acknowledged in some way that AI should be treated as assistive technology and that the human element cannot be removed from processes, from product development to output analysis.

Many of the ethical concerns present in higher education still exist in the public and private sectors, and most industry professionals agree that there need to be consistent guidelines, and even regulation, during the development phase. There was also consensus that diversity and representation were key factors in ensuring AI tools remain free from bias.

INSIDER INSIGHT

Three of the industry leaders at the Summit were uniquely positioned to share their expertise on the ways UBalt can prepare students for success in an AI-driven world based on their own experience as UBalt students.


Dr. Dylan Hayden, DPA '21, is an acclaimed author and social scientist, leveraging over two decades of experience in the military and public sectors to enhance policy research through generative AI. His latest publication, *The Public Administrator's Guide to ChatGPT*, offers practical insights into AI's potential in public administration. Hayden is currently enrolled in UBalt's new AI for Business program.



Tre Lundy, J.D. '21, is the founder and CEO of PaySync, a company that specializes in automating and improving processes in supply chain logistics and legal fields. Lundy combines his legal and technological expertise to drive innovation and optimize business operations through advanced technologies, including AI. His professional journey is featured in the current issue of the School of Law's *Baltimore Law Magazine*, now available online.

Dean Merritt, J.D. '04, is the vice president of sales at Baltimore-based Mindgrub Technologies. His career spans legal technology and sales, focusing on leveraging digital solutions, including AI, to enhance business processes. Merritt's expertise in AI was instrumental in leading the "AI in Action" event, collaborating with the Baltimore Symphony Orchestra to create AI-generated sheet music.

After the Summit, Hayden, Lundy and Merritt were invited to debrief and expand on some of the responses they shared on their panels, including their insider insight on:

- essential skills and competencies for their industries
- predicted changes to AI adoption in the next five to 10 years
- what the future of AI-integrated education looks like in their field. 

Generative AI Summit organizers and hosts (l. to r.) Julia Goffredi, Amr Khadry and Jessica Stansbury.

Read their full interviews online at ubalt.edu/ubmag.

SECURING THE FUTURE WITH CYBERSECURITY

UBALT GRADUATES SHOW THAT
THERE'S MORE THAN ONE WAY TO CRAFT
A CYBERSECURITY CAREER

BY KATIE COTTINGHAM

ILLUSTRATION BY MICHAEL GLENWOOD



Almost everything about us is online. Social media posts display our personal thoughts and photos. We move money online between bank accounts and from credit cards to retailers. Even our medical records are digital, accessible through web-based portals and apps.

These conveniences make our lives easier, but they also make it easier for criminals to take over many aspects of our lives. “Bank robbers don’t have to show up at a bank now to steal your money,” said **David Doggette, MBA '03**, president and CEO of 2HB Incorporated who is also a principal system engineer in a cybersecurity role at the company. “Your identity can be stolen, and there’s so much opportunity for theft.”

It’s not just individuals who have a lot to lose. Hacking into power plants or water facilities can cause major disruptions for cities, states or countries. For example, a computer worm that was first uncovered in 2010 severely damaged Iran’s nuclear program, noted **Nic Hall, B.S. '16**, a technical program manager at Zscaler. “That’s really what got me interested in cybersecurity, that there are military organizations using unconventional techniques to essentially shut down other governments’ abilities to develop weapons,” he said. “I realized this is a pretty significant industry.”

Demand for qualified professionals who can defend computer systems against attacks is high. The World Economic Forum stated there is a global shortage of about 4 million cybersecurity professionals. According to CyberSeek, an interactive workforce tool funded by the National Institute of Standards and Technology, cybersecurity positions take about 21 percent longer to hire than other jobs in information technology (IT).

Ask four cybersecurity experts what they do, and you’re likely to hear four different answers. The field encompasses a wide range of opportunities at many levels. For example, someone in a cybersecurity position could develop ways to protect devices and apps, or they could build and manage secure computer systems. Professionals in threat intelligence think about how nefarious entities infiltrate systems. Assessing, monitoring and mitigating risk is another key area. Other people in the cybersecurity field develop the standards, laws, policies and regulations to provide structure and guidance for the community.

And professionals are needed across the board, from entry level through managers and directors.

Companies that employ cybersecurity professionals are also a diverse group. All industries with sensitive information and systems require protection, from infrastructure to health care to commerce and logistics. “If you do cyber, you can do it in any industry,” said Doggette.

**“If you do cyber,
you can do it in
any industry.”**

DAVID DOGGETTE

MANY ROADS LEAD TO CYBERSECURITY

University of Baltimore graduates demonstrate firsthand that there are many ways to craft a successful cybersecurity career.

Michele Myauo, M.S. '02, is a cybersecurity expert who started her journey in industrial and organizational psychology, earning a master’s degree in the discipline at UBalt. An internship during Myauo’s University days allowed her to flex her consulting and efficiency muscles—skills that came in handy when she later joined Booz Allen Hamilton. As a systems engineer and management consultant working in security education for the intelligence community in the early 2000s, she got in on the ground floor of cybersecurity.

“That position really launched me into cybersecurity because I was living and breathing it,” she said. “At that time, the director of national intelligence was talking about the emerging cybersecurity threat, and that it would be one of the key threats to the nation in the coming decades.” Since then, Myauo has held key cybersecurity positions at many companies, including IBM and Microsoft, and earned a Ph.D. in systems engineering from George Washington University.

Doggette had a background in computer science, with bachelor’s and master’s degrees in the topic, but his training took place before courses even existed in cybersecurity. After his first master’s degree, he and a colleague launched the government contracting firm 2HB in 1994. But six years later, government funding largely dried up, and they decided to press pause on the company. Doggette took that as an opportunity

to go back to school, enrolling in UBalt’s MBA program. The degree provided him with the tools to run his business more efficiently, and the company eventually pivoted to cybersecurity a few years ago. “When I got into cybersecurity, I had zero background in it,” he said. “But I came in, I saw some things that were missing, and I was able to fill those gaps.”

MORE CONVENTIONAL PATHS

Over the years, cyber threats have only intensified, and universities such as UBalt developed courses and degrees that would formally prepare their students for cybersecurity careers.

After starting out in criminology at West Virginia University, Hall joined the Marines and then became a recruiter for TEKsystems, but school was calling him back. Hall found his way to the University of Baltimore, where he earned a bachelor’s degree in Applied Information Technology with a specialization in Information Security and Assurance while also juggling jobs at a television station and then at the Defense Contract Management Agency (DCMA).

Hall relocated to Germany with DCMA after graduation, and then took a position with the Army Intelligence and Security Command managing cybersecurity compliance for multiple networks. While there, he was able to make the most of downtime during the pandemic by passing numerous certification exams to bolster his credentials. Hall manages cloud compliance for federal and defense workloads at Zscaler and serves on the Applied Information Technology Alumni Advisory Board along with fellow program alumnus, **Eric Brown, B.S. '21**.

Brown, a principal threat hunter at Binary Defense, was interested in cybersecurity throughout his undergraduate career, which began at Anne Arundel Community College and, like Hall, ended with a bachelor’s degree on the information security and assurance track in Applied Information Technology. “I liked computers and I knew cybersecurity had good growth potential,” he said. “I didn’t realize it until I got more into it, but it allowed me the flexibility to go a bunch of different routes and discover different things because cybersecurity is such a wide industry, which was intriguing.”

While at UBalt, Brown had an internship at Dragos, which is focused on operational technology and industrial control systems (OT/ICS), and he soon became a full-time employee. He worked on IT and security issues. He’s still involved in OT/ICS now that he’s at Binary Defense, figuring out how to prevent bad guys from infiltrating infrastructure, such as electrical grids and water systems.

**“The number one thing
is to have a continuous
willingness to learn.”**

NIC HALL

HOW TO SUCCEED IN THE CYBER WORLD

Before you can run, you have to learn to walk, and that’s no different for those interested in cybersecurity positions. Brown explained that knowledge of IT basics and how systems are built helps people understand how to secure those systems. Coursework, like the classes and degrees offered by UBalt, can be a good way to learn those basics. And once someone has mastered various aspects of IT and cybersecurity, obtaining certifications can help you get your foot in the door, said Brown.

The most common piece of advice that UBalt graduates have for newcomers to the field is to have an appetite for learning. “The number one thing is to have a continuous willingness to learn,” said Hall. “IT is an evolving field, and there’s new technology that comes out, so you have to challenge yourself to learn new concepts and new technology.” Myauo echoed that sentiment, stating “Be hungry, curious and a lifelong learner.”

CYBERSECURITY AT UBALT

The University of Baltimore offers undergraduate and graduate programs designed for those preparing for a career in the rapidly growing field of cybersecurity. Our programs equip students with essential skills for entering this vital sector or pursuing advanced studies, including:

- **B.S. in Applied Information Technology: Cybersecurity Concentration**
- **B.S. in Cyber Forensics**

- **Undergraduate Certificate in Cybersecurity**
- **MBA in Cybersecurity and Organizational Resilience**
- **M.S. in Cyber Forensics**
- **M.S. in Cybersecurity Leadership**

With a degree or certificate, graduates are prepared to combat criminal activities involving digital information systems across various industries and businesses.

Apply for the upcoming semester by visiting ubalt.edu/apply.

KYLE HOLTGREN

- B.S. '06, Yale Gordon College of Arts and Sciences
- Transfer student from Anne Arundel Community College
- Art director, integrated design, FX Networks
- Credits include *Shōgun*, *The Bear*, *It's Always Sunny in Philadelphia*

Designing a Dream Job

KYLE HOLTGREN, B.S. '06

BY EMILY HALNON

When **Kyle Holtgren, B.S. '06**, showed up for his first day of work at Warner Bros. Pictures, he was instantly transported back to his 7-year-old self.

He looked up at the historic water tower, branded with the classic WB logo, and remembered watching Tim Burton's *Batman* as a kid, after the studio released it in 1989.

"*Batman* transformed my life," he said. "The marketing for that movie changed the game for superhero movies in a way that's still rippling through the industry today."

