

Associate Provost for Faculty Equity

Underrepresented Minority Faculty

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

During 2011 professor Wesley Harris, associate provost, received and provided counsel and support for the professional experiences of MIT underrepresented minority faculty. These efforts were administrated through a series of discussions, presentations, and exchanges of documents with persons, offices, and groups including:

- Provost L. Rafael Reif
- Associate Provost Barbara Liskov
- Chancellor Phillip Clay
- Chair of the Faculty Thomas Kochan
- Deans and associate deans of the five Schools
- School councils
- Department heads
- Underrepresented minority faculty
- Initiative on Faculty Race and Diversity
- Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program
- Minority caucus
- Committee on Race and Diversity
- MIT Office of Minority Education
- Student organizations
- Non-MIT seminars, workshops, meetings, and academic and national leaders

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

- Working with Professor Kochan and several faculty members, developed a framework for a guide on faculty mentoring
- Working with Professor Trilling, develop a series of seminars on human diversity and social order within the MIT 150th celebration
- Retraction of an issue of *SPECTRUM* (Inventional Wisdom, A Salute to MIT on its 150th Year) that reflected negatively on the contributions of underrepresented minorities at MIT

- Met with the Sloan School of Management Council and the School of Architecture and Planning Council to discuss their individual plans to implement the recommendations of the MIT Report on the Initiative for Faculty Race and Diversity (2010)
- Continued reduction of anxiety in untenured underrepresented minority faculty
- A more transparent and effective process to identify and select candidates to participate in the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program
- An enhanced visibility of 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

Professor of Aeronautics and Astronautics