



# Faculty Race Initiative: What's in it for you?

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# Institute releases report on minority faculty

## Report of the Initiative on Faculty Race and Diversity recommends ways to strengthen recruitment and retention of under-represented minority faculty

Morgan Bettex, MIT News Office

January 14, 2010

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MIT on Thursday issued a **report** by its Initiative on Faculty Race and Diversity that provides important findings about how race affects the recruitment, retention, professional opportunities and collegial experiences of Black, Hispanic and Native American professors at MIT; that urges the Institute to strengthen its efforts to recruit and retain underrepresented minority (URM) faculty; and that encourages the Institute to work with peer institutions to build the pipeline of URM talent.

The product of 2-1/2 years of research and analysis by a team of nine MIT faculty members, the report concludes that while MIT's efforts to hire and retain URM faculty have produced some gains in recent years, the results are uneven across the Institute, and that more effective policies and practices are necessary. Moreover, the study reports that the experience of URM faculty at MIT can be different from that of their majority peers, and that MIT must do more to foster a culture of inclusion.

"As an institution that prides itself on the ability to address some of the world's most

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# Diversity is core to the excellence that MIT seeks for several reasons:

It is intrinsic in the mission of excellence in science and engineering education that we engage a truly diverse faculty; we must diversify our faculty or we lose in competitive advantage and in mission.

A part of MIT's mission is to be of service to humanity - to hope to accomplish such a bold endeavor, one must also be inclusive of humanity.

A diverse faculty is key to communal scholarship and intellectual scope.

If we do not succeed in the diversification of faculty across the nation, we constrain ourselves and limit our success in all fields of endeavor.

# Broadening the talent pool increases the talent



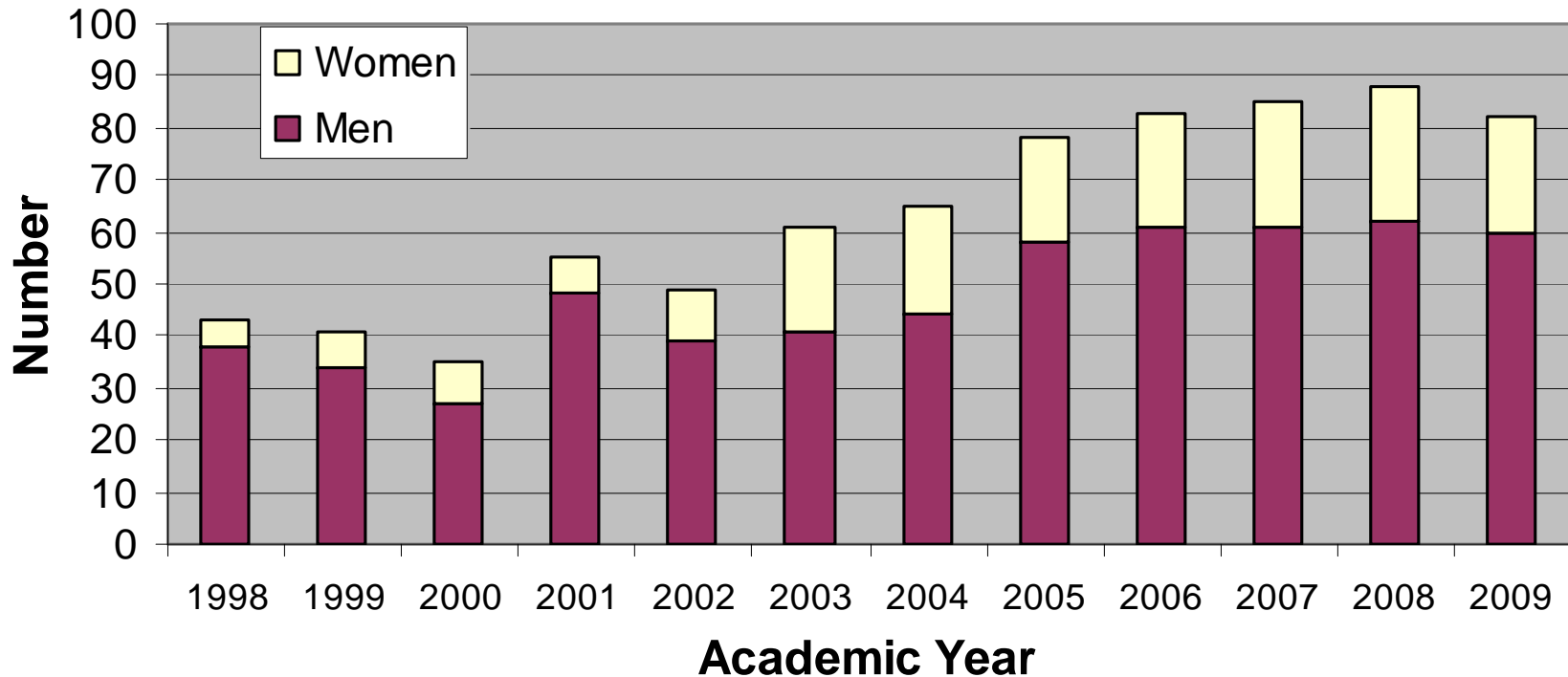
New Physics  
Faculty  
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# Attracting more students keeps us vital

