

435th MEETING OF THE FACULTY SENATE MINUTES

3:00 PM, Wednesday, December 10, 2014

School of Medicine Administration, MRB 181

PRESENT: Drs. Aucott, Barone, Blakeley, Bunz, Chung, Crino, Daoud, Daumit, Dlhosh, Heitmiller, Ishii, Lacour, Lehmann, Macura, McCormack, Mian, Mooney, Pettigrew, Pluznick, Poynton, Sokoll, Solomon, Urban, Wilson

Mmes:

Mssrs:

ABSENT: Drs. Ahuja, Bivalacqua, Bydon, Chanmugan, Conte, Gonzalez-Fernandez, Li, Nieman, Puetngen, Reddy, Shepard, Sperati, Srikumaran, Swartz, Taverna, Tufaro, Wade

Mmes: Tewelde

Mssrs: Gable, Lee, Johnson, Puts, Rini

REGULAR GUESTS: Drs. Skarupski, Gauda, Fivush

Mmes: Viertel

Mssrs:

GUESTS: Dr. Roy Ziegelstein, Mr. Jeremy Tanner, Dr. Lisa Ishii, Dr. Gul Dolen (in lieu of Dr. Shuler)

I. Approval of the minutes

Meeting called to order at 3:02 PM. The minutes of the 434th meeting of the Faculty Senate held on November 12, 2014 were approved. The following announcements were made: 1) several hiring processes are in progress for various leadership positions across campus; 2) Atwater's is now open and is worth a visit, and 3) a task force for improving faculty compensation has presented recommendations to Dean Rothman, including forming a committee and setting salary minimums.

II. Roy Ziegelstein, MD, MACP, Vice Dean for Education and Jeremy Tanner, MD/MPH candidate, MS IV, President, Medical School Senate

presented data on student mistreatment at Hopkins compared to national data. Mistreatment is identified by behavior such as public embarrassment, public humiliation, threatening with physical harm or actual physical harm, unwanted sexual advances, or subjugation to sexist, racial/ethnic, or sexual orientation-related offensive remarks. Reported rates of mistreatment have been high nationally and higher at Hopkins, for example, in terms of public embarrassment (46% nationally vs. 57% Hopkins), public humiliation (23% vs. 29%), personal services (8% vs. 19%) and racial remarks (7% vs. 12%). In addition, 7% of Johns Hopkins student report being physically harmed (this is >3x the national average). The sources of mistreatment included faculty, students, and staff; however, Hopkins students reported *residents* as the sources of mistreatment at twice the national level. 21% report being mistreated by clinical faculty (national average 18%). The vision moving forward is to foster a trusting, collegial, and collaborative environment where students can come to learn and people can come to work free of concerns or fears of being mistreated. The senate is asked to raise awareness by communicating this information within your department and considering strategies to reduce student mistreatment. The University views this as a major issue due to potential Title IX violations. The School of Medicine will create an Ombudsperson Office and a reporting website similar to the *Patient Safety Net* to deal with this issue. The policy makes it clear that mistreatment is difficult to define, i.e., subjective, and that mistreatment is not limited to only medical student.

III. Kimberly Skarupski, PhD, MPH, Assistant Dean for Faculty Development

will be reviewing the Office of Faculty Development's [2015 Catalogue](#) of programs and offerings at the January meeting instead. The catalogue can be accessed online at present time.

IV. Barbara Fivush, MD, Associate Dean of Women and Lisa Ishii, MD, Associate Professor, Department of Otolaryngology-Head & Neck Surgery

, as co-chairs of the Committee on the Status of Women (CSW), presented the 2014 Status of Women Report. The committee used a data-driven approach to evaluate the status of women faculty in the SOM as compared to men faculty in three domains: 1) leadership, 2) promotion, and 3) satisfaction. For leadership, JHSOM data were compared with AAMC benchmarking data, and percent of women in Top Tier leadership positions defined in the JHM Strategic Plan was compared to men. For promotion, two analyses were presented: 1) a 13 year cohort analysis, and 2) a recent year analyses of data from the APPC and the PPC. For satisfaction, responses by gender were presented for a select group of questions, including satisfaction with being a Hopkins faculty, and satisfaction with the transparency of the promotion process. In all three domains, leadership, promotion, and satisfaction, inequity by gender was noted. Based on this inequity a set of recommendations was made to address each area and close the gender gap. Drs. Fivush and Ishii noted the full report contained much more detailed information on the methodology and results of the report. They encouraged Senate members to review the full report, and to share it with their constituents. They noted the full report will be posted on the Office of Faculty website and the OWISM website.

With there being no further business, Dr. Crino thanked everyone for coming and adjourned the meeting at 4:38 PM.

Respectfully submitted,
Masaru Ishii, MD, PhD
Recording Secretary



Medical Student Mistreatment at Hopkins

Recent national surveys of graduating medical students have sparked concern at the proportion of students that report having been mistreated during medical school. Nationally, **46% of students report being “publicly embarrassed”, 23% report being “publicly humiliated”, and 40% report having experienced “other” forms of mistreatment (i.e., physical harm, racial/gender/sexual orientation based discrimination, etc)** while in medical school. Alarming, **the rates reported from graduates of Johns Hopkins School of Medicine are remarkably higher.** In addition to being troubling in itself, this data portends to a **broader problem in the clinical working and learning environment at Johns Hopkins.** This issue is being taken very seriously and has the attention and support of Johns Hopkins School of Medicine, Johns Hopkins University (especially Title IX related issues), and the Dean’s Office. This creates an opportunity to begin a discussion towards improving the learning and clinical practice environment at Johns Hopkins.

