Office of the Provost

Panelists: Jon Bagger, Pam Cranston, Sarah Steinberg

Website: http://web.jhu.edu/administration/provost/

On July 18, 2012, Provost Lloyd B. Minor was named dean of the Stanford School of Medicine. On September 1, Jonathan A. Bagger became interim provost.

Jonathan A. Bagger is interim provost and senior vice president for academic affairs of The Johns Hopkins University. As the chief academic officer and second-ranking member of the senior administration, he is responsible for promoting and coordinating the university’s teaching and research mission.

The provost’s primary responsibility is to oversee the university’s nine schools as well as its many interdisciplinary programs, academic centers, and institutes.

The provost develops and implements strategic initiatives with the president, and works with the deans and directors in the creation and oversight of interdivisional programs and the coordination of the university’s regional, national, and international activities.

The provost leads the university’s budgeting process in consultation with the senior vice president for finance and administration. The provost is the secretary of the Board of Trustees Committee on Academic Policy and the Committee on Student Life.

General Counsel

Panelist: Patty McLean

Website: http://web.jhu.edu/administration/general_counsel/

The Office of the Vice President and General Counsel provides legal counsel and representation to The Johns Hopkins University and all its schools, divisions, affiliates, and related entities on the broad range of legal matters affecting the University. The General Counsel’s Office serves University trustees, officers, directors, administrators, faculty and staff in their official capacities. The General Counsel’s Office is also responsible for hiring and managing outside counsel to represent the University.

Our commitment is to provide the highest quality legal services in a responsible, helpful and timely manner; to protect and promote the mission and values of the University, including compliance with its obligations and protection and promotion of its interests; to minimize legal risks and costs; and to address and resolve legal disputes.

Consistent always with the mission and interests of the University, we strive to be problem solvers; to engage in strategic thinking with our clients; to defend the interests of the University and its
constituents; to protect and promote the integrity of the University; to practice preventive law; and to assist the University’s trustees, officers, faculty and staff to accomplish their institutional objectives.

Our office has eight lawyers, one law Fellow, one paralegal and four support staff.

Legal matters relating to APL are handled by the APL Office of Legal Counsel. Legal matters relating to The Johns Hopkins Health System and The Johns Hopkins Hospital are handled by the Johns Hopkins Health System Legal Department. The Johns Hopkins Health System Legal Department also handles medical malpractice claims and HIPAA issues for the University.

To help direct you to the right lawyer, we have prepared lists of general and specific practice areas, as well as the specific assignments by lawyer. A good way to get started is to follow the link to the area of practice that best fits your need and contact the associated lawyer or assistant. You may call any of us for help and advice on any legal issue involving the University.

### Institutional Equity

**Panelist:** Caroline Laguerre-Brown

**Website:** [http://web.jhu.edu/administration/jhuoie/index.html/](http://web.jhu.edu/administration/jhuoie/index.html/)

The Office of Institutional Equity (OIE) was initially established in 2001 as the Office of Equal Opportunity and Affirmative Action Programs. The office, in conjunction with other university leaders, helps to create an environment where all students, faculty and staff can succeed.

OIE ensures compliance with federal, state and local laws related to affirmative action and equal opportunity; investigates discrimination and sexual harassment complaints; provides harassment prevention and disability services training; promotes campus diversity initiatives; and serves as a central resource for faculty, staff and students with disabilities.

The Office of Institutional Equity also manages the Johns Hopkins Diversity Leadership Council (DLC). The DLC is an advisory board to the University’s president. Its chief charges are:

- Recommending and promoting policies, programs and other initiatives that will attract and retain a diverse mix of faculty, staff and students
- Examining formal and informal structures and processes that inhibit Johns Hopkins Institutions from being more inclusive and recommend changes that foster greater inclusion
- Sponsoring campus-wide diversity events such as the annual Diversity Leadership Conference and the Diversity Recognition Awards
Doctor of Philosophy Board

**Panelist:** Jon Bagger

**Website:** [http://web.jhu.edu/administration/provost/initiatives/phd_board/](http://web.jhu.edu/administration/provost/initiatives/phd_board/)

The Doctor of Philosophy Board advises the Provost about University-wide issues pertaining to the Ph.D. It approves new degree programs and sets guidelines and policies that affect all Ph.D. students. The Board respects the strong tradition of local autonomy of the Schools and seeks to enhance the visibility and prominence of Ph.D. education across the University.

The Board was formed in January 2010. It inherited all University-wide Ph.D. policies that were in place at that time and that had been previously approved by the Graduate Board.

The Board is composed of distinguished faculty whose expertise reflects the broad range of intellectual disciplines represented by the University's Ph.D. programs. The distribution of the members ensures that the full range of intellectual inquiry is represented on the Board. The numbers are chosen not to reflect the size of a school’s Ph.D. program, but rather the diversity of its disciplines.

Finance and Administration

**Panelist:** Daniel Ennis

**Website:** [http://web.jhu.edu/administration/finance/](http://web.jhu.edu/administration/finance/)

Daniel G. Ennis became the senior vice president for finance and administration and treasurer at Johns Hopkins University in August, 2010, reporting to the President of the University.

As the chief finance and operations officer, Mr. Ennis is charged with oversight of the financial and administrative leadership across the university. He is responsible for the finance organization which provides policy and operational support for the fiscal management of the university, including financial reporting, resource planning and analysis, financial systems and information, and core services for the university community such as procurement, post-award sponsored research administration and research compliance, risk management and insurance, accounts receivable and payable.

Additionally, Mr. Ennis holds responsibility for financial planning and analysis relating to a $4.4 billion (2011) budget in support of university priorities. In his role as treasurer, Mr. Ennis is accountable for the overall stewardship of the university’s finances. He supervises debt, banking and cash management relationships and operations, and short-term asset management.

The offices of investment, internal audits and compliance, real estate and campus services, human resources, and Homewood campus safety and security – all report to the Office of the Senior Vice President and provide the highest quality support to university leadership to achieve its mission and goals. In addition, the Office of the Senior Vice President is accountable to the Board of Trustees to
ensure the overall fiscal health of the institution and is responsible for the work of five board committees: Finance, Audits, Compliance and Insurance, Buildings and Grounds, Investments, and Compensation.

The senior vice president has led and sponsored a number of initiatives across the institution including the Incident Command System, Institutional Risk Management and the Institutional Risk/Liquidity Assessment.

**Human Resources**

**Panelist:** Charlene Hayes

**Website:** [http://hrnt.jhu.edu/](http://hrnt.jhu.edu/)

We are a staff of dedicated human resources professionals who support the mission of the university by developing and implementing strategic human resources policies, programs and practices. If you are looking for support relating to a specific issue, visit our directory of human resources professionals at Johns Hopkins University.

Our mission is to support the university’s effort in attracting, developing, retaining, and engaging a high-performing workforce that’s devoted to excellence while promoting diversity, equity, civility, and respect.

We are committed to an ongoing collaboration with all members of the university community. The university has nine academic divisions, served by three divisional human resources offices. Within human resources, there are six primary areas of responsibility: Benefits and Human Resources Shared Services; Compensation and Human Resources Information Services; Employment Services; Employee and Labor Relations; Talent Management and Organizational Development; and Work, Life and Engagement. There are also a number of committees within the human resources department, in place to help further the department’s work.

In addition to the primary areas of human resources responsibilities, our team has developed a system of HRmetrics to provide information about university human capital and associated costs that are crucial to know when senior leadership makes important business plans and decisions.