



UNIVERSITY SYSTEM
of MARYLAND

Beyond Barriers: Access, Equity, and Student Success

Friday, April 4, 2025 | University of Maryland, Baltimore County

Beyond Barriers: Access, Equity, and Student Success
Friday, April 4, 2025
University of Maryland, Baltimore County | University Center

PROGRAM

8:30 a.m. – 9:00 a.m.	Breakfast, Registration, and Poster Session
9:00 a.m. – 9:20 a.m.	Welcome and Opening Remarks University Center Ballroom <i>Senior Vice Chancellor Alison Wrynn</i> , University System of Maryland, Academic and Student Affairs <i>Provost and Senior Vice President Manfred van Dulmen</i> , University of Maryland, Baltimore County <i>Chancellor Jay Perman</i> , University System of Maryland <i>Associate Vice Chancellor Zakiya Lee</i> , University System of Maryland, Academic and Student Affairs
9:20 a.m. – 9:40 a.m.	Maryland's Talent Landscape: An Overview of Workforce and Educational Trends <i>Associate Vice Chancellor Chad Muntz</i> , University System of Maryland, Administration and Finance
9:40 a.m. – 10:10 a.m.	Opening Keynote Engaging in Conversations on Diversity, Equity, and Inclusion During our Current Political Climate & Beyond <i>Vernon Wall</i> , Chief of Staff, LeaderShape; President & Founder, One Better World, LLC; Founding Faculty Member, Social Justice Training Institute
10:10 a.m. – 10:25 a.m.	Transition and Refreshment Break
	Student Outcomes University Center 310 <ul style="list-style-type: none">• Leadership for All: Expanding Access to Graduate Education with Microcredentials <i>Allison Jones</i>, Assistant Vice Provost of Extended Studies, University of Maryland, Baltimore County <i>Collin Sullivan</i>, Program Director for Digital Credential Innovation, University of Maryland, Baltimore County• Open Educational Resources for Student Success <i>Carey Miller</i>, Director of Student Success and Retention, University of Baltimore <i>Nancy O'Neill</i>, Executive Director, William E. Kirwan Center for Academic Innovation, University System of Maryland
10:25 a.m. – 11:10 a.m. Concurrent Sessions Part I	Student Populations & Groups University Center Ballroom <ul style="list-style-type: none">• Creating Recovery-Friendly Campuses <i>Zach Runge</i>, Coordinator for Leadership & Governance, University of Maryland, Baltimore County• For Such a Time as This: Enhancing Educational Outcomes through UJIMA - The Role of Culturally Responsive School Counselors for BIPOC Students <i>Masica Jordan Alston</i>, Associate Professor, Counseling Psychology, Co-Principal Investigator, UJIMA Center, Bowie State University <i>Nikki Ham</i>, Assistant Professor, School Counseling, Principal Investigator, UJIMA Center, Bowie State University <i>Marja Humphrey</i>, Associate Professor, School Counseling, Co-Principal Investigator, UJIMA Center, Bowie State University
	Student Services & Resources University Center 312 <ul style="list-style-type: none">• Empowering Non-Clinical Staff to Support Student Success <i>Rae Chresfield</i>, Assistant Vice President for Health and Wellbeing, University of Maryland, Baltimore County

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Student Services & Resources | University Center 312

10:25 a.m. – 11:10 a.m.
Concurrent Sessions
Part I

- **Partners in Learning: How Peer Mentorship Cultivates Success Beyond the Classroom**
Sarah Parker Hughes, Public Communication Center Director & Lecturer in Communication Studies, Towson University
Jennifer Potter, Associate Director, William E. Kirwan Center for Academic Innovation, University System of Maryland

11:10 a.m. – 11:25 p.m. **Transition**

Student Outcomes | University Center 310

- **Navigate: An Accessibility-Focused Leadership Program for Students of Color with Disabilities**
Jason Casares, AVP for Institutional Equity, Diversity, and Compliance; Title IX Coordinator, Fair Practices Officer, Equal Employment Opportunity Officer & ADA Coordinator, University of Maryland Eastern Shore
Jessica Chittams, Director, Student Accessibility Services, University of Maryland Eastern Shore
- **Open Educational Resources for Student Success**
Carey Miller, Director of Student Success and Retention, University of Baltimore
Nancy O'Neill, Executive Director, William E. Kirwan Center for Academic Innovation, University System of Maryland