Years later, Holtgren was aware that a career path existed to do that kind of work, but it felt out of reach. He got his professional start in the beverage and lifestyle sectors, and, for him, "it seemed like a bridge too far" to connect those with the entertainment industry.

So, when Holtgren was hired to work for DC Universe, a Warner Bros. streaming service, he could hardly believe he'd worked his way into such a dream job. He produced and directed art campaigns at DC, which hosts a digital library full of animated series and films based on DC Comics, including *Batman*. Holtgren worked on branding across the suite of DC Comics and created digital content to promote specific characters and comics, from the Justice League to Gotham City. He even got to design graphics to celebrate *Batman*'s 80th birthday in 2019.

There was a little bit of luck involved with landing that first job at Warner Bros.—Holtgren was placed in the role through a creative agency based in Los Angeles. But it was his 7-year-old self, bolstered by his versatile background in creative content production, that helped it stick.

He found that his childhood memories didn't just fill him with nostalgia for his favorite superhero movies, they ignited a passion and imagination that he masterfully infused into the graphics and campaigns he designed for DC Universe.

"I channeled so much energy and enthusiasm into the content I was creating," he remembers. He was told that it was his passion that secured him the job after his first interview. Later, one of his supervisors at Warner Bros. recruited him for his next position at The Walt Disney Company because she was so impressed with the energy and talent that he brought to DC Universe. While he'd never worked in entertainment before, he racked up some impressive marketing and branding experience creating an exclusive nationwide brand for Target stores and collaborating on campaigns with the likes of Pharrell Williams and Oprah.

His work at Warner Bros. catapulted him into his current position at FX, the television channel owned by Disney, where he's the art director for the integrated design department, which is embedded in the larger award-winning marketing team at FX. Holtgren

"I have to pinch myself all the time that I get to work in entertainment."

is responsible for communicating brand standards for the key art and motion graphics across FX shows and ensuring consistency across marketing uses, including streaming services and digital billboards.

Some of the shows he works on include *Shōgun*, which received the most Emmy nominations in 2024 with 25; *The Bear*, which topped Emmy nominations for a comedy show; *American Horror Story*; *What We Do in the Shadows*; and the long running *It's Always Sunny in Philadelphia*, which is going into its 17th season.

It hasn't gotten old for Holtgren to see his work stretched across billboards all over the world and presented across platforms like Hulu. He doesn't anticipate pivoting away from his work in Hollywood anytime soon—or ever. As soon he got his foot in the door at Warner Bros., he was hooked on entertainment.

"It's been a 360 moment to get to actually work in the industry," he said. In addition to loving superhero movies as a kid, he remembers writing film reviews when he was in middle school and has always been a huge fan of the storytelling and marketing behind movies and TV. "I have to

pinch myself all the time that I get to work in entertainment."

While his love for films and television started well before he attended The University of Baltimore, UBalt played a critical role in preparing him for success in the field by helping him expand his graphics and marketing skills.

When he started as a transfer student from Anne Arundel Community College, he knew he wanted to study graphic design because he'd developed an interest in graphics designing flyers for his gigs as a DJ. When Holtgren learned he could major in Corporate Communication, which incorporated print design, project management and video and audio production, it stood out as an ideal academic track.

"It was a great fit for me," he said. "I love that the major introduced me to such a wide variety of media and let me explore so many different aspects of marketing and branding. It's definitely helped my career."

He appreciated the creative freedom he found at UBalt and the department's emphasis on emerging technologies, which are vital in marketing today. He could have fun with his ideas and didn't have to hold back on projects he pursued, which he said is the foundation for the best advice he'd give any current student chasing their own dream job in marketing, especially in the entertainment industry: "Don't be afraid to think outside the box and explore your wildest ideas." **B**



JOHN DAVIS

GIULIANA VALENCIA-BANKS

- B.A. '21, MPA '23, College of Public Affairs
- Advocate for immigrant and new Americans
- Chief, Immigrant Affairs program for Baltimore County
- Member, Baltimore County's New Americans Task Force

Speaking Up For New Americans

GIULIANA VALENCIA-BANKS, B.A. '21, MPA '23

BY CHRISTIANNA McCAUSLAND

When the Francis Scott Key Bridge collapsed in March, **Giuliana Valencia-Banks, B.A. '21, MPA '23**, knew without being told that it was immigrants who were working on the road that night. Her first concern was that there be interpreters onsite, something she was pleased to see the FBI handled well. Her next thought was to work with partners to ensure there were culturally competent, bilingual trauma counselors available for the affected families.

In an email statement reported in *The Baltimore Sun* at the time of the collapse, Gov. Wes Moore stated, "This is an all-hands-on-deck moment for our state, and we are thankful for leaders like Giuliana who are putting their passion and their skills to work on behalf of our fellow Marylanders."

Despite the extraordinary circumstances, the work Valencia-Banks undertook for the families of the bridge collapse victims is part of her job description as the first-ever chief of immigrant affairs in Baltimore County. In the post, which she's held for about a year, she oversees the county's initiatives for economic development, community well-being and integration of immigrant communities. She's not a service provider, but rather does strategic development and

acts as an adviser to the county executive and other department colleagues on immigrant issues.

It's a job description she knows well. She wrote it.

"I joined Baltimore County in 2021 as the first immigrant affairs outreach coordinator, and I realized quickly we didn't need someone to represent the county executive at events or connect with community members," she remembers. "What we needed was someone who could look at county government and how we could improve how we work with immigrants, how we could carve out a space where we could really think about new Americans and the challenges they face."

So, Valencia-Banks made the case to change her role. It was work she said she could not have done without her University of Baltimore education. "I give so much credit to The University of Baltimore because the education I received—the experienced professors I had, the opportunities I had to learn how to write a strategic plan, a budget, how to do data analysis—allowed me to apply what I learned there in real life."

Valencia-Banks explained that her role at the county has been a longtime coming. Although 11 percent of its population are new Americans, it wasn't until the pandemic that officials realized they were behind in their ability to disseminate information to

"We are thankful for leaders like Giuliana."

MARYLAND GOV. WES MOORE

this populace. The biggest issue Valencia-Banks tackles is language access, but she's also working with county departments to understand the unique challenges of different immigration experiences, whether it is someone here as a refugee or asylum seeker, or families living as mixed households where some, but not all, members, may be lawful residents or U.S. citizens.

The immigration system is extremely complex (Valencia-Banks likens it to a rotary phone in a smart phone world). Her goal is to help new Americans get access to programs they are entitled to and to feel safe engaging with county agencies—calling the police, for example. In a moment in time when immigration gets vilified, she also wants to change the narrative around these new neighbors.

It's work she takes personally. As a child, Valencia-Banks emigrated with her family from Peru to the United States. She grew up in Florida. Although she became a naturalized citizen before she turned 16, she knows what it's like to be the interpreter and translator in a family of non-English speakers or to manage without social capital and connections. It was here in

Baltimore, where she moved to be with her husband, that she found her passion for this work.

"I started working at Cristo Rey [Jesuit High School] and fell in love with the kids and the families," she said of the school where roughly a quarter of students are Hispanic. "Since I was bilingual, I helped families not just with school but with calls to their mortgage companies or to BGE. It reminded me what immigrants go through trying to find that one person who can help them."

Although she knew human services was her calling, her education background didn't match up. She went to UBalt first to get a bachelor's degree in Human Services Administration before immediately returning to pursue the Master in Public Administration program. "I have a lot of gratitude for my professors and for how affordable and workable UBalt is," she said. "The education I've received has empowered me to advocate for why local jurisdictions must increase their capacity to provide services to immigrants." **B**



CHRIS MYERS PHOTOGRAPHY

FRANCES MURPHY DRAPER (TONI)

- Certificate '80, MBA '81, Merrick School of Business
- Family matriarch
- Board chair, president and fourth-generation publisher, *The AFRO* American Newspapers
- Founding pastor, Freedom Temple African Methodist Episcopal Zion Church

Telling Our History

FRANCES MURPHY DRAPER (TONI), D.MIN., CERT '80, MBA '81

BY IJEOMA NWATU

In the early 1980s, The University of Baltimore's Certificate in Women's Management might have been regarded as something of a novelty, but **Frances Murphy Draper (Toni), D.Min., CERT '80, MBA '81**, recalled her time as a student in the program fondly, saying, "I remember how supportive it was."

At the time, Draper was juggling many responsibilities—including being a working professional, mother and wife—and appreciated the intentionality of the course and its removal of barriers for women like herself. The 14-month program alternated weekends and helped to develop her leadership skills. "It was very, very unique; the thoughtfulness around how women learn and lead, how women have to juggle so many things." For example, she recalled a particularly impactful lesson about how to be assertive in the boardroom without being labeled aggressive.

While the certificate program spoke to her as a woman and the scion of one of the nation's oldest family-owned media outlets, the University's MBA program fed the entrepreneurial spirit she had been cultivating since her time in the Girl Scouts and Junior Achievement as a youth. Draper would eventually lean on the leadership skills she gained as part of her UBalt experience as she took the reins of her family's legacy.

In 1897, her great-grandfather, John H. Murphy Sr., who was born into slavery, purchased the *Afro-American* newspaper (originally

established in 1892), where he had been serving as head of the printing press. *The AFRO*, as it is colloquially known, is a family-owned business and institution in Baltimore, and, over time, the Murphy family grew the chain to include 13 national editions. Draper was named president of the company in 1986 and is proud to be a fourth-generation publisher—not to be outdone by the fifth and sixth generation descendants of Murphy Sr., who also work on the paper. In 1999, she left daily operations to pursue her call to the pastoral ministry.

