



COLLEGE OF  
INFORMATION

⋮

# INFO Assembly

December 6th, 2024

# Agenda

## Preliminaries

Call to order

Review and approval of minutes from September

Review and approval of this agenda

## Assembly Items

Dean's Update [Keith Marzullo]

Maryland Day [Sarah Grun]

DEI Survey [Ron Padron]

MIM Redesign Update [Doug Oard]

Faculty Approval of Student Timesheets [Bridget & Kyran]

Postdoc Introduction [Anthonia Carter]

Two University Senator TTK Elections

- Elections

## Announcements

## Adjournment

# Dean's Update

INFO Assembly, December 6, 2024

# Comings and going



- Myriam Paul: joined as Assistant Director of Sponsored Projects
- Tetyana Bezbabna: moved to Director of Undergraduate Operations
- Kibbi Henderson: moved to her own startup with Melekte Truneh (is still lecturing)
- Yeweon Kim: searching for next position
- Katy Lawley: moving to her own startup
- Nancy Murray: moving to Undergraduate Studies
- Kourtney Roussey: moved to JHU
- Angela Rogers-KouKoui: moving to National Museum of African American History and Culture as head archivist

# New presidential administration



It is likely that there will be significant changes to national policy

We will find opportunities and confront challenges

We will continue to support our mission:

We improve lives and opportunities for people through information. With groundbreaking research and innovative academic programs, we strengthen information institutions, foster responsible information use, increase information reliability, and ensure equitable access to information. We harness data and technology for social, economic, and environmental good. We prepare the next generation of information professionals and thought leaders. We harness information for the benefit of all.

# Thanks

Workday went live on November 15

It has been an adventurous three weeks!

Thank you all for continuing to help UMD make the transition.

# Dealing with growth

We're all quite aware of the growth in our college.

- Work load
- Program stewardship
- Faculty growth

At some point, we will need to address this structurally

The way this would normally be done is by departmentalization

It's time to take a look at what departmentalization would be



# Dealing with growth



The key questions are:

- What would it look like?
  - What would the departments be, and what would the benefits and drawbacks be?
  - Are there other structures than departments that would work better?
  - Many issues need to be sorted out: academic programs, budget, staffing
- When?
  - If we do departmentalize, what would be the right time to do this?

For the last few months, Wayne Lutters, Mega Subramaniam, Susan Winter and I have been talking with others both inside and outside of INFO and outside of UMD



# Dealing with Growth



We will discuss and seek comments and concerns from the CAC in next Friday's meeting. A reminder of the members:

- Beth Bonsignore
- Tammy Clegg
- Jonathan Lazar
- Polly O'Rourke (chair)
- Rochelle Robinson
- Anat Szendro-Sevilla
- Craig Taylor
- Caro Williams-Pierce

We will also schedule a town hall meeting early next year to discuss

**THANK  
YOU!**



**COLLEGE OF  
INFORMATION**  
*Connecting people with  
information and technology  
for good*



AT



**The Universities**  
AT SHADY GROVE



COLLEGE OF  
INFORMATION

⋮

**INFO @Maryland Day**

December 6- INFO Assembly

**INFO@  
Maryland  
Day 2025**

**When:** Saturday, April 26, 2025 from 10am-4pm  
(volunteers 8am-5:30pm in shifts)

**Where:** Hornbake Plaza

**MARK YOUR CALENDARS NOW**

Needs Now: Faculty and staff program proposals  
<https://go.umd.edu/INFOMDDay2025>

# Crafting Your Proposal



- Name of your proposed mini event and POC
  - Description text for your event
  - Will you need help coordinating volunteers for your mini event
  - Desired set-up for your event- location preference, tent, chairs, tables, power, etc. including desired quantities/size
  - Supply/Giveaway needs and/or plans
- <https://go.umd.edu/INFOMDDay2025>

