

2006 NSF MINORITY FACULTY DEVELOPMENT WORKSHOP

A Department Head's Perspective
on Minority Faculty Advancement

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2006 NSF Minority Faculty Development Workshop -- The Dept Head View

- Content
 - Recruitment processes
 - Hiring
 - Retention processes
 - Measures of success

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- Recruitment processes
 - Recruitment of minority faculty is continuous:Part I
 - Identify minority potential faculty candidates as **early** as possible. Look broadly and frequently.
 - Develop and nurture “win-win” relationships with PhD supervisors of minority graduate students.
 - Criteria for successful career established and shared with minority potential faculty candidate during her/his PhD education and training. Same criteria shared with all stakeholders.
 - ***Develop and nurture environment in which minorities are welcome.***

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- Recruitment processes
 - Recruitment of minority faculty is continuous: Part II
 - “Park Avenue” level interview
 - Institutional commitment
 - College/school commitment
 - Department commitment
 - Shared Values
 - Research agenda: initial fit followed by divergence
 - Teaching innovation
 - Leadership in professional service
 - Candidate's expectations v. Department's expectations

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- Hiring

- “CEO” level package

- Research start-up resources
 - Transition into teaching
 - Full introduction to the local, national and international community
 - Home purchase assistance
 - Mentoring committee
 - Review committee
 - “The table is round.”
 - “The door is always open.”
 - ***Candidate’s questions must be answered.***

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- Retention processes
 - Mentoring -- continuous
 - Reviews -- at least two per year with Department Head and one with Dean
 - Select the best graduate students.
 - Enhanced visibility via critical committee assignment and performance on same.
 - Firm but fair guidance.
 - ***Allow for path corrections to advancement.***

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- Measures of success
 - Positive change within community in terms of commitment to minority faculty advancement.
 - Continuous improvement in processes and practices that support minority faculty advancement.
 - More minority full professors
 - **More minority faculty leaders in research, teaching and professional service.**