"*The AFRO* is the oldest Black business in Maryland. It's lasted a pretty long time. I think that's important," she explained. The newspaper also remains the longest African-American family-owned newspaper to continuously operate in the United States and the oldest Black-owned business in the DMV. In addition to her role as publisher, Draper serves as the chair of the board and has done so since 2018. When asked what the publication means to her, she said, "It's more than a newspaper; it's a vehicle for telling our history, amplifying our voices. The Black press in general has a role to play especially now with so much discussion about critical race theory (CRT) and teaching or not teaching Black history." She goes on to add the significance of a Black legacy publication means it can hold others accountable to and how Black Americans are portrayed. *The AFRO* also serves as an archive for African Americans and their

"It's more than a newspaper; it's a vehicle for telling our history, amplifying our voices."

history in the United States, which is necessary as advancements in artificial intelligence (AI) rely on information and sources from diverse news media.

In recent years, the media brand has focused on digital media and innovation. Draper said, "We've constantly been at the forefront of technology for our industry. Being small and efficient we can pivot a little faster. In these last five years, we have been intentional about participating in as many labs as we can, learning about as many technologies as we can, implementing them, and keeping the ones that work well for us." Through *The AFRO*, Draper has ventured into the digital startup space by collaborating with other Black-owned legacy publishers to form a public benefit corporation that operates a collaborative national newsroom, *Word in Black*. Established in the summer of 2021 in the wake of racial and social justice movements spurred by the death of George Floyd, *Word in Black* aims to be a trusted news source that centers Black people with stories written by and for them.

Draper, a lifelong Baltimorean, has held (and continues to hold)

many titles—retired pastor, author, certified counselor, publishing executive. Her roots in the city run deep, as do her connections. When she speaks about her own journey, it's apparent how interconnected it is to the history and legacy of her family and the city itself.

Beyond *The AFRO*, Draper is most associated with her ministry work in and around Baltimore. Raised in a Christian household, "Pastor Toni" (as the congregation called her) is the founding pastor of the Freedom Temple African Methodist Episcopal Zion Church in the Lakeland area of Baltimore. She was the first female pastor of the church, formerly John Wesley A.M.E. Zion Church, serving from 2002–2022.

As someone who has "a real appreciation for people of different backgrounds, different cultures," two other titles Draper holds dear are avid theatergoer and travel enthusiast. She is just as likely to be found with her husband of more than 50 years, Andre, taking in a Broadway show as she is tucked into a quaint bed and breakfast while touring Maryland's Eastern Shore.

But those titles are deeply intertwined with the ones she holds closest to her heart—wife, mother and grandmother. While the impact of the social and cultural contributions made by the *AFRO* newspapers for over 100 years cannot be overstated, for Draper, her four adult children, 12 grandchildren and great-grandchild are her greatest legacy. **📍**



CHRIS MYERS PHOTOGRAPHY

EBONY THOMPSON

- J.D. '13, School of Law
- First woman and openly gay city solicitor, city of Baltimore
- Reservist, United States Marine Corps
- Secured \$1.2 million settlement with a ghost gun manufacturer

Power House

EBONY THOMPSON, J.D. '13

BY CHRISTIANNA MCCAUSLAND

When F. Scott Fitzgerald said, “There are no second acts in American lives,” he clearly hadn’t bet on **Ebony**

Thompson, J.D. '13. Thompson, 46, did not even graduate from law school until she was 34. Yet today she is Baltimore’s first woman and first openly gay city solicitor, sworn in last January, and she has already successfully tackled some of the city’s most pressing issues, including vacant housing and ghost guns.

After graduating from Brown University with a degree in economics, Thompson took a job at UBS in New York City. But after watching the second plane hit the World Trade Center on 9/11, she realized finance was not her passion. Instead, she went into real estate. “I did well, but something was missing,” she said. Through law, she realized she could bring together her interests in real estate, finance and technology. As a career changer who was born and raised in northeast Baltimore, UBalt Law made sense.

“I knew I would get the knowledge and resources to immediately practice law,” she said.

After graduation, she went to Venable LLP, where she was happily heading down the partner track. Although she’d worked on cases with Venable’s chairman, Jim Shea, she was “shocked” when he asked her to become his deputy when he was

named Baltimore City Solicitor. When Shea retired, Thompson was his pick for his successor.

“She is smart, she has good judgment, she’s very personable,” said Shea of Thompson. “She’s very strong-willed and can face difficult situations calmly and effectively.”

He adds that while Thompson has a wealth of experience as a lawyer, “she brings a lot of diverse life experience to the work she does.”

While the post meant a major pay cut—no small thing for a single mother of three young daughters—Thompson said it felt like the right time for her to give back to her hometown. It also brought Thompson back to the earliest days of her legal career: as a high school student at Baltimore City College, she was a Law Links intern in the same legal department she now leads.

“They gave me my start, so it was incredibly difficult to say no,” she laughs.

To say her job now is more complex than in those youthful internship days would be understatement. Thompson immediately tackled the city’s vacant housing problem, which she describes as “a public health issue.” Leaning on her passion for tech solutions, she introduced blockchain technology as a way to combat the challenge, making Baltimore the first municipality in the country to do so. Using blockchain and the newly dedicated In Rem

“I’m excited that there’s always something I can do to make the city better.”

docket with the Circuit Court, the city is in the process of creating an immutable ledger that streamlines the foreclosure process on vacant homes and passes the savings on to residents and redevelopment investors. Vacancy rates have dropped from roughly 17,000 to 13,500.

“Not only does this combat vacant housing, it also expedites the renovation process and lays the foundation for fractional ownership for those who have been shut out of homeownership and community revitalization,” she explained.

She’s also proud of the \$1.2 million settlement with Polymer 80, the primary manufacturer of ghost guns. While the money was a nice boon, Thompson said the injunctive measures on neighboring jurisdictions with less stringent laws will make a measurable difference in the city’s fight against violent crime. She also helped build the legal framework for the Squeegee Collaborative, balancing the First Amendment rights of young people with the need for public safety, and she stood up for consumer protections by drafting new local ordinances that prevent unfair trade practices.

With a demanding home and work life it’s good she has, by admission, a lot of energy. All three of her daughters are swimmers (like their mother) and in addition to

juggling swim meets, Thompson makes time to work out daily. She returned to karate, which she did as a young person, after breaking her leg in a women’s tackle football game. (Her father, a black belt, is her sensei.) She lives within walking distance of her childhood home and weekends are all about entertaining friends and family.

“People joke that I’m always on 100, but I’m excited that there’s always something I can do to make the city better, to solve an issue, or to bring something to implementation,” she said.

Thompson has a visceral understanding of the importance of law and equal protection borne out of her own experience. At Brown, she joined the U.S. Marine Corps as a reservist and went on to Officer Candidate School, graduating first in her class. Yet this was the era of “Don’t ask, don’t tell.”

“That was a very challenging time to go through, knowing that if I said I was gay it would all be taken away,” she remembers. She also had all three children via IVF. Although she had a pre-existing medical condition that should have qualified her for insurance coverage for the procedure, as she had not met the criteria of trying naturally for 12 months with a heterosexual partner, her coverage was denied.

“Those are the things that motivate me, seeing the real-life implications of the laws you are trying to pass,” she said. **B**



CLASS NOTES*

*Class notes featured here were received from May 1, 2023 through April 30, 2024.

1950s

The National Fire Heritage Center in Emmitsburg, Maryland, inducted **Robert A. Burke, B.S. '50**, into the Hall of Legends, Legacies, and Leaders (HLLL) Class of 2023.

1960s

David W. Richardson, B.S. '64, lives in Oregon and reports that this past spring he coached his 13-year-old granddaughter's rec club soccer team in addition to playing tennis three mornings a week.

1970s

Maryland Gov. Wes Moore recognized **Stuart M. Goldberg, B.A. '70, J.D. '74**, for his long-time service as a board member for Alumni Association-International (AA-I), a University System of Maryland (USM)-affiliated organization that provided annual student scholarships and alumni outreach grants to each campus within the USM. Goldberg represented UBalt on the board from 2010 until its dissolution in 2023.

R. Alan Streett, B.A. '70, released his sixth non-fiction book, *Exploring the Paranormal: Miracles, Magic, and the Mysterious*, on Oct. 31.

Dalton A. Tong, B.S. '73, MBA '75, a senior lecturer at the Johns Hopkins University and a former executive in residence at UBalt's Merrick School of Business, was awarded Lifetime Fellowship status in the American College of Healthcare Executives in January.

Shannon B. Bohrer, B.S. '76, used the case of *United States of America v. Heath Patrick Thomas* to explore the need for criminal justice reform in his book, *Judicial Soup: One Man's Wrongful Conviction and What It Means for Criminal Justice Reform*, released in May.

Former Portage County, Ohio, Juvenile Probate Court Judge **Robert W. Berger, J.D. '77**, shares that he retired as a visiting judge in February 2021.

The American Bar Association Commission on Women in the Profession selected **Pamila J. Brown, J.D. '79**, as an honoree for the 2024 Margaret Brent Women Lawyers of Achievement Award in April.

1980s

Donald C. Fry, J.D. '80, was elected chair of the board of directors of Harford Mutual Insurance Group in May 2023. He has served as a board member since 2005.

Andrew S. Hament, J.D. '81, joined ADRsource as a mediator and arbitrator in 2023 for business disputes throughout the state of Florida. He previously practiced labor and employment law.

The Maryland Public Service Commission swore in **Frederick H. Hoover Jr., J.D. '82**, as its chair in July 2023.

H. Gregory Nelch, J.D. '83, joined Hinshaw & Culbertson in January as part of the Washington, D.C., law firm's insurance services industry group.

Murphy Tuomey Wilson, MPA '83, was a recipient of the 2023 Virginia Business Women in Leadership Award in June 2023.

The Arnold P. Gold Foundation and the American Association of Colleges of Nursing (AACN) announced that **Patricia C. McMullen, J.D. '86**, was named a recipient of the inaugural AACN-Gold Interprofessional Humanism in Healthcare Award in January. The award celebrates collaboration between physicians and nurses. McMullen was recognized for her work to support comprehensive women's health care at The Institute for Gynecological Care at Annapolis.

Pittsburgh accounting firm DGPerry welcomed **Daniel N. Porter, B.S. '87**, in February as the director of audit and advisory services.