# SAMPLE INFO for Form Submission

- **Name:** Prize Wheel and Little Free Library
- **Description:** Join faculty, staff and students of the College of Information to spin the wheel to win prizes. All participants have a chance to win a book to take home from our "Little Free Library."
- **Needs:** Large tent (20x30), 20 qty 6ft tables, 10 chairs. As many volunteers as we can get!
- **Giveaways:** books from book drive, available college swag (pens, notebooks, sunglasses, roboducks, lanyards)

<https://go.umd.edu/INFOMDDay2025>

PROPOSALS DUE 12/12



PROPOSALS DUE 12/12

COLLEGE OF  
INFORMATION

**Don't Delay!  
Submit Today!**

[go.umd.edu/INFOMDDay2025](https://go.umd.edu/INFOMDDay2025)



COLLEGE OF  
INFORMATION

**Thank You**



# Diversity, Equity, and Inclusion

Strategic Plan Survey



COLLEGE OF  
INFORMATION



Connecting people,  
information and  
technology for good.



## INFO DEI Strategic Commitments

1. We empower students  
*Recruitment and retention, Community Building, Alumni Engagement*
2. We center social justice, equity, and accessibility in research and teaching  
*Designing instruction that incorporates the principles of social justice, equity, and accessibility*
3. We invest in personal and professional development  
*Faculty/Staff onboarding, Continuing Education and Professional Development*
4. We partner with our neighbors to engage information and technology for good  
*Identifying where INFO can become a local/state/national/global leader in DEI-driven community collaborations*

# **The Future of the MIM**

## **(Master of Information Management)**

**The MoTU Committee:**

Doug Oard

Cody Buntain, Giovanni Luca Ciampaglia, Preeti Lakhole, David Loshin, Susan Winter

Jen McGovern

# Background

- Charge to the MoTU Committee:
  - Set directions for the future of what has been the MIM program
- Decisions along the way:
  - Continue MIM admissions (next class arrives Fall 2025)
  - Defer further consideration of a program in Trust and Safety
- Goals for Today's Brief:
  - Foster broader involvement in the MIM program

# The MIM Program in Fall 2024

- Intersection between Information and Organizations

- 5 “Focus Areas”

- Data Science and Analytics
- Cyber Threat Intelligence
- Information Risk Management
- Game and Entertainment Analytics
- Smart Cities and Connected Communities

← Most popular!



← Each provides electives for the other

← MPS in Game, Entertainment and Media Analytics

← Dual Masters with Community Planning

- 5 Required Courses

- INFM 600 (Environment), 603 (Tech), 605 (User), 612 (Management), 737 (Capstone)

- ~30 new students per year

# The MIM Refresh (starting Fall 2025)

- **Focus**

- Strong “track” structure
  - 6 courses + 3 electives per track
- 3-course core: 6xx (Programming: waiveable), 600 (Environments), 737 (Capstone)
- INFM 612 (management) becomes an elective

- **Growth**

- **Rigor**

<b>Data Analytics</b>			
<b>Fall 1</b>	<b>Spring 1</b>	<b>Fall 2</b>	<b>Spring 2</b>
Full-Stack Development	Data Integration and Preparation	Big Data Infrastructure	Capstone
Information Environments	Transforming Unstructured Content	Visual Analytics	Management of Informatio Services
Data Science Foundations	Data Science Techniques	Data Governance and Data Quality	Research Frontiers in Data Science
<b>Cybersecurity Risk Management</b>			
<b>Fall 1</b>	<b>Spring 1</b>	<b>Fall 2</b>	<b>Spring 2</b>
Full-Stack Development	Networked Infrastructure	Information Risk Management	Capstone
Information Environments	Cybersecurity Technology	Usable Security	Management of Informatio Services
Cybersecurity Foundations	Information Governance	Decision Making for Cybersecurity	System Dynamics of Cyber Attacks
<b>Thesis Option</b>			
<b>Fall 1</b>	<b>Spring 1</b>	<b>Fall 2</b>	<b>Spring 2</b>
Full-Stack Development	Independent Study	Thesis Research	Thesis Research
Information Environments	Any Course	Any Course	Management of Informatio Services
Research Methods	Any Course	Any Course	Any Course
<b>Individual Program Plan</b>			
<b>Fall 1</b>	<b>Spring 1</b>	<b>Fall 2</b>	<b>Spring 2</b>
Full-Stack Development	Any Course	Any Course	Capstone
Information Environments	Any Course	Any Course	Management of Informatio Services
Any Course	Any Course	Any Course	Any Course

