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# **MIT**

## **Presentation on Faculty and Graduate Student Diversity**

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**Provost**

**March 17, 2021**



**Office of the Provost**

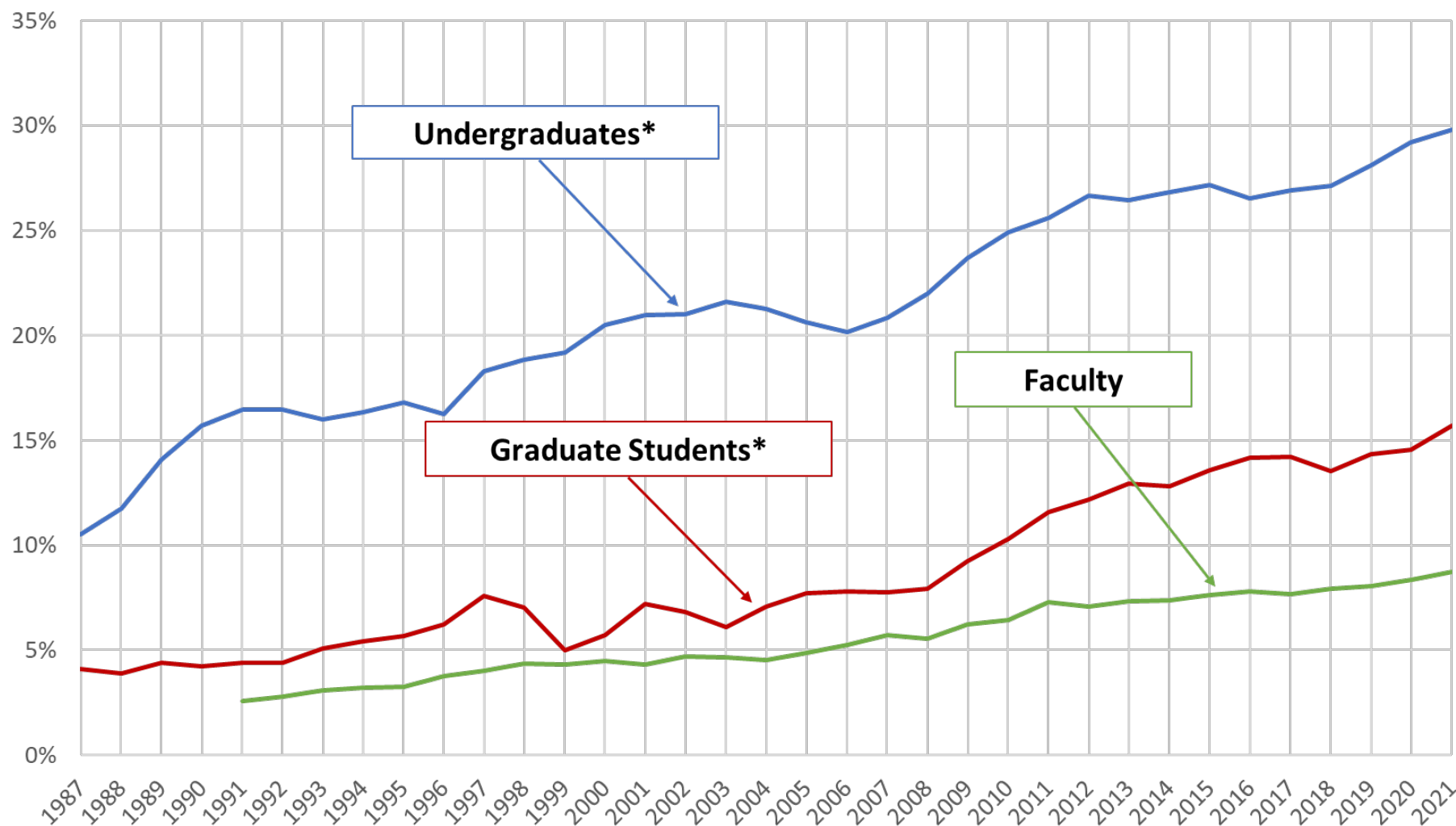
# Outline

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- **Composition by Race/Ethnicity**
  - Undergraduates
  - Graduate Students
  - Faculty
- **Composition by Gender**
  - Undergraduates
  - Graduate Students
  - Faculty
- **Recent Faculty Hires**
  - By Race/Ethnicity
  - By Gender



# Historical Data: Underrepresented Faculty and Students\* at MIT



\* Includes only domestic students (i.e., US citizens and Permanent Residents)



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# Graduate Student Recruiting for Underrepresented Students: Entry Year 2020

