

Associate Provost for Faculty Equity

Underrepresented Minority Faculty

The associate provost for faculty equity works with the provost, associate provosts, deans, department heads, chair of the faculty, and underrepresented faculty members to develop and implement policies, procedures, and practices to ensure the advancement of the careers and scholarly contributions of underrepresented minority faculty members, consistent with and in support of the mission and vision of MIT.

During 2011–2012, professor Wesley Harris received and provided counsel and support for the professional experiences of MIT underrepresented minority faculty. These efforts were administrated through a series of discussions, presentations, and exchanges of documents with persons, offices, and groups, including:

- Provost L. Rafael Reif
- Associate Provost Barbara Liskov
- Chancellor W. Eric L. Grimson
- Chair of the Faculty Samuel Allen
- Deans and associate deans of the five Schools
- School councils
- Department heads
- Underrepresented minority faculty
- Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program
- Minority caucus
- Committee on Race and Diversity
- MIT Office of Minority Education
- Student organizations
- International Advisory Committee
- Non-MIT seminars, work shops, meetings, and academic and national leaders

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

- Met with the deans of the School of Engineering, School of Science, and School of Humanities, Arts, and Social Sciences to discuss their individual School plans to implement the recommendations of the MIT Report on The Initiative for Faculty Race and Diversity.
- Assisted in planning and presented a talk on race at the Institute Diversity Summit held on January 27, 2012.
- Presented a set of lectures on the design and construction of wind turbines to minority undergraduate students during IAP 2012 under the sponsorship of the Office of Minority Education, (Momentum Program).
- Served as faculty advisor to the MIT Black Students' Union.
- Assisted in continued reduction of anxiety in untenured and tenured underrepresented minority faculty.
- Assisted in advancing the impact of the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program.

Wesley L. Harris

Charles Stark Draper Professor of Aeronautics and Astronautics

Associate Provost