## MIT Physics SB Degrees

Growth 2000-2008: 166% men, 212% women



Diversity improvements also build community and improve quality of life (and vice versa)

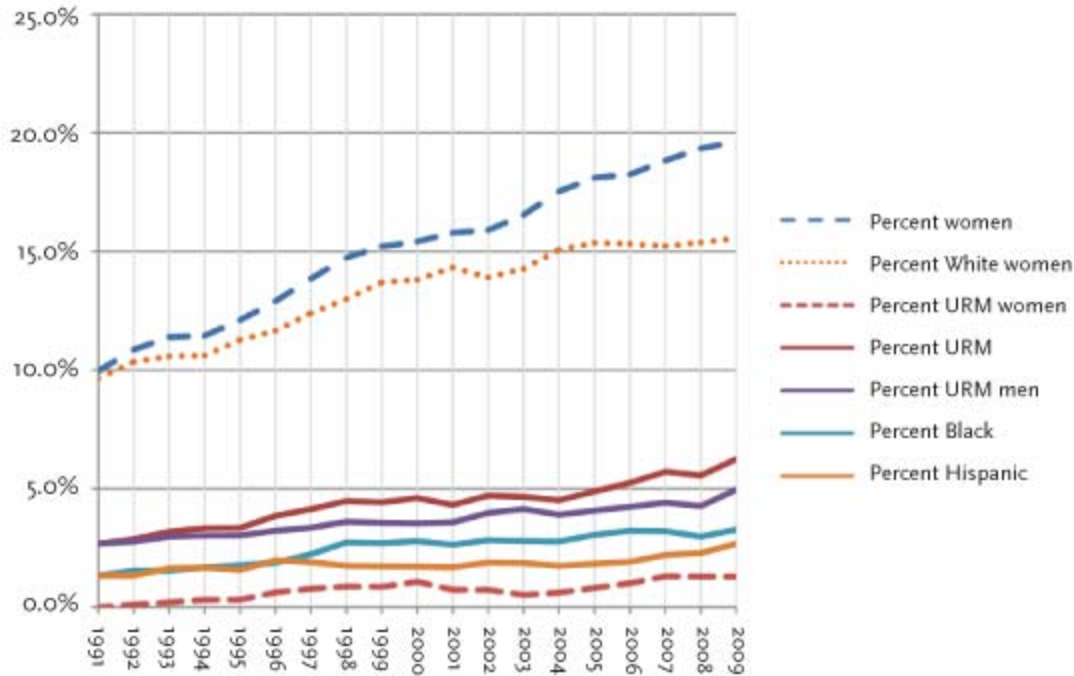
The challenge is to make MIT Physics the best Department to work and study, not only the best by academic measures.

Parental leave, leadership training, respect for childcare needs, providing role models for student success, ...

Increasing our diversity increases our contribution to the society that funds us



# MIT faculty composition is very different from our students



## MIT current undergraduates:

8.5% Black (2.5% Phys)  
13.2% Hispanic (12.1% Phys)  
22.6% URM (15.5% Phys)  
45% women (34% Phys)

## MIT current grad students:

2.1% Black (1.7% Phys)  
3.8% Hispanic (4.2% Phys)  
6.4% URM (5.9% Phys)  
31% women (17% Phys)

## MIT current physics faculty:

5.4% URM (2.7% US-born)  
8% women

URM and Women Faculty at MIT

Note: URM includes US and foreign-born

US-born URM faculty at MIT: 2 to 4%

**The goal of this work is to yield long-term positive change in the MIT environment; to improve the climate at MIT for minority faculty and all faculty with regard to matters of race and ethnicity; and to ultimately achieve long-standing and sustainable increases in overall numbers of underrepresented minority faculty in order to realize the benefits of diversity in education.**

