

JHI Diversity Leadership Council Meeting
June 8, 2009--Noon – 2:00 PM
Clark Hall, Room 110
Homewood Campus

Minutes

Present: Ivan Adames, Hilary Bok, Gwen Boyd, Natasha Brown, James Calvin, Sheila Fitzgerald, Bertrand Garcia-Moreno, Brian Gibbs, Ray Gillian, Nakita Green, Marian Hahn, Janet Harding, Peggy Hayeslip, Alan James, Caroline Laguerre-Brown, Abby Lattes, Ashley Llorens, Pamela Paulk, Scott Purnell-Saunders, Laurice Royal, Delora Sanchez, Edward Scheinerman, David Thomas, Stephanie Webb, James West and Cynthia York.

Also in attendance as guests were: Johns Hopkins University President Ronald Daniels and Jerry Schnydman, Secretary to the Board of Trustees.

I. Welcome and Remarks – Gwen Boyd

Gwen called the meeting to order and extended greetings to the membership. She thanked Council members for their participation in the Awards Ceremony. She further thanked the members of the Office of Institutional Equity for their part in putting the program together. She gave a brief overview of the Council's history, its mission and its achievements to the President. Members were asked to introduce themselves and state their affiliation (school/division/unit) within Johns Hopkins for the President.

II. President Ronald Daniels Addresses the Council

President Daniels stated that he was honored to speak with the Council regarding collaborating on issues to advance the diversity agenda at Johns Hopkins. He stated that there have been various iterations in the role that diversity plays on campuses and other institutions. President Daniels stated that it was his experience that there have been times when academic leaders have grudgingly said that there was a need for diversity within the academic atmosphere but have treated the issue of diversity as “not all that important.” Daniels stated that he felt that Johns Hopkins needed to give full expression to the idea of a diversity agenda so as to provide equal opportunity for people to develop their fullest human potential regardless of racial, ethnic, religious, sexual orientation or economic background. He said that this is something so important to the university that it is central to the mission of Johns Hopkins.

President Daniels further stated that he felt that the need for diversity was necessary particularly because of the geographic location of Johns Hopkins within the City of Baltimore given the challenges that the City faces and education being the great ticket for social advancement. He also expressed that Hopkins was one of the most powerful institutions in society in terms of radically transforming the lives across spectrums of individuals. He further affirmed that Johns Hopkins has and will continue to play an important role in finding ways to move our society in the direction of giving proper expression to the ideal of equal opportunity.

The president had specific thoughts of how giving equal opportunity expression and further outlined them in the following ways:

Students – President Daniels expressed that he was quite concerned about the status of the JHU student financial program. He said that he is eager to further build on the work that has been done on the across the schools that offer undergraduate programs and developing financial aid undergraduate program. He said that he felt that Hopkins was out of “cync” with all of our top AAU peers with respect to not being able to offer a “needs blind” financial aid program for our undergrads. He feels that by getting the undergraduate financial aid issue sorted out will afford Johns Hopkins the opportunity to attract a more diverse student pool. The deans, some trustees along with other university officials are beginning to take a look at how they can pool some university funds to invest in this effort. With respect to moving undergrads to JHU graduate programs, various efforts are being investigated so as to create a pipeline effect (i.e. offering stipends) as a method for recruitment. They are also looking at the next step in the process which would be the retention of these graduate students (particularly minority graduate students) through a mentoring program to assist them in securing faculty positions.

Faculty – Put in place systematic mentoring programs to support faculty hires.

Staff – Monitoring the workplace climate via the Climate Survey.

The president also stated that he was very interested in the role that Hopkins plays in the Baltimore City Public School System. He expressed his gratitude with our undergrads in their efforts with partnering with some of the city schools. He stated that he would like to see Hopkins undergrad play a much bigger role in partnering with Dr. Andres Alonso and the Baltimore City Public Schools.

The Council put before the president, the possibility of creating an Ombuds office. The president responded by stating an argument for having an Ombuds office. He then countered by stating an argument against and sharing his experience at the University of Penn that the office became more of a distraction to the decision-making process. He said that he would not give the Council a yes or no answer at this time but if the Council felt that strongly about the creation of this office and a plan could be carefully thought out, he would certainly welcome having a discussion.

Provost Search – Mr. Daniels said that he had charged the search committee to look at the broadest pool of applicants which should include minority candidates. He also instructed the search committee to seek candidates that ultimately shared his views surrounding the central issue of diversity in the university.

The president was then asked how he would support an initiative for persons with disabilities. He stated that this was a particularly sensitive issue to him as his wife is a human rights lawyer who has a particular interest in persons with disabilities. President Daniels thanked the Council for the invitation to hear him and said that he looked forward to assisting the Council to advance diversity and inclusion. He also stated that he hoped that our conversations were not going to be limited to meeting once a year.

III. Subcommittee Reports

DLC Nominations – The committee will meet on Friday, June 12th to review the nominations for membership received for the Council to begin 2009–10. The committee is looking to expand its membership to include more members from the Health System.

2009 Conference – The Diversity Conference is scheduled for November 5th. The Conference Planning Committee is also open for new membership. Please submit your name to Alan if you are interested in serving.

A motion was made to accept the minutes of the previous meeting. The meeting was adjourned.

Next Meeting: DLC Retreat