

JOHNS HOPKINS UNIVERSITY & MEDICINE

OFFICE OF DIVERSITY & CULTURAL COMPETENCE
ASSOCIATE DEAN • CHIQUITA A. COLLINS, PHD

Congratulations!

- [The Office of Diversity and Cultural Competence \(ODCC\)](#) is pleased to announce the recent promotions of the following UIM faculty members of the Johns Hopkins School of Medicine. Please join us in congratulating Drs. Crews, Grayson and Onyike to the rank of Associate Professor, effective since October 2015.

We wish them continued success in their careers!

*UIM = Underrepresented in Medicine



[Deidra Crews, M.D., Sc.M.](#)
Department of Medicine, Division
of Nephrology,
Associate Vice Chair for Diversity
and Inclusion, Department of
Medicine



[Warren L. Grayson, Ph.D.](#)
Department of Biomedical
Engineering, Johns Hopkins
Whiting School of Engineering and
School of Medicine



[Chiadi U. Onyike, M.B.B.S., M.D.](#)
Department of Psychiatry and
Behavioral Sciences, Director,
Frontotemporal Dementia
Program

Note: Faculty promotions in the School of Medicine can occur at any time of the year. ODCC will periodically acknowledge promotions of UIM faculty once they are officially approved by senior leadership.

- Kudos to [Namandjé Bumpus](#), an associate professor of pharmacology and molecular sciences, and [Jordan Green](#), an associate professor of biomedical engineering—are [among 105 young scientists selected to receive the Presidential Early Career Awards for Scientists and Engineers](#). The award, announced by President Barack Obama, is the U.S. government's highest honor for scientists and engineers in the early stages of their independent research careers. The winners will receive their awards at a ceremony in Washington, D.C., this spring.

News and Announcements

- [The Target of Opportunity Program \(TOP\)](#) recently implemented by Johns Hopkins University as part of the [Faculty Diversity Initiative](#) is a mechanism “to support opportunistic recruitment of external exceptional and diverse scholars outside of planned search cycles. Schools and divisions may request funding to support up to one-half of the cost of the faculty appointment, with a cap of \$100K/year per appointee, for three years. TOP funds may be used to cover salary, fringe benefits, start-up, or any other allowable cost that would increase the compensation package of the appointee, such as support for a critical secondary appointment (e.g., spousal appointment, research staff, etc.). Requests will be accepted on a rolling basis, subject to available funding.”

- The [Visiting Professor Program](#) is designed to provide a funding pool to support visiting faculty and scholars. Visiting professorships that provide maximum flexibility to departments, while encouraging and incentivizing faculty diversity programming, is a key component of the [Faculty Diversity Initiative](#). It is our hope that increased interactions with the members of our vibrant campus community will lead to future faculty appointments at Johns Hopkins.
- [The Department of Health and Human Services](#) has issued [The HHS Action Plan to Reduce Racial and Ethnic Health Disparities](#) which outlines goals and actions it will take to reduce health disparities among racial and ethnic minorities. [The Office of Minority Health](#) is leading the charge to put into practice the HHS Disparities Action Plan, at all levels of the Department and in the communities with which we work.

With the HHS Disparities Action Plan, the Department commits to continuously assessing the impact of all policies and programs on racial and ethnic health disparities. It will promote integrated approaches, evidence-based programs and best practices to reduce these disparities. The HHS Action Plan builds on the strong foundation of the Affordable Care Act and is aligned with programs and initiatives such as Healthy People 2020, the First Lady's Let's Move initiative and the President's National HIV/AIDS Strategy. The five goals of the HHS Disparities Action Plan are to:

1. Transform health care
 2. Strengthen the nation's health and human services infrastructure and workforce
 3. Advance the health, safety and well-being of the American people
 4. Advance scientific knowledge and innovation
 5. Increase the efficiency, transparency and accountability of HHS programs
- The [Association of American Medical Colleges \(AAMC\)](#) recently updated its free Web-based course to aid search committees in removing unconscious bias from the recruitment, evaluation, and selection process. Find it at www.aamc.org/members/leadership/catalog/178420/unconscious_bias.html.
 - [Implementing Systems-Level Change for Health Equity: A Partnership Summit](#), first-of-its-kind event aims to offer professionals, community leaders, and students across sectors and disciplines a forum to address the systemic barriers that contribute to health inequity and to exchange ideas focused on building and sustaining a global community that works across sectors and disciplines to advance health equity. Speakers and attendees will include participants from multiple disciplines and sectors who share a passion for and commitment to creating better chances for better health among underserved and vulnerable populations. [Registration Information](#) | **February 25-26, 2016, 8:30 AM-1PM** | New York, NY

Academic Articles on Diversity

- [“Do contact and empathy mitigate bias against gay and lesbian people among heterosexual first-year medical students? A report from the medical student CHANGE study.”](#) *Academic Medicine*, 90(12) December, 2015.
- [“Equitable Imagery in the Preclinical Medical School Curriculum: Findings from One Medical School.”](#) *Academic Medicine*, Published-Ahead-of-Print, 2016.

Fellowships/Scholarships/Funding Opportunities

- [The Harold Amos Medical Faculty Development Program](#) (AMFDP) of the [Robert Wood Johnson Foundation](#) is now accepting applications through **March 15, 2016** for this 4-year career development award targeting underrepresented minority junior faculty (and fellows transitioning onto faculty). Please see <http://www.rwjf.org/en/library/funding-opportunities/2016/harold-amos-medical-faculty-development-program--amfdp--.html> for further details.