

Associate Provost for Faculty Equity

The associate provost for faculty equity works with the provost, associate provosts, deans, department heads, and underrepresented minority 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 with and in support of the mission and vision of MIT.

During 2010, professor Wesley Harris, associate provost, received and provided counsel and support for the professional experiences of underrepresented minority faculty at MIT. These efforts were administrated through a series of discussions, presentations, and exchanges of documents with persons, offices, and groups at the Institute including: provost Rafael Reif; associate provost Barbara Liskov; chancellor Phillip Clay; chair of the Faculty Thomas Kochan; deans and associate deans of the five Schools; select school councils; select department heads; underrepresented minority members of the faculty; the Initiative on Faculty Race and Diversity; the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program; MIT's minority caucus; the Committee on Race and Diversity; the Office of Minority Education; select student organizations; and seminars, workshops, meetings, and academic and national leaders outside MIT.

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

- A detailed assessment of each School plan to implement the recommendations of the MIT Report on the Initiative for Faculty Race and Diversity
- Continued development of a framework to build a procedure of iterative discussion strengthening the mentoring of underrepresented minority junior faculty
- 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

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