

25

CELEBRATING 25 YEARS *of the*
INCENTIVE AWARDS PROGRAM
at the UNIVERSITY *of* MARYLAND





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It's our 25th anniversary!



As I reflect on the remarkable journey of the Incentive Awards Program, I am incredibly proud of how far we've come. From a thin manila folder filled with handwritten notes to a thriving program with hundreds of alums, most of you have been with us through milestones and expansion. As donors, partners and volunteers, you have been unwavering in your dedication to and support of the students who are our "why." Thank you for your tireless efforts, innovative thinking and steadfast commitment to our mission.

The IAP staff are the drivers of the program. Each person is expected to leave a mark that advances the program in a meaningful way. It has been an honor to work alongside such talented individuals who bring passion, excellence and creativity to their work every single day. I cannot thank them enough.

I look forward to the next 25 years, in which we will embrace new opportunities, push boundaries and move the Incentive Awards Program forward.

With gratitude,

A handwritten signature in black ink that reads "Jackie". The script is fluid and cursive.

Jacqueline W. Lee
Director

ROSELIE

Aerial view of the east
side of campus in 2004.

The University of Maryland Incentive Awards Program emerged from a critical observation made by C. D. Mote, Jr. in the late 1990s. As the university's new president, Mote was struck by a troubling reality: Baltimore, Maryland's largest city, was dramatically underrepresented among the student body. Most students from Baltimore's public schools came from just three institutions—Baltimore City College, Baltimore Polytechnic and Western High—while other schools contributed almost no students to the university.

Mote's previous experience at UC Berkeley had prepared him for this challenge. There, he had successfully raised \$22 million for a program targeting underrepresented students, and he was determined to implement a similar initiative in Maryland. In 2000, the Incentive Awards Program was established, marking the beginning of a transformative educational approach.

The program quickly evolved from its initial pilot in Baltimore. In 2006, it was renamed the Suzanne G. and Murray A. Valenstein Baltimore Incentive Awards Program, reflecting growing support and recognition. Subsequent

years saw remarkable expansion, with the program extending to public schools in Prince George's, Montgomery and Charles counties; KIPP public charter schools in Maryland and Washington, D.C., and select private schools in Baltimore City.

What sets the Incentive Awards Program apart is its holistic approach to student support. Unlike traditional scholarship programs that focus solely on financial assistance, this initiative creates a nurturing "community within a community." Students receive not just monetary support, but also a comprehensive network of advisors, mentors and peer support. The program encourages self-awareness and empowers students to take leadership roles and shape their own community experience.



From left: Murray A. and Suzanne G. Valenstein with former President C. D. "Dan" Mote, Jr.

Each cohort of students represents not just an educational opportunity, but a **potential catalyst for transformative change in their communities.**

The program's philosophy goes beyond individual achievement. It cultivates a culture of reciprocity, where students are encouraged to maintain strong connections with their home communities. IAP scholars regularly return to their high schools, serving as role models and inspirational figures for younger students. By sharing their university experiences and demonstrating academic success, they provide tangible proof that success in higher education is achievable, even in the face of significant challenges.

Current University of Maryland President Darryll J. Pines continues to champion the program's mission. He frequently emphasizes that "education is the great equalizer," viewing the Incentive Awards Program as a vital investment in individual potential and broader societal progress. Each cohort of students represents not just

an educational opportunity, but a potential catalyst for transformative change in their communities.

As the program celebrates its 25th anniversary, its impact becomes increasingly evident. The growing network of IAP alumni carries forward the program's core values, demonstrating that strategic, compassionate educational support can create ripple effects far beyond individual achievements. These scholars emerge not just as successful students, but as leaders prepared to make meaningful contributions to their communities, workplaces and society at large.

The C. D. Mote, Jr. Incentive Awards Program stands as a powerful testament to the belief that talent exists everywhere, and that with the right guidance, extraordinary potential can be nurtured and unleashed. ★



First-year students, Cohort 24



"We expect that the scholars and alumni of the program will, in the coming years, be a powerful force in shaping the expectations of many students from these schools, not just in competition for the Incentive Award, but in raising their sights to the possibilities of a college education and the opportunities it provides."

- C. D. "Dan" Mote, Jr.

“Thank you first and foremost for paying attention to us, for giving us this chance and not forgetting us. Our communities are often overlooked and rarely given opportunities like this one. Being IAP scholars, we have been given the opportunity to be an example to our communities and families, as many of us come from places where people just aren’t able to go to college.”



“By connecting underrepresented communities to the University of Maryland, you’ve given students like us the opportunities to pursue our passions.

We’ve been able to mentor our peers from similar backgrounds, develop cultural awareness by studying abroad and engage in leadership through the numerous clubs and organizations we are involved in.”

“IAP allows us to take charge of our destiny. It gives us the freedom to explore academically without restrictions and to focus on majors about which we are truly passionate. The financial support eliminates stress and we can focus solely on performing our best in our studies. With IAP, we are surrounded by love and nurturing. With that on our side, **we are able to unlock our greatest potential.**”



Forever grateful, Incentive Awards Scholars

MISSION

We connect exceptional students with life-changing experiences, nurturing their potential, fostering their sense of belonging and inspiring them to positively transform their communities.

