

Massachusetts Institute of Technology Faculty

A Resolution Concerning Underrepresented Minority Faculty and Graduate Student
Recruitment and Retention

Whereas, The Massachusetts Institute of Technology (MIT) is committed to developing and maintaining a robust environment that values and celebrates the potential of all the members of the MIT community as that potential enhances MIT's mission to continued excellence in teaching, research and community service; and

Whereas, The MIT Faculty Policy Committee (FPC) has stated the value added received by all members of the MIT community afforded through the full participation of underrepresented minority faculty; and

Whereas, Diversity, including underrepresented minority faculty and graduate students, is a requisite hallmark of academic institutions concerned with modeling, projecting, and leading in responsible hiring practices that reflect excellence and equal opportunity; and

Whereas, The MIT student body consists of a mix of multicultural, multiracial, and multiethnic groups, including underrepresented minorities; and

Whereas, MIT has adopted and implemented in its strategic plan the goals of increased diversity of its students, faculty, and staff; and

Whereas, Providing leadership opportunities for underrepresented minority faculty and graduate students clearly states MIT's commitment to a robust, dynamic, healthy community, therefore be it

Resolved, That the MIT Faculty commits to taking a leadership position among our peer institutions in the recruiting and success of underrepresented minority faculty and graduate students; whereupon be it further

Resolved, That the MIT Faculty strongly urges the Provost, Academic Deans, Dean of Graduate Education, and Department Heads to take all necessary and sufficient steps to increase the percent of underrepresented minority faculty by roughly a factor of two (2) within a decade and underrepresented minority graduate students by roughly a factor of three (3) within a decade; and be it further

Resolved, That the MIT Faculty urges the Provost to provide guidance and direction as requested by the departments, including examples of best practices around the country, in order to achieve these goals; and further urges the Provost to report annually to the MIT Faculty, FPC, and the Council on Faculty Diversity, by school, department, and laboratory, on process and outcomes of underrepresented minority and women faculty and graduate student recruitment and success.