Johns Hopkins School of Medicine (JHSOM)-Specific Data

1. **The prevalence of mistreatment at Johns Hopkins is higher than the national average:**
 - 57% of JH medical students report being “publicly embarrassed” and 29% “publicly humiliated”.
 - 7% of JH students report being physically harmed (>3x the national average; this is being further investigated) and 19% report being asked to perform personal services (>2x the national average).
2. The **sources of mistreatment** vary but are most prominently **residents** and **clinical faculty:**
 - 35% of JH students report being mistreated by a resident while at JH (over 2x the national average)
 - 21% report being mistreated by clinical faculty (national average:18%)

Considerations

- Medical student mistreatment is inherently **difficult to define.** It is a subjective experience and definitions differ by person. Survey data can only tell a partial story.
- Mistreatment is **not limited to only medical students**, but students are the first group to have collected data. Residents, physicians, nurses, and staff all experience mistreatment.

Why is this Important?

- The **learning environment** is one of the **most important parts of the medical school experience** here
- Students are a particularly **vulnerable population** - they are regularly moved to new environments, constantly being evaluated, and look to current residents and faculty to identify role models
- While lessons from the classroom may be quickly forgotten, **memories of being mistreated are lasting**
- This is concerning in light of recent data on **high physician burnout, substance abuse, and suicide rates**
- The students here, in addition to being colleagues, will help to define the **future culture of healthcare**

Our Vision: To foster a trusting, collegial, and collaborative environment at Johns Hopkins where students can come to learn and people can come to work free of concerns or fears of being mistreated

Next Steps

- Creating an **Ombudsperson Office** within the School of Medicine:
 - Composed of a diverse set of faculty to respond to mistreatment events
 - Trusted outlet for students to discuss events
 - Tasked with collecting data on reports, assessing severity, determining next steps
- Creating a reporting website, similar to Patient Safety Net, where students can report mistreatment events

Please help raise awareness by:

1. Communicating this information within your department
2. Considering strategies to reduce student mistreatment and to promote a collaborative environment within your department and throughout Johns Hopkins

Student Mistreatment at Johns Hopkins

Jeremy Tanner – President, Medical School Senate

Dr. Roy Ziegelstein – Vice Dean of Education



Outline

- 1) Defining Mistreatment
- 2) Share the Data
- 3) Share the Stories
- 4) Why is this Important
- 5) Goals
- 6) Next Steps

Defining Mistreatment

- Frustrating Answer: It is difficult
- Mistreatment is Subjective
 - May differ by person
- Graduation Questionnaire provides examples of some possible types of events