To ignite generational change, one cohort, one student at a time.

VISION

OUR CREDO

Accountability and Responsibility

We believe integrity matters. We honor our commitments, acknowledge our responsibilities and take full ownership of our decisions and outcomes. When one scholar succeeds, we all benefit from the esteem. When one scholar fails to meet their commitment, the entire community suffers.

Achievement

We believe that excelling honors the IAP alumni who paved the way for us to be here, the donors who invest in us, our families who believe in us and those coming after us. We do not quit.

Impact

We believe in promoting the welfare of others, working together to meet others' needs and creating a sense of belonging. We give of our time, talents, treasure and advocacy to strengthen and enhance our communities and IAP.

To ignite
generational
change,
one cohort,
one student
at a time.

Program Overview



Academic Coaching

IAP staff provide academic support and guidance on course selection, majors, internships and more.

Community Building

Retreats, excursions, social activities and monthly student meetings foster camaraderie and a supportive community.

Outreach

Scholars maintain strong ties to their home and school communities through high school visits and other outreach efforts.



Mentoring

Dedicated faculty, staff and peers commit to a mentoring relationship throughout the scholars' first year.



Service

Scholars are encouraged to identify and address the needs of their surrounding community through meaningful service projects.



Professional Development

Creative programming, including seminars, panels and workshops, cover relevant topics to ensure that students are prepared for life in and beyond college.



Performing Arts

Students are exposed to the full spectrum of the performing arts at Washington, D.C.'s premier venues.

1998



- ▶ C. D. Mote, Jr. becomes president of the University of Maryland. Mote envisions a pipeline program, inspired by a similar one he developed at UC Berkeley, that will identify and encourage talented, determined students from Baltimore City to enroll in UMD in greater numbers.



- ▶ Barry Gossett makes the first gift to what will become the Baltimore Incentive Awards Program.

2000

- ▶ The Baltimore Incentive Awards Program (BIAP) launches in partnership with nine public high schools in Baltimore City.



- ▶ Jacqueline Wheeler Lee is hired as BIAP director.

2001



- ▶ The first cohort of BIAP scholars matriculates at UMD. IAP's "home" is a borrowed conference room in the Lee Building.
- ▶ Faculty/staff mentoring is incorporated into the program.

2003

- ▶ The program moves into Cole Field House.



- ▶ Tiana Wynn '05 becomes the first scholar to study abroad, spending a semester in London.

2005

- ▶ The program expands to Prince George's County Public Schools.
- ▶ The first cohort of IAP scholars graduate.
- ▶ Students embark on their first overnight retreat.

2006

- ▶ The program is designated the Suzanne G. and Murray A. Valenstein Baltimore Incentive Awards Program.

2007



- ▶ The program's newsletter, *InTouch*, is launched.



- ▶ The first scholars from Prince George's County matriculate at UMD.

2008

- ▶ Yavona Williams Pirali '06 becomes the first IAP alum to earn a graduate degree: an M.Ed. in secondary education from Towson University.

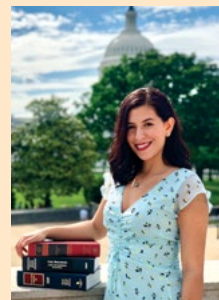


2009



- ▶ The first Jennifer F. Lewis Memorial Award, honoring a 2006 graduate, above, is presented to Randal Brewer '09 for outstanding academic performance, exceptional character and lasting contributions to the Incentive Awards Program and the UMD community.

2013



- ▶ Nancy Canales '13 becomes the first IAP scholar to be inducted into Omicron Delta Kappa and elected into Phi Beta Kappa. She is chosen to serve as a senior marshal at spring commencement.

- ▶ Kori Hill '13 is selected to be the student speaker for the winter commencement ceremony.



- ▶ IAP expands to KIPP schools, thanks to a gift from Chuck Daggs '69.

2015



▶ Lenaya Stewart '15 is the Department of English's student speaker at spring commencement.

▶ Charmaine Wilson-Jones '15 is selected as a Byrd/Elkins Award finalist and member of the Maryland Medallion Society.

▶ The number of high school students reached through IAP recruitment and outreach events exceeds

3,500.

2016



▶ A peer mentoring component is added to the array of program offerings.

2017

▶ IAP joins the Office of Undergraduate Studies under the leadership of Associate Provost and Dean William A. Cohen.

▶ Darian Senn-Carter '08 becomes the first alumnus to earn a doctorate, an Ed.D. in educational leadership from Edgewood College.



▶ IAP partners with Education Abroad for the Maryland in Buenos Aires program in the winter term—the first time IAP students and an IAP staff member traveled abroad together. This trip is the catalyst for a formal partnership with Education Abroad and several trips to Buenos Aires.

2018



▶ In celebration of its 10-year college reunion, the class of 2008, Cohort 4, creates the Visionary Award to provide financial support to a senior entering the workforce or graduate school.

2019



▶ Arnold I. '69 and Alison L. Richman '69 make a substantial gift, allowing IAP to extend its reach in Baltimore City and expand its cohort by almost 50% in the first year.

▶ Jahi Jones '19, a four-year wrestling letterman, is selected as the University of Maryland's recipient for the 2019 Big Ten Medal of Honor award, the conference's most prestigious accolade.