# Additions

Track	Course Num	Course Title	First Offering	Poss Instructor
Both	INST6xx	Full-Stack Development	Fall 2025	Scott Jackson
Data	INST6xx	Transforming Unstructured Content	Spring 2026	Doug Oard
Cyber	INST6xx	Networked Infrastructure	Spring 2026	Dennis Frezzo
Cyber	INST6xx	Cybersecurity Technology	Spring 2026	Tom McGuire
Cyber	INST7xx	Usable Security	Fall 2026	Susan Campbell
Cyber	INST7xx	System Dynamics for Strategic Cyber Attacks	Spring 2027	Charlie Harry

# Deletions

Course Num	Course Title	Reason	Last Offering	Instructor
INFM603	Information Technology and Organizational Context	Core Redesign	Fall 2024	Doug Oard
INFM605	Users and Use Context	Core Redesign	Spring 2025	Wakas Shah
INFM620	Strategic Information Management	Track Redesign	Fall 2025	Ping Wang



# Additional Data Electives

Possible Future Data Electives					
Status	Semester	Course "Owner"	Course Title	Course Num	Category
New		TBA	Cyber Analytics	INST7xx	MIMElective
New		Jesse Klein	Data Storytelling	INST7xx	Data Elective
New		Zubin Jelveh	Machine Learning	INST7xx	Data Elective
INFO Data Electives					
Existing	Fall	Ping Wang	Strategic Information Management	INFM620	MIMElective
Existing	Fall	Padric Mylod	Leading and Sustaining a Culture of Innovation	INST407	Undergrad Elective
Existing	Fall	Arjav Shah	Project Management for Information Science	INST453	Undergrad Elective
Existing	Spring	Mary Ann Francis	Open Source Intelligence	INST616	Grad Elective
Existing	Fall	Amelia Gibson	Health Informatics	INST680	Grad Elective
Existing	Fall	Alex Leitch	Game Design Studio	INST705	Grad Elective
Existing	Fall	Richard Marciano	GenAI and LLMs for Library and Archive Collections	INST728L	Grad Elective
Existing	Spring	Pam Duffy	Database Design	INST733	Grad Elective
Existing	Fall	Jordan Boyd-Graber	Natural Language Processing	INST735	Grad Elective
Existing	Spring	Evan Levy	IoT and Streaming Analytics	INST751	Grad Elective
Existing	Fall	Patricia Bunnell	Location Intelligence	INST752	Grad Elective
Campus Data Electives					
Existing	Fall	Haizhao Yang	Numerical Methods for Data Science and ML	AMSC 808X	Campus Elective
Existing	Spring	Suresh Acharya	Sustainability Analytics	BUDT758X	Campus Elective
Existing	Spring	Liye Ma	Data Science for Customer Analytics	BUMK746	Campus Elective
Existing	Spring	Karthikeyan Chandrashekar	Product Management	ENPM818E	Campus Elective
Existing	Spring	Yan Li	Analysis of National Health Survey Data	EPIB 660	Campus Elective
Existing	Spring	Leila De Floriani	Algorithms for Geospatial Computing	GEOG 770	Campus Elective
Existing	Spring	Yiqun Xie	Deep Learning for Spatial and Spatio-Temporal Data	GEOG 788T	Campus Elective