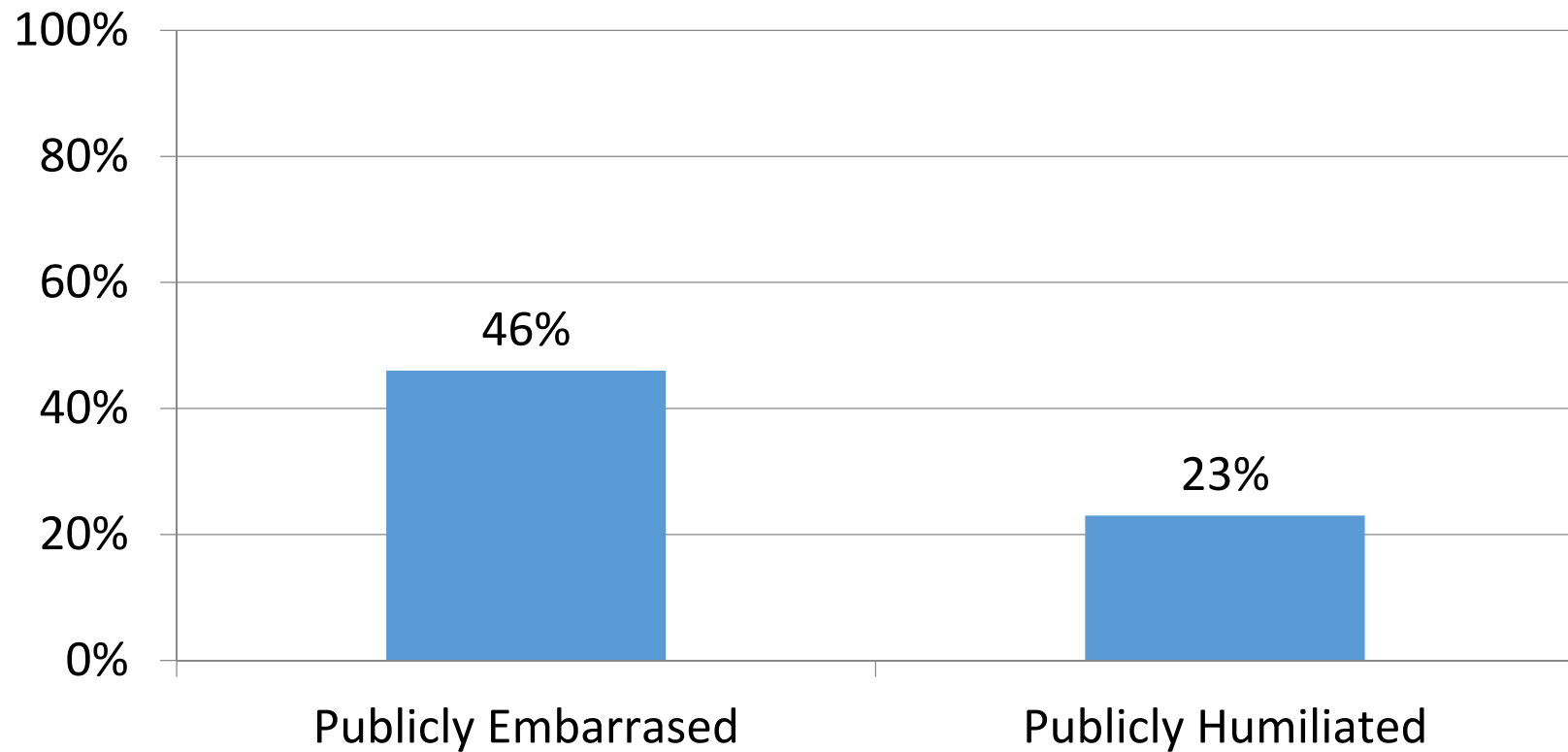
Graduation Questionnaire

- Publically embarrassed
- Publically humiliated
- Threatened with physical harm
- Physically harmed
- Required to perform personal services
- Subjected to unwanted sexual advances
- Asked to exchange sexual favors
- Subjected to sexist, racial/ethnic, or sexual orientation related offensive remarks
- Received lower grades or denied opportunities solely because of gender, race/ethnicity, or sexual orientation



2014 Graduation Questionnaire

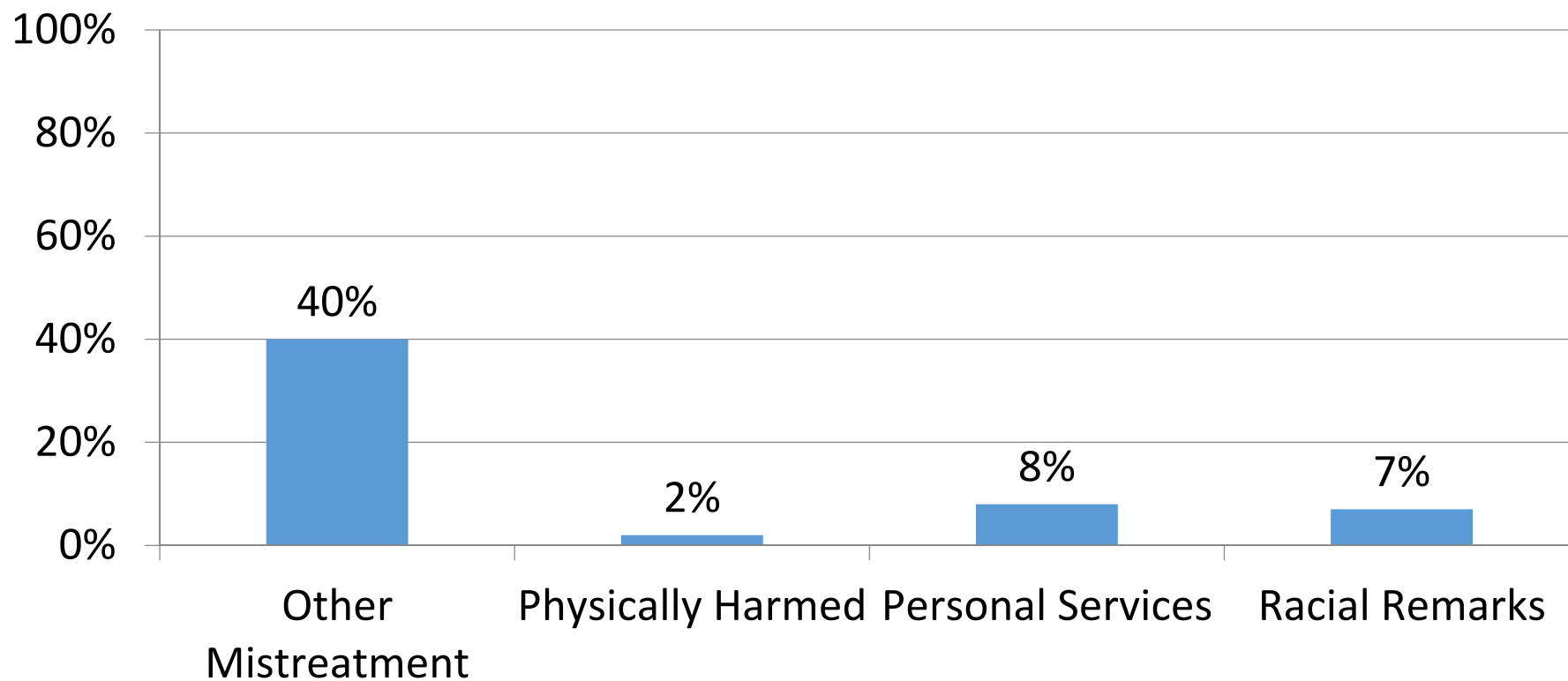
National Average



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2014 Graduation Questionnaire