Student Populations & Groups | University Center Ballroom

11:25 a.m. – 12:10 p.m.
Concurrent Sessions
Part II

- **Creating Recovery-Friendly Campuses**
Zach Runge, Coordinator for Leadership & Governance, University of Maryland, Baltimore County
- **For Such a Time as This: Enhancing Educational Outcomes through UJIMA - The Role of Culturally Responsive School Counselors for BIPOC Students**
Masica Jordan Alston, Associate Professor, Counseling Psychology, Co-Principal Investigator, UJIMA Center, Bowie State University
Nikki Ham, Assistant Professor, School Counseling, Principal Investigator, UJIMA Center, Bowie State University
Marja Humphrey, Associate Professor, School Counseling, Co-Principal Investigator, UJIMA Center, Bowie State University

Student Services & Resources | University Center 312

- **Training Faculty and Staff to Report Student Behavior Objectively in a CARE Report**
Rae Chresfield, Assistant Vice President for Health and Wellbeing, University of Maryland, Baltimore County
- **Partners in Learning: How Peer Mentorship Cultivates Success Beyond the Classroom**
Jennifer Potter, Associate Director, William E. Kirwan Center for Academic Innovation, University System of Maryland

Special Session | Information Technology and Engineering (ITE) Building 241

- **Private Meeting of Team Leads for Maryland's ABCs for Student Success**
Dewayne Morgan, Senior Director of Education, Outreach, and Pipeline Development, University System of Maryland
Karen Feagin, Student Success Project Manager, University System of Maryland
Daniel Moore, ABCs Graduate Assistant, University System of Maryland
Shalema Henderson, Director of College Allies, College Access: Research & Action

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12:10 p.m. – 1:20 p.m.	Transition, Lunchtime, and Cross-Institutional Table Talks University Center Ballroom Vice Presidents for Student Affairs Lunch Meeting University Center 310
1:20 p.m. – 1:35 p.m.	Transition
1:35 p.m. – 2:20 p.m.	Student Panel University Center Ballroom Facilitated by Jasmine A. Lee , Associate Vice President, Community & Culture; Co-Director, Center for Social Justice Dialogue, University of Maryland, Baltimore County with participants: Konchok Chopel (UMD), Arielle Johnson (BSU), Mellany Morales (CSU), and Gabe Vaughn (UMBC)
2:20 p.m. – 2:35 p.m.	Transition and Refreshment Break
2:35 p.m. – 3:05 p.m.	Institutional Team Time Various Rooms*
3:05 p.m. – 3:20 p.m.	Transition
3:20 p.m. – 3:50 p.m.	Closing Keynote We Don't Stop: Intentionally SERVING Latino, and All, Students University Center Ballroom Sarita Brown , Co-Founder & President, <i>Excelencia</i> in Education
3:50 p.m. – 4:00 p.m.	Wrap Up and Closing Remarks University Center Ballroom Zakiya Lee , Associate Vice Chancellor for Student Affairs, University System of Maryland

***Institutional Team Time Locations**

Bowie State University – University Center Ballroom
Coppin State University – University Center Ballroom
Frostburg State University – Information Technology and Engineering 227
Salisbury University – University Center 310
Towson University – Information Technology and Engineering 229
University of Baltimore – Information Technology and Engineering 231
University of Maryland, Baltimore – Information Technology and Engineering 233
University of Maryland, Baltimore County – Information Technology and Engineering 237
University of Maryland, College Park – Information Technology and Engineering 239
University of Maryland Center for Environmental Science – University Center Ballroom
University of Maryland Eastern Shore – University Center Ballroom
University of Maryland Global Campus – University Center 312
Universities at Shady Grove – University Center Ballroom
Student Representatives – University Center Ballroom

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Concurrent Session I – 10:25 a.m. – 11:10 a.m.

Student Outcomes

Leadership for All: Expanding Access to Graduate Education with Microcredentials

Allison Jones, Assistant Vice Provost of Extended Studies, University of Maryland, Baltimore County

Collin Sullivan, Program Director for Digital Credential Innovation, University of Maryland, Baltimore County

In 2017, UMBC initiated the development of a 30-credit Community Leadership Master's program, which launched in 2019. However, many prospective students—particularly those from underrepresented backgrounds—faced barriers like admission requirements, financial constraints, or career-stage limitations that prevent them from enrolling in a traditional graduate program. To address these challenges, UMBC's Institute for Extended Learning (IXL) developed the Community Leadership Skills microcredential series, designed to serve both non-traditional learners and graduate students. This initiative provides a stackable, flexible learning pathway and each microcredential is aligned with NACE Career Competencies. Participants will gain actionable strategies for leveraging microcredentials to bridge higher education and workforce development, making graduate-level learning more equitable, accessible, and career-driven.