# Additional Cyber Electives

Possible Future Cyber Electives								
Status	Semester		Course *Owner*	Course Title	Course Num	Category	Related	Notes
New			TBA	Cyber Analytics	INST7xx	MIMElective		
New			David Mussington	Protection of Critical Infrastructure	INST7xx	Cyber Elective	INST467	
New			Susan Campbell	Cognitive Security	INST7xx	Cyber Elective		
New			Naeemul Hassan	Misinformation and Disinformation	INST7xx	Cyber Elective		
New			Susan Campbell	Cyber Workforce Development	INST7xx	Cyber Elective		
<b>INFO Cyber Electives</b>								
Existing	Fall		Padric Mylod	Leading and Sustaining a Culture of Innovation	INST407	Undergrad Elective		Online
Existing	Both		Zach Drake	Introduction to Cyber Intelligence	INST408I	Undergrad Elective		Online
Existing	Fall		Arjav Shah	Project Management for Information Science	INST453	Undergrad Elective		Online
Existing	Fall		Michael Prakhya	Information Assurance and Compliance	INST455	Undergrad Elective		Online
Existing	Spring		Michael Prakhya	Risk Management Leadership in the Information Age	INST456	Undergrad Elective		Online
Existing	Fall		Arjav Shah	Emerging Technologies and Risk Management	INST461	Undergrad Elective		Online
Existing	Spring		Charlie Harry	Fundamentals of Cybersecurity for Policy Makers	INST467	Undergrad Elective		
Existing	Spring		Jen Golbeck	Conspiracy Theories	INST608S	Grad Elective		
Existing	Spring		Ryan O'Grady	Information Policy	INST612	Grad Elective		Online
Existing	Spring		MaryAnn Francis	Open Source Intelligence	INST616	Grad Elective		
Existing	Fall		Amelia Gibson	Health Informatics	INST680	Grad Elective		
<b>Campus Cyber Electives</b>								
Existing	Fall		Hongyi Zhang	Assessing & Managing Supply Chain Risks	BULM758C	Campus Elective		2 credits
Existing	Fall		Yonghui Kwon	Reverse Engineering and Hardware Security Lab	ENEE459B	Campus Elective		
Existing	Spring		Josef Schaff	Machine Learning Techniques Applied to Cybersecurity	ENPM604	Campus Elective		
Existing	Fall		Michael Wittner	Penetration Testing	ENPM634	Campus Elective		
Existing	Fall		Thomas Dineen	Cloud Security	ENPM665	Campus Elective		
Existing	Spring		Kevin Shivers	Security Tools for Information Security	ENPM685	Campus Elective		
Existing	Spring		Ryan Kropff	Digital Forensics and Incident Responses	ENPM687	Campus Elective		
Existing	Spring		Hassan Salmani	Embedded System and IoT Security	ENPM818K	Campus Elective		
Existing	Fall		Charlie Harry	Cyberspace: Legal and Policy Implications	PLCY688C	Campus Elective		
<b>DC Consortium Cyber Electives (incomplete List)</b>								
Existing				National Security and Cybersecurity Strategy	CIC6330	DC Consortium		National Defense University
Existing				Ethics in Cybersecurity	MCPR5000	DC Consortium		Georgetown University

# So What?

- Continuity
- Improvements
  - Growth
  - Diversity
  - Rigor
- Develop faculty communities around MIM tracks
  - Data Analytics
  - Cybersecurity
- Ways to get involved
  - Track governance
  - Course development
  - Teaching

# Workday Time Entry and Approval

*For Hourly Workers*



COLLEGE OF  
INFORMATION



Connecting people,  
information and  
technology for good.

# SupOrgs and Time Entry

- In Workday, all positions are hired into the supervisory organization of the manager of the position
  - This includes all hourly workers, including course support (UTAs, graders, etc.)
- If the positions are hourly, they must enter their hours worked through Workday
- These hours must be approved by their manager in order for them to be paid out
- If this approval doesn't happen before the pay period deadline, the hourly worker will miss a paycheck

# Review Time



Feb 12 – 25, 2023

Previous Period

Next Period

NOTE: You can't approve unsubmitted hours.