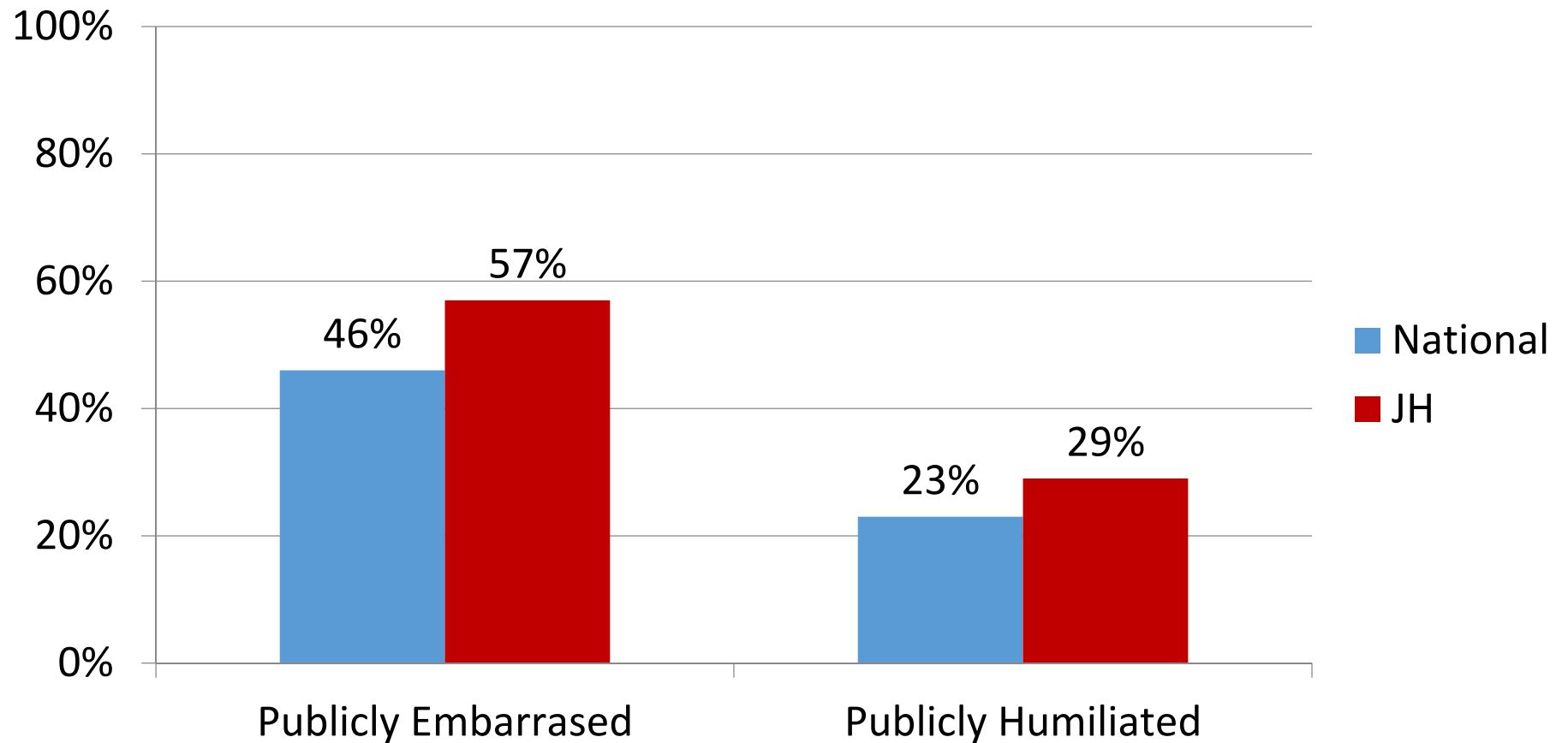
National Average



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2014 Graduation Questionnaire