Emmanuel M. Skevofilax, B.S. '87, M.S. '93, wrote a book entitled *Ultimate Profit Management: Maximizing Profitability as You Grow Your Business*, which was published by Taylor & Francis in June.

Bruce T. Miller, MBA '88, was appointed the county government director of the Department of Finance and Budget for Calvert County, Maryland.

Anthony J. DeLuca B.S. '89, was re-elected as a councilman in Ocean City for a third 4-year term in November.

1990s

Prince William County, Virginia, Public Schools appointed **Gregory S. Hood, B.S. '91**, as associate superintendent for high schools in June 2023.

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Retired judge **Catherine "Katie" Curran O'Malley, J.D. '91**, became executive director of the legal nonprofit Women's Law Center of Maryland in January.

Kevin Shea, J.D. '91, was named senior adviser in the Office of the Deputy Secretary at the U.S. Department of Agriculture in January.

Sweet Briar College elected **Katherine A. "Katie" Hearn, J.D. '92**, senior vice president at Redgate Real Estate Advisors LLC, to its board of directors in November 2023.

Shaun L. Gabbidon, M.S. '93, distinguished professor of criminal justice in the Penn State Harrisburg School of Public Affairs, was named a fellow of the American Society of Criminology in November 2023. He also received the 2024 Faculty Scholar Medal for Outstanding Achievement in April. This was the first time the award was given to a professor from a Commonwealth Campus.

Jennifer M. Gilseman, J.D. '93, who has worked on satellite and spectrum regulatory issues for over two decades, was named a deputy chief with the Federal Communications Commission's Space Bureau in July 2023.

The Federal Motor Carrier Administration named **Sue Lawless, J.D. '93**, assistant administrator and chief safety officer, effective September 2023.

Gina A. Norton, B.S. '93, reported in January that she retired from the federal government after 41 years of service, which included time in the Department of Defense and Department of Justice, and ended with the Department of Homeland Security as the Federal Emergency Management Agency's deputy director for the Audit Liaison Office.

Schochor, Staton, Goldberg and Cardea welcomed **Gloria A. Worch, J.D. '93**, in December 2023 as of counsel, specializing in the practice areas of medical malpractice and wrongful death.

Berkshire Hathaway Specialty Insurance promoted **Jeffrey S. Jubera, J.D. '94**, in December 2023 from vice president of surety claims to head of surety claims.

Tonya D. McClary, J.D. '94, was appointed executive director of the Citizens Police Oversight Commission in Philadelphia on April 2 by a unanimous vote. Her tenure began in May.

Lisa Y. Settles, MPA/J.D. '94, was installed as the 105th president of the Baltimore County Bar Association in August 2023.

Unified Community Connections, a nonprofit agency serving individuals with disabilities throughout Maryland, welcomed **Robert A. Freedman, MBA '95**, as chair of its board of directors in February.

Steven J. Fisher, B.S. '96, joined FTI Consulting's blockchain practice as a managing director in July 2023.

Jeffrey C. Jockel, MBA '96, published his debut novel, *eFish*, in October 2023. The novel follows a U.S. Navy ensign whose ambitions are curtailed by a medical condition, as he embarks on an unexpected adventure aboard a Navy salvage ship.

Albers & Associates welcomed **Holly A. Musselman, J.D. '96**, as a partner in April 2023.

Jay Spies, MPA/J.D. '96, joined Heritage Financial Consultants LLC as a financial planning professional in the organization's Hunt Valley, Maryland, office in July 2023.

Phaedra R. Stewart, MBA '96, a real estate fellow in the Merrick School of Business, won the 2024 Pitch for a Million Competition in February for her plan to renovate

three affordable townhomes in Baltimore's Oliver neighborhood.

Susan Paige Sunderland, MPA '96, was promoted to deputy director of the Carroll County (Maryland) Department of Economic Development in January.

Anthony M. Humphries, B.A. '97, joined the United States Citizenship and Immigration Services in May 2023. He is based in the Camp Springs, Maryland office as branch chief, Reimbursable and Overhead Branch.

The Jewish Community Center of Greater Pittsburgh named **Jason S. Kunzman, MBA '97**, president and chief executive officer in September 2023.

BlueRio Institute, the educational arm of BlueRio Strategies LLC, founded by **Jessi LaCosta, M.A. '97**, is now an army credentialing opportunities online provider. The partnership allows Army, National Guard and Reserve soldiers to earn industry-recognized professional and technical credentials.

Capella University named **Constance A. St. Germain, J.D. '97**, as its next president in September 2023. St. Germain, who joined Capella as its chief academic officer in 2017 and served as provost and senior vice president of academic affairs since 2019, is Capella's first female president.

Monica M. Windley Walker, MPA '97, received the 2023 Anna Julia Cooper Excellence Award from the Society of Experiential Education in November 2023 in recognition of her work implementing a partnership between Community College of Baltimore County and Johns Hopkins University to create conditions where diversity, equity and inclusion thrive, and students connect the humanities and experiential learning with their academic and personal success.

The University of Baltimore is grateful to **Bryon S. Bereano, J.D. '99**, and his father, Bruce C. Bereano, for establishing the incredibly generous Bereano Family Scholarship Fund last year. The scholarship supports a law student with financial need who has committed to remaining and working in Maryland for at least five years after graduation and would not be able to attend the School of Law without it. The first scholar, a former Afghan refugee, received scholarship assistance for the 2023-2024 academic year. Visit the April 2024 issue of *Baltimore Magazine* to read more.

Judith L. Jimenez, B.A. '98, wrote and self-published a book in January, entitled *While You Are Still Here*, about resilience and triumph over hardship and trauma and honoring family members who have influenced her life.

Chris Sherman, B.S. '98, was promoted to president of the Commercial Division of SP Plus Corp. in September. The company delivers mobility solutions for the efficient movement of people, vehicles and personal belongings.

2000s

Bradley W. Bloodworth, J.D. '00, was named the chief prosecutor in Summit County, Utah, in March.

California Gov. Gavin Newsom appointed **Nefretiri S. Cooley, M.A. '00**, in July 2023 as deputy secretary, communications and external affairs, at the California Environmental Protection Agency.

Shirley J. Mohammadi, B.A. '00, was promoted in March to director of user support services at The University of Baltimore.

Alfred J. Williams, MBA '00, was appointed to the Marblehead School Committee in February, to serve the Massachusetts public school district.

Georgia Gov. Brian P. Kemp appointed **Joyette Marie Holmes, J.D. '01**, to the State Board of Pardons and Paroles in January.

Melodie C. Hengerer, J.D. '02, a shareholder in Baker Donelson's Baltimore office, was appointed to the advisory board for the Association for Multicultural Affairs in Transplantation (AMAT) in November 2023. AMAT is an organization dedicated to supporting partners in the transplant field and healing and saving lives in diverse communities. *See the fall 2023 issue of The University of Baltimore Magazine for the profile on Ms. Hengerer.*

Aisha N. Hilliard, J.D. '02, serves on the 2023–2024 board of the Junior League of Annapolis as the diversity and inclusion officer.

Dennis M. Robinson Jr., J.D. '02, was appointed county administrative judge for the Circuit Court of Baltimore County by Maryland Supreme Court Chief Justice Matthew J. Fader in May 2023.

Burgan Bank promoted **Mohammed Najeeb Al-Zanki, B.S. '03**, to general manager of corporate banking in August 2023 after receiving the required approvals from the Central Bank of Kuwait.

The College of William & Mary in Williamsburg, Virginia, welcomed **Tarikul Islam, M.S. '03, M.S. '05**, as the senior associate dean for finance and administration in the Arts & Sciences' dean's office in February.

Domonique A. Flowers, B.A. '05, took part in a joint initiative, which included José F. Anderson, Dean Joseph Curtis Professor of Law at UBalt, to successfully petition the Supreme Court of Maryland to posthumously admit Edward Garrison Draper, the state's first Black lawyer, to the Maryland Bar. Draper, who was also possibly the state's first Black college graduate, had his application to become a lawyer denied in 1857 because of the color of his skin. During a special session in October 2023, Flowers recited the attorney's oath on behalf of Draper.

Orlando D. Lilly, B.S. '03, was sworn in in April as the 11th superintendent of the Maryland Natural Resources Police. He is a former major with the Baltimore County police and a Navy veteran. As superintendent, he assumed the rank of colonel.

Hampden-Sydney College in Virginia named **Thomas L. Ransom, MBA '03**, currently Virginia region president at Truist Financial, to its Board of Trustees in February.

Helen M. Smith, J.D. '03, LL.M. '07, was elected a member of Pessin Katz Law, P.A., in June 2023.

Georgette D. Kiser, MBA '04, was elected to the University of Maryland, College Park Foundation's Board of Trustees in June 2023.

Loyola University Maryland named **Arun Subhas, M.S. '04**, as one of six new trustees in September 2023.

Laura M. Gaba, J.D. '05, was recognized as a finalist for Best Fitness Instructor in *Baltimore Magazine's* 2023 Best of Baltimore issue.

Attorney Intel, a comprehensive source for research and information related to the legal industry, named **Jonathan S. Isaac, J.D. '05**, as one of the Top 50 Attorneys of Jacksonville, Florida for 2023.

The University of Maryland School of Nursing named **Crystal L. DeVance-Wilson, MBA '06**, the new director of the Maryland Nursing Workforce Center in October 2023.

Jai V. Kulkarni, LL.M. '07, joined Stein Sperling in May 2023 as an estate and trust paralegal in the firm's estate planning department.

Allegany County District Court Judge **Erich M. Bean, J.D. '08**, was named administrative judge for District 12 of the District Court of Maryland in March.

Ryan A. Mitchell, J.D. '08, joined Nexion Health Management as vice president and general counsel in February.

Mindy F. Saler, J.D. '08, was promoted in October 2023 to assistant vice president, legal, at St. John Properties.

Womble Bond Dickinson welcomed **Keith O. Hinder Jr., J.D. '09**, in June 2023 as part of the real estate group in the Baltimore office.

