

DATE: DECEMBER 15, 2010
TIME: 12:00 P.M. – 1:00 PM
LOCATION: HOMEWOOD CAMPUS, GREAT HALL

Meeting Minutes

Present: Caroline Laguerre-Brown, Charlene Moore Hayes, Yolanda Abel, Ivan Adames, Lorie Benning, Allison Boyle, Carlos Braxton, Sharre Brooks, Sheila Fitzgerald, Brian Gibbs, Marian Hahn, Adil Haider, Janet Harding, Peggy Hayeslip, Andres Hernandez, Susan Kuhn, Ronald Lambert, Brandyn Lau, Rachel Lee, Mindi Levin, Ashley Llorens, Pamela McCann, Khadijah Mitchell, Monica Moody-Moore, Pamela Paulk, Andrew Pekosz, Karthik Rao, Fernando (Ricky) Santico, Stephanie Webb, Beverly White-Seals, Cheri Wilson, Cynthia York. Also in attendance was Linda Daley-Atila, Administrative Coordinator – OIE.

I. Welcome and Opening Remarks – Caroline Laguerre-Brown

Caroline Laguerre-Brown welcomed the group and the minutes were reviewed, edited and accepted.

II. Provost Lloyd Minor – Addresses the Council

Caroline Laguerre-Brown introduced Provost Lloyd Minor, M.D. and senior vice president for academic affairs and Phil Tang, senior advisor to Lloyd Minor.

Provost Lloyd Minor congratulated Caroline Laguerre-Brown and the Diversity Leadership Council on the DLC Conference and talked about how to build on the success from the DLC Annual Conference. Provost Minor spoke about ways to expand the Mosaic Initiative by expanding it into fellowships and by supporting, identifying, and recruiting outstanding members of underrepresented minority groups into our post-doctoral training programs around the university, as well as perhaps extending the support of the graduate students. He will get back to the DLC as he develops his thoughts and will reach out to us for our feedback.

Provost Minor stated that this year marked our Johns Hopkins first Mosaic Pipeline Program grant. This grant went to the Department of Geriatric Medicine in the SOM at Bayview Medical Center, and this grant will help increase the pipeline for underrepresented minority and disadvantaged medical students entering into the field of geriatric medicine.

Provost Minor discussed his office’s initiative on degree completion led by Sarah Steinberg our interim dean for Student Affairs. Provost Minor shared that recent data showed that JHU’s six year graduation rate for undergraduates is 92%. He explained JHU and peer institutions look at 6 year graduation rates.

<u>Years of Study</u>	<u>Graduation Rate</u>	<u>Comments</u>
6 years	92% - Overall Undergraduate Rate <u>Breakdown</u> <ul style="list-style-type: none"> ➤ 89% - Latinos ➤ 83% - African Americans 	Provost Minor stated that the rate is good, but not great as it compares to our peers.

Provost Minor stated that there is a marked disparity between graduation rates for underrepresented minorities and that a Retention Task Force will attempt to analyze the reasons for the disparity. Provost Minor explained that the task force meets on almost a weekly basis to look at every single student who does not complete his/her degree at Johns Hopkins and they try to figure out why students leave, transferred or decided to pursue some other opportunity. He further stated that the group is trying to figure out strategies to increase retention and graduation rates. Provost Minor stated that diversity remains a major priority.

Provost Minor then addressed a question regarding the definition of the term “underrepresented” indicating that his working definition is guided by federal regulations.

Provost Minor also addressed a question about diversity on the Board of Trustees acknowledging that the make-up of the Board is not controlled by him. He spoke about central administration’s proactive efforts towards creating diverse candidate pools for searches on senior level positions.

Provost Minor also received feedback from the DLC members about the need for increased communication to the community regarding significant events that could cause an increase in tensions between Hopkins and the Baltimore community.

III. Climate Survey Subcommittee

Lorie Benning introduced this segment by stating that the Climate Subcommittee needed to get the Climate Survey results to each of the leaderships at the university. She stated that to date, the committee has all the data stratified and they have provided a summary report by gender, race, and sexual orientation. Thereafter, there was some discussion about marshalling resources to complete the time-consuming reports.

IV. Ombuds Office Subcommittee

Lorie Benning stated that Pammie Crawford was not able to attend but explained that the subcommittee is:

- 1) Working on project to determine what "conflict resolution" resources exists across the institution and exploring ways of making them available to the JHU community online.
- 2) Working on a "needs assessment," at JHU to determine the need establishing an Ombuds Office (not unlike the climate survey where information is collected before recommendations can be made -- case studies won't be enough.) This includes:
 - a) developing an interview guide to ask HR and Deans of Student Affairs about these issues:
 - b) Types and number of issues brought forth which may show need for Ombudsperson: Academic, academic integrity, academic procedural
Facilities how Job related/Job promotion
 - 1) Procedural
 - 2) Miscellaneous personal (civility)
 - 3) Benefits
 - 4) Student Financial Services
 - 5) Discrimination
 - 6) Cultural competence
 - 7) Equity issues
 - c) creating an online survey instruments for faculty (Dr. Calvin), staff and students (Pammie) to determine unmet needs.

V. Recruiting and Retention Subcommittee

Brandyn Lau talked about the data he collected from across Hopkins institutions to learn what each division considers an 'underrepresented minority' and the data each institution collected identifying the breakdown of their student body/workforce. Brandyn stated that the Recruiting and Retention Subcommittee has discovered that the data and how it is collected is different from school-to-school. The subcommittee's long term goal is to standardize the way of retrieving and storing data. Cheri Wilson, chair of Assessments Committee has volunteered to assist with this task. The Ombuds Committee also volunteered to assist.

VI. Community Partnerships

Mindi Levin stated that this committee is attempting over the long term to compile data about existing community partnerships. They stated that they planned to do this through their focus on deans and upper management regarding missed essential pieces of community liaisons. They are interested in learning what resources the community needs, the types of communication that work best, and the most effective way of disseminating the information.

VII. DLC Awards Planning Committee

Caroline Laguerre-Brown stated that she has begun the process of reviewing possible dates for the next DLC Award Ceremony. Cheri Wilson mentioned that the third week of April – 4/19 or 4/23 should not be considered because of religious holidays.

VIII. Stop the Gap Subcommittee

Yolanda Abel presented the Stop the Clock current language in the School of Education faculty promotion/policy guide and the current language in JHSPH's Policy and Procedure Manual for an Assistant Professor title. It's focused on language that allows for work (clock) stoppage, for faculty, due to major life events, like birth, as it relates to the timeline for promotion.

IX. Open Discussion

Janet Harding gave feedback from Bayview and stated that she heard very positive comments from Bayview employees about the conference. Janet suggested that the DLC consider Dr. Hinjosa Quinones for next year's conference as a keynote speaker.

Possible suggestions for improvement for the DLC Conference were:

- 1) The address fields on the website need to be improved;
- 2) Linkage to the website;
- 3) All day sessions were suggested instead of having 15 concurrent sessions and spread them out over the day where the speakers are unable to participate in the events of the DLC Conference;
- 4) Possibly changing the venue of the conference because access issues for people with disabilities and Cheri's challenges with a stroller (i.e., Turner, Tilgham auditoriums, Mt. Washington has cost prohibitive factors);
- 5) Surveys to be done on location.

The meeting was adjourned by Caroline Laguerre-Brown. The next meeting will be at APL on 1/19/2011.

X. Announcements

Stephen Ragsdale and his wife welcomed a new baby a few days ago.