PARTNER SCHOOLS
Baltimore City Public Schools:
Baltimore City College
Baltimore Leadership School for Young Women
Baltimore Polytechnic Institute
Baltimore School for the Arts
Benjamin Franklin High School
Digital Harbor High School
Mergenthaler Vocational-Technical High School
National Academy Foundation High School
New Era Academy
Northwestern High School
Patterson High School
Paul Laurence Dunbar High School
Renaissance Academy
Western High School

Prince George's County Public Schools:
Central High School
Fairmont Heights High School
High Point High School
Northwestern High School
Oxon Hill High School
Parkerdale High School
Potomac High School
Suitland High School

KIPP Schools:
KIPP DC College Preparatory

CELEBRATING 15 YEARS

1998
C.D. Mote Jr. becomes president of UMD. He 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 at UMD in greater numbers.

2000
BIAP is launched in partnership with nine high schools in Baltimore City Public Schools.

2001
The first cohort of BIAP scholars matriculates at UMD.

2002
BIAP staff expands to include associate director.

2003
BIAP’s first new scholar and parent orientation takes place, and a freshmen transition-support program is initiated.

2004
BIAP’s first new scholar and parent orientation takes place, and a freshmen transition-support program is initiated.

2005
The first IAP scholars graduate.

2006
First scholars from Prince George’s County matriculate at UMD.

2007
IAP’s fall retreat takes place for the first time at NorthBay adventure camp, and the pairing becomes an annual tradition.

2008
The program name expands to include the Suzanne G. and Murray A. Valenstein Baltimore Incentive Awards and the Prince George’s County Incentive Awards.

IAP scholars are guaranteed on-campus housing.

2009
Yavona Williams Pirali ’06 becomes the first IAP alumnus to earn a graduate degree. She holds a M.Ed. in secondary education from Towson University.

2010
The program’s newsletter, InTouch, is launched.

2011
Cohort 7 makes the first class gift to IAP.

2012
Wallace Loh becomes the new president of UMD.

2013
IAP expands to KIPP schools with a gift from Chuck Daggs ’69.

A coordinator for student services is added to IAP staff.

2014
IAP starts a professional development series for alumni.

IAP’s electronic newsletter, InTouch Now!, is launched.

2015
Lenaya Stewart ’15 is inducted into Omicron Delta Kappa and 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 Medalion Society.

The number of high school students reached through IAP recruitment and events exceeds 3,500.

2016
CollegeBound Foundation textbook scholarships for Baltimore IAP scholars top $250,000.

Jennifer Lewis 1984-2008

2000
BIAP is launched in partnership with nine high schools in Baltimore City Public Schools.

2001
Jacqueline Wheeler Lee is hired as BIAP director.

The program lands temporary office space in the Lee Building.

2002
Tina Wynn ’05 becomes the first scholar to study abroad.

2003
The program moves into Cole field house.

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BIAP’s first new scholar and parent orientation takes place, and a freshmen transition-support program is initiated.

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LONGTIME IAP PARTNERS: What Keeps Them Coming Back?

It takes a number of dedicated individuals to help make IAP a transformative program for talented scholars and the communities we serve. Several of our partners come back year after year as staunch advocates for the program and our scholars. Here's why they remain committed:

The most exciting part of being an IAP liaison is the moment my students learn they have been granted the Incentive Award, and it sinks in that they are going to college. They recognize that guidance and nurturing will be available to them — not just money — and they realize they’re going to be OK. Most rewarding, however, is when they graduate from UMD and become productive citizens throughout Baltimore City. One of my former students is now my colleague. I can hardly believe it.

PAMELA WAINWRIGHT
Digital Harbor High School
IAP HIGH SCHOOL LIAISON SINCE 2002

I have returned year after year despite personal and professional responsibilities that always seem to converge at the predetermined dates and times for the scheduled IAP interviews. When I read the essays and meet these compelling, motivated, fantastic young people, I’m hooked for another year. I also enjoy reading the accomplishments of IAP alums and find satisfaction in knowing that I played a small role.

RAHN BARNES
Healthy Neighborhoods
IAP SELECTION COMMITTEE MEMBER SINCE 2001

Serving on the IAP selection committee is one of the most rewarding and exciting points in my work calendar all year. Meeting young people with drive, conviction and a vision for their lives is a boost to my spirit. It is an honor for me to be able to support a program that was designed specifically for Baltimore City students as a pathway to and through college. Giving my time is a small investment for a big payoff.