6

All Workers

2

Workers with Submitted Time

3

Workers with No Time Entered

1

Workers with Unsubmitted Time

—

Workers with Alerts

Time Period Summary 6 items

2 selected



<input type="checkbox"/>	Worker Name	Totals			Breakdown
		Unsubmitted Time	Submitted Time	Approved Time	Regular
<input type="checkbox"/>	Cyd Employee	0	0	0	0
<input checked="" type="checkbox"/>	Dirk Employee	0	80	0	80
<input type="checkbox"/>	Evan Employee	19.166667	0	0	19.166667
<input type="checkbox"/>	Ezra Equity	0	0	0	0
<input checked="" type="checkbox"/>	Sofia Employee	0	12	0	12
<input type="checkbox"/>	Swathi Safety	0	0	0	0

Worker has unsubmitted time.

Approve

## Workers w 2 positions



- Hourly workers who have two positions in Workday will have all of their business processes routed to both managers
- If the action in your inbox is for their other job – ignore it!
- If the action is for the job you oversee, review and take action accordingly

# Time Entry and Time Swipe

- If a worker has 2 hourly positions where one is time entry and one is time swipe, the worker will be locked out of the time entry function in Workday for both positions
- The worker must submit a “Request for Time Entry”
  - They will enter the details that need to be entered for their time
  - The manager then uses this information to manually enter the time on their behalf
- Job Aid for entering time on behalf of a worker found [here](#)







COLLEGE OF  
INFORMATION

**Thank You**

# **Towards Designing Equitable Resource Allocation Systems**

Anthonia Carter, Ph.D.

Prepared For:  
December 2024 Assembly - Friday, December 6, 2024



## **Anthonia Carter, Ph.D.**

Postdoctoral Research Associate,  
College of Information, University  
of Maryland

## **Ph.D. in Information Science, Cornell University (2019-24)**

Towards designing optimal interventions for equitable capital allocation

### Crowdfunding research

- Empirical studies using Kickstarter data
- Experimental studies

### EGK Starters (as an Institute of International Education (IIE) Centennial Fellow)

- Interviews and design workshops with Venture Capitalists
- Innovation readiness design workshops with Black entrepreneurs in Birmingham, AL (side project)

Interdisciplinary scholar with a background in Mathematics, Fine Art, Design, and Data Science.

**My research investigates the underlying mechanisms driving resource and funding allocation decisions.**

**My work motivates the design of effective and equitable interventions for advancing the economic mobility of historically resource-constrained communities.**

# Research Agenda

- Factors influencing venture funding decisions (Doctoral Work)
- A community-based approach to improving access to public transportation and food (Postdoctoral Work)
- Designing and evaluating socio-technical interventions (Future Work)

FEATURED PROJECT



## The Black Gold Lenormand

This divination deck celebrates the enduring legacy of Black American spiritual traditions.

RECOMMENDED FOR YOU



Skeddleosaur Bags

1,239% funded

By Don Moyer



The Ishiyaki Set. Dining in at Home has Neve...

742% funded

By Nick Metcalf



[5150 - Short Film](#)

