

CHANCELLOR'S MESSAGE

FROM JAY A. PERMAN



Historically Black Colleges and Universities *Strengthening Our System and Our State*

The nation's 101 historically Black institutions have lately been in the spotlight, attracting attention, money, and partnerships that, if sustained, promise to transform the HBCU landscape in America.

The resources going to HBCUs are long deserved; the attention, long overdue. HBCUs have been chronically underfunded compared with predominantly white institutions, and enrollment declines across the country have hit small HBCUs particularly hard, given a pandemic that upended college-going plans among vulnerable students and coffers that couldn't cushion revenue losses.

The Power of Our HBCUs

But amid these challenges is real change. President Biden has directed billions of dollars in funding to HBCUs, and has reinvigorated the HBCU Initiative, established decades ago to strengthen historically Black institutions and sustain them as "engines of opportunity." We couldn't be prouder that Bowie State University (BSU) junior Paige Blake is among 18 leaders nationwide just appointed to the President's Board of Advisors on HBCUs, which will steer the federal HBCU Initiative.

In Maryland, settlement of a lawsuit filed to compensate for the long-term underfunding of our HBCUs brought \$577 million to the state's four historically Black institutions: BSU, Coppin State University (CSU), the University of Maryland Eastern Shore (UMES), and Morgan State University. (Morgan is the only HBCU in Maryland that's not part of the USM.)



CSU graduates celebrate at their commencement last May. The USM's three HBCUs awarded nearly 2,100 degrees in 2021.

Meanwhile, landmark gifts, like those from philanthropist MacKenzie Scott and Ravens owner Steve Bisciotti, together with significant contributions from HBCU alumni and friends, have stimulated the kind of fundraising success that swells endowments, supports scholarships, recruits and keeps faculty and staff, improves facilities and technology, and enables academic and research innovation.

HBCUs: By the Numbers

As more money flows into our historically Black institutions, something else is taking root—a blossoming realization that HBCUs have the power to attract and cultivate the kind of talent, creativity, and energy that revolutionize local and regional economies. Without question, the impact of historically Black institutions is far bigger than raw numbers would predict.



One-third of all undergraduates enrolled in our HBCUs are pursuing degrees in health care or STEM. Pictured: BSU students Courtney Matthews and Rahmat Husain with Dr. Chimdimnma Esimai

U.S. HBCUs award 13 percent of all bachelor's degrees earned by Black students—and nearly 18 percent of all STEM bachelor's degrees—even though only 9 percent of Black undergraduates nationwide attend an HBCU. One-third of all Black students with a doctoral degree earned their bachelor's at an HBCU. And recent studies suggest that HBCUs are better at closing wealth gaps and advancing social mobility for Black graduates than predominantly white institutions.

What Our HBCUs Mean to Maryland

There's a special place in the USM for our HBCUs: BSU, CSU, and UMES. And, in fact, very few university systems can boast as many historically Black institutions as we do.

Our HBCUs make us a better and richer System. They advance our strategic goals of higher education access and affordability. They substantially contribute to Maryland's workforce, and help us diversify critical shortage areas. Our HBCUs take their anchor obligations seriously, contributing meaningfully to their neighbors and neighborhoods; dismantling the barriers designed and erected over centuries to block communities of color from achieving true equity in health, wealth, and well-being.

Our Diversity Is Our Strength

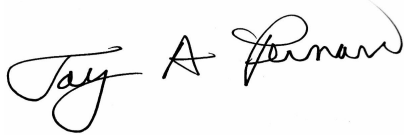
Of course, it bears noting that our HBCUs contribute greatly to an already diverse University System. Our historically Black institutions enroll nearly 11,000 students; about three-quarters of them, or 8,000, are Black. They join 33,000 more Black students across the USM, meaning that Black students make up one-quarter of our total enrollment. Underrepresented minorities—Black, Latinx, American Indian, and Native Hawaiian students—comprise 38 percent of all USM undergraduates.

These numbers matter. The fact that the USM is a majority-minority system—that 60 percent of our students identify as a race or ethnicity other than white—matters. Because when we talk about

servicing students of color, we must acknowledge that many of them—most of them—are at universities that were once predominantly white. And this means we must have a holistic view of our diversity; we must ensure we're preparing *all* of our underrepresented students for success—those enrolled at our HBCUs, at our Minority Serving Institutions, and at every university across the System.

At the USM, we know our diversity is our strength. We know Maryland is more vital and more attractive for the talent and energy our HBCU alumni bring to their roles as leaders and creators, scholars and innovators. We know our historically Black institutions are not only an important part of our past, but a foundational part of our future.