2020

- ▶ IAP expands to include high school students from Montgomery County Public Schools, thanks to a \$6.8M gift from Phill and Elizabeth Gross. The gift leverages matching funds from the Maryland Promise Program, funded jointly by the A. James & Alice B. Clark Foundation, the University of Maryland and other generous donors.

2022



- ▶ IAP is named for its founder, former UMD President C. D. Mote, Jr.
- ▶ The first three students from Charles County Public Schools join the program, thanks to a grant from the county's Board of Commissioners.



- ▶ Summer Discovery, a three-week summer residential experience, is created to introduce new freshmen to campus and ensure a smooth transition to their first year.

2023

- ▶ IAP adds a program management specialist to its team, bringing the number of staff to four.

- ▶ The IAP office temporarily moves from Cole Field House to Susquehanna Hall amid major renovations to build new cultural centers as well as a new and enlarged space for the program.

2024



- ▶ Through a partnership with Education Abroad and the School of Public Health, IAP students travel to Sao Paulo to learn about Brazil's national health care system.

- ▶ IAP welcomes

32

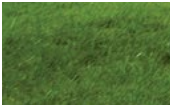
students into its 24th cohort—the largest in its history.

2025

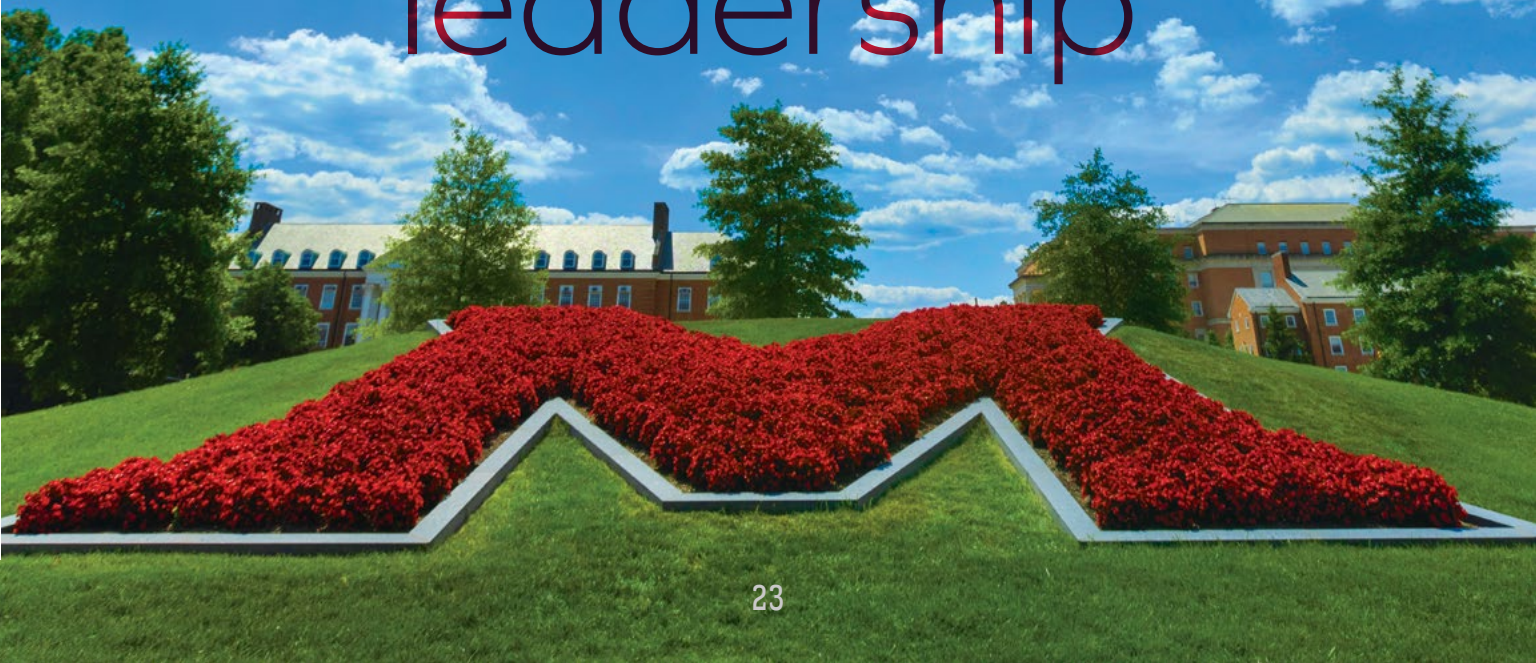


- ▶ Students spend over two weeks in Kenya, through the program's partnership with Education Abroad and the School of Public Health, to explore the complex intersections of stigma, mental health and social determinants of health.

- ▶ CollegeBound Foundation textbook scholarships for Baltimore IAP scholars total nearly \$450,000.



Developing character, critical thinking skills and leadership



NUMBERS

W
I
T
H

>
O



245

GRADUATES

+ 20

**STUDENTS ON TRACK TO
EARN THEIR BACHELOR'S
DEGREE IN 2025**

107

ADVANCED DEGREES COMPLETED OR UNDERWAY

Institutions include Cornell University, Johns Hopkins University, University of Pennsylvania, Howard University, George Washington University, Drexel University, Towson University, Morgan State University, Bowie State University, the University of Maryland, Baltimore County, Loyola University Maryland, Georgetown University and the University of Maryland, plus others!



