

# Report to the President year ended June 20, 2024 Office of the Provost, Cynthia Barnhart

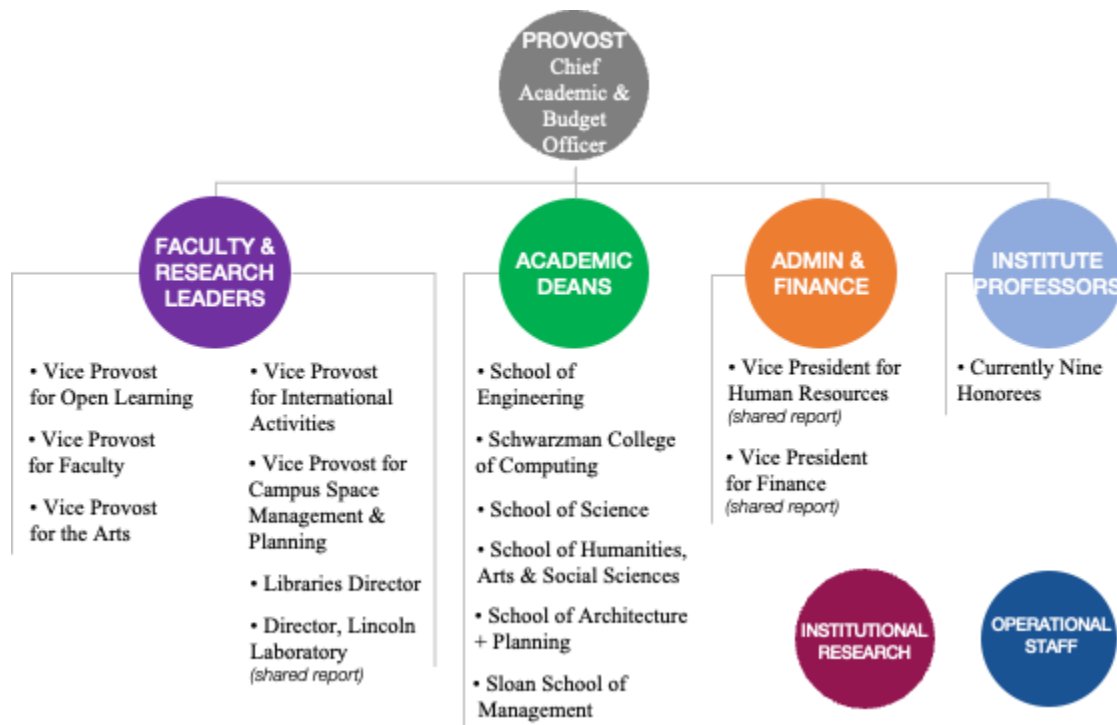
Academic Year (AY) 2023-2024: Reporting period: July 1, 2023 - June 30, 2024

## About the Office of the Provost

This report provides an overview of Provost’s Office activities for AY 2023-24.

As MIT’s chief academic and budget officer, the provost is responsible for helping advance Institute-wide priorities as well as strengthening the Institute’s academic enterprise. Working closely with the Institute’s deans and vice provosts, as well as faculty governance, the Executive Committee and Corporation, and the rest of the president’s senior team, the provost navigates challenges and creates conditions for faculty to pursue new ideas, pioneer innovations, solve big challenges, and live their life outside of MIT.

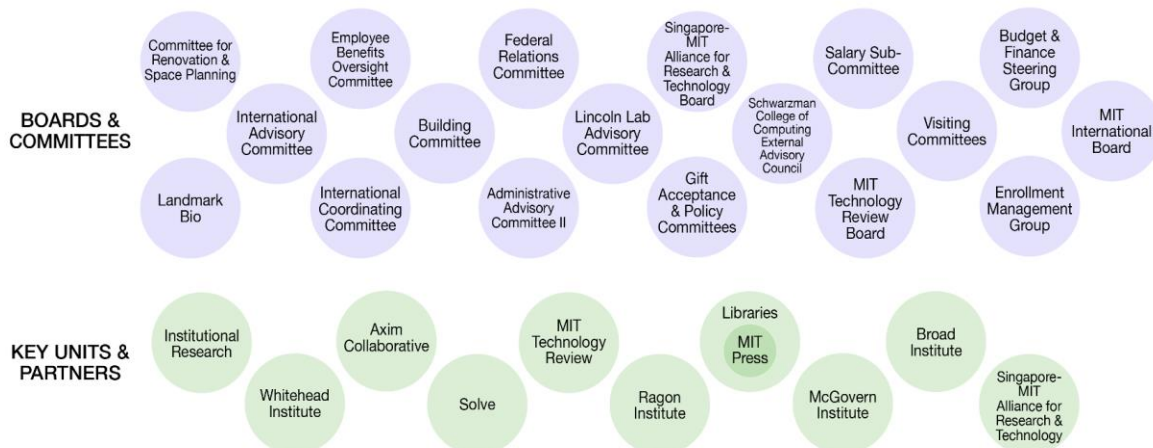
The Provost’s Office does this in part by providing resources that support educational and research innovations; by offering professional and leadership development opportunities; and by defining and administering faculty benefit programs. The goal is to support faculty professional pursuits and maintain MIT’s global leadership in education and research.