Sincerely,



Jay A. Perman
Chancellor, University System of Maryland

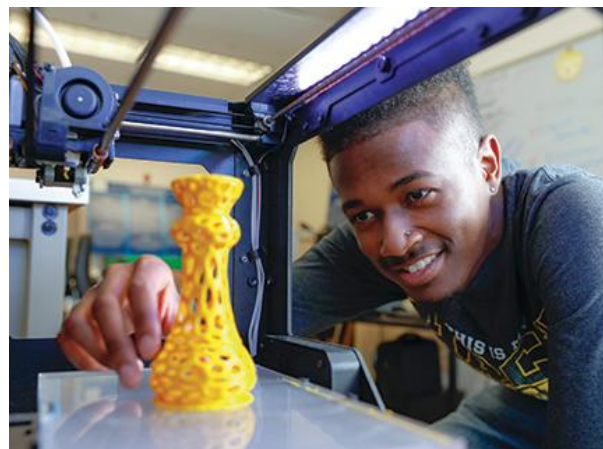


Bowie State University (BSU) is Maryland's oldest HBCU, tracing its roots back more than 155 years, to the corner of Calvert and Saratoga streets in Baltimore. After location, curriculum, and name changes—moving from Baltimore to Bowie and evolving from a teachers college to a comprehensive university—BSU now offers 23 undergraduate majors and 35 master's, doctoral, and advanced certification programs.

Listed as one of the nation's top HBCUs by *U.S. News & World Report*, BSU is a leader in the STEAM disciplines (the "A" is for "arts"). It's one of the nation's top producers of undergraduate and graduate degrees earned by Black students, offering programs in biology, bioinformatics, chemistry, computer technology, and computer science, as well as technology-infused design, visual, performing, and media arts programs. The university is designated a National Center of Academic Excellence in Cyber Defense by the National Security Agency, helping expand the U.S. cybersecurity workforce with graduates who meet exacting academic and research standards.

The Leader | The Vision

Under the leadership of Aminta H. Breaux, PhD, Bowie State saw its external grant funding nearly double between 2017 and 2021. One grant, from the National Science Foundation, supports Bowie's new data analytics initiative, through which BSU infuses data science into existing curricula and research. BSU's new upper-division Data Analytics certificate program allows juniors and seniors to complement their bachelor's degree with a Data Science certificate or concentration and fill the talent gap in DSA-enabled jobs.



BSU features makerspaces on campus where students bring their ideas and innovations to life. Pictured: Devinn Gleaton

President Breaux is also focused on creating a culture of philanthropy at Bowie State. The university just launched its largest-ever fundraising effort—BSU Bold: The Campaign for Excellence. A \$25 million donation from philanthropist MacKenzie Scott, the biggest gift in BSU history, is already at work supporting scholarships, faculty excellence, and academic innovation.

Entrepreneurship for Life

A defining characteristic of BSU today is its commitment to fostering an entrepreneurial mindset in all students, preparing them for a global workplace powered by innovators and problem solvers. BSU embeds entrepreneurship into the curriculum across disciplines, while providing an array of experiential learning opportunities at businesses and startups across the region. This approach, which begins in all students' freshman year and continues throughout their academic career at BSU, is a key element of President Breaux's three-tier vision of civic engagement, social justice, and entrepreneurship as the foundation for student success.

The newest jewel in BSU's crown is the Entrepreneurship Living Learning Community (ELLC), opened in 2021. The \$42 million, 170,000-square-foot facility features residential space for 550 students, on-site training programs and mentors, an Entrepreneurship Innovation Center housing BSU's Entrepreneurship Academy, and the Bowie Business Innovation Center, an accelerator for Prince George's County startups.

Throughout the year, students in the ELLC have easy access to pitch competitions, workshops, marketplaces, entrepreneur talks, and incubator programs. Combined with BSU's new economic development plan, the ELLC supports Bowie State's continued growth while serving as a focal point for the region's entrepreneurship ecosystem.



In 1900, a one-year training course to prepare African American elementary school teachers was established in Baltimore. This seed would grow to become **Coppin State University (CSU)**, named in honor of Fanny Jackson Coppin, an African American pioneer in teacher education.

While CSU has been known by other names over its 122-year history—including Coppin Normal School, Coppin Teachers College, and Coppin State College—the university has always pursued a two-part mission: providing its students with a high-quality education and its community with scholarship-informed service.

Today, CSU offers 53 academic programs: 32 bachelor's degrees, 11 master's degrees, nine certificate programs, and one doctoral program. Disciplines include teacher education, nursing, business, social and behavioral sciences, arts and sciences, and graduate studies. In 2020, CSU was ranked by College Consensus among the nation's 20 Best Value Universities. The school is building on its reputation as a leader in urban higher education, with a focus on becoming a university of choice for more students.