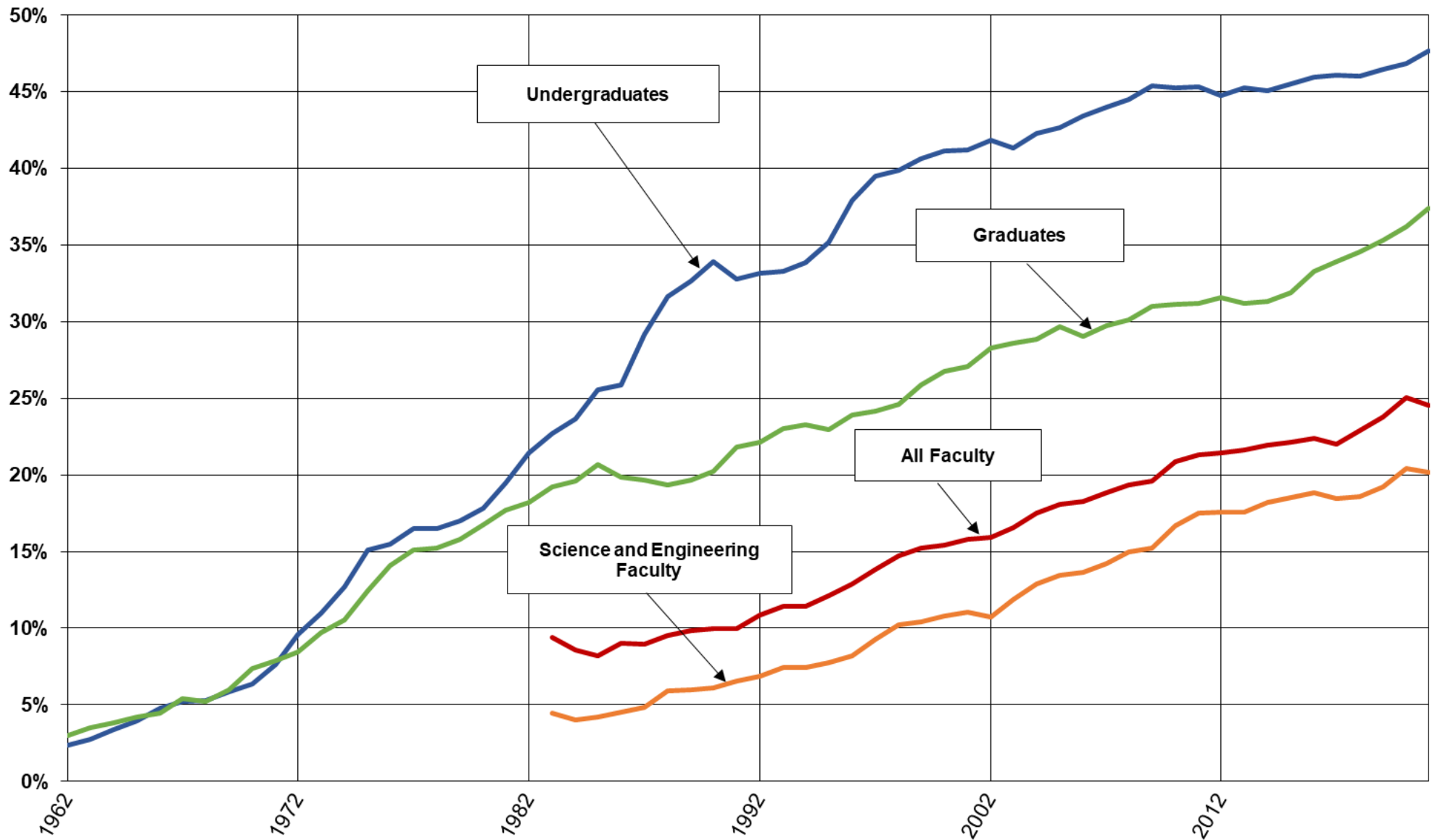
	URM					non-URM*	Int'l	Institute Total	URM as % of Domestic Total
	Black	Hispanic	Native American	Native Hawaiian/ Pacific Islander	URM Total				
Applications	695	1,056	137	44	1,932	11,422	17,345	30,699	14.5%
Admitted	200	281	21	9	511	2,136	1,801	4,448	19.3%
Enrolling	90	139	14	4	247	1,083	954	2,284	18.6%
<b>% Admitted</b>	<b>28.8%</b>	<b>26.6%</b>	<b>15.3%</b>	<b>20.5%</b>	<b>26.4%</b>	<b>18.7%</b>	<b>10.4%</b>	<b>14.5%</b>	
<b>% Yield</b>	<b>45.0%</b>	<b>49.5%</b>	<b>66.7%</b>	<b>44.4%</b>	<b>48.3%</b>	<b>50.7%</b>	<b>53.0%</b>	<b>51.3%</b>	

