

# Implementation of Team-Up recommendations at U. Maryland

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For

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# U. Maryland

During June of this year, the “Team-Up” report came to the attention of the associate chair for undergraduate education in our physics department, Carter Hall. In July, he went an invitation to our (large ~60) physics faculty to join in a reading group that would read the report and brainstorm on ideas on how to implement these recommendations. Three faculty members agreed to join, one of whom is AA (Wendell Hill). Later, the staff of our Student Services group working with undergrads joined as well.

- Lesson learned: faculty members are very busy and there is no real incentive for them to join efforts like this.
- n.b. Although the Team-Up report featured U. Maryland (visit was in 2018), Carter Hall and other committee members had not heard of it until June 2020. Disconnect between people working on diversity at U. Maryland and those that would need to be the ones that implement it.

# U. Maryland

- Our group has met six times with the goal of reviewing the current status of our department in respect to diversity and then making a list of achievable action items, given the realities of our department and especially the realities of obtaining any kind of funding for implementation.
- From our review (and from the report), we noted that our student support and student organizations foster strong community, and our efforts to involve faculty, staff, and students in CUWiP and CU2MiP has had a positive impact on the overall department.
- Tried to focus on the primary recommendations of the report: increasing financial support for students based upon need and creating a promoting a welcoming environment in the department.
- We now have a long list of possibilities, and are trying to pick one or two that might be implementable given these realities
- Department chair is supportive of our efforts, and is considering ways to direct additional department resources towards scholarships and grants for underrepresented groups.

# U. Maryland: possible action items

- Apply to S-STEM for funding for scholarships. We previously had a very successful grant under Jim Gates, but that has expired. This program could not, though, be specifically targeted to black students.
- Are considering perhaps having a one day workshop for incoming freshmen with high math scores that are black encouraging them to take physics during their freshman year to leave open the possibility of a physics major.
- Our department recently created a department climate committee. We are working with them to identify mechanisms to promote positive and supportive interactions between faculty and students.

# U. Maryland : possible action items

- Work-study typically leads to jobs in the business office or shipping/receiving. But we learned that this can be used, if properly advertised, for lab work. We want to see if we can get more black students doing their work-study in the labs this way.
- We live in a predominantly black county. We can maybe partner with local strong predominantly black high schools like Northwestern or DeMatha.
- Create a new physics track that would work better to people moving into physics after the freshman year from e.g. engineering