Open Educational Resources for Student Success

Carey Miller, Director of Student Success and Retention, University of Baltimore

Nancy O'Neill, Executive Director, William E. Kirwan Center for Academic Innovation, University System of Maryland

Open educational resources (OER) are freely available, fully accessible instructional materials with superpowers that help pave the way for greater access, affordability, and achievement for students. This session will introduce OER and highlight how they can be leveraged for student success. Participants will hear the story of the creation of the University of Baltimore's OER publication, *First-Year Seminar: An Academic Success Guide to Your First Year* (C. Miller, B. Richmond, L. Mathews, & J. Boettinger, 2021) and consider how they might leverage that OER and others like it in their own institutional contexts.

Student Populations & Groups

Creating Recovery-Friendly Campuses

Zach Runge, Coordinator for Leadership & Governance, University of Maryland, Baltimore County

This workshop seeks to explore how faculty and staff can support students who are in recovery from or impacted by substance use disorder (SUDs). The presenter will share insightful facts and figures as well as various ways to incorporate allyship into our work, whether it be in the classroom or other spaces where we interact with students. Given the increasing amount of fatal substance overdoses and the party culture often associated with college life, it is imperative that higher education professionals know how to support recovery efforts. By consciously considering how we engage with this student population, higher education professionals can work to create recovery-friendly campuses that not only dismantle the stigma associated with SUDs but also promote inclusivity.

For Such a Time as This: Enhancing Educational Outcomes through UJIMA - The Role of Culturally Responsive School Counselors for BIPOC Students

Masica Jordan Alston, Associate Professor, Counseling Psychology Co-PI, UJIMA Center, Bowie State University

Nikki Ham, Assistant Professor, School Counseling, Principal Investigator, UJIMA Center, Bowie State University

Marja Humphrey, Associate Professor, School Counseling, Co-PI, UJIMA Center, Bowie State University

The UJIMA Center at Bowie State University is a national model for improving access, equity, and student success for underrepresented students. Supported by a \$5 million U.S. Department of Education grant, UJIMA is a pioneering initiative designed to enhance recruitment, retention, and graduation rates by integrating culturally responsive support systems into the student experience. This session will explore how UJIMA utilizes evidence-based practices to create a holistic framework that supports underrepresented students from enrollment to career placement. Attendees will learn about the Center's research-driven strategies, including targeted mentorship, trauma-informed advising, and data-informed interventions that address the unique challenges faced by first-generation and minority students.

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Concurrent Session I – 10:25 a.m. – 11:10 a.m. (cont'd)

Student Services & Resources

Empowering Non-Clinical Staff to Support Student Success

Rae Chresfield, Assistant Vice President for Health and Wellbeing, University of Maryland, Baltimore County

This presentation will explore the vital role of non-clinical staff in managing clinical conversations to improve student access to mental health support. Often the first point of contact, non-clinical staff are critical in bridging the gap between students and counselors. However, psychological jargon can create confusion regarding what constitutes a formal diagnosis and what reflects temporary discomfort, complicating these initial interactions. The session will address how non-clinical staff can be trained to distinguish between these nuances and respond appropriately, ensuring that students receive timely and effective care. By empowering non-clinical staff to navigate these conversations confidently, institutions can reduce barriers to care, enhance access, and promote equity in support services.

Partners in Learning: How Peer Mentorship Cultivates Success Beyond the Classroom

Sarah Parker Hughes, Public Communication Center Director & Lecturer in Communication Studies, Towson University

Jennifer Potter, Associate Director, William E. Kirwan Center for Academic Innovation, University System of Maryland

This presentation examines peer mentorship in undergraduate education and its impact on student success. Research demonstrates that these reciprocal relationships benefit both parties: mentees show improved academic performance, engagement, and retention, while mentors develop leadership skills and deeper field commitment. Peer mentorship extends beyond classrooms into co-curricular spaces like community service and team projects, addressing emotional and social aspects of education. By integrating peer mentorship into multiple frameworks, institutions create comprehensive environments preparing students for future success. Towson University's Public Communication Center serves as a model for extending traditional understandings of peer mentoring across curricular and extracurricular contexts.

Concurrent Session II – 11:25 a.m. – 12:10 p.m.