Matthew D. Jacobson, J.D. '09, rejoined Reed Smith LLP in February as a partner in the product liability practice of the Life Sciences Health Industry Group.

Dunlap Bennett & Ludwig in Leesburg, Virginia, promoted **Ryan T. Kennedy, J.D. '09**, to partner in January.

Evolution Energy Solutions LLC, a subsidiary of Evolution Energy Minerals Ltd., appointed **Stacy Y. Newstead, MBA '09**, as chief executive officer.

Ryan R. Supler, B.A. '09, was elected in November 2023 to the School District of the City of York (Pennsylvania) Board of Directors as a school director for a four-year term.

D. Watkins, B.A. '09, MFA '14, was named the 2024 Genevieve Young Fellow in Writing by the Gordon Parks Foundation in January. The award aids new and ongoing projects centered around representation and social justice.

2010s

Kriss Law/Atlantic Closing & Escrow appointed **Andrew Bramhall, J.D. '09**, to serve as senior vice president and national commercial underwriting counsel in June 2023.

Coppin State University named **Dorothy Parrish-Harris, J.D. '10**, as assistant vice president and dean of students in April 2023.

Resource Innovation Institute, an energy and water benchmarking not-for-profit organization based in Oregon, welcomed **Shanita R. Penny, MBA '10**, to its board of directors in April 2023.

Aaron S. Poynton, DPA '10, was elected president of the Harford County Board of Education in July 2023.

Juanita Banks-Washington, B.S. '11, published a children's book called *I Love My Daddy* in December 2023. She also established Diverse Children's Books Matter, an organization that promotes diversity and inclusivity in children's literature.

Kevin A. Fields, MPA '11, a priest of the Roman Catholic Archdiocese of Washington, was appointed administrator of both the Holy Angels and Sacred Heart parishes in Avenue and Bushwood, Maryland, respectively, in July 2023. He was previously parochial vicar of St. Elizabeth Parish in Rockville, Maryland.

Baker Donelson welcomed **Matthew G. Huddle, J.D. '11**, in August 2023 as a shareholder in the firm's Baltimore office.

Zachary J. Kieffer, J.D. '11, was appointed as county attorney for Washington County, Maryland, in March.

Courtney L. Trang, B.S. '11, M.S. '15, former assistant director for alumni relations at UBalt, started a new role in January as product coordinator at Maryland Lottery and Gaming.

Carmen Cabassa, B.S. '12, became the grants and contracts manager at Johns Hopkins Center for Communications Programs in Baltimore in 2023.

Baltimore Sun columnist Dan Rodericks declared the lemonade at Deddle's Donuts as "perfect" in his Sep. 8, 2023, commentary on the new Lexington Market. Deddle's Donuts is owned and operated by **Robin Holmes, B.A. '12**. *See the fall 2023 issue of The University of Baltimore Magazine for the piece on Deddle's Donuts.*

Richard D. Mestas, DPA '12, retired from the Defense Intelligence Agency (United States Space Command J27) in December 2022 and started as city manager of Raton City, New Mexico, in October 2023.

Marquis Who's Who recognized **Gregg H. Mosson, J.D. '12**, in February for his work in law and journalism.

Greta Stetson, B.S. '12, MBA '14, was promoted to senior manager, client solutions, at Cox Automotive in April.

Kimberley Lynne, MFA '13, artistic director at the Fells Point Corner Theatre in Baltimore, received a Freefall Baltimore grant in October 2023 and created a salon series at the theater featuring an original play entitled *Never Say Die*.

Selisa Jefferson, B.A. '14, MPA '19, joined the West North Avenue Development Authority in Baltimore in February as the economic development officer.

The Calvert County Optimist Club awarded **Allison S. Walton, J.D. '14**, with the Respect for Law Award in July 2023 in recognition of her involvement and success with the Circuit Court Adult Treatment Program, also known as the drug court.

Shelby Blondell, B.S. '15, MBA '18, received a grant from the USM Launch Fund in September 2023 for her invention, The Sheller. The Launch Fund connects early-stage USM-affiliated entrepreneurs to resources, mentorship and capital. The Sheller is a multi-tool that functions as a crab mallet, crab picker, and a bottle opener.

Juarez R. Lee-Shelton, B.A. '15, M.A. '18, joined the faculty of Stevenson University in Owings Mills, Maryland, in May 2023 as an adjunct professor of history.

The Jennifer Hudson Show surprised superfan Antieris Johnson, B.A. '15, M.S. '17, in February with a trip to see the show. Johnson was recognized for her work with iMentor Baltimore. iMentor harnesses the power of long-term relationships to help high school students succeed.

Justin E. Tepe, J.D. '15, joined the Baltimore office of Baker Donelson in August 2023 as of counsel.

Continental Realty Corp. promoted **Kara Brogden, B.S. '16**, to asset manager in May 2023. She joined the company as an asset management associate in 2019.

Paul W. Diggs, B.A. '16, MPA '21, was named executive director of the Housing Authority of Chester County, Pennsylvania, in February.

Tracy C. Gold, MFA '16, published her most recent picture book, *Call Your Mother*, in March 2024.

Shannon M. McKenna, M.A. '16, married Vince Winik on April 26, in Texas. Marion Winik, mother of the groom and a professor at the Klein Family School of Communications Design in UBalt's College of Arts and Sciences, celebrated the couple in her May 10 piece for *Baltimore Fishbowl*, "A Wedding Toast for Pood and Naynay."

The city of Frederick, Maryland, welcomed back **Ashley Waters, DPA '16**, as senior assistant director in the Department of Housing and Human Services in July 2023. She previously served as the city's communications manager from 2019 to 2021.

Halle P. Gray, J.D. '17, an associate with Pessin Katz Law, P.A., was one of 24 women selected in April to the Federation of Defense and Corporate Counsel Ladder Down Class of 2024. Ladder Down is a year-long program dedicated to business development, leadership empowerment and mentorship.

Aaron Robinson, MBA '17, was named the head coach of the University of Maryland Eastern Shore's softball program in October 2023.

Megan E. Tanabe, B.S. '18, MBA '20, was promoted in February to manager of the Common Interest Realty Association industry team at UHY LLP office in Columbia, Maryland.

St. Johns Properties selected **Bryan Cyphers, MBA '19**, in August 2023 to participate in the Partner-in-Training Program which is designed to prepare participants to open and oversee all operations for a new regional office in a section of the United States identified as a growth market.

Grace E. Doyle, MBA '19, was selected as one of nine finalists for the 2023 Bethesda Painting Awards, hosted by the Bethesda, Maryland Arts & Entertainment District.

Kiara N. Hughes, B.A. '19, joined TRÉ AI in San Antonio, Texas, in April as director of business development.

Azarvand Tax Law in Silver Spring, Maryland, welcomed **Candice K. Miller, B.A. '19, J.D. '21**, in April as a partner.

Baltimore County Executive Johnny Olszewski named **Maureen E. Murphy, J.D. '93**, as managing administrative law judge in October 2023. He also appointed **Andrew M. Belt, J.D. '99**, and **Derek J. Baumgardner, M.S. '08, J.D. '11**, as administrative law judges.

Tyeisha Pinnock, MBA '19, of Dip't, and **Angel Wilson, MFA '19**, of Silent Books Publishing, split the "Most Promising Business" award at the 2023 "Rise to the Challenge" business pitch competition held by UBalt's Center for Entrepreneurship and Innovation. Dip't is a line of locally made vegetarian snacks, while Silent Books Publishing offers self-publishing services to aspiring authors.

In June 2023, **Crystal Wamalwa, B.A. '19**, started AudaCITY, a nonprofit organization focused on highlighting Black artists in Baltimore, Pittsburgh and Richmond, Virginia. She was also a finalist in UBalt's 2024 "Rise to the Challenge" competition.

2020s

Pessin Katz Law, P.A., welcomed **Nathan H. Adams, J.D. '20**, as an associate in June 2023.

Ellin & Tucker promoted **Mark Burney, B.S. '20**, to supervisor in the audit and accounting department in February.

Melvin Clark III, B.S. '20, founded AMJ Fishing Gloves in 2018 and recently sold his design to Under Armour.

Emily S. DiBenedetto, J.D. '20, joined the executive committee of the Federal Bar Association Delaware Chapter as treasurer in June 2023.

Kondwani Fidel, MFA '20, was recognized in *Baltimore Magazine's* 2023 Best of Baltimore as Best Poet.

Goodell DeVries welcomed **Bryan P. Cleary, J.D. '21**, in December 2023 as an associate in the firm's medical malpractice group.

R. Stark Merrifield IV, J.D. '21, joined the firm of Niles, Barton & Wilmer LLP as an associate in December 2023.

Quinn Law Group in Annapolis hired **Katherine Costain Patton, J.D. '21**, in May 2023 as an associate attorney.

Lamar R. Robinson, MPA '21, reports that he was selected for the Class of 2022 Presidential Management Fellowship in the Executive Office of the President of the United States.

Zachary T. Babo, J.D. '22, joined the Reporters Committee for Freedom of the Press in September 2023 as a legal fellow. He supports the organization by providing free legal services to journalists and news outlets.

Matthew Graham, J.D. '22, joined McNeese Wallace & Nurick in July 2023 as a litigating attorney in their Frederick, Maryland, office.

McDonald Hopkins in Cleveland, Ohio, welcomed **Arriana M. Sajjad, J.D. '22**, as an associate in the data privacy and cybersecurity practice group in November 2023.

Austin R. Scott, J.D. '22, joined the workers' compensation team at Franklin & Prokopik's Baltimore office in May 2023.

Brian T. Sessions, B.S. '22, is the chief executive officer of The ROC Enrichment Program which provides K-12 students with a healthy social outlet for entertainment and education in Baltimore City.

David A. Byrd, D.S. '23, is the editor in chief of Naval Aviation News for the United States Navy and publications manager for NAVAIR.

After earning a full scholarship to the University of Maryland Francis King Carey Law School in Baltimore, **Estrada R. Yarsay, B.A. '23**, began his studies in August 2023.

