

Associate Provost

Associate Provost Timothy F. Jamison, the Robert Robinson Taylor Professor of Chemistry, provides leadership on initiatives centered on faculty professional development and works with senior MIT leaders, deans, and others to ensure equitable practices during the faculty hiring, promotion, and tenure processes. He also supports the efforts of all academic areas of the Institute to promote diversity, inclusion, and equity in building a positive work climate and sense of shared community. In addition to these roles, he provides oversight of the campus space assignments and renovations to assure the current and future needs of the Institute are met.

Accomplishments

The Office of the Associate Provost contributed to the implementation of a number of recommendations of the working groups MIT charged following a report from the National Academies on gender and sexual harassment in academia.

Elevating the Stature of the Committed to Caring Award

The Office of Graduate Education in partnership with the Office of the Associate Provost delivered the second year of the Faculty Peer Mentorship Program. This program matches new MIT faculty with mentors drawn from a pool of faculty members honored through the Committed to Caring program. These mentors excel at multiple mentoring guideposts, including advocating for students and providing a channel for student concerns. Participants were convened multiple times over the course of the year for discussions and workshops to help facilitate their matches and enhance their skills and knowledge.

Developing a Plan to Improve Mentoring for Graduate Students

The Ad Hoc Committee on Graduate Advising and Mentoring was launched and is co-chaired by Tim Jamison and Institute Professor Paula Hammond, who is head of the Department of Chemical Engineering. The committee's primary aim is to deliver a strategic plan for graduate advising and mentoring. This plan includes the creation of a platform for faculty skill development and lifelong learning in mentorship. In addition, the plan will contain mechanisms for graduate student feedback, along with normalized, equitable metrics for the assessment of mentoring that can be adopted into faculty development and performance and promotion reviews. The work of this committee is based on a proposal from Task Force 2021 and Beyond, and will build on ongoing initiatives led by the Provost's Office, the Chancellor's Office, the Schools, the College, and the Graduate Student Council. As part of the strategic plan, guidance will be provided on how the recommendations may be adapted for postdoctoral associates and research staff.

Introducing a Revised Policy for Handling Complaints by Faculty and Staff

The Working Group on Disclosures in Connection with Section P&P 9.8 Complaints was formed to review MIT's policies and practices in response to concerns that there is not sufficient transparency in the communication of outcomes of complaints made against staff and faculty for inappropriate behavior. Members of the working group—including

co-chairs Vice President and General Council Mark DiVincenzo and Tim Jamison— reviewed and benchmarked existing policies and procedures at MIT with those at peer institutions. The working group then drafted guidance for department, lab, and center heads and other leaders on possible interventions and actions in response to findings of inappropriate behavior. A draft of the working group report was circulated to a number of individuals, offices, and groups at the Institute for feedback. The final report will be provided to members of Academic Council, who will then vote on the recommended changes to the policies and procedures.

Engaging the Community in Developing a Statement of Shared Values

As a member of the Values Statement Committee, Jamison contributed to the development of a draft version of the Institute-wide statement of shared values. These efforts build on one of the recommendations from the report of the Academic and Organizational Relationships Working Group, which Jamison co-chaired with Paula Hammond.

Identify Ongoing Training Topics for Academic Council

In collaboration with several colleagues, Jamison developed and executed a Tough Conversations training for Academic Council at the June 2021 retreat. The training focused on harassment, marginalization, and power imbalances.

Sexual Misconduct Survey for Faculty and Staff

In collaboration with colleagues, including Sarah Rankin, the director of the Institute Discrimination and Harassment Response Office, and Maryanne Kirkbride, the deputy Institute community and equity officer, efforts began on the development of a sexual misconduct survey for faculty and staff.

Other Initiatives

Diversity, Equity, and Inclusion Strategic Action Plan

In July 2020, President Rafael Reif announced MIT's efforts to develop and implement an MIT-wide strategic action plan for diversity, equity, and inclusion (DEI). Since that announcement, Jamison—along with Institute Community and Equity Officer John Dozier and Maryanne Kirkbride—has worked with the Strategic Action Plan Steering Team and MIT's senior leadership to assess the needs of the MIT community and prepare a set of draft actions around three strategic priorities: composition, belonging, and achievement. A draft report was released to the MIT community in March 2021 and feedback was received through community engagement sessions and via email from students, faculty, staff, alumni, and postdocs. Future efforts will focus on consolidating the feedback from the community into the next draft of the plan, which is structured to provide an Institute-wide model for action and change over the next five years.

Faculty Programs

Over the last year, sessions within Faculty Programs in the Office of Provost were refined or developed by Donna Behmer, the assistant provost for faculty programs, in collaboration with Jamison and Rachel Beingessner, the director of special projects. A new pilot workshop was developed that fostered discussion among department heads

based on the DEI-research findings of mostly MIT faculty. These discussions centered on how the findings could be applied across MIT to promote diversity, create a greater sense of belonging, and encourage equity.

Campus Space

It was announced by Vice President for Research Maria Zuber and Provost Martin Schmidt in April 2021 that Jamison would expand his duties by assuming oversight of campus space assignments and renovations in addition to co-leading the Renovations Subcommittee of the Committee for Renovation and Space Planning with Vice President for Campus Services and Stewardship Joe Higgins.

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