

## **Associate Provost for Faculty Equity**

The associate provost for faculty equity is charged with overseeing the Institute's activities and policies as they affect diversity of the faculty.

This year Associate Provost Barbara Liskov worked on improving conditions in faculty searches and faculty retention. Under her leadership, the Schools of Science and Engineering made changes to the way they run faculty searches. The School of Engineering formed a new search oversight committee comprised of the chairs of all search committees within the school and chaired by Associate Dean of Engineering Cindy Barnhart. The committee met regularly to monitor the progress of searches and to share best practices. In the School of Science, a new committee chaired by Associate Dean of Science Hazel Sive was formed to monitor faculty search. The committee reviewed the interview lists for each search at the time invitations for interviews were made, to ensure appropriate inclusion of women and under-represented minorities among the list of invitees.

Associate Provost Liskov collaborated with Professor Joanne Yates, deputy dean of the Sloan School, to develop a presentation on how to run a faculty search. This talk was presented by Liskov or Yates to a number of groups, including the school council of the School of Science, and the search oversight committee in the School of Engineering.

Associate Provost Liskov met individually with department heads to discuss the progress and status of junior faculty in their departments. The goal of these meetings was to ensure that all junior faculty, but especially women and under represented minorities, are being given a fair chance to succeed at MIT and also to ensure that they are treated equitably with respect to a number of parameters, including teaching load and committee assignments.

Associate Provost Liskov hosted a series of lunches for junior women faculty, organized by school. Attendees had a chance to meet other junior women outside of their department and to discuss issues that concern them. A major concern of the junior women is how to combine work and family, including how to manage childcare.

Finally, Associate Provost Liskov ran a committee for gender equity chairs. Each school has a gender equity chair who looks out for the interests of both women and underrepresented minorities in their school. The members of this committee are Caroline Jones (School of Architecture and Planning), Wanda Orlikowski and Lotte Bailyn (Sloan School of Management), Paola Rizzoli (School of Science), and Sally Haslanger (School of Humanities, Arts, and Social Sciences). The gender equity chairs act as advisors to the associate provost on issues that affect their constituencies.

**Barbara Liskov**  
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