DANISTA HUNTE
Baltimore Community Foundation
IAP SELECTION COMMITTEE MEMBER SINCE 2001

Serving as a member of the selection committee over the last 15 years has been a high honor and a privilege. The program has evolved from a well-intentioned, good scholarship effort operating in one city to what it is today: an extraordinary opportunity, allowing the best possible cohort of scholars from three locations each year to embrace the educational challenge of their lives at Maryland’s flagship institution. I have memories of IAP banquets where grandparents and parents of limited means would weep with joy or be super-excited that their loved ones were embarking on the journey of a lifetime. Little did I know that IAP would steal my heart.

LERONIA JOSEY
Law Office of Leronia Josey & Associates
IAP SELECTION COMMITTEE MEMBER SINCE 2001

I value my participation as an IAP mentor as it is an opportunity to help make connections with and for my mentees. In my life journey, I’ve learned that it is who you know as well as what you know that can make a difference, and sometimes who you know can be more important. People create opportunities for others. Through programs like IAP, I hope to help give our mentees the confidence to aim high, to succeed and to learn from disappointments large and small.

ROBERT INFANTINO
College of Computer, Mathematical, and Natural Sciences
University of Maryland
IAP MENTOR SINCE 2002

IF YOU ARE INTERESTED IN SERVING AS EITHER AN IAP SELECTION COMMITTEE MEMBER OR A UMD FACULTY OR STAFF MENTOR FOR OUR SCHOLARS, PLEASE CONTACT JACQUELINE WHEELER LEE, DIRECTOR, AT JWL@UMD.EDU OR 301.405.9024.
IAP VOICES:
Scholars Reflect on Success

IAP has changed – enriched, expanded and improved – the lives of our graduates. They’ve traveled the world, pursued graduate degrees and achieved career and personal successes. Their stories show what can be possible.

TIANA WYNN ’05, ’05
ACCOUNTING, FINANCE
MBA ’15, SELLINGER SCHOOL OF BUSINESS, LOYOLA UNIVERSITY MARYLAND
Certified Public Accountant
Senior Manager, S.B. & Company
Treasurer, National Association of Black Accountants, Baltimore Chapter

IAP encouraged me to be a leader. I was actively involved in on-campus organizations, and I was the first scholar in IAP to study abroad. I’ve traveled abroad each year since 2003. My experience and technical knowledge have guided my success during each phase of my life; however, IAP boosted my confidence and continues to pave the path to achieving my goals. While the full scholarship to the university was invaluable, the true value was emerging as a leader and developing my character within an intimate community of peers, advisors and faculty mentors. IAP afforded me the opportunity to give back and become financially active in continuing the mission of this great program: building pipelines between the state’s flagship university and two of its largest school districts.

REGINALD JONES ’05
CRIMINOLOGY AND CRIMINAL JUSTICE
Detective, Baltimore Police Department

As a law enforcement officer in Maryland, I am constantly challenged to think outside of the box and overcome and adapt to any situation. I could never accomplish these tasks without first knowing myself. Through IAP activities, I was pushed out of my comfort zone and developed some core traits that helped me excel in life. IAP encouraged me and helped me to see my inherent abilities and to realize that I was much stronger and smarter than I believed I was.

JA-NEÉ JACKSON SPENCER ’06
FAMILY STUDIES
M.S.W. ’12, MORGAN STATE UNIVERSITY
Transition Team Coordinator, New Pathways
Psychotherapist, Maryland Health Alliance and Regenerations Counseling Service

When I arrived at UMD, I reluctantly participated in IAP because my home life in Baltimore had a hold on me. Over time, however, college life became clearer and I began to see how IAP’s challenges were preparing me for the next step. My life has been a whirlwind since graduating. I am married and have two children, Jacara, 7, and Carlos Jr., 6. My husband and I are Patterson Park homeowners, and together we run a nonprofit organization, Golden Jackals Youth Football and Cheer Inc. At work, I help foster care children in an independent living program and provide in-home therapy to individuals and families. My success and achievements from UMD through today are not only mine, but those of IAP.