120% funded

By Denzel Whitaker



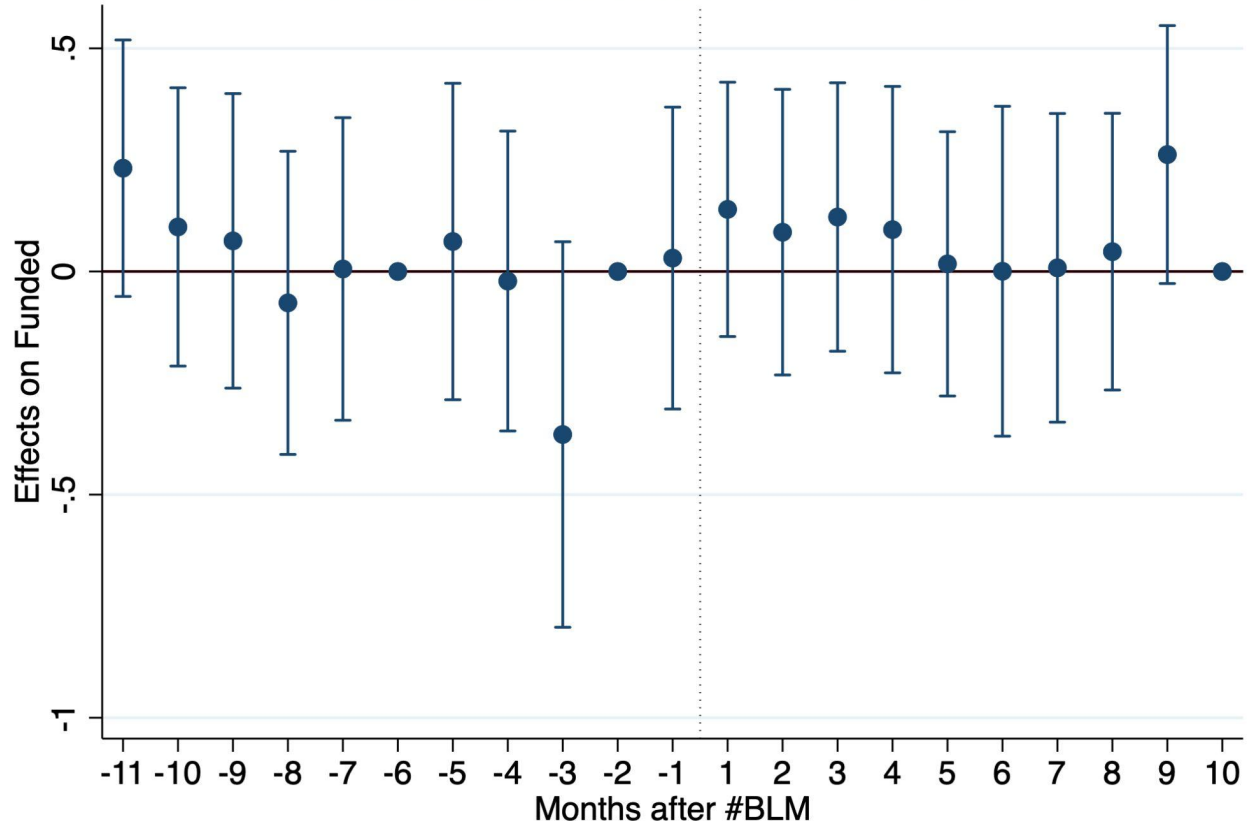
The #BlackLivesMatter (#BLM) logo change on Kickstarter in June 2020

# #BlackLivesMatter and Crowdfunding Performance

**Research Question:** Did the display of the #BlackLivesMatter (#BLM) hashtag on a crowdfunding platform website after George Floyd's murder in 2020 have any effect on improving outcomes experienced by Black entrepreneurs?