112

STUDENTS HAVE STUDIED ABROAD

in countries including Italy, China, Spain, Argentina, France, Brazil, Australia, Taiwan, Kenya, South Africa, Germany, Denmark, England and many more!

98%

ONE-YEAR RETENTION RATE

11%

WITH DOCTORAL
DEGREES,
SURPASSING
UMD'S AVERAGE



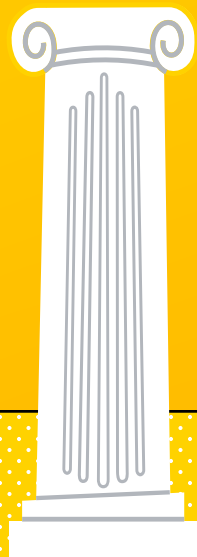
\$46,502,944

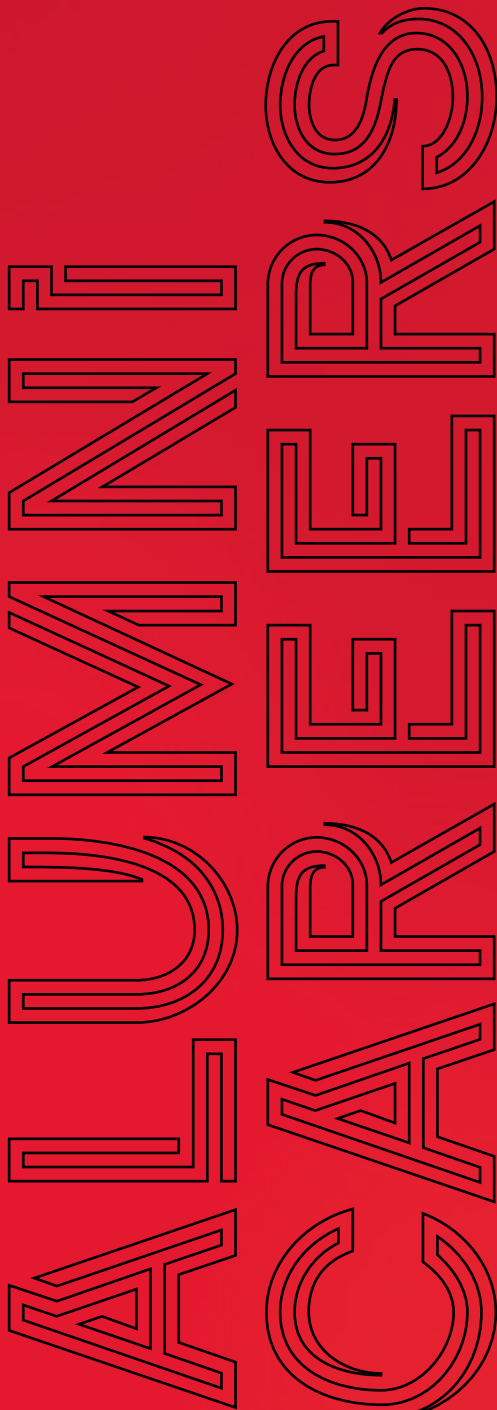
RAISED FOR IAP OVER THE LAST 25 YEARS



1,730

DONORS
SINCE
2000

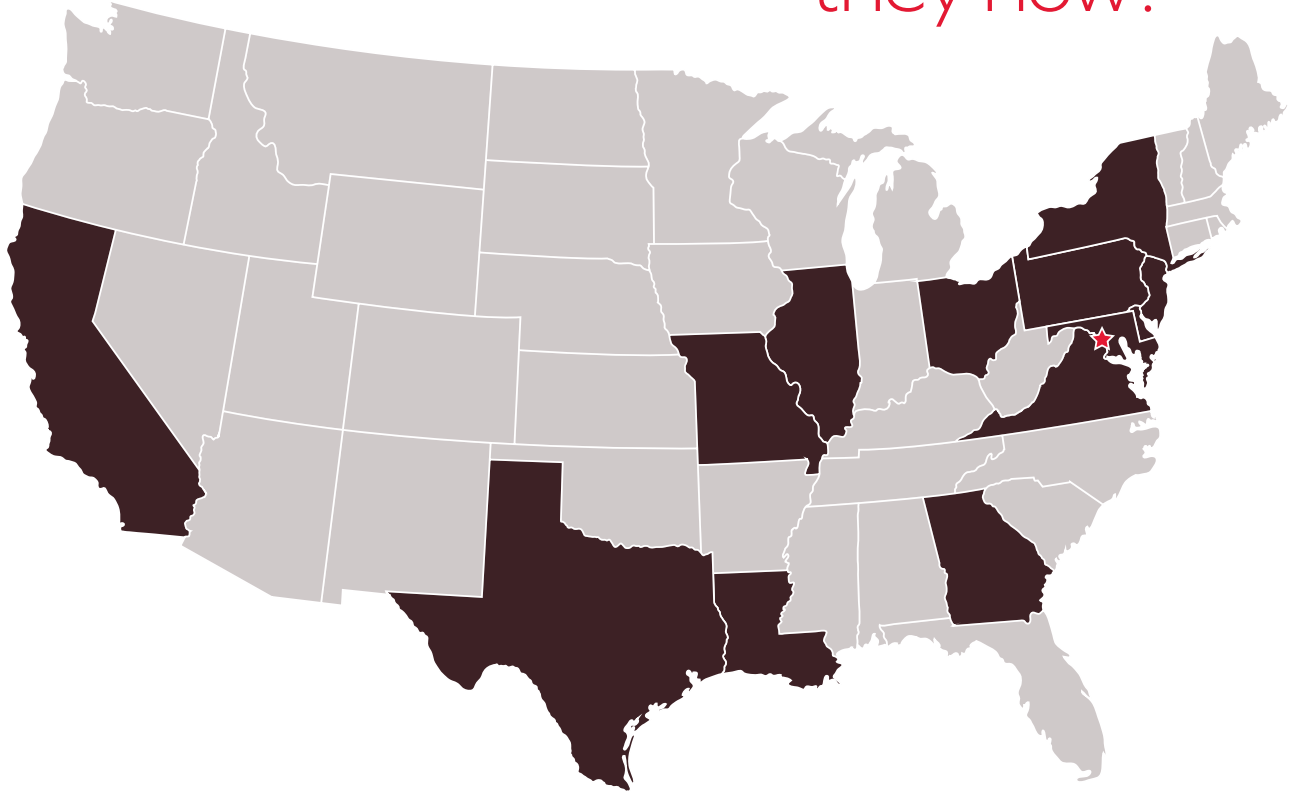




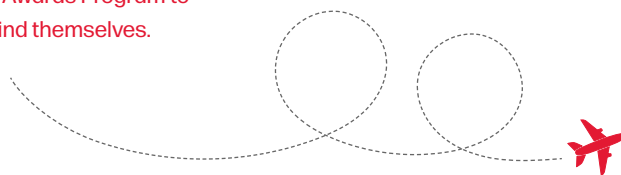
| | |
|-----------------------------------|--|
| Educator | Geospatial information science analyst/developer |
| Accountant | Research assistant |
| Consultant | Clinical research assistant |
| Psychotherapist | Registered nurse |
| Speech language pathologist | Hospital administrator |
| Engineer | Project manager |
| Recording artist | Research associate |
| City planner | Commodity sourcing specialist |
| Attorney | Research coordinator |
| Guidance counselor | Radar systems engineer |
| Police officer | Stay-at-home parent |
| Social worker | Production assistant |
| Program director | Assignment editor |
| Management and program analyst | Newsroom assistant and producer |
| Marriage and family therapist | Technology engineer |
| Professor | Financial product analyst |
| Graduate student | Mechanical engineer |
| Entrepreneur | Software engineer |
| Architect | Physician assistant |
| Information systems administrator | Occupational therapist |
| Retail manager | Physical therapist |
| Graphic designer | Computer scientist |
| Occupational therapist | Supply chain manager |
| Tax senior associate | Doctor |
| Actor | Tax senior manager |
| Higher education professional | |
| Human resources professional | |

IAP graduates are employed at places like KPMG, HBO, NBC, Morgan Stanley, PricewaterhouseCoopers, Ernst & Young, CohnReznick, Catholic University, Baltimore City Public Schools, Prince George's County Public Schools, Montgomery County Public Schools, Bloomberg, Accenture, Department of Defense, CollegeBound Foundation, Teach for America, University of Maryland, Prince George's County Police Department, Northrop Grumman, NBC, U.S. Customs and Border Protection and the U.S. Department of State.

