

Associate Provost for Faculty Equity

The associate provost for faculty equity and underrepresented minority faculty works with the provost, associate provosts, deans, and department heads to develop and implement policies, procedures, and practices to ensure the advancement of the careers and scholarly contributions of underrepresented minority faculty consistent with and in support of the mission and vision of MIT.

During 2008, Associate Provost Wesley Harris received and provided counsel and support for the professional experiences of MIT's underrepresented minority faculty. These efforts were administered through a series of discussions, presentations, and exchanges of documents with a number of persons, offices, and groups, including Provost Reif, Associate Provost Liskov, Chancellor Clay, Chair of the Faculty Sanyal, academic deans and associate deans, School councils, department heads, underrepresented minority faculty, the Initiative on Faculty Race and Diversity, the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program, the Minority Faculty Caucus, the Committee on Race and Diversity, the Diversity Leadership Congress, the Office of Minority Education, student organizations, non-MIT seminars, workshops, meetings, and academic and national leaders.

The following actions/products/outcomes were influenced by the above discussions, presentations, exchanges of documents, and interactions:

- A working definition of underrepresented minority faculty
- A more uniform and documentable faculty search procedure in the School of Engineering
- Development of a framework to build a procedure of iterative discussion strengthening the mentoring of underrepresented minority faculty
- Some reduction of anxiety among untenured underrepresented minority faculty
- A more transparent process to identify and select candidates to participate in the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program
- A more focused study of the impact of race and diversity on the careers of MIT underrepresented minority faculty
- Enhanced visibility for the importance and value of race and diversity within the Office of the Provost and the Institute

Wesley L. Harris

Associate Provost for Faculty Equity

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