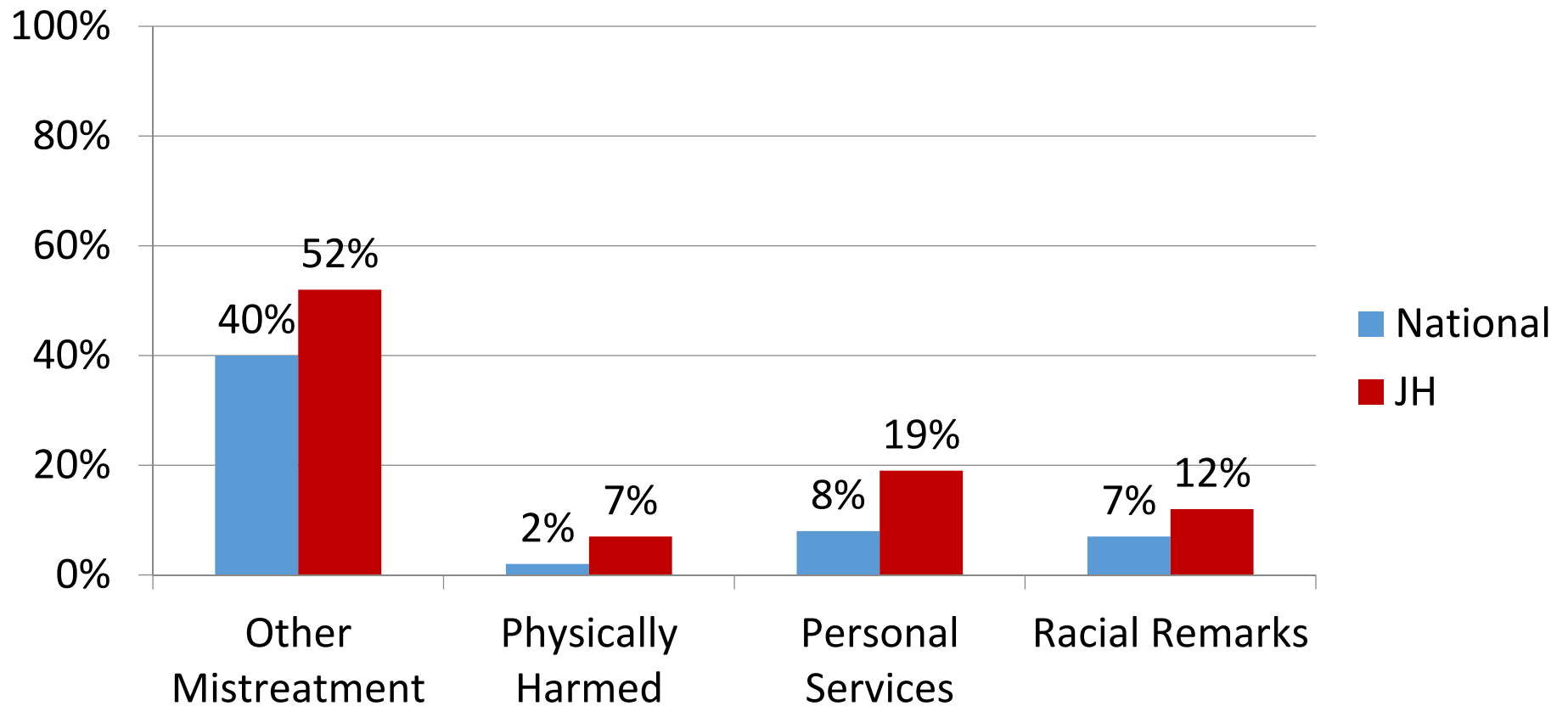
Johns Hopkins



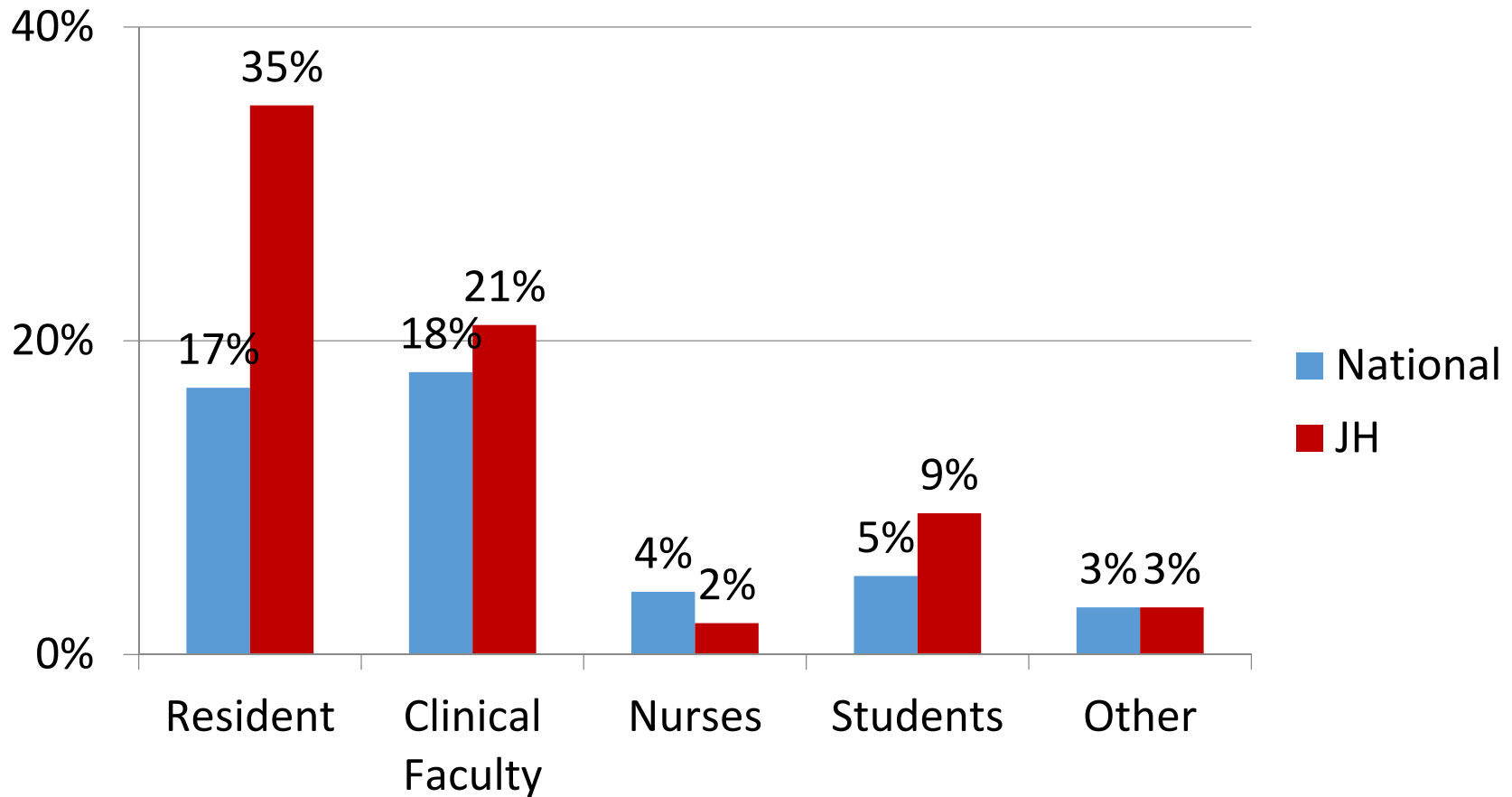
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2014 Graduation Questionnaire

