



Governor

Wes Moore

Lt. Governor

Aruna Miller

Secretary

Sanjay Rai, Ph.D.

Commission Chair

Catherine J. "Cassie" Motz

Commission Vice Chair

Chike Aguh

Commissioners

Kathleen Bands, Ph.D.

Mickey L. Burnim, Ph.D.

Charlene Mickens Dukes, Ed.D.

Barbara Kerr Howe

Narcisa A. Polonio, Ed.D.

Rebecca Taber Staehelin

Sheila D. Thompson, Ph.D.

Craig A. Williams, Ph.D.

Janet E. Wormack, Ed.D.

Sarah Otwey, Student
Commissioner

Principal Counsel

Kimberly Smith Ward

MEMORANDUM

DATE: February 26, 2026
TO: Mr. Matthew Power, President, Maryland Independent
College and University Association
FROM: Sanjay Rai, Ph.D., Secretary *SKR*
SUBJECT: §10-211 – Plan for Program of Cultural Diversity

As required by §10-211 of the Education Article, each independent higher education institution must submit a report on programs designed to promote and enhance cultural diversity on its campus to the Maryland Independent College and University Association by July 1 of each year. The Association is then required to submit a report on those programs' status to the Maryland Higher Education Commission on or before September 1. A memo containing guidelines established for public institutions has been attached for your convenience and guidance in drafting this report.

New in 2026: The report submitted to MHEC must explicitly reference programs of cultural diversity at all 13 MICUA institutions.

The Maryland Independent Colleges and Universities Association report will be included, unedited, in the 2026 Report on Institutional Programs of Cultural Diversity. In addition, this report will include a narrative summary provided by MHEC. Programs highlighted in the MICUA report will be included in this narrative.

Please submit the Association report via the Google form found here: <https://docs.google.com/forms/d/e/1FAIpQLSeUg5-Cx6r-MW6jmE13tmuOuaw2-hsBqioMmmrX7DwKjH9jfA/viewform?usp=header>. An electronic copy of the MICUA narrative report must be submitted in a searchable PDF format on or before September 1, 2026, in accordance with statutory requirements. If you have any further questions about this report, please feel free to contact Barbara Schmertz, Director of Research and Policy Analysis (barbara.schmertz@maryland.gov).

Thank you for your cooperation.

Enclosure

MARYLAND HIGHER EDUCATION COMMISSION

217 East Redwood Street • Suite 2100 • Baltimore, MD 21202

T 410.767.3300 • 800.974.0203 • F 410.332.0270 • TTY for the Deaf 800.735.2258 www.mhec.maryland.gov