



AGEP PROMISE Academy Alliance
June 25th 2020 Virtual Retreat Agenda

1. Welcome, Introductions, and Update on APAA Project (12:00-12:20pm)
2. Improving the APAA Model's "*Systemness*"
 - a. Lessons we can learn and consider from other models (12:20-1:10pm)
 - i. Breakout Group 1: System Financial Support. Using the University of California's Presidential Postdoctoral Fellowship Program (UC PFP) and UMBC's Provost Postdoctoral Fellows for Faculty Diversity program as models, how might we be thinking about how to institutionalize (at University and USM levels) these programs financially after the grant ends?
 - ii. Breakout Group 2: System Conversion Support. Using the Carolina Postdoctoral Fellowship for Faculty Diversity program at UNC and UC PFP program as models, how can we facilitate joint appointments and search waiver policies to facilitate retention of URM postdocs (through conversion to tenure track positions) within the system?
 - iii. Breakout Group 3: System-wide Centralized Databases. Using the Big Ten Professorial Advancement Initiative (PAI) database as a model, how can we help make our diverse postdocs more visible and facilitate the navigation of current URM postdocs to the USM system open/available positions and opportunities?
 - b. Debrief and discussion (1:10-2:10pm)
3. Update from the APAA Research Team (2:10-2:20pm)
4. Incorporating Feedback from the External Advisory Board (EAB) & External Evaluation Report (2:20-2:50)
5. Closing Remarks from Vice Chancellor Joann Boughman (2:50-3pm)



Attendees by Breakout Session

Breakout One: System Financial Support

- **Janet Rutledge, UMBC (moderator)**
- **Wendy Carter-Veale, UMBC (co-moderator)**
- Joann Boughman, USM
- Bruce Jarrell, UMB
- Gerald Wilkinson, UMD
- Blessing Enekwe, UMD
- Roger Ward, UMB
- Philip Rous, UMBC
- David Vanko, Towson University
- Chrys Egan, Salisbury University
- Hank Frierson, External Advisory Board

Breakout Two: System Conversion Support

- **John Bertot, UMD (moderator)**
- **Robin Cresiski, UMBC (co-moderator)**
- MJ Bishop, USM
- Jim Kaper, UMB
- Pat McDermott, UMBC
- Karen Olmstead, Salisbury University
- Melanie Perreault, Towson University
- KerryAnn O'Meara, UMD
- Jessica Clark, Salisbury University
- Shawnisha Hester, UMBC
- Clifton Griffon, Salisbury University

Breakout Three: System-wide Centralized Databases

- **Mike Scott, Salisbury University (moderator)**
- **Cindy Ghent, Towson University (co-moderator)**
- Zakiya Lee, USM
- Erin Golembewski, UMB
- Bill LaCourse, UMBC
- Yarazeth Medina, UMBC
- Hugh Bruck, UMD
- Damani White-Lewis, UMD
- Jennifer Aumiller, UMB
- Rhyannon Bemis, Salisbury University
- Jennifer Flynn, Westat