Johns Hopkins



2014 GQ – Sources of Mistreatment



Stories

- Arriving at a surgical case and being told by the resident “I don’t want you, I need someone useful”
- Being yelled at and physically pushed out of the way in a non-emergent situation
- Sharing sexual orientation with the rest of the team
- Assigned to get meals or coffee (often)
- Being forced to scrub into cases with a verbally abusive attending because residents didn’t want to themselves
- Being called “medical student” and never referred to by name
- Inappropriate sexual comments/advances
- Being completely ignored throughout time with team

Updates

- The School of Medicine is taking this very seriously
- The University is taking this very seriously
 - Especially Title IX
- Broader issue in the clinical workplace and learning environment at Johns Hopkins
 - Not due to there being bad people
 - Mistreatment not only limited to medical students



Why is this Important?

- 1) Students are a vulnerable population
- 2) Learning environment is a key part of Hopkins SOM experience
- 3) Students may soon forget classroom material, but memories of mistreatment are lasting
- 4) Students here will be future colleagues and will help to define the culture of healthcare



Our Goals

- 1) Create awareness of the issue
- 2) Take a leading role by creating a learning environment that fosters collaboration and active learning
- 3) Create a culture at Hopkins where people can come to work and learn free of concerns of being mistreated

Proposed Ombudsperson Office

- Team of diverse faculty members removed from evaluative roles who are responsive to mistreatments events
- Would be asked to:
 - Collect data on reports and assess severity
 - Discuss events with students as needed
 - Help determine appropriate next steps
- Create a website, similar to Patient Safety Net, to report events

Our Requests

- Help us raise awareness
- Consider strategies for how to reduce student mistreatment within your department
- Consider strategies for how to better promote a collegial and collaborative learning and working environment at Johns Hopkins



Take Home Points

- Student mistreatment is a problem nationally, and especially here at Hopkins
- There is a wide array of sources
 - Residents (35%), Faculty (21%), Students, Staff
- Points to broader issue in the Hopkins work place and learning environment
- We have an opportunity to make an important and impactful difference

Thank You!



Medical School Graduation Questionnaire

2014 Individual School Report

Johns Hopkins University School of Medicine



40. For each of the following behaviors, please indicate the frequency you personally experienced that behavior during medical school. Include in your response any behaviors performed by faculty, nurses, residents/interns, other institution employees or staff, and other students. Please do not include behaviors performed by patients.

During medical school, how frequently have you been:

		Never	Once	Occasionally	Frequently	Count
Publicly embarrassed						
Johns Hopkins	2013	39.1 %	25.0 %	33.7 %	2.2 %	92
Johns Hopkins	2014	43.1	22.4	32.8	1.7	58
All Schools	2014	53.7	18.3	26.6	1.4	13,243
Publicly humiliated						
Johns Hopkins	2013	64.1	18.5	15.2	2.2	92
Johns Hopkins	2014	70.7	15.5	12.1	1.7	58
All Schools	2014	77.3	12.4	9.6	0.7	13,253
Threatened with physical harm						
Johns Hopkins	2012	95.0	3.8	1.3	0.0	80
Johns Hopkins	2013	93.5	5.4	1.1	0.0	92
Johns Hopkins	2014	100.0	0.0	0.0	0.0	57
All Schools	2014	98.3	1.3	0.3	0.1	13,325
Physically harmed						
Johns Hopkins	2012	96.3	3.8	0.0	0.0	80
Johns Hopkins	2013	100.0	0.0	0.0	0.0	92
Johns Hopkins	2014	93.1	5.2	1.7	0.0	58
All Schools	2014	97.6	2.1	0.2	0.0	13,340