IAP has changed – enriched, expanded and improved – the lives of our graduates. They’ve traveled the world, pursued graduate degrees and achieved career and personal successes. Their stories show what can be possible.
DARIAN SCOTT-CARTER '08
CRIMINOLOGY AND CRIMINAL JUSTICE
M.S. ’10, HOMELAND SECURITY, TOWSON UNIVERSITY
ED.D. ’17, EDUCATIONAL LEADERSHIP, EDGECOM COLLEGE
Assistant Professor, Homeland Security and Criminal Justice Institute, Anne Arundel Community College

The first time I sat in a criminology class, I knew I wanted to pursue a career in the field. Teaching courses on homeland security and criminal justice at AACC combines my passion for the subject with my desire to impart knowledge and shape the lives of others. The best part is that I get to know my students really well and help them achieve their personal and professional best. IAP helped me to understand the importance of mentoring and service. UMD was the platform on which I built my professional experience and discovered my passion for what I teach. I owe a lot to both the program and UMD for helping me get to where I am today.

KAREEM SHAKOOR ’10
PSYCHOLOGY
M.S. ’12, EDUCATION, HUNTER COLLEGE
Special Education Manager, Democracy Prep Public Schools, New York City

IAP allowed me to be an agent of change in my family and community. I have eight brothers and sisters — I’m number six. Not only was I a first-generation college student, but I was also the first of my siblings to attend college. Luckily, I wasn’t the last. Each of my younger siblings and each of my younger cousins are all either college graduates or currently enrolled in college. IAP opened the door for me and put me in a position to keep it open for those who came after me.

DE’ANGELA BOONE ’10
CRIMINOLOGY AND CRIMINAL JUSTICE
Management and Program Analyst, U.S. Customs and Border Protection

IAP introduced me to INROADS, an organization committed to developing and placing talented underserved youth in business and industry. It was through an INROADS internship that I started a career in the federal government. Today, I travel on behalf of U.S. Customs and Border Protection (CBP) to foreign and domestic ports of entry to manage trainings for customs and border guards. I have mingled with CBP commissioners, the secretary of the Department of Homeland Security and executive directors from various federal agencies — and I’ve done so with confidence. Not only did IAP provide me with tools to be a successful scholar at Maryland, but the staff encouraged me to work hard, exposed me to the arts and culture, and allowed me to develop public speaking skills. Without IAP, I don’t think that I would be as successful as I am today.

RAFAEL LOVO ’13
ACCOUNTING / INTERNATIONAL BUSINESS
Experienced Tax Associate, PricewaterhouseCoopers

Being in the Incentive Awards Program forced me out of my shell. The program provided me with a home base and helped me get my bearings. I found the small community to be just what I needed to feel comfortable and find my niche. After a tough first semester as an engineering major, Jackie and her staff helped me to find my passion in business, specifically accounting, where I began to thrive. I found internships and professional organizations that would enhance my future career while deepening my involvement in campus clubs and organizations. I am so grateful that IAP recognized my potential and nurtured my strengths. It built my confidence and prepared me to transition to the “real world.” I am not a finished product and I can’t say that I’ve accomplished everything yet, but my future is bright, and it would not have been possible without the Incentive Awards Program.
IAP BY THE NUMBERS

106 GRADUATES
16 more are on track to earn their bachelor’s degrees in 2016

73% SIX-YEAR GRADUATION RATE OF IAP SCHOLARS, which exceeds their peer group* (66%). GPAs and credits attempted and earned are also higher

ONE-YEAR RETENTION RATE FOR IAP SCHOLARS, THE SAME AS OTHER FRESHMEN STUDENTS AT THE UNIVERSITY OF MARYLAND

95%

IAP BY THE NUMBERS

IAP ALUMNI HAVE EITHER COMPLETED OR ARE PURSUING GRADUATE STUDIES AT INSTITUTIONS INCLUDING WILLIAM AND MARY SCHOOL OF LAW, AMERICAN UNIVERSITY, JOHNS HOPKINS UNIVERSITY, DREXEL UNIVERSITY, UNIVERSITY OF PENNSYLVANIA, NEW YORK UNIVERSITY, BOSTON UNIVERSITY AND SAN FRANCISCO STATE UNIVERSITY

