

JHI Diversity Leadership Council Meeting
March 18, 2009 - Noon – 2:00 PM
Anna Baetjer Room
Bloomberg School of Public Health
East Baltimore Campus

Minutes

Present: Ivan Adames, Hilary Bok, Gwendolyn Boyd, James Calvin, Pammie Crawford, Sheila Fitzgerald, Brian Gibbs, Ray Gillian, Nakita Green, Janet Harding, Charlene Hayes, Peggy Hayeslip, Alan James, Ron Lambert, Pamela Paulk, Laurice Royal, and Stephanie Webb.

I. Welcome and Remarks – Gwen Boyd

The Chair, Gwen Boyd called the meeting to order. Gwen extended a brief welcome to Council members and she then introduced John Latting (Director Homewood Undergraduate Admissions) as the presenter.

II. Homewood Undergraduate Admissions – John Latting

Mr. Latting provided a schematic (attached) that reflected the applications received from under-represented ethnic minority (African American, Latino and Native American) students wanting to enroll in engineering and arts & sciences at Homewood from 1983 – 2009. He stated that receipt of applications from these students has steadily increased between 2002 and 2008 (847 in 2002; 2200+ in 2008). Mr. Latting stated that the Admissions Office is particularly sensitive to the issue of diversity. In his presentation, John said that 30 years ago the issue of diversity was somewhat limited to gender as to the campus make-up (two-thirds male, one-third female). When looking at diversity today, there are so many things that need to be considered. While race/ethnicity are important components of diversity and inclusion, admissions also considers gender and disability as well as other issues so as to provide a diverse population on campus.

John then gave a brief synopsis of the handout. He said that the top line reflected the number of applicants (African American, Hispanic/Latino or Native American) seeking freshman admission to Hopkins. The second line reflected the number of the applicants that were admitted given a chance to enroll as freshman and the third line represented the number of students that actually enrolled at Hopkins for that particular year.

A conversation regarding the decline in enrollment between 1996 and 2002 ensued. John stated that he became the director for the Admissions Office in 2001. As part of the “revitalization” in the recruitment policy for admissions, he felt that a restructure was necessary to attract under-represented minority students. He also cited that part of the problem with Hopkins, is that the “strength” of the financial aid program needs to be addressed. The lack of access to financial aid at Hopkins has swayed many under-represented minority students to choose other schools that are comparable to Hopkins. This issue has become a priority that President Ron Daniels intends to address.

III. Subcommittee Reports

Climate Survey – Ray shared with the Council some of the demographic data that had been collected and analyzed. The response to the survey was very good. In the JHU not including the SOM survey, the response rate increased about 45 percent from the 2006 survey which had 1,500 respondents. All schools/division participation increased with the exception of SAIS. The Carey Business School had the highest percentage of respondents.

In terms of who responded to the survey, the numbers were up for all groups except for faculty. In terms of gender, more women responded to this survey versus the 2006. The percentage of women that responded to the 2006 survey was 63 percent. For questions regarding sexual orientation and disability, this was a new category of information. We now have data to compare for these categories in future surveys. As far as the race category, the number of respondents answering “White” has increased dramatically from around 1,100 to 1,700 employees. It is expected that we will receive reports in about 30 days from the close of the survey that will provide information to us on university-wide and by division, data analysis.

In the School/Institution/Division category, for the first time, we pulled out the data for Development Alumni Relations and the Senior Vice President for Finance and Administration as categories. In the 2011 survey, we expect to further pull out the data for the Sheridan Libraries so that they can have a separate set of data.

For the Health System, there was a dramatic increase in respondents to this survey versus the 2006 survey. The survey totals went from 2,400 responses in 2006 to 6,200 for the 2009 survey. Congratulations were extended to Janet and Pamela for their efforts in marketing the survey. While the number of respondents to the survey were up for the Health System, unfortunately they were down for the School of Medicine.

Award Recognition Ceremony – Ray reported that the deadline for nominations submission was March 19th. The nominating committee was scheduled to meet sometime the next week to propose a slate of award winners at the April meeting. At this recording, there were approximately 30 nominees for consideration. Of these nominations, there were three group nominations. Ray also advised Council members that the award ceremony is to be held on May 12th at noon in the Glass Pavilion on the Homewood Campus.

Communications and Website – Ivan reported that as part of the work of the subcommittee, a survey was sent to Council members. He reported that there had been little feedback from the Council with regard to the survey. Council members were asked to go to the DLC website and respond to the survey questions. At the end of the survey, participants were asked to forward their responses back to him. It was asked that Alan resend the survey to the Council following the meeting.

Ivan wanted to gauge the Council as to its vision for the website. He wanted to know how the website might be better assimilated. Ray informed the membership that the website had been maintained by an outside vendor through the Office of Institutional Equity. However, the Provost's Office was now moving to have its website maintained internally and the OIE website would probably be incorporated under its umbrella. He was anticipating that the DLC website would be maintained through the President's Office. A discussion ensued regarding the very aspects for the direction of the website.

The meeting was adjourned.

Next Meeting: April 22, 2009
Location: Applied Physics Laboratory
Laurel, MD