## Collaborations with the schools and the college

The provost leads the schools and college deans in decision-making to ensure the highest academic standards in faculty and staff recruitment, development, promotion, and retention. Those activities include:

- Ensuring that recruitment and retention policies remain competitive.
- Partnering with deans to retain and recognize the accomplishments of community members through professorships, honors, and awards.
- Supervising and deploying Institute Professors to lead special projects and serve on committees charged with matters of importance to the scholarly, educational, and general intellectual life of the Institute or significant to the MIT community as a whole.
- Co-leading the Employee Benefits Oversight Committee (with Executive Vice President and Treasurer (EVPT) Glen Shor) with sub-committees on Health and WorkLife and WellBeing.
- Co-chairing (with EVPT Shor) the Building Committee, which is responsible for long-range space planning and utilization for the Institute and for land acquisition strategy.



## Supporting affiliated Institutes

The provost is also responsible for supporting research activities and managing MIT's relationships with affiliated Institutes.

- With the vice president for research (VPR), the provost reviews, promotes, and supports the advancement of research infrastructure, including information technologies, library resources, and laboratory facilities.

- The provost represents the president and leads engagements with partner institutes with 501(c)(3) designation, including:
  - Whitehead Institute for Biomedical Research is dedicated to improving human health through basic biomedical research;
  - Broad Institute of MIT and Harvard is empowering a revolution in biomedicine to accelerate the pace at which the world conquers disease;
  - Ragon Institute of MGH, MIT, and Harvard is contributing to the accelerated discovery of an HIV/AIDS vaccine and establishing itself as a world leader in the collaborative study of immunology;
  - McGovern Institute for Brain Research at MIT is a research and teaching institute committed to meeting two great challenges of modern science – understanding how the brain works and discovering new ways to prevent or treat brain disorders; and
  - Axim Collaborative is led by Harvard and MIT to activate and accelerate innovative education practices and technologies.

#### *Participating in key governance committees*

The provost regularly accompanies the president or represents the president at meetings of the Corporation and its committees: Executive Committee, Risk and Audit Committee, Visiting Committees, the Corporation Joint Advisory Committee on Institute-Wide Affairs, and the Salary Subcommittee.

- The provost is the designated official responsible for sharing feedback with the Executive Committee about Visiting Committee meetings. Together with the academic deans and senior team members, the provost develops policies, solutions, and processes, and allocates the necessary resources to generate an institutional response to Visiting Committee recommendations.
- The provost attends board meetings of the MIT Investment Management Company (MITIMCo), which oversees the investments of the Institute's assets.

#### **Overview of academic year activities**

The Provost's Office made important progress on priorities throughout AY 2023-24. Areas of focus included:

- Strengthening the foundations that support excellence and advancement;
- Building a thriving and inclusive community; and
- Enabling 21st Century education and research.

Advances that cut across all three areas are detailed below as well as in the pages of the Reports to the President submitted by leaders throughout the Provost's Office.

A significant amount of time in AY 2023-24 was spent building and supporting the provost's and president's leadership teams. Examples include the December 2023 appointment of Vice Provost for Faculty Paula Hammond, the successful completion of the search for new VPR Ian Waitz, and the various vice provost and dean searches described in greater detail below.

Provost Barnhart also implemented best practices for hiring, review, and reappointments by launching search advisory groups for each vice provost appointment, defining appointment terms, and instituting review and reappointment processes for vice provosts and deans. She also launched 360-degree evaluations for the academic deans in spring 2024.

The Vice Provost for Faculty assisted with expanding professional development opportunities for faculty, including offering a new graduate student advising and mentoring workshop and creating a strategic plan to identify faculty leadership development and training priorities. In concert with the Chancellor's Office and VPR, efforts are also underway to improve conflict resolution and research misconduct policies and processes.

To secure MIT's research competitiveness, the Provost's Office worked in partnership with the EVPT, Vice President for Finance, and VPR to address the longstanding pain point of the under-recovery of indirect costs for research grants from foundations and other non-profit sources. Dubbed "the under-recovery pilot," the effort directed additional central funding to mitigate under-recovery costs, increased local decision-making, and streamlined administrative processes. In addition, a new app to facilitate requests, reviews, and reporting (part of Research@MIT) was rolled out to departments, labs, centers, and institutes (DLCIs).