Where are they now?



While most alums settle somewhere in the Baltimore-Washington corridor after graduation, several venture to states throughout the country to establish roots and launch careers. We know that wherever they land, they take all they have learned at UMD through the Incentive Awards Program to add value to the places they find themselves.



A Quarter-Century After IAP's Founding,
Cohort One Looks Back





In all but one case, the seven University of Maryland alums gathered on Tawes Hall's stage in January weren't just the first in their families to go to college. They were all part of the first cohort in a new UMD program that would steer the course of their lives.

Over their four years in the Incentive Awards Program (IAP), they bonded over mozzarella sticks at late-night dining, celebrated when the Terps won the national basketball championship their freshman year and tutored one another when someone needed an extra boost in class. As graduates, they went on to successful careers in law, education, health care and more.

This was the group's first reunion since graduating, but it wasn't hard to recall their old meetups in Founding Director Jacqueline Wheeler Lee's tight office in the Lee Building. On this afternoon, they were sitting on the same—but reupholstered—sofa and chairs once squeezed in there.

"We thought that it would be fun for you all to know that some things endure," Lee joked.

Before a crowd made up mostly of current IAP students, they reminisced about getting their acceptance letters, their first days on campus and quick-forming camaraderie, as well as the gratitude they still have for their experience in IAP:

MYRON GOLDSTEIN '05: "My high school was not known as a school that produced college graduates. So when I received the scholarship, I remember not only my family being very happy, but the teachers and administrators at my school being very happy. When they did the morning announcements, the teacher reading the announcements read my entire acceptance letter. I could hear his voice cracking as he was reading it."