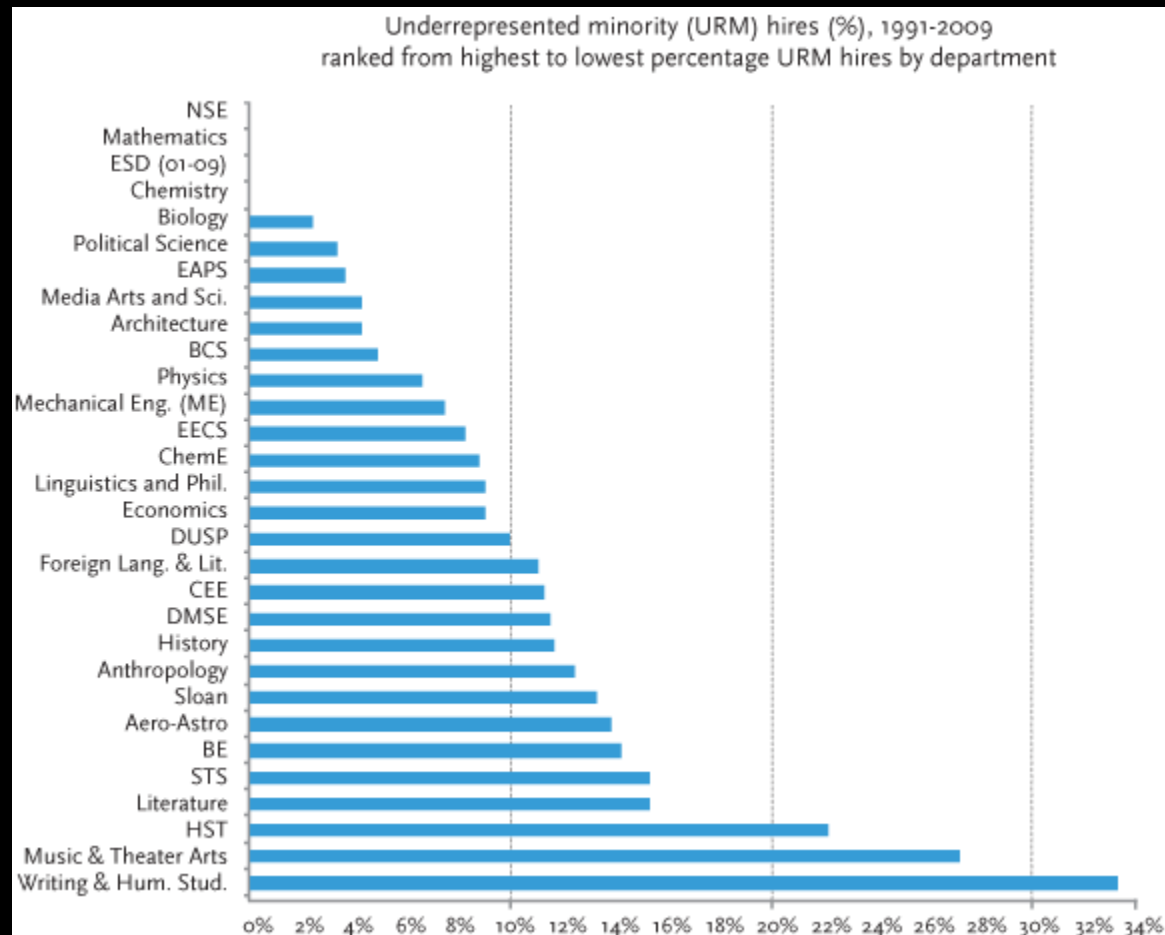
# Findings: Recruiting

MIT recruits most URM faculty from 3 graduate schools: MIT, Harvard, Stanford.

This represents a missed opportunity.

# Findings: Recruiting

Departments vary widely in their hiring patterns.



# Findings: Retention

Minority faculty leave MIT without being promoted more often than non-minorities.

For example, 74% of entering White assistant professors were promoted to AWOT, whereas only 55% of URM faculty were promoted, and 79% of Asian faculty.

# Findings: Retention

**Mentoring across the Institute lacks consistency, including level of commitment and a defined role for mentors.**

**The potential for subjectivity in tenure/promotion decisions, as well as communication about expectations, is more of a concern for URM faculty.**

**Data from the survey indicate that there is more dissatisfaction among tenured URM faculty compared to their White counterparts.**

# Findings: Climate

**Discussion of race-related issues is avoided at MIT, to the detriment of many URM faculty who may face but cannot confront such issues directly.**

**There is tension at MIT around the concepts of inclusion vs. excellence.**

*We can improve this starting now!*

# Selected Recommendations

Make hiring and retention of excellent URM faculty a priority.