Baby Bees



Ming L. Lu, J.D. '22, welcomed a daughter, Avani Liu Lu, in May 2023. She is pictured here with her older sister, Vivienne.

In Memoriam

1940s

Laura M. Stack Fallon, LL.B. '43
Charles F. Haugh Jr., A.A. '48
John W. Jenkins, A.A. '49

1950s

Martin R. Fischer, B.S. '50
Herbert Sweren, B.S. '50
Charlotte R. Bianco, A.A. '51
Jacob Matz, J.D. '51
Irene A. Wilson, LL.B. '51
Carl J. Amrhein, A.A. '52
W. Wade Homesley, A.A. '53, J.D. '70
Ruth Muhlbauer, B.S. '53
Dudley K. Chism, B.S. '54
Gordon J. Kelly Sr., J.D. '55
Mary R. Gill, LL.B. '56
Lee G. Rudolph Jr., B.S. '57
Lloyd J. Hammond, LL.B. '58
Adolph J. Siedlecki, B.S. '59

1960s

Paul J. Hagner, B.S. '60
Arthur H. Helton Jr., B.S. '60
Lawrence L. Katz, B.S. '60
Edward B. Kovens, B.S. '60
Marvin S. Miller, LL.B. '60
Arthur F. Pittenger, LL.B. '60
Norman R. Stone Jr., J.D. '60
Clarence W. Thompson, B.S. '60
Robert F. Fischer, LL.B. '61
James G. Byrnes, B.S. '62
Edward P. Gallagher, J.D. '62
T. L. Trockenbrot Jr., B.S. '62
Taylor Bannan Anderson, B.S. '63
Richard J. Hannigan, LL.B. '63
Stuart M. Harrison, B.S. '63, LL.B. '67
Ronald C. Higgins, CERT '63
Marion J. Minker Jr., A.A. '63
Paul M. Mintz, B.S. '63
Raymond F. Noon Jr., B.S. '63
F. Brian Richter, A.A. '63, B.S. '72
Lee L. Shaver, B.S. '63
Bernard J. Thomas, B.S. '63
John R. Thompson, B.S. '63
P. Joseph Amati, LL.B. '64
Francis M. Chucoski, CERT '64
Russell D. Coogan, J.D. '64
Howard B. Gersh, LL.B. '64
William Hughes, LL.B. '64
Jeffrey A. Legum, B.S. '64

Robert J. Smigal, LL.B. '64
Walter D. Welsh, B.S. '64
Robert C. Zacker, B.S. '64
Stanley M. Asch, B.S. '65
Alexander Beaumont, CERT '65
Leroy M. Beck, B.S. '65
Arnold N. "Tank" Cohen, B.S. '65
Gilbert D. Marsiglia Sr., LL.B. '65
Richard W. Moore, LL.B. '65
Dorothy T. Sparrow, B.A. '65
Lewis B. Steingold, J.D. '65
Stephen P. Bourexis, J.D. '66
Kenneth L. Cordrey, B.S. '66
Thomas E. Donoho, LL.B. '66
William J. Donovan, LL.B. '66
Wayne R. Gioioso Sr., J.D. '66
Joseph W. Mikos Jr., B.S. '66
Randolph N. Bair Sr., J.D. '67
Robert J. Dvorak, B.S. '67
Michael A. Marley, B.S. '67
George A. Quick, J.D. '67
Edward F. Wilbourne, B.S. '67
Donald E. Young, B.S. '67
Stuart M. Felderstein, LL.B. '68
Earl B. Heim, B.S. '68, M.S. '81
Harold F. Rew, B.S. '68
William E. Schaeffer, B.S. '68
Ronald W. Titus, B.S. '68
Alan J. Wolfe, B.S. '68
Fred W. Brehm, CERT '69, B.S. '71
Ronald F. Cardwell, B.S. '69
Harry R. Davidson, B.S. '69
Arrie W. Davis, LL.B. '69
Lloyd W. Deluke, B.S. '69
Wayne C. Faupel, B.S. '69
John T. Lyburn Jr., B.S. '69
C. Jerome Moschetta, J.D. '69
Donaldson L. Parker, J.D. '69
Richard A. Percival, J.D. '69
James L. Prichard, B.S. '69, J.D. '74
George L. Rayburn, LL.B. '69
Joseph L. Ruppert, J.D. '69
John B. Russell, B.S. '69

1970s

James D. Baikauskas, B.S. '70
Gregory L. Bell, B.S. '70
Willard L. Broms, J.D. '70
Albert A. Dipietro Jr., B.S. '70
Albert P. German III, B.A. '70, J.D. '74
John Johns, B.S. '70
Robert M. Powell Jr., B.S. '70
Robert E. Sutton, B.S. '70
William W. Tubman Jr., B.A. '70
Raymond P. Blake, B.S. '71

Evelyn M. Blunt, B.S. '71
James H. Darnell, B.S. '71
Clarence H. Edmondson, B.S. '71
Richard J. Hajewski, B.A. '71
Allan J. Hirsch, B.S. '71
Maynard G. Lewis, B.A. '71
William B. Norris III, B.S. '71
Richard W. Curry, B.S. '72
John W. Derwart, B.S. '72
Manuel B. Diaz, B.S. '72
Thomas E. Hickman, J.D. '72
Nelson S. Hoffman, B.S. '72
James H. Knebel, J.D. '72
Stewart H. Mayes, B.S. '72
Raymond E. Nicholas Jr., B.S. '72
Richard A. Owings, B.S. '72
Darlene G. Perry, J.D. '72
Charles B. Rau, B.S. '72
Bernard E. Spangler Jr., B.S. '72
Richard L. Weller, B.S. '72
Richard D. Adams, B.S. '73
Harold C. Arnold, J.D. '73
Alan B. Brenner, CERT '73
Ronald T. Burkhouse, B.S. '73
Harry C. Dill, B.S. '73
William R. Evans, J.D. '73
Bual J. Holbrook, B.S. '73
Barry I. Kaufman, B.S. '73
Peter G. Kojzar, B.S. '73
Barrie A. Lau, B.S. '73
Stephen C. Mackie, J.D. '73
Henry T. Meneely, J.D. '73
John H. Muffley, B.S. '73
Joseph P. Sacchet, B.S. '73
John J. Shorb, J.D. '73
Paul F. Strong, B.S. '77
Francis J. Susie Jr., B.S. '73
Charles F. Underwood, B.S. '73
Arthur H. Wyman, B.A. '73
Burdette Beebe, B.S. '74
Terrence B. Byrne, J.D. '74
Howard M. Casway, J.D. '74
Richard A. Emans, B.S. '74
Richard C. Goldman, J.D. '74
Stuart J. Robinson, J.D. '74
Michael M. Slingluff, J.D. '74
William R. Wheatly, J.D. '75
William D. Dewar, J.D. '75
Nathaniel C. Fick Jr., J.D. '75
Phillip Gasior, B.S. '75
Herbert Glaser, B.S. '75
Peter A. Nelson, J.D. '75
Lothar H. Prochnio, B.S. '75, M.S. '81
Robert J. Sutton, B.S. '75



GREG BAYOR

Gregory A. Bayor, B.A. '71, former president of the University of Baltimore Alumni Association Board of Governors, died on July 29, 2023, after a six-year battle with cancer. Bayor embodied the spirit of community engagement by providing quality programs and activities to children and adults alike during his 39-year career as director for recreation and parks in municipalities like Baltimore city and Rockville, Maryland; Elgin Illinois; and Tampa, Florida. As a UBalt student, he enjoyed his experiences on the lacrosse and soccer teams. As a graduate, he was proud of UBalt's rich sports history. He served as a member of the Board of Governors for many years, working alongside staff to keep UBalt alumni connected to the university he so loved.

David G. Whitworth Jr., J.D. '75
Susan P. Doory, B.A. '76
Raymond P. Glover, B.S. '76
Paul R. Shelby, J.D. '76
Dennis J. Sysko, J.D. '76
Robert B. Cave, M.S. '77
Patricia K. Frizzera, B.A. '77
Dean D. Given, M.S. '77
Norman E. Johnson Jr., J.D. '77
Carl A. Mohrwinkel, J.D. '77
Judith M. Skolnik, B.A. '77
Michael F. Anthony, J.D. '78
Miriam A. Cholewszyn, B.A. '78
Wilbur E. Cunningham, MPA '78
William A. Harden, B.S. '78, MBA '87
George P. Stanton Jr., J.D. '78
Carl F. Ullrich, MPA '78
Irvin L. Becker Sr., B.S. '79
James A. Edmonds, MPA '79
Vergie C. Jennings, B.S. '79
Paula A. Winik, J.D. '79

1980s

Steve W. Burton, B.A. '80
Mildred A. Cheek, B.S. '80
Kenneth Gant, B.A. '80
Robert W. Lucas, B.S. '80
Robert C. Richardson, B.S. '80
Mark E. Vahlkamp, B.S. '80, M.S. '87



JAMES T. "JIM" HILL

James T. Hill, B.S. '70, MPA '83, who served four deans as a member of the former College of Liberal Arts Dean's Council and the Dean's Advisory Council for the School of Public Affairs, passed away on March 23. A staff sergeant with the Maryland Air National Guard and a long-time financial administrator for the University of Maryland, Baltimore, Hill was an active and enthusiastic volunteer with the College of Liberal Arts and then continued with the College of Public Affairs when it was created in 2010. He held the University's Master of Public Administration and its professors in high regard and was proud to support the program and the college through his generosity and his unwavering service.

