

# Strategic Priorities Accomplishments

2023-2024



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KRIEGER SCHOOL  
of ARTS & SCIENCES



## Strategic Priorities Accomplishments 2023-2024

The Krieger School launched our strategic plan, Priorities for the Future, in fall 2023. Our strategic vision is anchored in the belief that the arts and sciences are richly positioned to meet the responsibilities of a 21st century university.

We already have many examples of success and progress in the first year of executing our strategic plan. This includes progress in expanding the first-year experience and undergraduate research opportunities, increased faculty hiring and department expansion, the development of a new model for graduate student mentorship and advising, and increased community-engaged research and lecture programs. This full list of academic year 2024 strategic plan accomplishments provides details and data that support this year's work.

### Priority 1 – Revitalize the undergraduate experience

#### First-Year Foundation

AY2023-24 marked year two of a boldly re-envisioned undergraduate experience anchored in a required First-Year Seminar (FYS) in the fall and a required First-Year Writing Course in the spring. In the past year, the Krieger School of Arts and Sciences (KSAS) offered 74 unique FYS courses and 72 sections of Reintroduction to Writing, each capped at 12 students. Together, this First-Year Foundation contributed to a significant jump in a key metric for satisfaction with the undergraduate experience. Per the Enrolled Student Survey, students who indicated that one or more faculty member demonstrated a personal interest in their success increased from 45% in 2021 to 65% in 2023.

#### General Education Model

A new general education model has been approved by faculty governance structures. With assistance from the KSAS Dean's office and the Office of the Registrar, all faculty undertook an exercise to tag their courses by Foundational Ability. After careful review to ensure that all KSAS majors can accommodate the increased breadth associated with the new distribution requirements, the model is ready to launch with the incoming class of 2024. To optimize the new model, students can rely on their academic advisors for holistic support throughout their studies.

#### Research and Creative Activity

With most of our undergraduates engaging in research and creative activities, we have expanded access to such high-impact experiences. The Hopkins Semester D.C. launched in the spring with a curriculum of research and coursework around the theme Global Affairs and Policy. All students in the Hopkins Semester cohort completed experiential projects including internships at Brookings, the U.S. Senate and House of Representatives, federal agencies, and non-profit organizations. Students were also matched with D.C.-area Hopkins alumni and met throughout the semester.



## Priority 2 – Grow the size of our faculty

### Faculty Hiring Through Transformational Gifts

During AY2023-24, the Krieger School welcomed new faculty in the William H. Miller III Department of Philosophy, the William H. Miller III Department of Physics and Astronomy, the Department of English, and the SNF Agora Institute. Searches have continued in each unit, and the school will welcome several new faculty members in fall 2024 and in the coming years, including faculty associated with Bloomberg Distinguished Professorship clusters in Epigenome Sciences, Imaging and Quantum Technologies, and Sustainable Transformations and Energy.

### Department Expansions and Faculty Honors

Several departments have initiated strategic expansion, including Biology, Biophysics, Mathematics, and Sociology. In addition, KSAS continues to grow in stature this year through the accomplishments of its faculty. Most notably, two Krieger School professors have been awarded 2024 Guggenheim Fellowships, three faculty have been recognized this year as fellows of the American Association for the Advancement of Science, one Sloan Research Fellow was awarded in Chemistry and one in Physics. In addition, we secured an endowed gift to establish the Winter Family Chair in Mathematics. Over the last year, KSAS has increased its tenure line faculty from 355 to 382.

### Investments in Emerging Fields

Through participation in the Fannie Gaston-Johansson Faculty of Excellence Program, the Krieger School has hired new faculty associated with Africana Studies and Latin American, Caribbean, and Latinx Studies. Several faculty members have also submitted proposals for clusters in the Bloomberg Distinguished Professorship Data Science and Artificial Intelligence Initiative, which may expand our collaborative reach in these areas.

## Priority 3 – Enhance the graduate student experience

### Defining the Future of the Doctorate

The Krieger School drafted a white paper on the KSAS Graduate Experience and Career Outcomes that assembles data from surveys and an extensive tracking of doctoral students who have graduated since 2008. The information collected allows the school and each program to evaluate what students prize about their education and where they struggle or meet disappointment. The white paper makes the case for the strong and broad social value of the PhD, both within and outside the walls of academia. Over the upcoming academic year, this information will be shared with KSAS community members and should inform the work of the larger university's Commission on PhD Education.