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		Never	Once	Occasionally	Frequently	Count
Required to perform personal services						
Johns Hopkins	2012	91.1	8.9	0.0	0.0	79
Johns Hopkins	2013	91.3	5.4	3.3	0.0	92
Johns Hopkins	2014	81.0	6.9	12.1	0.0	58
All Schools	2014	91.9	4.7	3.1	0.3	13,323
Subjected to offensive sexist remarks						
Johns Hopkins	2012	81.0	6.3	12.7	0.0	79
Johns Hopkins	2013	82.6	5.4	10.9	1.1	92
Johns Hopkins	2014	89.5	0.0	10.5	0.0	57
All Schools	2014	86.8	5.2	7.4	0.6	13,297
Denied opportunities for training or rewards based solely on gender						
Johns Hopkins	2012	92.5	2.5	5.0	0.0	80
Johns Hopkins	2013	91.3	4.3	4.3	0.0	92
Johns Hopkins	2014	93.1	5.2	1.7	0.0	58
All Schools	2014	94.5	2.4	2.8	0.3	13,318
Received lower evaluations or grades solely because of gender						
Johns Hopkins	2012	93.8	1.3	5.0	0.0	80
Johns Hopkins	2013	92.4	1.1	6.5	0.0	92
Johns Hopkins	2014	94.8	3.4	1.7	0.0	58
All Schools	2014	93.9	4.1	1.8	0.2	13,325
Subjected to unwanted sexual advances						
Johns Hopkins	2012	95.0	0.0	5.0	0.0	80
Johns Hopkins	2013	96.7	1.1	2.2	0.0	91
Johns Hopkins	2014	100.0	0.0	0.0	0.0	58
All Schools	2014	95.6	2.4	1.8	0.2	13,329

		Never	Once	Occasionally	Frequently	Count
Asked to exchange sexual favors for grades or other rewards						
Johns Hopkins	2012	100.0 %	0.0 %	0.0 %	0.0 %	80
Johns Hopkins	2013	100.0	0.0	0.0	0.0	92
Johns Hopkins	2014	100.0	0.0	0.0	0.0	58
All Schools	2014	99.8	0.1	0.1	0.0	13,338
Denied opportunities for training or rewards based solely on race or ethnicity						
Johns Hopkins	2012	96.3	0.0	3.8	0.0	80
Johns Hopkins	2013	96.7	2.2	1.1	0.0	92
Johns Hopkins	2014	96.6	1.7	0.0	1.7	58
All Schools	2014	97.1	0.9	1.4	0.5	13,331
Subjected to racially or ethnically offensive remarks						
Johns Hopkins	2012	86.1	7.6	6.3	0.0	79
Johns Hopkins	2013	93.5	1.1	5.4	0.0	92
Johns Hopkins	2014	87.9	6.9	5.2	0.0	58
All Schools	2014	93.3	3.1	3.3	0.3	13,310
Received lower evaluations or grades solely because of race or ethnicity						
Johns Hopkins	2012	97.5	1.3	0.0	1.3	79
Johns Hopkins	2013	97.8	0.0	2.2	0.0	92
Johns Hopkins	2014	98.3	0.0	1.7	0.0	58
All Schools	2014	97.4	1.4	0.9	0.2	13,316



		Never	Once	Occasionally	Frequently	Count
Denied opportunities for training or rewards based solely on sexual orientation						
Johns Hopkins	2012	100.0	0.0	0.0	0.0	80
Johns Hopkins	2013	100.0	0.0	0.0	0.0	92
Johns Hopkins	2014	98.3	0.0	1.7	0.0	58
All Schools	2014	99.4	0.2	0.3	0.1	13,324
Subjected to offensive remarks/names related to sexual orientation						
Johns Hopkins	2012	97.5	1.3	1.3	0.0	79
Johns Hopkins	2013	92.4	1.1	6.5	0.0	92
Johns Hopkins	2014	96.6	0.0	3.4	0.0	58
All Schools	2014	98.1	0.7	1.1	0.1	13,307
Received lower evaluations or grades solely because of sexual orientation						
Johns Hopkins	2012	100.0	0.0	0.0	0.0	80
Johns Hopkins	2013	100.0	0.0	0.0	0.0	92
Johns Hopkins	2014	98.2	0.0	1.8	0.0	57
All Schools	2014	99.6	0.2	0.2	0.0	13,289



41. **Percent of respondents who indicated they personally experienced any of the listed behaviors, excluding "publicly embarrassed."** The data are derived from the responses to the survey question reported in item 40 above.

	Johns Hopkins			All Schools
	2012	2013	2014	2014
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Yes	48.8	53.3	51.7	39.9
No	<u>51.3</u>	<u>46.7</u>	<u>48.3</u>	<u>60.1</u>
	100.0	100.0	100.0	100.0
Number of respondents	80	92	58	13,366

Johns Hopkins			All Schools
2012	2013	2014	2014

42a. Sources of “publicly humiliated”-only behaviors experienced personally, as percent of all who answered item 40 above, including those who indicated they “Never” experienced any of the listed behaviors. For example, 14.0% of respondents nationally in 2014 indicated they were publicly humiliated by a faculty member in a clinical setting. The actual question was: “Indicate below which person(s) engaged in the behavior that was directed at you. Check all that apply.”

	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Pre-clerkship faculty:	3.3	0.0	0.8
Clerkship faculty (in classroom)	1.1	1.7	1.5
Clerkship faculty (in clinical settings)	15.2	15.5	14.0
Resident/Intern	29.3	24.1	10.8
Nurse	7.6	6.9	4.7
Administrator	2.2	0.0	0.7
Other institution employee	2.2	3.4	1.1
Student	5.4	1.7	1.7
Number of respondents	92	58	13,366



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Johns Hopkins			All Schools
2012	2013	2014	2014

42b. Sources of behaviors experienced personally, excluding “publicly embarrassed” and “publicly humiliated,” as percent of all who answered question 41 above, including those who indicated they “Never” experienced any of the listed behaviors. For example, 17.2% of respondents nationally in 2014 indicated they experienced a resident or intern engaging in behavior other than public embarrassment or humiliation. The actual question was: “Indicate below which person(s) engaged in the behavior that was directed at you. Check all that apply.”