Karen J. Fine, CERT '81, MBA '82
Thomas M. Frederick, B.S. '81
Thomas M. McDonough, J.D. '81
Carolyn J. M. Mugno, CERT '81, M.S. '82
Jok Walsh, J.D. '81
Glenn L. Weinberg, J.D. '81
Warren P. Will Jr., B.S. '81
Doris L. T. Donaldson, B.A. '82
Alexander M. Francis, B.S. '82
John D. Korenstra, B.A. '82
Norma J. Snyder, B.S. '82
William Winter Jr., MPA '83
Daniel J. Bolgiano, B.S. '84
Bonnie A. Lease, B.A. '84
Joan D. Smith, B.S. '84
Jeffrey A. Tirschman, B.S. '84
Tarry M. Lalonde, MBA '85
Kevin G. Pfeifer, B.S. '85
James A. Savopoulos, MBA '85
Frances E. Duplayee, B.A. '86
Libby C. Reamer Rappaport, J.D. '88
Charlene R. Wilcher, B.S. '88
Robert N. R. Brooks, B.A. '89
Vanessa Graham, B.S. '89
David A. Kennedy, MBA '89
Ronald J. Klemkowski, J.D. '89

1990s

- Susie B. Gaumer, B.S. '90
- Alice S. Jennings, J.D. '90
- Douglas J. J. Peters, MBA '90
- Donald J. Crone, B.S. '91
- Carol A. Jones, B.A. '91
- Charles B. Keenan Jr., LL.M. '91
- Dana J. Mayle, B.S. '91
- Renee S. Bucharewicz, B.A. '92
- Stephen Madden, B.S. '92
- Stephen R. Becker, B.S. '93
- Marie P. Fiester, MBA '93
- James M. Poling, J.D. '93
- Charles B. "Bernie" Beckman, B.S. '94
- Rita S. Johnson, B.A. '94
- Darcell O. Morris, B.A. '94
- John J. Orbell, B.S. '94
- G. E. Petro, MBA '94
- Jason A. Blumenberg, B.S. '95
- Ricardo Davis, B.S. '95
- James P. Gregorowicz, J.D. '95
- Charles O. Clauss, B.S. '96
- Deborah L. Dahl-Young, MBA '96
- David M. Zeman, B.S. '96
- Christi C. Bowers, MBA '98, MBA '00
- Robert L. Kelm III, B.S. '98
- Anthony P. Santoro, B.S. '98
- Michael Chester, J.D. '99

2000s

- Andrew M. Pons, B.A. '00
- Scott L. Williams, MBA '00
- Frank A. Alamia, J.D. '01
- Scott E. Fisher, M.A. '02
- Timothy Paul Black, B.A. '03
- Dreanna L. Hurtt, M.A. '04
- William J. McGraw, B.A. '06
- Heather N. King, J.D. '08
- Paul D. Lamari, J.D. '09, MBA '10
- Matthew T. Simpson, J.D. '09

2010s

- Stephen W. Bossom, MFA '15, CERT '21

2020s

- Alyssa Scully, B.A. '20

Remembering Two Leaders Who Shaped UBalt

President Kurt L. Schmoke shares his reflections on two influential leaders whose legacies endure at The University of Baltimore

DR. H. MEBANE "MEB" TURNER 1930–2023

H. MEBANE TURNER'S dedication to UBalt as its president for more than 30 years is instantly recognizable. Perhaps his greatest achievement was leading the University's transition from a private institution to a fully accredited state university in 1988. This arrangement allowed UBalt to collaborate and share resources with its partner schools across the University System of Maryland and secured the institution's future as not only a recognized leader in urban education, but also as a unique contributor to Maryland's mix of top-notch undergraduate, graduate and professional-level institutions.

Meb always saw the great potential of a university with deep roots in the city's center. He expanded the campus footprint by several acres, erected new buildings, and encouraged improvements to the retail and residential areas surrounding UBalt. He paid close attention to everything that makes up central Baltimore, and we continue to benefit from his kind of TLC every day. It's also true that his affections were



returned to him many times over. Our alumni especially had a lot of love for Meb, because just like them, they saw how passionate he was about their alma mater.

To many of us, Meb was a refined Southern gentleman, complete with bow tie, tailored suit and a disarming demeanor. He also had a contemplative side. At some point in his early adult life, he was torn between joining the

ministry or becoming a wrestling coach. Somehow, he let both of those choices go by the wayside. Instead, he built a major career in higher education. It should surprise no one that before he arrived here, first as our provost and then as president, he worked as a stockbroker, an army chaplain, a dean of students, an admissions director, and an assistant director of financial aid. He certainly

knew his way around a college campus—and he recognized that in UBalt there was a good foundation for living an outstanding life.

"A UBalt education prepares graduates to adapt to their changing circumstances," he once said. Of course, he was right.

I expect that in the years ahead, we'll recognize Meb Turner in the very fabric of the institution. We'll miss him, and we'll look for his special brand of wisdom and kindness when circumstances are a bit cloudy, perhaps a little uncertain.

Those good things are still there. When you live as selflessly as he did, they continue well into the future. **B**

PETER G. ANGELOS, LL.B. '61 1929–2024

PETER ANGELOS will be remembered by most in The University of Baltimore community for his work as a trial lawyer and as the owner of the Baltimore Orioles. We take particular pride in the fact that he was a graduate of the University and was the lead donor to help establish the world-class building that is home to our law school.

Because of my interest in and involvement with Baltimore city government and its politics, I like to remind people of Peter's important role as an elected official. Peter served as a member of the City Council from 1959 to 1963. He also was a candidate for city council president in

1963 and candidate for Mayor in 1967. Unfortunately, he lost both races to Tommy D'Alesandro III, a young lawyer with quite a political pedigree—his father was a former Baltimore mayor, and his politically active sister would become the first woman elected speaker of the U.S. House of Representatives. His loss of those two elections is significant, and they came about not just because he ran against a well-known and powerful opponent. No, Peter's loss can be attributed in great part to the principled actions he took as both councilman and candidate.

You might recall that when Peter entered the City Council in 1959, it was only four years after the city's public schools were integrated in response to the Supreme Court decision in *Brown v. Board of Education*. In the early 1950s, Baltimore not only had racially segregated schools, but also certain retail establishments with discriminatory policies, as well as restaurants that refused to serve Black customers. That Supreme Court decision, however, began to have a ripple effect on the Baltimore community, leading to the dismantling of some vestiges of segregation while also fueling resistance to change in other quarters of society.

Councilman Angelos made it clear from his first days in office that he intended to be on the side of progress. He not only debated resisters on the floor of the council, he introduced legislation to combat real estate practices that were designed to promote segregated neighborhoods. That early fair housing bill was defeated, with one result being



that Peter Angelos was marked as being too liberal for a majority of Baltimoreans at that time. Peter then cemented that view of him by running for mayor on the first racially integrated ticket in the city's history. Although he lost, he made a powerful statement about the need for change and the importance of embracing the diversity of the community.

Peter never ran for public office again. But he remained very involved in political affairs. I was honored to receive his support when I ran for city State's Attorney and later for mayor. From time to time during my tenure in public office, I would have lunch with him to talk about current issues facing the city, but I noticed that it always gave him most pleasure to sit back and reminisce on his days as the fighting young city councilman from East Baltimore.

As I said, he was known for his skills in the courtroom. But I think we also owe Peter Angelos our gratitude for his pursuit of justice for the people of our city. That's quite a legacy. **B**

“There’s so many things in our area to take advantage of.”

CINDY SCHUSTER

Right: Juarez Lee-Shelton, B.A. '15, M.A. '18, at Fort McHenry.

Urban Affection: Perspectives on Why Baltimore Shines

BY TIM PAGGI, MFA '15

It should come as no surprise to members of The University of Baltimore community that Baltimore made this year’s *New York Times* list of “52 Places to Go.” One of UBalt’s biggest assets is, well, *Baltimore*. Its urban setting puts the University right in the middle of the action, distinguishing itself from other similarly sized schools, with bold architecture, historical sites, culinary treats and more, so nearby they feel like natural extensions of the campus. And if you have transportation—be it bicycle, bus or car—even more is available for students, staff, faculty and alumni to experience.

To gain insight into what makes Charm City shine, we asked four UBalt insiders to share their “places to go” in the city they love.

Cindy Schuster, B.S. '87, M.A. '89

Director, Shared Services, The University of Baltimore

By her own admission, Cindy Schuster’s time at the University started “long ago” as an undergraduate in the Merrick School of Business, but her time in Baltimore began at birth. She’s a Lauraville native and went to Western High School, facts she still points out with pride. “A lot of people are surprised at our neighborhood focus,” she remarks. “You don’t just say you’re from Baltimore city. Neighborhoods are very important.”

Today, Schuster stays busy as UBalt’s director of shared services, but still makes time to get off campus and enjoy the

city—something she’s done often enough that she’s earned herself a reputation for being something of a resident “guidebook” on campus. “There are so many things in our area to take advantage of,” she said. For example, she recently became a member of the Baltimore Symphony Orchestra (where she fondly remembers her undergraduate ceremony taking place). She also regularly attends Open Walls Baltimore, going inside many of the area’s buildings and churches.

Where to Go: “Patterson Park. My older son moved over by Patterson Park, and I swear there’s a festival there every week. And the number of sports taking place there shocks me! If you’re into any type of intramural, that’s the place to be.”



NICOLE MUNCHIEL

Hidden Gem: “Green Mount Cemetery. It’s the prettiest cemetery I’ve seen in Maryland—I’ve even picnicked there. It’s surprising just how many famous people’s gravesites you see. If you get a chance, take one of their tours.”



Left: Cindy Schuster, B.S. '87, M.A. '89, at Green Mount Cemetery.



CHRIS MYERS PHOTOGRAPHY

Juarez Lee-Shelton, B.A. '15, M.A. '18

Bus Operator, Maryland Transportation Authority (MTA)

Adjunct Professor of History, Stevenson University and Community College of Baltimore County

Juarez Lee-Shelton is both a bus operator and an adjunct history professor. Some may think it’s an unlikely combination of roles, but it makes more sense the longer you think about it. Both require an in-depth knowledge of the city and the ability to clearly communicate complicated information. Even more, both enrich the lives of the people they interact with, which, to Lee-Shelton, is just part of his every day. “I do more than drive,” he said. “I am also the recipient of people’s stories as they discuss their problems, and I learn what people want and need on so many levels.”

