

# News from the Office of Faculty Development & Diversity

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## Upcoming Events

### Dependent Care Pilots

**6/1/07**

Applications are due for the Research Enabling Grants program and for the Dependent Care Fund for Short-term Professional Travel.

Read [more](#) about FD&D's pilot programs.

### Postdoctoral Focus Groups

The Office for Postdoctoral Affairs will host a series of lunches for up to 20 people, to discuss the postdoc experience at Harvard. To attend any of the lunches, contact Elton James at [elton\\_james@harvard.edu](mailto:elton_james@harvard.edu)

**5/23/07**

12:00 p.m.  
Science Center

**5/31/07**

12:00 p.m.  
Maxwell Dworkin

**6/5/07**

12:00 p.m.  
CGIS South

**6/11/07**

12:00 p.m.  
Longwood Medical Area

The FD&D office collects higher education and diversity news stories on a weekly basis, and posts them on the Faculty Affairs web site. [Visit the home page](#)

**The deadline for the final funding round** for FD&D's dependent care pilot programs, the Research Enabling Grants program and the Dependent Care Fund for Short-term Professional Travel, is June 1.

The Research Enabling Grants program (REG) is a pilot program intended to provide scholars with financial support to enable research that would otherwise suffer due to significant child care or adult dependent care obligations. REG provides funding for tenure-track faculty and benefits-eligible postdoctoral fellows who are primary caregivers.

The Dependent Care Fund for Short-term Professional Travel (DCF) is intended to provide financial assistance to scholars who would like to travel for a professional event that will advance their academic careers, and who also have child care or adult dependent care obligations.

More information and applications for each program are available on the FD&D [website](#).

Through the March funding round, 10 scholars have received Research Enabling Grants, and 31 have received grants from the Dependent Care Fund for Short-term Professional Travel.

### New Assistant Provost joins FD&D

Liza Cariaga-Lo has joined the staff as the new Assistant Provost for Faculty Development and Diversity. Prior to joining Harvard, she was the Assistant Dean and Director of the Office for Diversity and Equal Opportunity at Yale Graduate School of Arts and Sciences. She also held a position as Assistant Clinical Professor at the Child Study Center at Yale School of Medicine.

Liza received her master's and doctorate in education

from Harvard University, and has also been an assistant professor of medical education at Wake Forest University School of Medicine. She taught courses in minority health and developmental psychology, as well as some courses in African American Studies and Asian American Studies. Her research deals with educational program evaluation, minority student development, ethnic minority health care and public policy affecting children and families.

### New England HERC

Since its debut last October, the New England Higher Education Recruitment Consortium has grown from 25 to 38 members. The growth allows NE HERC to display more job opportunities at regional higher education institutions; its members can browse as many as 450 faculty and 3,700 staff positions.

This spring, NE HERC once again opened up to new members. At least a dozen new members will be joining as of July 1. As membership continues to grow, NE HERC becomes more valuable to its users, particularly dual-career couples, by offering a wider range of higher education job listings in one place.

## MIT9

On April 22, the MIT9 held its annual meeting, which this year focused on challenges to and strategies for increasing the racial/ethnic diversity of every school's science and engineering faculties. Institution leaders, deans, and senior faculty participated in a day-long series of presentations and discussions, including a panel session with university leaders. The panel included:

Jean-Lou Chameau, President, California Institute of Technology

Steven Hyman, Provost, Harvard University

Susan Hockfield, President, Massachusetts Institute of Technology

Shirley Tilghman, President, Princeton University

Patricia Jones, Dr. Nancy Chang Professor of Biological Sciences; Vice Provost for Faculty Development, Stanford University

Robert Birgeneau, Chancellor, University of California, Berkeley

Mary Sue Coleman, President, University of Michigan

Amy Gutmann, President, University of Pennsylvania

Richard Levin, President, Yale University

## Office for Postdoctoral Affairs

Postdoctoral fellows across Harvard are invited to participate in one of a series of informal focus groups as the Office for Postdoctoral Affairs seeks to gather more information about fellows' experiences at Harvard.

The office will host a series of catered lunches, lasting for about an hour and a half, during which postdoctoral fellows can discuss personal and professional challenges at Harvard, ways to enhance the postdoctoral experience for current fellows, how to prepare prospective fellows for a fellowship at Harvard, and

types of events that would be valuable for postdocs.

The groups have been set up as follows:

Wednesday, May 23 – 12:00 p.m., Science Center

Thursday, May 31 – 12:00 p.m., Maxwell Dworkin

Tuesday, June 5 – 12:00 p.m., CGIS South

Monday, June 11 – 12:00 p.m., Longwood Medical Area

Groups will be limited to approximately 20 attendees, contact Elton James at elton\_james@harvard.edu

## Higher Education News

Kim Bottomly [named president](#) of Wellesley College.

Colleges watch as a Harvard task force calls for a [greater focus on teaching](#).

The U.S. Senate passed a bill [authorizing more support](#) for university research. The House of Representatives also sent [HR 363](#), which would increase grants to scientists and engineers, to a Senate committee for consideration.

Female faculty members feel [less job satisfaction](#) than their male colleagues.

Faculty salaries are [increasing](#), but inequalities are growing.

Foreign applications to American graduate schools are [increasing](#), but haven't yet reached 2001 levels.

While other fields gain equity, computer science departments are looking to [recruit more women](#).

Purdue reports some success in its efforts to [promote diversity](#).

## MIT9 Annual Meeting

April 22, 2007

Washington, D.C.

Guest Presenters

- Jeremy Berg, Director, National Institute of General Medical Sciences, NIH

[Report of the NIGMS Minority Opportunities in Research Working Group](#)

[Minority Recruitment & Retention Strategies](#)

- Shirley Malcom, Head of the Directorate for Education and Human Resources Programs, American Association for the Advancement of Science.

- Donna Nelson, Associate Professor of Chemistry, University of Oklahoma

[National Analysis of Diversity in Science and Engineering Faculties at Research Universities](#)

- Daryl Smith, Professor of Education and Psychology, Claremont Graduate University

[Building Capacity: A Study of the Impact of the James Irvine Foundation Campus Diversity Initiative](#)

## About the MIT9

In January 2001, presidents, chancellors, provosts, and several leading scholars from nine top research universities met at MIT and participated in an unprecedented dialogue on equitable treatment of women faculty in science and engineering.

Following that meeting, the group, now known as the "MIT9," released a statement, agreeing to analyze the salaries and university resources provided to women faculty, work toward a faculty that reflects the diversity of the student body, and reconvene to share strategies.

The group meets annually, and has since broadened its focus to include both women faculty and underrepresented minorities in STEM fields.