UNIVERSITY OF MARYLAND EASTERN SHORE

# SUMMARY OF PRELIMINARY PLANS RE: HBCU SETTLEMENT FUNDS

December 16, 2021*

In January 2019, President Heidi M. Anderson established an **HBCU Settlement Task Force** and charged the campus task force to: (1) keep the campus updated about the case, (2) provide recommendations about how the institution should use any funding that results from the settlement, and (3) based on recommendations listed in #2, develop a priority list.

The Task Force consisted of: Dr. Robert Johnson, Chair Task Force, Department of Mathematics; Dr. Davie Alston, Department of Sociology; Dr. Jeffrey Molvai, Department of Technology; Dr. Robert Mock, Chief of Staff; Mrs. Lessa Thomas-Banks, J.D., Department of Business, Management and Accounting

The task force completed the following:

- Held a number of meetings with faculty, directors, department chairs, cabinet members
- Met with departments and received their input about two areas: (1) strengthening existing programs and (2) Establishing high-demand, high-impact, niche programs
- Led the discussions, by using the following question: "What resources (faculty, staff, facilities, supplies, equipment, concentrations, release time, research resources, etc.) are needed to elevate your program to place the program in the ***most advantageous position possible drawing a statewide balanced enrollment***?"

The Task Force reviewed and ranked the program enhancement proposals based on these criteria:

1. Potential to attract new students from a broader set of populations
2. Potential to elevate the program to among the best in the State
3. Proposal thoroughness and details
4. Expenditures needed for enhancement
5. Potential for sustainability
6. Potential to bring University notoriety

The Task Force also reviewed results of market research efforts to identify potential and costs of high-demand, high impact, and niche programs.

Based on the results of the task force, in summer 2021, President Anderson tasked Deans and Department Chairs to work within their Schools to prioritize and submit the top five (5) programs in rank order for consideration. The results of this work have evolved to the following potential **new** academic programs by School. Furthermore, existing programs are indicated that need additional enhancements.

**Shared with Senate & Faculty Assembly (October and December 2021)*

**School of Social Sciences, Education and the Arts (SESA)**

1. Criminal Justice and Clinical Mental Health MS
2. Criminal Justice and Social Welfare - dual degree undergraduate
3. Joint certificate with Business "Strategic Marketing and Communications"
4. Certificate in Organizational Leadership
5. Certificate for Global Studies

**School of Agriculture and Natural Sciences (SANS)**

1. Human Ecology online child development concentration BS
2. Human Ecology MS
3. General Agriculture- Veterinary Technology option BS
4. School of Veterinary Medicine - DVM
5. Biomedical Sciences MS/PhD
6. Veterinary Technology BS
7. Existing program - Toxicology and MEES MS/PhD - enhance with needed resources
8. MS Biology (this is a spin off from the current Toxicology/MEES above)

**School of Business and Technology**

1. Applied Computing and Interdisciplinary Engineering MS/PhD
2. Construction Engineering Program BS/MS (4+1)
3. Biomedical and Bioengineering Program BS
4. Computer Modeling and Simulation Engineering Program BS
5. Technology Management BS 2+2
6. Existing program - Aviation Science at Prince Georges Community College BS - no resources needed to enhance

**School of Pharmacy and Health Professions**

1. Rehabilitation Program - Post Baccalaureate Certificate of Graduate Studies in Addiction and Substance Abuse
2. Doctor of Osteopathic Medicine (partnership with PCOM)
3. Doctor of Medicine (partnership with UMB)
4. Existing program - Sport Management BS - enhance with needed resources
5. Existing program - Physician Assistant MS - enhance with needed resources

**Other new initiatives**

1. Recruitment and marketing enhancements
2. Graduate writing center support
3. Stipends for graduate teaching assistants
4. Hardware/software for research and writing center
5. Student scholarships

In addition, UMES contracted with Education Advisory Board (EAB) to conduct preliminary market analysis on the veterinary science programs and a medical program. Additional market analysis will be conducted as appropriate.

The above programs will need an infusion of:

- 45 - 50 New Faculty
- 12 - 15 Additional academic and administrative support staff
- 3 - 5 Informational Technology Associates
- Contractual services related to accrediting, program reviews and operating program materials and supplies.

**Shared with Senate & Faculty Assembly (October and December 2021)*