	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Pre-clerkship faculty:	3.8	2.2	0.0	1.7
Clerkship faculty (in classroom)	2.5	0.0	1.7	1.9
Clerkship faculty (in clinical settings)	21.3	21.7	20.7	18.1
Resident/Intern	23.8	29.3	34.5	17.2
Nurse	6.3	6.5	1.7	4.4
Administrator	2.5	2.2	0.0	1.5
Other institution employee	5.0	3.3	3.4	3.1
Student	3.8	5.4	8.6	4.7
Number of respondents	80	92	58	13,366



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2015 CATALOGUE

Faculty Development Programs & Seminars

For full catalogue details and registration: www.hopkinsmedicine.org/fac_development

Office of Faculty Development

						
Janice E. Clements, PhD	Estelle B. Gauda, MD	Kimberly A. Skarupski, PhD, MPH	David M. Yousem, MD, MBA	Michael Barone, MD, MPH	Linda Dillon Jones, PhD	Valentina G. Viertel, BSc
Vice Dean for Faculty	Senior Associate Dean for Faculty Development	Assistant Dean for Faculty Development	Associate Dean for Professional Development	Associate Dean for Faculty Educational Development	Senior Faculty Development Consultant	Program Coordinator

DETAILS	SESSION	INSTRUCTOR(S)
Ongoing	Writing Accountability Groups (WAGs)	Kim Skarupski, PhD, MPH
Ongoing	<u>K-Investigator Groups</u> Pre-K Investigator Group (Pre-KIG) Clinical Research Investigator Group (CRIG) Basic Research Investigator Group (BRIG)	Kim Skarupski, PhD, MPH
Wednesday, January 14, 2015 4:00-5:30 PM	Promotion at Hopkins: Principles and Process	W. P. Andrew Lee, MD Nauder Faraday, MD Justin C. McArthur, MBBS, MPH, FAAN
Thursday, January 15, 2015 12:00- 1:30 PM	Building Resilience	David Yousem, MD, MBA Linda Dillon Jones, PhD Kim Skarupski, PhD, MPH
Monthly on Thursdays January 22- July 2, 2015 8:00- 10:00 AM	Junior Faculty Leadership Program (JFLP): 2015 Cohort	Various Deans from the Office of the Vice Dean for Faculty
Wednesday, February 11, 2015 8:30-11:30 AM	Effective Meetings in Half the Time <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Tuesday, March 3, 2015 9:00 AM- 4:00 PM	Grantcraft	Donna Vogel, MD, PhD

The Office of Faculty Development (OFD)

2024 East Monument Street, Suite 2-1000, Baltimore, MD 21287 | (410)-502-5521 | E-mail: OFD@jhmi.edu

Wednesday, March 11, 2015 8:30-11:30 AM	Speak Like a Pro I <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Thursday, March 12, 2015 4:00-6:00 PM	PowerPoint Improv	Kim Skarupski, PhD, MPH
Wednesday, March 18, 2015 9:00-4:00 PM	Scientific Presentations	Donna Vogel, MD, PhD
Wednesday, April 8, 2015 8:30-11:30 AM	Speak Like a Pro II <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Friday, April 10, 2015 4:00- 5:30 PM	Promotion at Hopkins: Principles and Process	W. P. Andrew Lee, MD Nauder Faraday, MD Justin C. McArthur, MBBS, MPH, FAAN
Tuesday, May 5, 2015 8:30-11:30 AM	FLEX Talk: Using an Understanding of MBTI Type to Create More Productive Outcomes <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Monday, May 18, 2015 9:00 AM- 2:00 PM	Writing for Publication	Donna Vogel, MD, PhD
Wednesday, June 10, 2015 8:30-11:30 AM	Becoming a Conflict Competent Leader <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Wednesday, July 8, 2015 8:30-11:30 AM	Relationship Awareness Theory <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Wednesday, July 29, 2015 9:00 AM- 4:00 PM	Grantcraft	Donna Vogel, MD, PhD
Tuesday, September 8, 2015 9:00 AM- 4:00 PM	Scientific Presentations	Donna Vogel, MD, PhD
Wednesday, September 9, 2015 8:30-11:30 AM	Communicating with Others: Your Style and Its Impact <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Tuesday, October 6, 2015 8:30-10:00 AM	Interactive Symposium “Getting that Paper out the Door: Pearls & Pitfalls for Publishing”	David Yousem, MD, MBA Donna Vogel, MD, PhD Kim Skarupski, PhD, MPH
Tuesday, October 13, 2015 9:00 AM- 2:00 PM	Writing for Publication	Donna Vogel, MD, PhD
Thursday, October 15, 2015 8:30-11:30 AM	Crucial Conversations <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Wednesday, November 11, 2015 8:30-11:30 AM	Getting and Staying Organized: Lifelong Habits for Unlocking Your Full Potential <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)
Thursday, November 12, 2015 9:00 AM- 4:00 PM	Grantcraft	Donna Vogel, MD, PhD
Thursday, December 10, 2015 8:30-11:30 AM	The Art of Negotiation <i>Leadership Skill Building for Junior Faculty Seminar</i>	Hosted by Talent Management and Organization Development (TMOD)

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