The Leader | The Vision

Anthony L. Jenkins, PhD, assumed the presidency of Coppin State University in May 2020 and immediately set about building on the university's longstanding role as both an *academic* institution and an *anchor* institution. He invested in faculty, filling 21 key academic positions. He oversaw the launch of 10 high-demand degree and certificate programs, and the development of fully online degree programs. He established a Presidential Scholarship that targets high-performing students, welcoming the first class in fall 2021. And under President Jenkins's leadership, CSU last year won the most external grant funding in the history of the university.

President Jenkins knows that CSU's connection to the community runs deep, and its commitment to serving that community is central to the university's identity. CSU's Community Health Center is a "love letter" to local residents, providing neighbors low-cost, high-quality health care and improving community wellness and well-being.



Students in CSU's College of Health Professions get hands-on instruction at two health care simulation facilities.

Closing the Wealth Gap

There's a lot of buzz around CSU's College of Business right now. A new partnership with the Charles Schwab Foundation and Advisor Services—accompanied by the single largest gift in CSU history—is a boon for students and for the local community.

The Charles Schwab collaboration will focus on faculty development, curriculum design, and education pathways that help students enter careers in the wealth management industry, including as Certified Financial Analysts and Certified Financial Planners. The multiyear partnership will also provide scholarships for CSU students, support an annual Closing the Wealth Gap Summit on campus, establish a community-focused center, and create a Minority Registered Investment Advisor (RIA) Mentorship Program. RIA positions will focus on serving local people and local neighborhoods, creating and sustaining wealth in communities long deprived of it.



CSU's new College of Business building, opening this year, will house an innovation hub for entrepreneurs, startups, and small businesses.

The partnership—positioning CSU as a major hub for financial education and financial services—will bring more diversity to the financial services industry so that it better reflects the makeup of current and future investors.



Nineteen HBCUs nationwide have land-grant status. The **University of Maryland Eastern Shore (UMES)** is a proud member of that exclusive group and understands the obligations that accompany this status—to use its scholarship to benefit the community and to provide higher education access to all.

When the college that ultimately became UMES opened its doors as the Delaware Conference Academy in 1886, two educators welcomed nine students on the first day—a far cry from UMES’s contemporary campus of 1,110 acres, home to 2,400 students and more than 300 faculty.

UMES consistently ranks among America’s best HBCUs according to *U.S. News & World Report*. The university offers more than 50 undergraduate and graduate degrees, including physical and biological sciences, social and behavioral sciences, engineering, aviation science, agriculture, education, visual and performing arts, information technology, cybersecurity, and pharmaceutical sciences.

The Leader | The Vision

Under the leadership of Heidi M. Anderson, PhD, the university is raising its national profile. In 2019, UMES earned Carnegie Classification as a doctoral university with high research activity, making it one of 11 HBCUs with that coveted credential. UMES is also one of six HBCUs offering a doctorate in pharmacy practice. And with a \$90 million School of Pharmacy building nearing completion, UMES moves ever-closer to fulfilling President Anderson’s vision of creating an expansive allied health sciences complex that meets the community’s workforce needs in the health professions.

In 2021, UMES partnered with Alaska Airlines in its True North program, which underwrites flight training for two aviation science students at a time, provides them mentoring, and guarantees them jobs following graduation. The partnership is intended to diversify an aviation industry—airline pilots and flight engineers—that’s only 3 percent Black.



UMES aviation sciences junior Farah Mitchell plans to apply to Alaska Airlines’ True North program, which supports aspiring Black pilots.

Diversifying the Game

While 18 U.S. universities offer an accredited golf management program—providing students with classroom and internship experiences that prepare them for careers in the golf industry—UMES is the nation’s lone HBCU with a program certified by the PGA of America.

Established in 2008, the program includes 16 months of structured internship experience, as well as affiliated instruction in hospitality–tourism management. UMES partners with the PGA of America, country clubs, and golf courses across the U.S. to give students hands-on learning and work opportunities. The program’s success in preparing students for golf industry careers—managing resorts, working as club pros, designing and selling golf gear and equipment—is proved by its 100 percent job placement rate.

Beyond the primary impact of positioning graduates for competitive jobs, the golf management program plays an important role in making the sport of golf—and the *business* of golf—more diverse and inclusive. Advancing this cause, Troon, the world’s biggest golf and club management company, just launched a scholarship program for students enrolled in the UMES program, pledging \$75,000 over the next three years.



Nyla Myers is a sophomore in UMES's PGA Golf Management Program and a member of the women's golf team. Last fall, the team visited the Baltusrol Golf Club in Springfield, NJ, to meet with the club's leaders and learn about its operations. Photo credit: Baltusrol Golf Club



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