**Data and Analysis:** Archival Kickstarter Data (2019-21) / Difference in Differences

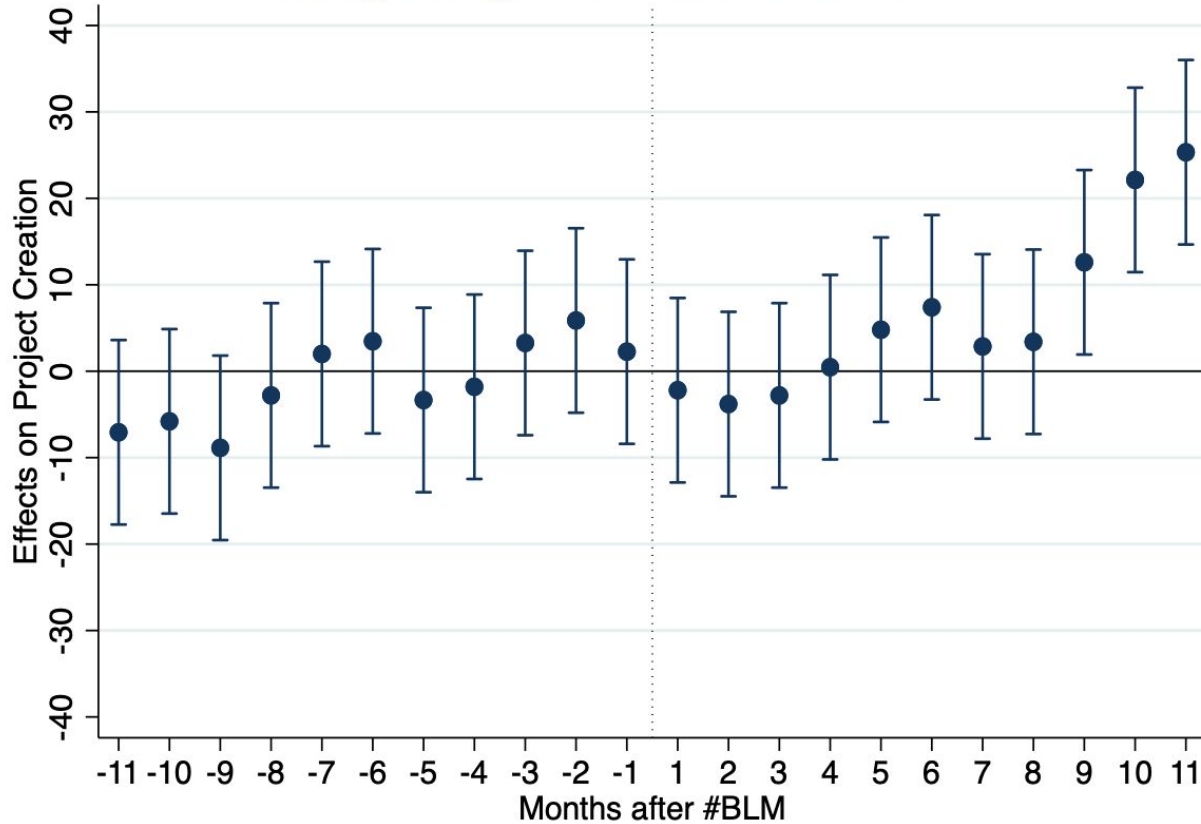
## Average Marginal Effects with 95% CIs



The dynamic effect of #BLM on Funded



## Average Marginal Effects with 95% CIs



The dynamic effect of #BLM on Project Creation

# #BlackLivesMatter and Crowdfunding Performance

**Results:** While #BLM on Kickstarter portrayed an inclusive environment for Black creators to create campaigns, it did not similarly affect backers, encouraging them to fund Black-led projects.

**Conclusion:** This work highlights the need for systemic-driven initiatives over individual-level interface design changes in addressing societal problems such as discrimination against Black creators seeking crowdfunding.

# Postdoctoral Work

A community-based approach to improving access to resources (public transportation and food)

BALTO Community Data Labs: Community gatherings with residents, advocacy groups, and key decision-makers in Baltimore City to **explore community experiences on public transit and discuss possible solutions**

FoodLoops: User-friendly app that **gives a voice and education to the food insecure** in Prince George's County

**My role onward is to design and evaluate socio-technical interventions that:**

- improve the economic mobility of historically resource-constrained communities**
- encourage resource providers to allocate with diversity in mind**

# Thank you.

Anthonia Carter, Ph.D.  
anthonia@umd.edu

# University Senate Elections

Two of them!



COLLEGE OF  
INFORMATION



Connecting people,  
information and  
technology for good.

**Ballot**



<https://go.umd.edu/1uda>

# We are LINEO

- Part-Time Faculty (Adjuncts) - **Abbie Basile**
- Part-Time Staff - *Vacant* (No eligible candidates)
- PhD Students - **Sam DiBella**
- HCIM - **Zhuangrong Zhao**
- MIM - **Goutham Patchipulusu**
- MLIS - **Katya Castro**
- GEM - *Vacant*
- Data Journalism - *Vacant*
- Information Science at College Park- *Vacant*
- Information Science at Shady Grove - *Vacant?*
- Information Design - *Vacant*
- Social Data Science - *Vacant?*

Vacancies should be filled by October 1st.



# Open Announcements



COLLEGE OF  
INFORMATION

**Thank You**

**Connecting people,**

**information**

**and technology**

**for good.**