EBONY WASHINGTON: "When we received the acceptance letters to the University of Maryland, we took a photo together. It was on the cover of a magazine Baltimore City Schools sent to every student in the school system. I remember my girlfriend across the street—her little sister ran over with the magazine and was like, 'Oh my God, Ebony, is this you on the cover?' Her eyes just lit up. Seeing her excitement pushed away any anxiety that

I was experiencing, just by seeing how somebody else was so happy for me.”

TIANA WYNN '05: “One of the things I remember thinking that first day on campus was that there are eight other people who will experience this with me. I was excited that there were people who looked like me, that were from the same beginnings as me. I didn’t know what to expect, but I knew at least I wouldn’t be by myself.”

REGINALD JONES '05: “The campus was vastly different than Baltimore. We were learning about other people. You had to go outside of your comfort zone to interact with people that you’d never interacted with before.”

YAVONA PIRALI '06: “I was in the Honors program, and I was also in the hard sciences. In a lot of my classes, I was

the only African American person. The resources I had to depend on were these people right here, and my mentors to say that I can do it. I didn’t want to fail because I knew I was the model for other people to say, ‘You look like me—you can do it, you can hack it.’”

ESSENCE JORDAN '05: “I started in computer science, and I hated every class. I realized that my family had encouraged me to study that because in their mind that was job security and a guaranteed salary. But it didn’t work for me at all. Thank God I changed to criminal justice, because it got me into the federal government.”

WYNN: “I believe I was the first IAP student to study abroad, in London. Before I came to Maryland, I’d flown one time. Since then, I’ve probably left the country every year, if not two or three times a year. I’ve been to every continent except Antarctica. I attribute that to the fact that I went to London. So much of my thirst for knowledge to know what happens outside of the United States stemmed from that opportunity.”

WASHINGTON: “College taught me to see myself as the professional that I so desired to be and that I now am, thankfully. I was very confident, but I had so many family and personal barriers that I was fighting through that completely blocked my ability to focus on my classes. My family wasn’t big, my family wasn’t there—it was just these guys and Jackie.”

IMA IBIDAPO '05: “I’m so impressed by how big the program has gotten. I’m just grateful that we were the first cohort of this fantastic program.” ★



“

I was excited that there were people who looked like me, that were from the same beginnings as me. I didn't know what to expect, but I knew at least I wouldn't be by myself.

- Tiana Wynn

”



Schools Represented

BALTIMORE CITY

Academy for College and Career Exploration
Baltimore City College
Baltimore Design School
Baltimore Leadership for Young Women
Baltimore Polytechnic Institute
Baltimore School for the Arts
Bard Early College High School
Benjamin Franklin High School
Carver Vocational-Technical High School
Digital Harbor High School
Edmondson Westside High School
Forest Park High School
Mercy High School
Mergenthaler Vocational-Technical High School
Northern High School
Northwestern High School
Patterson High School
Paul Laurence Dunbar High School
Southern High School
Southwestern High School
W.E.B. DuBois High School
Western High School

CHARLES COUNTY

Henry E. Lackey High School
La Plata High School
North Point High School
St. Charles High School

KIPP

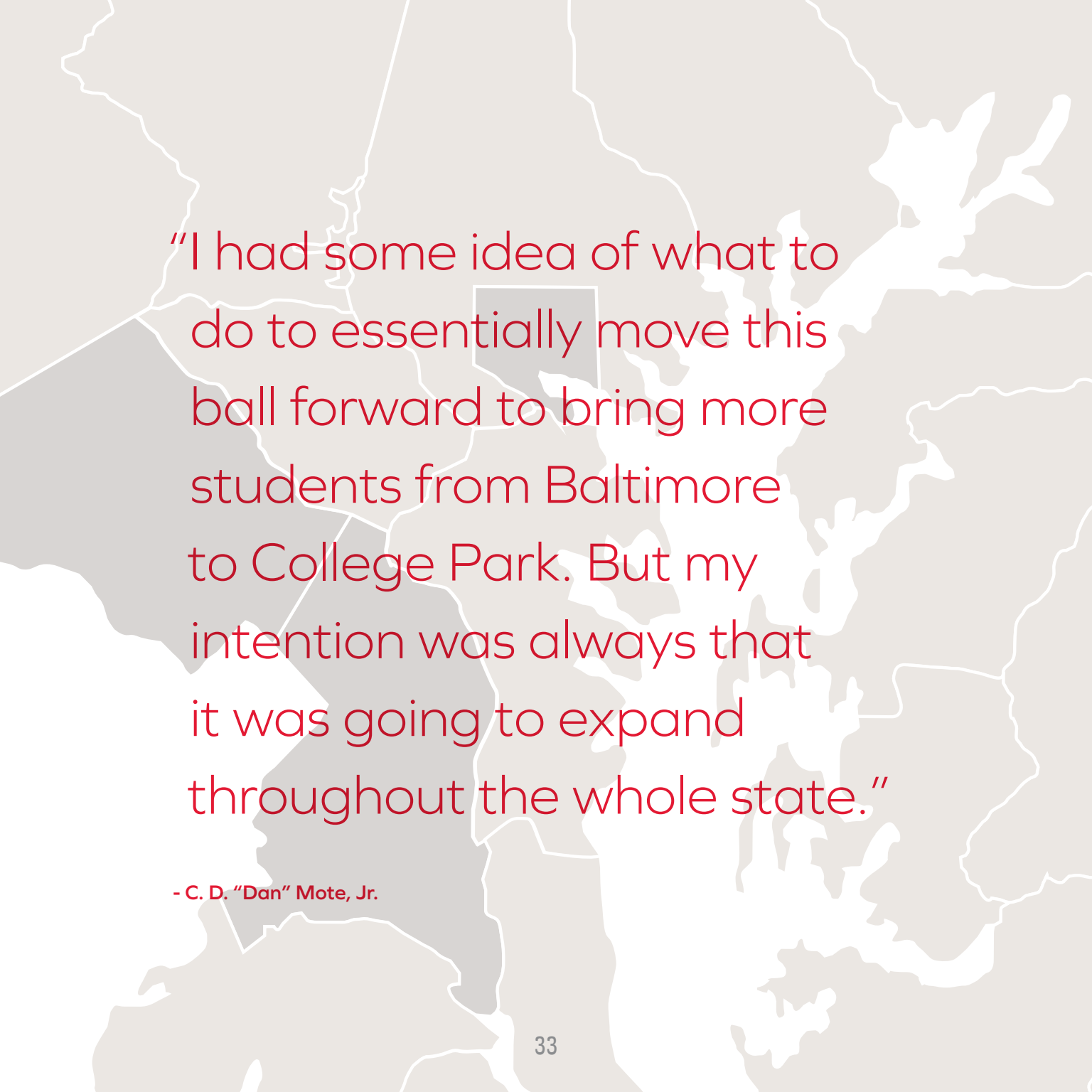
KIPP Baltimore - St. Paul's School for Girls
KIPP DC College Preparatory

