

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 was a member of the organizing committee for the Symposium on Women in Science and Engineering. This symposium was part of the celebration of MIT's 150 year anniversary. In conjunction with the symposium, the organizing committee decided to do a new study of the status of women faculty in Science and Engineering. A written report was produced with separate sections on women in Science and women in Engineering. Associate Provost Liskov was a member of the committee that did the study on women in Engineering. In addition she worked with staff in Lydia Snover's office to do a study of tenure and promotion in the two schools; part of this analysis is included in the written report.

Associate Provost Liskov has continued to work on the study of tenure and promotion, now covering all five Schools in the Institute. In addition to data on numbers and hiring rates, she is also looking at tenure rates and time to promotion for various categories. This information will be shared with the deans of the Schools in the fall.

Associate Provost Liskov has also been looking at information about faculty salaries. This information will also be shared with the deans of the Schools in the fall.

Associate Provost Liskov continues to monitor MIT support for child care. This is the first year of the faculty-first policy at the Stata Center facility, and as a result the percentage of slots occupied by faculty children is going up. One clear issue is that the number of slots available on campus isn't nearly enough to meet the demand. To help out in the short term, MIT is opening up new space for seven infants. In the longer term, we are planning on a new facility with room for roughly 125 children (ranging from infants to pre-school). Associate Provost Schmidt has been leading the investigation into what this facility should be.

Associate Provost Liskov chairs a committee of gender equity chairs. Each School has a gender equity chair who looks out for the interests of both women and underrepresented minorities in their School. Current members are: Cynthia Breazeal (School of Architecture and Planning), Cynthia Barnhart (School of Engineering),

Wanda Orlikowski and Lotte Bailyn (Sloan School of Management), Hazel Sive (School of Science), and Melissa Nobles (School of Humanities, Arts, and Social Sciences). The gender equity chairs meet periodically to discuss issues that affect their constituencies. The committee has been discussing the current policies for parental release and tenure extensions; it will likely suggest changes to the parental release policy in the fall.

Barbara Liskov
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