Student Outcomes

Navigate: An Accessibility-Focused Leadership Program for Students of Color with Disabilities

Jason Casares, AVP for Institutional Equity, Diversity, and Compliance; Title IX Coordinator,

Fair Practices Officer, Equal Employment Opportunity Officer & ADA Coordinator, University of Maryland Eastern Shore

Jessica Chittams, Director, Student Accessibility Services, University of Maryland Eastern Shore

Embark on a journey through an accessibility-focused leadership program geared towards students of color with disabilities. Student Accessibility Services (SAS) at the University of Maryland Eastern Shore presents a unique pilot program – Navigate! We will connect our experiences at an HBCU and how, using direct student feedback, has increased retention and satisfaction for this specific student group. We will discuss what proved successful for SAS during this pilot program. Participants can also expect a brief overview of pre and post-test data and lots of travel-related puns.

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Student Services & Resources

Training Faculty and Staff to Report Student Behavior Objectively in a CARE Report

Rae Chresfield, Assistant Vice President for Health and Wellbeing, University of Maryland, Baltimore County

Accurate and objective reporting of student behavior is essential for effectively addressing concerns through the CARE and/or BIT systems. This session will focus on training faculty and staff to distinguish between objective and subjective language when submitting CARE reports. Faculty and staff are often the first to notice changes in student behavior, but without proper training, reports can be influenced by personal biases or emotions. This session will provide practical tools for identifying objective, factual observations and avoiding subjective interpretations. By training faculty and staff to report behaviors objectively, we can ensure that all students receive the appropriate support and intervention, without the risk of bias influencing the process.

Partners in Learning: How Peer Mentorship Cultivates Success Beyond the Classroom

Jennifer Potter, Associate Director, William E. Kirwan Center for Academic Innovation, University System of Maryland

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USM would like to thank Beyond Barrier's planning committee for their contributions in planning this event.

PLANNING COMMITTEE

Zakiya Lee (Chair) , Associate Vice Chancellor for Student Affairs, University System of Maryland
Patty Alvarez , Chief Student Affairs Officer and Vice President, University of Maryland, Baltimore
Jeffrey Ash , Chief Diversity, Equity, and Inclusion Officer, Universities at Shady Grove
Tiwana Barnes , Title IX Coordinator and Director of Diversity, Equity, and Inclusion, University of Baltimore
Diane Forbes Berthoud , Vice President and Chief Diversity Officer; Professor, School of Graduate Studies, University of Maryland, Baltimore
Stephanie Chang , Assistant Vice President for Diversity & Inclusion, University of Maryland, College Park
Robert Chin , Program Administrative Specialist, Office of Diversity and Inclusion, Salisbury University
Jessica Kennett Clark , Associate Provost, Salisbury University
Susanna Driver , Assistant Vice President, Student Support, Engagement and Belonging, University of Maryland Global Campus
Karen Feagin , Student Success Project Manager, P-20 Office, University System of Maryland
Reginald Garçon , Associate Vice-President: Student Records & University Registrar, University of Maryland Eastern Shore
Latonya Graham , Director, Counseling and Well-Being, Universities at Shady Grove
Vivian Hill-Lawson , Program Manager, Office of Public & Occupational Health, University of Maryland, Baltimore; Council of University System Staff
Jasmine A. Lee , Associate Vice President, Community & Culture/Co-Director, Center for Social Justice Dialogue, University of Maryland, Baltimore County
Joel Miller , Program Manager, P-20 Office, University System of Maryland
Dewayne Morgan , Senior Director of Education, Outreach and Pipeline Development, University System of Maryland
Yvette Mozie-Ross , Vice Provost for Enrollment Management and Planning, University of Maryland, Baltimore County
Jennifer Potter , Associate Director of the Kirwan Center for Academic Innovation, University System of Maryland
Francisco Ruiz-Pérez , Associate Director of Articulation and Enrollment Services, University System of Maryland
James Stewart , Associate Vice President for Student Development & Achievement, Coppin State University
Amery Thompson , Director, Student Affairs Success Initiatives, University of Maryland, Baltimore County
Katie Weir , Associate Director of Residence Life, Frostburg State University
Kawanda Williams , Assistant Dean for Experiential Education; Associate VP, Student Success, University of Maryland Eastern Shore
<i>The Planning Committee and USM thank all session facilitators, speakers, and panelists for your contributions to this event. We extend a special thanks to the University of Maryland, Baltimore County for generously hosting this event.</i>