

JHI Diversity Leadership Council Meeting
March 16, 2011 – Noon – 2:00 PM
110 Clark Hall
Homewood Campus

Minutes

Attendance: Ifeanyl Anidi, Shabina Bahl, Lorie Benning, Gwen Boyd, James Calvin, Linda Daley Atila, Sheila Fitzgerald, Wayne Garris, Brian Gibbs, Peggy Hayeslip, Andres Hernandez, Susan Kuhn, Caroline Laguerre-Brown, Rachel Lee, Mindi Levin, Khadijah Mitchell, Monica Moody-Moore, Anne-Elizabeth Brodsky, Steven Ragsdale, Karthik Rao, Maria Veronica Sanchez, Fernando (Ricky) Santico, Beverly White-Seals, Cheri Wilson, Cynthia York and Risha Zuckerman.

Also in attendance was Dr. John Latting, Dean of Undergraduate Admissions.

I. Welcome and Remarks

The minutes were reviewed, edited, accepted and the meeting was called to order by the Chair Gwen Boyd.

II. Announcements

Council members were asked to promote nominations for diversity awards within their respective units. The Awards Recognition Ceremony is scheduled for May 4th in the Glass Pavilion.

III. Admissions Report Presentation – Dr. John Latting

Dr. Latting presented his annual Admissions Report. Dr. Latting informed the committee that by April 1, 2011, Hopkins will announce its admissions decisions regarding the 2011-2012 admitted freshman class. Dr. Latting prefaced his remarks by indicating that the primary focus of his presentation was admission rates for underrepresented minority populations at JHU. The data provided revealed that admission rates for underrepresented minorities have increased. For the 2011-2012 freshman class, 1,649 students who applied were Black/African American, 1,349 were Hispanic/Latino, and 127 were Native American. From these numbers, some 183 underrepresented minorities have accepted admission. This number accounts for approximately 15% of the freshman class.

Dr. Latting reported that the university is aware that they have specific areas that they need to pay attention to in the recruitment of underrepresented minorities and those areas are:

1. **Financial Aid** – Hopkins is falling behind their competitors in this category and it has clearly become an inhibitor for Hopkins. Hopkins has to provide greater resources for financial aid in order to attract underrepresented minorities. If the university fails to make improvements in this category, the admission numbers will not increase.
2. **Academic Interests** – 77% of underrepresented freshman students have aspirations of careers in science, technology, engineering and math (STEM), this number represents 58% of Hopkins total class size. The university has to do a better job of focusing and investing in this population, because it becomes a factor and has implications on attracting students that are interested in STEM programs.
3. **Baltimore Scholars Program** – Hopkins has an initiative with Baltimore Scholars and underrepresented minorities from Baltimore City who are admitted into Hopkins receive \$42,000 -- their tuition is paid in full. However, Hopkins has faced instances where students offered the Baltimore Scholars Scholarship to attend Hopkins have declined the offer. This happens primarily because other universities have offered better overall financial aid packages.
 - a) **Retention Rates** – Since 2005, our retention rates have been good. However, the university is trying to identify challenges that students have faced. Dr. Latting noted that the 6 year graduation rates for underrepresented students lag behind the rates of Whites. Dr. Latting also discussed the fact that he and other JHU leadership are having discussions about the need to develop programs that support underrepresented minority student achievement.

IV. Subcommittee Reports

1. **Assessment Subcommittee** – Cheri Wilson stated that the Assessment Subcommittee is drafting a more detailed report of the DLC's activities. She asked that the report be uploaded to the DLC website. The subcommittee intends to prepare an annual report for the president.
2. **Climate Survey Subcommittee** – Lorie Benning reported that the Climate Survey Subcommittee is stratifying reports regarding the Student Climate Survey Summary Report and welcomed any comments, and/or suggestions. The Climate Survey Subcommittee is continuing its analysis of the external vendor option for the next faculty/staff climate survey. The subcommittee is currently

looking at two vendors – Gallup Consulting and Corporate Leadership Council.

3. **Community Partnerships** – Mindi Levin reported that the Community Partnerships Subcommittee has been inviting guest speakers to their meetings for their insights on the best ways to improve community relations.
4. **DLC Awards Planning Subcommittee** – Risha Zuckerman stated that the 2011 Annual Diversity Awards Ceremony will be held on May 4, 2011 in the Glass Pavilion, and the deadline to submit nominations will be April 18, 2011. So far, Risha has received 12 total nominations. This number includes 10 individual nominations, and nominations for 2 teams. Risha emphasized to the committee that they should spread the word about the event and the deadline. Also mentioned was that the committee is exploring different options for entertainment such as, a student acapella group and Provost Laguerre-Brown has talked with a Peabody faculty member about a brass ensemble. The subcommittee was very excited about both of these possibilities, however, the committee has not selected a group yet, but these are some ideas. The jade green glass award will remain the same as last year but due to budgetary constraints, the committee will be doing the food a little differently this year. The committee has agreed that having a sit down meal, sort of a family style event, would be the best option. The committee is trying to get back to the model of encouraging dialogue amongst the attendants.
5. **Recruitment & Retention Subcommittee** – Brandyn Lau stated that he had spoken with David Jernigan and Andy Pekosz both of whom are faculty members from the School of Public Health's Committee for Equity, Diversity and Civility (CEDC) about briefing the DLC's subcommittee for recruitment and retention on methods used to recruit and retain diverse students and faculty at the SPH. David chairs the CEDC student recruitment and retention committee at the SPH and Andy chairs the CEDC faculty recruitment and retention committee at the SPH.
6. **Stop the Clock** – Yolanda Abel provided the latest Stop the Clock language from School of Education, School of Engineering and Zanvyl Krieger School of Arts and Sciences. Yolanda asked that the committee review the language in the reports and email her any changes - yabel@jhu.edu.

- V. **Open Discussion** – Dr. Boyd mentioned that members should expect to receive reminders about when their DLC terms will expire and that any member who wishes to continue to serve must submit a self-nomination when the DLC membership nominations are solicited in April.

The meeting was adjourned.

**East Baltimore Campus
Darner Conference Room, G-007
Turner Concourse
East Baltimore Campus**