57 IAP SCHOLARS HAVE STUDIED ABROAD

AUSTRALIA, BELGIUM, BRAZIL, CHILE, CHINA, DOMINICAN REPUBLIC, ECUADOR, EL SALVADOR, ENGLAND, ETHIOPIA, FRANCE, GERMANY, GRENADA, HONG KONG, INDIA, ITALY, JAMAICA, JAPAN, KOREA, LESOTHO, MEXICO, THE NETHERLANDS, NEW ZEALAND, NICARAGUA, SOUTH AFRICA, SPAIN, THAILAND, UNITED ARAB EMIRATES AND VIETNAM

10 IAP SCHOLARS ARE ALSO RONALD E. MCNAIR SCHOLARS

30% CURRENT IAP SCHOLARS ARE ENROLLED IN THE HONORS COLLEGE, COLLEGE PARK SCHOLARS, CIVICUS AND OTHER LIVING AND LEARNING PROGRAMS

* Students from the same high schools and geographic region with similar freshmen academic profiles.

FANTASTIC FACT

IAP graduates are employed at places including KPMG, PricewaterhouseCoopers, Ernst & Young, Cohhazimck, Baltimore City Public Schools, Prince George’s County Public Schools, CollegeBound Foundation, Teach for America, University of Maryland, U.S. Customs and Border Protection, and the U.S. Department of State
Ima Bassey Ibidapo '05 will return to Baltimore after living in New York City for five years with her husband, Yemi, and children David, 2, and Diana, 1. Ima started an immigration and naturalization law firm there while Yemi was a resident in radiology at New York University.

Misbha Qureshi '06 was awarded a $5,000 dissertation grant to assist with her research. She is in the final stages of collecting data and writing the last two chapters of her dissertation. Misbha expects to graduate in June with a Ph.D. in couple and family therapy from Drexel University.

Antonio Tyson '10 is enrolled in the part-time MBA program at the Robert H. Smith School of Business while working as the manager of the Smith Behavioral Lab.

James Bowman '13 became a licensed certified public accountant in January. He is an audit associate at CohnReznick. He got married on Aug. 9, 2015.

VaRysa Williams '13 graduated with a master of science in education from Johns Hopkins University last May. She is a first- and second-grade special education teacher at Brooke Grove Elementary School in Olney, Md. On a fun note, she says, “I’m on track to fulfilling a dream of mine—obtaining my group fitness certification. I should have everything completed by April!”

Jasmine Mays '14 teaches voice, piano, guitar and violin for three music education companies while performing in principal roles at local venues in the Washington metropolitan area. She is pursuing a master’s degree in music at the Catholic University of America and is expecting her first child in October.

Kendra Browne '15 received her license as a speech language pathology assistant and currently works at the Children’s Evaluation and Therapy Center in Bowie, Md. She was recently accepted to the master’s degree program in speech language pathology at Howard University.

José Granados '15 works as an ESL paraprofessional educator at Buck Lodge Middle School in Hyattsville, Md., and as a case manager for the Latin American Youth Center, where he provides academic support and mentoring and teaches practical life skills.

James Whipple '15 is a mechanical engineer at 21st Century Group in Owings Mills, Md., where he works on automation projects.

Darian Scott-Carter '08 (left) is engaged to Jonathan Senn and is planning a June wedding.
INCENTIVE AWARDS PROGRAM
SUZANNE G. AND MURRAY A. VALENSTEIN
BALTIMORE INCENTIVE AWARDS
PRINCE GEORGE’S COUNTY INCENTIVE AWARDS
1103 Cole Student Activities Building
4090 Union Drive
College Park, MD 20742

To learn more about or to support the Incentive Awards Program, please contact Jacqueline W. Lee, director, at jwl@umd.edu or 301.405.9024.

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SAVE THE DATE
16TH ANNUAL SPRING RECEPTION
TUESDAY, MAY 3, 4-6 PM
University House

This brochure is printed on Environment Recycled Paper, certified by SmartWoods to FSC standards. It contains 10 percent post-consumer recycled fiber and is manufactured with wind power. During the production of this brochure we saved 4 mature trees, 5 million BTUs of total energy, 3281 gallons of water and wastewater flow, and reduced the generation of solid waste by 288 pounds. (Environmental impact estimates were made using the Environment Defense Paper Calculator) March 2016