\* Includes Asian, White and Unknown



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# Women as Percentage of Total Undergraduate, Graduate Students, and Faculty: Academic Years 1962-2021



# Graduate Student Recruitment Demographics by Gender: Entry Year 2020

	Women	Men	Institute Total	Women as % of Total
Applications	10,698	20,001	30,699	34.8%
Admitted	1,849	2,599	4,448	41.6%
Enrolling	886	1,398	2,284	38.8%
<b>% Admitted</b>	<b>17.3%</b>	<b>13.0%</b>	<b>14.5%</b>	
<b>% Yield</b>	<b>47.9%</b>	<b>53.8%</b>	<b>51.3%</b>	



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# Faculty Hires FY2011 - 2020

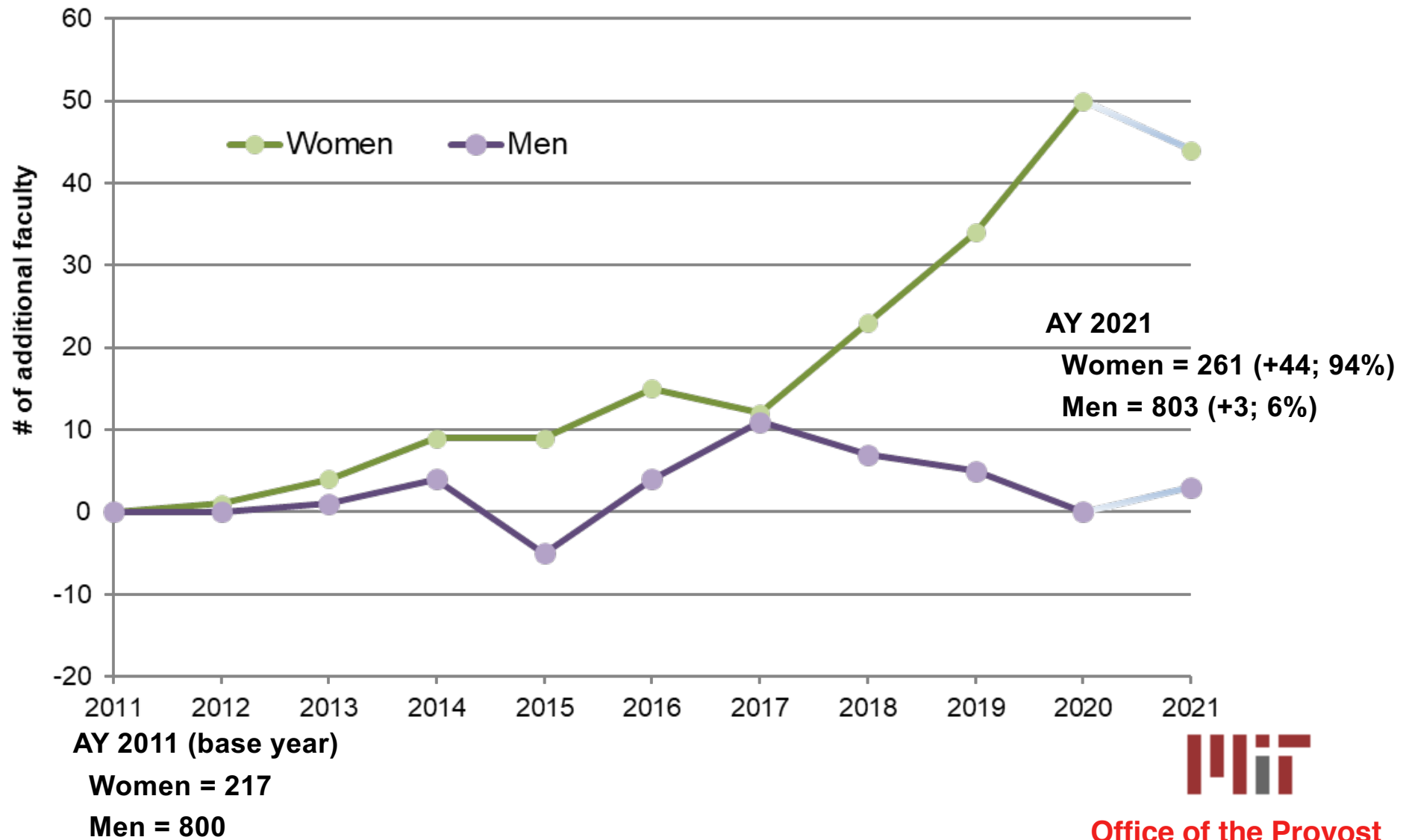
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School	URM	Women	Total Hires
Architecture and Planning	10	22	44
Engineering	15	38	137
SHASS	11	34	77
Sloan	5	18	67
Science	7	39	128
<b>Institute Total</b>	<b>48</b>	<b>151</b>	<b>453</b>
<b>% of Total Hires</b>	<b>11%</b>	<b>33%</b>	<b>--</b>