## Collective Bargaining

In spring 2024, the university entered a three-year Collective Bargaining Agreement for PhD student workers at JHU. This contract includes 29 articles that address a broad range of important topics and offers enhanced pay and benefits that raise the minimum stipend to \$47,000 per year beginning July 2024, alongside paid health benefits for eligible children and spouses, parental leave benefits, increased vacation and sick time, and a one-time \$1,000 signing bonus for all bargaining unit members. These efforts allow us to continue to attract the best graduate students into our programs.

## Improving Advising Structures

After extensive conversation throughout the academic year, KSAS proposed a revision to its PhD advising structures. The goal is to build relationships between students and faculty over several years that will strengthen professional development, letters of reference, and students' sense of belonging. The possibility of including faculty from other fields on the mentoring team encourages students to broaden their thinking beyond their disciplinary home and confer with those in related fields about their research. The KSAS Shared Governance Council endorsed the proposed revisions in their April 2024 meeting and now individual programs will discuss these guidelines and how they can improve the advising structure.

## Fostering Cohorts

KSAS implemented the Graduate Diversity Ambassador Program, an initiative supported by the Office of the Vice Provost for Graduate and Professional Education, the Office of Diversity and Inclusion, and the KSAS Dean's Office. Ambassadors extended the capacity of the KSAS Diversity, Equity, and Inclusion Office to recruit and retain diverse graduate students in KSAS. Their roles included participating in campus visits, local graduate school fairs, the fall preview program, and monthly socials. Ambassadors also engaged in programming that enhanced professional growth for graduate students.

The Writing Center initiated Write on Site, a dissertation bootcamp for KSAS students, providing writing support and community for those at the dissertation stage. Write on Site offered two-day, pre-semester workshops (August, January, and May) and monthly workshops on topics ranging from managing a long project to revision strategies. In the spring, weekly writing groups were added to the monthly workshops. These well-attended sessions were successful and had a waiting list.

## Priority 4 – Promote public facing scholarship and community engagement

### Public Scholarship in the Social Sciences

During the past academic year, the SNF Agora Institute introduced two new programs of study through its Center for Economy and Society. In fall 2023, they launched a [new minor in Civic Life](#), to prepare students from all areas of study to be engaged global citizens. In spring 2024, they launched a new [major in Moral and Political Economy](#), that trains students to think about economic problems in social, cultural, moral, and political contexts.





## Community Engagement in Baltimore

- In December 2023, the 21st Century Cities Initiative published the results of the [Baltimore Area Survey](#), its first annual, representative survey of Baltimore City and Baltimore County residents. Key findings relate to food insecurity, policing, transportation, drug addiction, neighborhoods, public trust, and entrepreneurship.
- The Krieger School strengthened community ties in collaboration with the Center for Social Concern. KSAS extended the grants for the six faculty who participated in the [Engaged Scholar Faculty and Community Partner Fellowship Program](#) to continue community-based teaching efforts.
- In December 2023, the Krieger School signed a Memorandum of Understanding with the Baltimore Museum of Art aimed at building awareness of the two institutions, enhancing curricular collaborations, and fostering opportunities for research collaborations. Over this academic year, the BMA hosted 108 guided class visits, compared to 39 in the previous academic year.

## Public Scholarship in the Humanities and the Arts

With support through the university's Nexus Awards, the Alexander Grass Humanities Institute (AGHI) expanded its reach into the nation's capital through a new series titled Humanities on the Mall. Through this endeavor, AGHI partners with D.C.'s East City Bookshop to create a place to convene conversations about lively and important ideas. In addition, AGHI extended the successful Richard Macksey Lecture to host a D.C.-based event and the annual Homewood event.

## Public Scholarship in the Natural Sciences

The [Cosmic Visions](#) project has created opportunities to probe the history, philosophy, politics, and aesthetics of the humanistic and scientific view of the cosmos. A three-year Johns Hopkins Discovery Award, combined with additional funding from the AGHI, enables the Cosmic Visions program to host an annual conference that brings humanists and scientists together on the Homewood campus to focus on discoveries and questions about findings from the Webb Telescope.

Committed to sharing insights with a wider audience, the project has produced a 10-episode podcast and a Webb-themed art competition for Baltimore City public school students. Later this year, it will launch a new academic journal, *Journal for the History of Cosmological Thought*.

## Amplifying Public Scholarship

The Krieger School regularly highlights the work of faculty and students on multiple social media and other platforms. We also promote the Krieger School's discovery and impact by sending [Arts & Sciences Magazine](#) to all U.S. arts and sciences colleges and universities. This past year, KSAS scientists and scholars have been quoted or had their work featured in publications such as *The Atlantic*, *Scientific American*, *The New York Times*, *Politico*, *Nature*, and *The Washington Post*.