Having a history teacher for a father instilled in him a reverence and fascination for the past, particularly when it comes to Baltimore’s involvement in the Civil War and The War of 1812. This becomes apparent within minutes of bringing up the subjects with him, when he will quickly and generously share surprising historical facts about the city with friends, students and strangers alike.

He thinks Baltimore is an attractive destination for tourists because you can get a lot out of it in a short visit. He also believes it’s friendly to tourists, as long as they’re not too sensitive. “We are a very ‘tell it like it is’ type of city, which can come across as brutal. But don’t take it personally, we just want to make sure you are safe and have the best time possible while in our fair town!”

Where to Go: “The Baltimore Basilica was the first Roman Catholic Cathedral erected in the



new United States of America, and the seat of the Archdiocese of Baltimore. Additionally, it is a monument to the sacred bedrock of religious freedom at a time when Catholics were somewhat of a disliked minority. It has stood the test of time and deserves to be honored.”

Hidden Gem: “Fort McHenry is wonderful as it is the citadel that prevented the British navy from launching a successful sea attack on Baltimore during the War of 1812. In saving Baltimore, and arguably the nation, Fort McHenry is a must-know landmark.”



“To know us is to love us.’ Because once people get to the city, they just absolutely fall in love with it.”

BRIDGET WEININGER



CHRIS MYERS PHOTOGRAPHY

Bridget Weininger, M.A. '07
Senior Director of Marketing,
Trade, and Experiential,
Visit Baltimore

A big part of Bridget Weininger’s job is to put Baltimore’s best face forward to out-of-towners who may be less familiar with the area. She knows the city has a perception problem, but noted that many urban destinations do. “The issues are overblown,” she said. “We always say in our marketing team, ‘to know

us is to love us.’ Because once people get to the city, they just absolutely fall in love with it.”

Weininger has observed that convention-goers and tourists tend to return to Baltimore after their first visit to rediscover new things and dig a little deeper. She said Baltimore is full of hope and potential, much of which is due to its residents and individuals dedicated to positive change. “What’s misunderstood is how

brilliant people are here. Not just the elected leaders, but with business leaders, volunteers, and the wonderful people working at organizations.”

Where to Go: “If I have friends coming from out of town and we want a special, fun night out, I’m really loving what’s happening with the restaurant scene in Mount Vernon. We have incredible places and awesome secret bars popping up. You can have a fun night out. Plus, literally

and figuratively, it’s the center of the city, so I often point people there as a good place to start.”

Hidden Gem: “My son and I go to Hampden all the time and just walk down the street. Whatever you’re in the mood for, they’ve got it.”

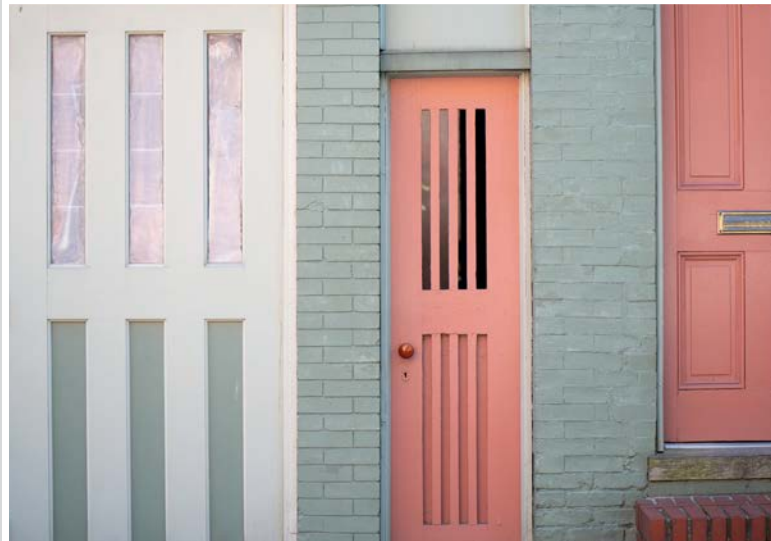
Left: Bridget Weininger, M.A. '07, in downtown Baltimore.

Above: Visit Baltimore landmark.

Below: Joshua Clark Davis in Fells Point

“It’s the king of the mid-sized city—a special combination of big and small.”

JOSHUA CLARK DAVIS



Baltimore Kurt Schmoke) often takes students off campus and into the neighborhoods covered in the lectures, so they can experience the sights and sounds firsthand.

Where to Go: “Most people experience Fells Point as a place to go to a restaurant and enjoy nighttime entertainment, but I really like taking people from out of town during the day. You can still really quickly feel Baltimore’s history there, then get a great lunch at Broadway Market.”

Hidden Gem: “I don’t think many people know about the Lillie Carroll Jackson Museum, and it’s very close to campus, on Eutaw Street. She cleaned houses—and this might be apocryphal—but in one of them, the family didn’t let her use the front entrance, and she vowed to live there one day. In the 20s and 30s, she went on to run the local NAACP chapter, and Baltimore’s was the second biggest in the country.”

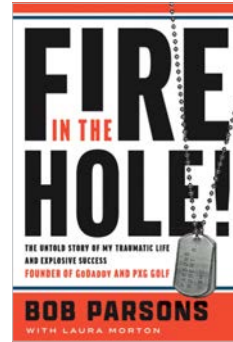
Joshua Clark Davis
Associate Professor,
Division of Legal, Ethical
and Historical Studies,
The University of Baltimore

Weather permitting, Professor Joshua Davis often walks to campus in the morning. He enjoys the experience and, in his view, it’s a special thing to be able to do in an East Coast city. It gives him time to consider what makes Baltimore special. “It’s the king of the mid-sized city,” he explained. “A special combination of big and small. There’s something about the rowhouse experience that feels very dense and urban, but different from living in a 20-story apartment in New York or D.C.”

Davis researches social movements, urban history and African American history, specializations that make Baltimore a natural fit as a place to live and work. He believes the city itself is an outstanding classroom. His History of Baltimore class (co-taught for two semesters with UBalt President and former mayor of



NICOLE MUNCHEL



B is for Book List

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

Our 2024 Book List includes a variety of literary works from members of the UBalt community, like alumnus **Bob Parsons, B.S. '75, D.H.L. '08**, who launched the book tour for his memoir, *Fire in the Hole!* at UBalt on May 6.

Welcome, Dean Reed!

The University of Baltimore School of Law welcomed its first female dean, LaVonda Reed, at the beginning of the 2024-2025 academic year. Read about her journey to UBalt Law in the 2024 issue of *Baltimore Law Magazine*, available now online.

Also featured this year, interviews with alumni AI entrepreneur, **Tre Lundy, J.D. '21** (page 19), and TCAP volunteer and former first lady of Maryland, **Katie Curran O'Malley, J.D. '91** (page 6), as well as a farewell from former law school dean Ronald Weich.



The University of Baltimore's *Baltimore Law Magazine*

ALUMNI SERVICES

Need a Bee Card, duplicate diploma or a transcript? Visit ubalt.edu/alumni/alumni-benefits for information on these and other services for alumni.

WEBINARS AND EVENTS

UBalt graduates have exclusive access to a range of experiences through the Alumni Learning Consortium. Check out upcoming events, professional development

and learning resources at ubalt.edu/alumni-events. Many of these activities are virtual, meaning you can access them from a laptop or other device no matter where you are!

There's More to the Story...

Get enhanced content in the digital edition of *The University of Baltimore Magazine*.

SAY CHEESE:

More engagement photos and an extended interview from our Snapshot couple.

HI (DTA)-TECH:

Explore the enhanced digital tools used by the Center for Public Safety Innovation.

INSIDER INSIGHT:

Hear from three expert alums on the impact and future of AI in industries around Baltimore.

ON TOUR:

Get more local travel tips from alumni writer and local tour guide **Tim Paggi, MFA '15**.

GET CREATIVE:

View more of Daryl Dowery's artwork.

ALUMNI BOOK CLUB

Read with us! Enroll in the UBalt Alumni Book Club for free at pbc.guru/ubalt to join our virtual community of fellow alumni, faculty and staff in selecting, reading and discussing books from a variety of genres.



DARYL DOWERY

has been with The University of Baltimore for 29 years. In two years, he hopes to retire from his role as security ambassador but he'll be remembered for much more than keeping campus safe—he also kept it beautiful!

His wife, Hollie Dowery, is an art aficionado who was looking for an activity the couple could pursue together during their post-retirement "golden years." She encouraged her husband to pick up a brush for the first time in 2022, but it's artist Bob Ross who ensured Dowery hasn't put that brush back down.

"I love Bob Ross because his voice is soothing, and he relaxes you. His artwork is beautiful, and he takes his time to go step-by-step—that's how I grasped doing art," said Dowery. But even more than the Ross-inspired ASMR, he's found the act of painting itself "soothes the

mind," which has helped him ease into his new role as the University's unofficial artist-in-residence.

In February, an exhibit of his paintings was on display at the Robert L. Bogomolny Library, and select works of his art can be found around campus, including the School of Law, president's suite and admission office.

Currently, Dowery is working with Nicole Munchel, MFA '16, UBalt's digital designer and adjunct faculty member in the Integrated Design program, to digitize his catalog of over 100 works of art, ensuring his UBalt legacy will endure long after he clocks out for the last time in 2026.



SAVE THE DATES

CELEBRATE UBALT'S PAST, PRESENT AND FUTURE!

LAUNCH PARTY

THURSDAY, JAN. 23, 2025

A community conversation exploring the University's past and present, and its role in shaping the future. Includes reception.

*Free registration opens
Jan. 2, 2025.*

ROCK THE BLOCK

SATURDAY, APRIL 12, 2025

It's UBalt's annual Rock the Block—Centennial-style! This family friendly festival features live music, games, food and drinks and more.

Free and open to the community.

GRAND CELEBRATION

THURSDAY, NOV. 13, 2025

This spectacular finale of the Centennial year celebrates 100 years of excellence with an innovative, interactive event that showcases UBalt's future.

Tickets on sale summer 2025.

UBALT 100

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