

## **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 continued to work on improving conditions in faculty searches and faculty retention. There are now search oversight committees in both the School of Science and the School of Engineering. The committee in the School of Science is chaired by associate dean Hazel Sive. This committee reviews the invitation lists for each search at the time invitations for interviews are made to ensure appropriate inclusion of women and under-represented minorities among the invitees. The committee in the School of Engineering is chaired by associate dean Cindy Barnhart. This committee consists of chairs of all the search committees within the School of Engineering; it meets regularly to monitor the searches and discuss best practices.

Associate Provost Liskov met with many heads of departments to talk about the progress of junior faculty, especially women and underrepresented minorities. The purpose of these meetings is to ensure that junior faculty are being given a fair chance to succeed at MIT and that they are treated equitably with respect to a number of parameters, including research support, teaching load, and committee assignments.

The associate provost also hosted a series of lunches for junior women. These meetings provide a chance for junior women to meet other junior women outside of their department and to discuss issues of concern. One major topic that emerged is how to combine work and family, including how to manage childcare.

To help with this concern, Provost Liskov worked to modify some of MIT's policies. She has put in place a modest scholarship program to help faculty offset the cost of childcare for young children, and initiated development of a new admissions policy for the Stata Center childcare facility to increase the number of faculty children enrolled there.

The associate provost has been working on the wording of promotion letters sent in cases of faculty who have been granted tenure extensions. She also continued running a committee for gender equity chairs. Each school's gender equity chair observes interests of both women and underrepresented minorities within their school. Current committee members 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 meet periodically to discuss issues that affect their constituencies.

**Barbara Liskov**  
**Associate Provost for Faculty Equity**  
**Institute Professor**