Data from the under-recovery pilot will be one input into an ongoing study that seeks to better understand trends in the Institute's research investments, the costs to PIs of graduate student research assistants, and MIT's competitive position relative to peer research universities. The Provost's Office is collaborating with EVPT, VPR, and the Vice President for Finance on the study. The study's findings will inform new policies for central graduate student funding subsidies.

The provost continued to advance efforts to expand access to MIT undergraduate educational content and to support innovations to remove barriers to interdisciplinary education. Examples include working in partnership with faculty governance to establish the Task Force on the Undergraduate Academic Program; hiring and supporting interdisciplinary faculty; and advancing efforts to infuse AI and computing with traditional disciplinary knowledge.

To enable information sharing, feedback gathering, and alignment on the strategic priorities, operational matters, and emerging issues detailed in this and other Reports to the President, Provost Barnhart convened bi-weekly meetings of the school and college deans; monthly meetings of the vice provosts; and hosted regular one-on-one meetings with the deans, vice provosts, and her other direct reports.

To advance community-building efforts among faculty, the provost hosted regular department head breakfasts, attended school council and department faculty meetings, and engaged with the Faculty Policy Committee (FPC) to connect the Provost's Office to the faculty more broadly. Provost Barnhart also provided funding for a community building seed grant fund targeted at

faculty, regular coffee hours organized by the chair of the faculty, and lunches for women faculty.

### **Responding to the war in the Middle East**

The Provost's Office worked extensively with the President's Office, the Chancellor's Office, and many other partners across campus to respond to the campus unrest stemming from the October 7, 2023 Hamas attack on Israel and the ongoing war in the Middle East. Leaders took steps to review and update Institute policies and processes; create opportunities for education and dialogue; and communicate on a regular basis about MIT's commitment to preserving freedom of expression while at the same time ensuring the continued safe and efficient operations of campus. More details about the Institute's approach can be found in the various letters Provost Barnhart, President Kornbluth, Chancellor Nobles, and other senior leaders sent to the MIT community throughout AY 2023-24.

### **Institute finances, investments, and research volume**

*Please note the most recent fiscal year data available for the President's Report reporting period (July 1, 2023 - June 30, 2024) is FY 2023.*

The market value of investments in the Institute's endowment as of June 30, 2023 was \$23.45 billion, representing a decrease of 4.7% from the June 30, 2022 value of \$24.6 billion. Expenditures on sponsored research conducted on campus totaled \$837.4 million in fiscal year (FY) 2023, representing an increase of 6.9% over the 2022 volume of \$783.2 million.

The federal government continues to be the largest cumulative sponsor of campus research funding, accounting for approximately 63% of the total volume. Industrial entities continued for the sixth straight year to represent the single largest non-federal sponsor of campus research, with an approximate 19.4% share of total research expenditures. The National Institutes of Health (NIH) and other agencies within the Department of Health and Human Services accounted for approximately 19.1% of total research expenditures, followed by the Department of Defense (15.1%), private foundations and nonprofit organizations (12.3%), the National Science Foundation (NSF) (11.4%), and the Department of Energy (10.7%).

Lincoln Laboratory research volume was \$1,122.1 million in FY 2023, an increase of 7.5% over the 2022 volume of \$1,135.3 million.

In the FY 2025 budget cycle, the Provost's Office, in partnership with the offices of the EVPT and Vice President for Finance, began to help units fund their needs from the full range of resources at their disposal, including existing GIB allocations and philanthropic and other funding sources. Examples of these efforts include:

- Providing budget document development guidance and templates to assist with streamlining academic units' submission process as well as the central budget decision-making process;

- Continuing to explore the idea of allocating centrally-funded “block grants” to academic units to provide unit leaders more agency in making resource allocation decisions; and
- Developing a strategic plan for the vice provost for campus space management and planning that includes an examination of space utilization metrics.

## **Faculty statistics**

The number of faculty in AY 2023-24 was 1,089, an increase of nine from AY 2022-2023. Twenty three faculty members retired from MIT in AY 2023-24, while faculty recruitment continued at a strong pace. A total of 39 new faculty members (19 women and 20 men, including 10 members of underrepresented minority groups) began their MIT appointments during AY 2023-24. Also this year, 35 faculty members (24 men, 11 women, 5 underrepresented minority groups) were awarded tenure. *Please note details regarding faculty awards and honors appear in the Appendix starting on page 13.*

## **Tuition and student enrollments**

MIT’s commitment to undergraduate financial aid remained strong for AY 2023-24, increasing to an estimated budget of \$164.1 million. The increase offset a 3.75 percent rise in tuition and changes in housing, dining, and other estimated costs. The estimated average MIT scholarship for students receiving financial aid was \$61,247. For undergraduates not receiving any need-based financial aid, tuition and fees was \$60,156 for AY 2023-24 academic year.