PRINCE GEORGE'S COUNTY

Academy of Health Sciences at PGCC
Bladensburg High School
Bowie High School
Central High School
Charles Herbert Flowers High School
College Park Academy
Crossland High School
DuVal High School
Eleanor Roosevelt High School
Fairmont Heights High School
Frederick Douglass High School
High Point High School
International High School at Langley Park
Northwestern High School
Oxon Hill High School
Parkdale High School
Potomac High School
Suitland High School
Surrattsville High School


MONTGOMERY COUNTY

Albert Einstein High School
Colonel Zadok Magruder High School
Gaithersburg High School
James Hubert Blake High School
Richard Montgomery High School
Seneca Valley High School
Springbrook High School
Thomas Sprigg Wootton High School
Watkins Mill High School
Wheaton High School



"I had some idea of what to do to essentially move this ball forward to bring more students from Baltimore to College Park. But my intention was always that it was going to expand throughout the whole state."

- C. D. "Dan" Mote, Jr.

A low-angle photograph of cherry blossom branches against a bright blue sky with a sun flare. The branches are covered in light pink and white blossoms, and the sun is shining brightly in the upper right, creating a lens flare effect.

In Memoriam

We mourn the loss of four scholars who left us far too soon. **Jennifer Lewis '06, Karim Kambo, Shakena Mackall**, and **Lavon Wilkins** were valued members of the Incentive Awards Program who made an indelible impression on their IAP peers and staff and the entire campus community. We profoundly miss them but they remain in our hearts. We are so fortunate to have known them.



JENNIFER LEWIS



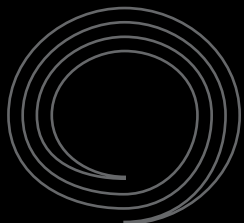
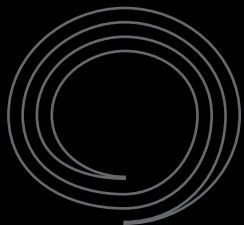
KARIM KAMBO



SHAKENA MACKALL



LAVON WILKINS



“Creating equal opportunities for everyone, everywhere is critical if our society is to move forward and reach its full potential. Opportunities don’t have a geography or an affiliation or a school. They’re an open-ended chance to create positive change.”

–Phill Gross



For a quarter of a century, the transformative power of education, coupled with the generous contributions of countless supporters, has had a profound impact on the lives of our students. The future of the Incentive Awards Program is secure, thanks to the dedication and passion of all our friends and donors.

We are deeply grateful to each and every one of you who has played a part in making this life-changing opportunity possible. Your support—through scholarships and other forms of generosity—continues to shape brighter futures for our students.

