

Associate Provost for Faculty Equity

The associate provost for faculty equity 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 AY2009, professor Wesley Harris, associate provost, 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 individuals and with offices, including those of Provost Reif, Associate Provost Liskov, Chancellor Clay, Chair of the Faculty Sanyal, deans and associate deans, department heads, MIT underrepresented minority faculty, school councils, and student organizations. Harris visited or addressed several groups, including MIT's Initiative on Faculty Race and Diversity, the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program, the Minority Caucus, the Committee on Race and Diversity, and the Office of Minority Education. He also participated in discussions, seminars, workshops, and meetings with national and academic leaders outside of MIT.

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

- Requests for a broader and more intense review of the academic performance of underrepresented minority undergraduate students
- More detailed assessments of the production of underrepresented minority faculty candidates considered for appointment in the School of Science
- Continued development of a framework to build a procedure of iterative discussion to strengthen mentoring of underrepresented minority junior faculty
- Continued attempts to reduce anxiety among untenured underrepresented minority faculty
- A more transparent and effective process to identify and select candidates for participation 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's underrepresented minority faculty, including development of a set of metrics to compare faculty professional performance
- 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

Charles Stark Draper Professor of Aeronautics and Astronautics