Build strong pipelines to the PhD.

Form strong relationships with more institutions producing URM PhDs.

Strengthen mentoring.

Clarify the promotion and tenure process.

MIT leadership at all levels must introduce, create and maintain a climate of inclusion.

# What's in it for you?

Partnership with academic leaders to help MIT and academia more broadly become more inclusive and excellent. **I want your ideas and involvement!**

Information about best practices for career development. **Take advantage of mentoring!**

Excellent experience as you advance in academia or other areas seeking to improve workplace diversity and climate. **Strengthen your CV!**



# Physics Diversity Summit and the 2009 Joint Annual Conference

of the National Society of Black Physicists and the National Society of Hispanic Physicists

FEBRUARY 18-20, 2009 • NASHVILLE CONVENTION CENTER • NASHVILLE, TN



Special Thanks To Our Sponsors in Supporting The NSSBP/NSHP 2009 Joint Annual Conference

- Acoustical Society of America
- American Institute of Physics
- American Physical Society
- Brookhaven National Laboratory
- Department of Energy
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## EXHIBIT HALL - WEST

### 2009 NSBP/NSHP Schedule of Events At-A-Glance

Monday, February 16, 2009	Tuesday, February 17, 2009
Registration & Check-In	Registration & Check-In
Breakfast	Breakfast
Plenary Session	Plenary Session
Workshop	Workshop
Poster Session	Poster Session
Dinner	Dinner
Networking	Networking



What is our response?

# Improve the Climate

## APS/CSWP/COM MIT Site Visit October, 2009



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### Improving the Climate for Women

The APS has had a long-standing interest in improving the climate in physics departments for underrepresented minorities and women. Toward that goal, the Committee on Minorities (COM) and the Committee on the Status of Women in Physics (CSWP) both sponsor site visit programs. In recent years, the visits have been expanded to include national labs as well as universities. The aims of these visits are three-fold:

1. Identify a set of generic problems commonly experienced by minority and/or women physicists.
2. Intervene to solve many of these generic problems.
3. Address problems arising in the particular physics department or lab visited and help improve the climate for minorities or women (both students and faculty) in the facility.

Site visits are conducted at the request of a department chair or lab director. Members of the site visit team meet with the physics department chair/lab director, groups of physics faculty members, minority or women

# Build Pipelines from Minority Serving Institutions

## Universities that awarded the most physics bachelor's to Hispanic Americans.

Physics departments in these thirteen universities awarded about 1/3 of all physics bachelor's degrees earned by Hispanic Americans since 1998.

Florida International University  
Massachusetts Institute of Technology  
University of California at Berkeley  
University of California at Davis  
University of California at Irvine  
University of California at Los Angeles  
University of New Mexico  
University of Puerto Rico at Humacao  
University of Puerto Rico at Mayaguez  
University of Puerto Rico at Rio Piedras  
University of Texas at Austin  
University of Texas at El Paso  
University of Washington

The universities on this list reported conferring 15 or more physics bachelor's degrees to Hispanic Americans between 1998 and 2007.

Source: AIP Statistical Research Center, Enrollment & Degrees Survey

## Universities that awarded the most physics bachelor's to African Americans.

Physics departments in these twenty universities awarded more than 55% of all physics bachelor's degrees earned by African Americans since 1998.

Alabama A&M University  
Benedict College  
Chicago State University  
Delaware State University  
Dillard University  
Fisk University  
Florida A&M University  
Grambling University  
Hampton University  
Jackson State University  
Lincoln University  
Morehouse College  
Morgan State University  
Norfolk State University  
North Carolina A&T State University  
Southern University and A&M College  
Spelman College  
Tennessee State University  
Tuskegee University  
Xavier University

The physics departments on this list reported conferring 15 or more bachelor's degrees to African Americans between 1998 and 2007.

Source: AIP Statistical Research Center, Enrollment & Degrees Survey

# APS Minority Bridge Program

Coincides with MIT Physics plan to build PhD pipeline.

Double the number of URM PhDs in Physics awarded in the US.

Provide 1-2 year bridge program with coursework/mentoring/research after BS, before PhD programs.



## Fisk-Vanderbilt Masters-to-PhD Bridge Program

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*Julia Bodnarik, astrophysics*

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# MIT Physics Vision

By 2012, women comprise more than 10% of the faculty and they join several underrepresented minority faculty. Women make up 40% of our undergraduate majors and 25% of our graduate student body. Underrepresented minority graduate students have doubled. There is an air of excitement about our recruitment, mentoring, and retention of diverse talent.