ADVISORY BOARD

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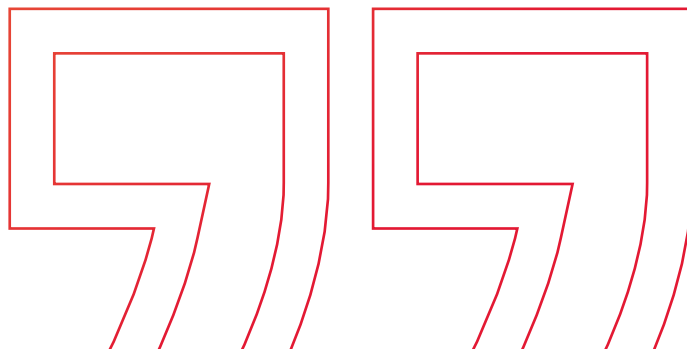
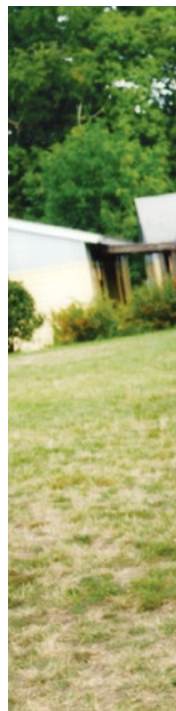
Venable LLP

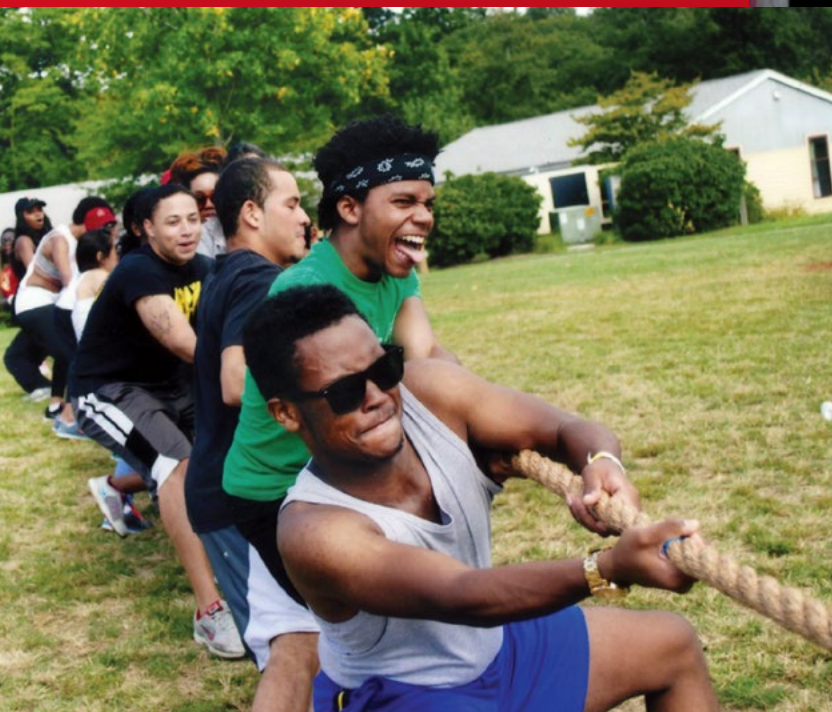


At 18, I knew nothing about the world or what I would need to be successful or how to evolve into my best self. And that's a scary thing. I had the raw materials—smarts, perseverance and drive—but no tools, no plan. IAP provided me with the tools and helped me create a road map that I needed to reach my goals. **Most importantly, IAP helped me to see myself in a broader societal context that extended beyond my small Baltimore City neighborhood.**

—James Brockington '06

Assessment Specialist, Baltimore City Public Schools

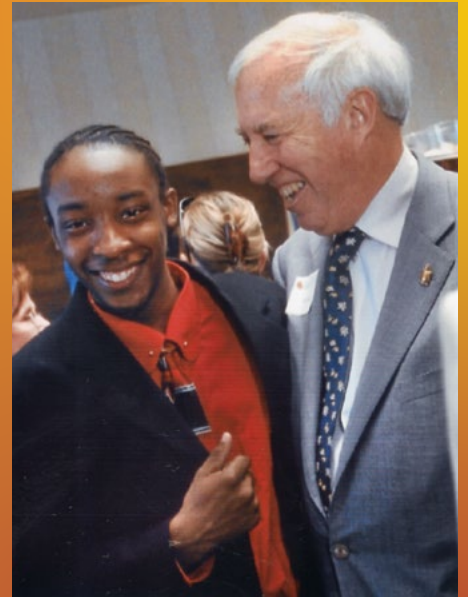




“

I will always take what I've learned from IAP with me and know that I will always have a strong network and support system. The relationships that I have developed with my peers and staff resemble family and I cherish them greatly. I am so grateful for the opportunity to be a part of the Incentive Awards Program.”

- Gerard Dailey '16
Vice President, Citi





Whenever I share my college experiences, people are often very shocked by the amazing things that I was able to accomplish. I personally owe all of it to IAP and the amazing resources the program pointed me to. **I don't know of a better program than IAP."**

-Olivia Bankole '20

Senior Project Associate, Management Sciences for Health



ACKNOWLEDGE

Academic Achievement Programs
Bridges Baltimore
Building Steps
CollegeBound Foundation

Conference & Visitor Services
Department of Dining Services
Department of Resident Life
Department of Transportation Services



DCGEMENTS

Enrollment Management
Letters & Sciences
MERIT
New Student Orientation

Office of Extended Studies
School Counselors
University Mentors
University Relations



C. D. MOTE, JR.
INCENTIVE AWARDS PROGRAM

SUZANNE G. AND MURRAY A. VALENSTEIN BALTIMORE SCHOLARS
PRINCE GEORGE'S AND MONTGOMERY COUNTY SCHOLARS

25
YEARS