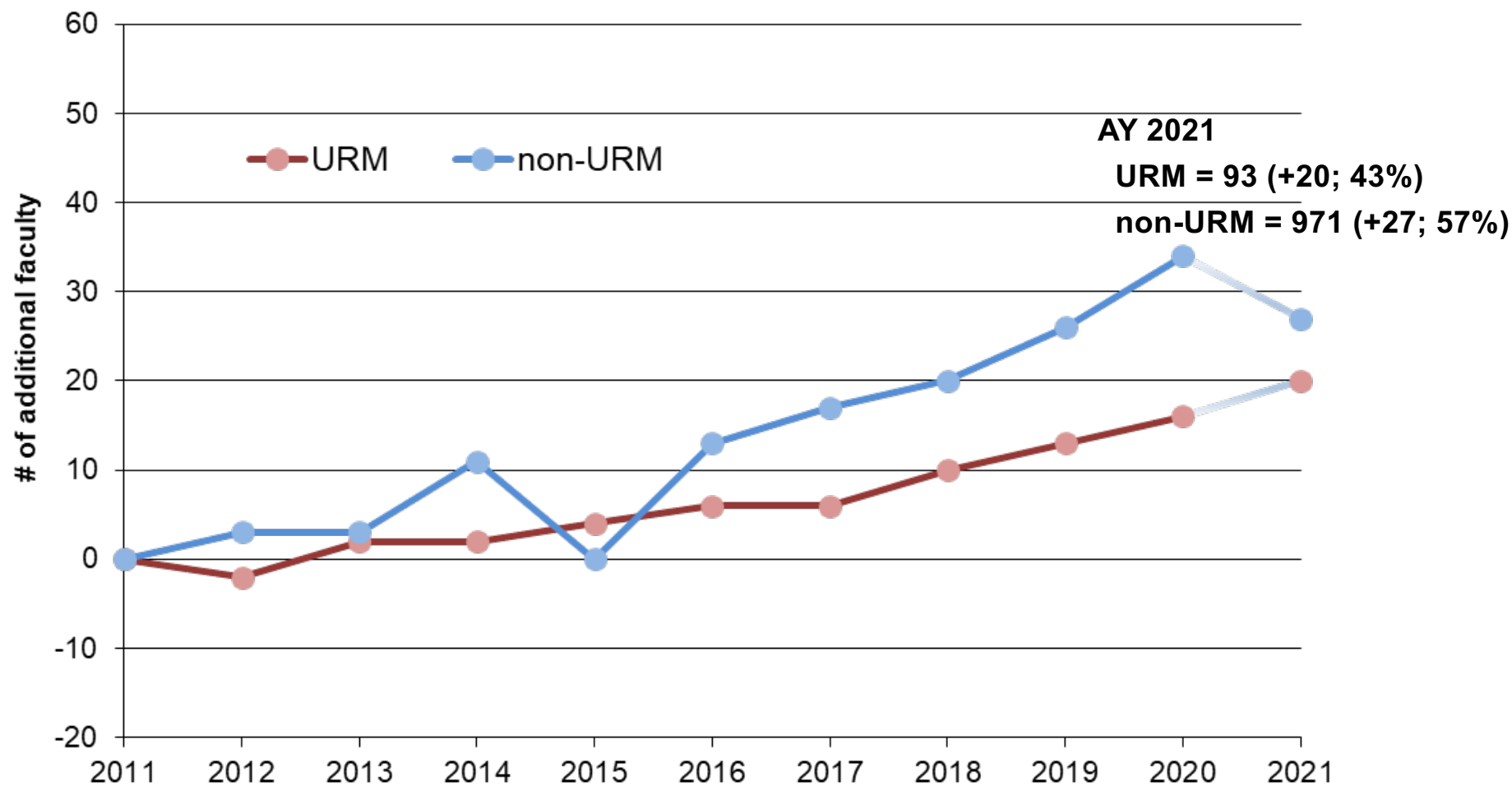
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# Last 10 Years of MIT Faculty Net Growth by Gender





# Last 10 Years of MIT Faculty Net Growth by Race/Ethnicity



AY 2011 (base year)

URM = 73

non-URM = 944



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# Reflections

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- **Goals**

- Increase diversity
- Create more welcoming communities

- **Challenges**

- Distributed Ownership
- Assessment of programs/practices
- Leadership skills
- Accountability

- **Actions Taken**

- ICEO + Associate Provost
- Mind Hand Heart Department Support Project
- Distributed DEI staffing
- *Strategic Action Plan*