The Institute’s undergraduate enrollment in AY 2023-24 was 4,576, a decrease of 81 from the AY 2022-2023 enrollment of 4,657, while graduate student enrollment increased by 143 from 7,201 to 7,344 for the same period.

## **Search advisory groups, committees, and working groups**

Several search advisory groups, committees, and working groups helped advance the Provost’s Office priorities, respond to emerging issues, and further MIT’s model of shared governance. *Please note more details regarding “People: Appointments and Transitions” of faculty and staff appear in the Appendix starting on page 19.*

### *Search advisory groups*

Throughout the course of AY 2023-24, the Provost’s Office launched searches for the below leadership positions. Building on the existing framework for academic dean searches, Provost Barnhart implemented formal processes for engaging faculty and staff in the work of identifying candidates for other senior-level positions when she launched a search advisory group to identify a new Vice Provost for Faculty (VPF) in AY 2022-2023 (see below).

- Dean, MIT Sloan School of Management
  - Outgoing leader: MIT Sloan School of Management John C Head III Dean **Dave Schmittlein**
  - Launched: March 2024
  - Chair and search firm: Co-chaired by MIT Sloan Professors **Kate Kellogg** and **Andrew Lo** with assistance from search firm Issacson, Miller
  - Status: Search ongoing
- Vice Provost for International Activities (VPIA)
  - Outgoing leader: Vice Provost for International Activities and Japan Steel Industry Professor **Richard Lester**
  - Launched: February 2024
  - Chair: **Rohan Abeyaratne**, the Berg Professor in Mechanics in the School of Engineering
  - Status: In August 2024, Provost Barnhart appointed Clarence J. LeBel Professor in Electrical Engineering and Computer Science (EECS) **Duane Boning** VPIA, effective September 2024
- Vice Provost for Open Learning (VPOL)
  - Outgoing leader: Interim Vice President for Open Learning **Eric Grimson**
  - Launched: January 2024
  - Chair: **Duane Boning**, the Clarence J. LeBel Professor in EECS
  - Status: In August 2024, Provost Barnhart appointed Boeing Leaders for Global Operations Professor of Management **Dimitris Bertsimas** VPOL, effective September 2024
- Director and CEO, Singapore-MIT Alliance for Research and Technology (SMART)
  - Outgoing leader: Director and CEO Professor **Gene Fitzgerald**, the Merton C. Flemings (1951) SMA Professor, Department of Materials Science and Engineering (DMSE), term ends December 2024
  - Launched: December 2023
  - Chair: **Bruce Tidor**, deputy vice provost for international activities and Professor of Biological Engineering and Computer Science
  - Status: Search ongoing
- Senior Vice Provost for Research (SVPR)
  - Outgoing leader: VPR **Maria Zuber**, the E.A. Griswold Professor of Geophysics
  - Launched: September 2023
  - Chair: **Tyler Jacks**, David H. Koch (1962) Professor of Biology
  - *Note: The SVPR role was initially envisioned as a member of the provost's senior leadership team. In January 2024, the search committee recommended the reinstatement of the former VPR title and direct reporting line to the president. The provost and president accepted the committee's recommendation.*
  - Status: In April 2024, President Kornbuth appointed Vice Chancellor **Ian Waitz**, the Jerome C. Hunsaker Professor of Aeronautics and Astronautics, as VPR for a five-year term starting in May 2024.
- Vice Provost for Faculty (VPF)
  - Outgoing leader: Interim Vice Provost for Faculty **Dan Hastings**

- Launched: May 2023
- Chair: **Maria Yang**, Associate Dean of Engineering and Gail E. Kendall (1978) Professor of Mechanical Engineering
- Status: In July 2023, Provost Barnhart appointed Institute Professor **Paula Hammond** as VPF, effective December 2024.

### *Working groups and committees*

#### **Hammond/Hopkins Reports Working Group**

Beginning in August 2023, a working group of faculty leaders and Institutional Research (IR) staff began to assess MIT's response to landmark reports that uncovered how gender and racial inequities impact MIT's faculty:

- The 1999 Study on the Status of Women Faculty in Science at MIT and companion studies led by faculty in the other schools; and
- The 2010 Report on the Initiative for Faculty Race and Diversity.

At the April 2024 Institute faculty meeting, Provost Barnhart presented the working group's analysis, showing where MIT has and hasn't made progress on responding to the findings of the 1999 study (the "Hopkins Report") and the 2019 study (the "Hammond Report"). Two key takeaways included:

- **Composition/recruitment:**
  - The percentage of newly hired women faculty grew from 14% (N=7) in 1991 to 51% (N=23) in 2023. The percentage of newly hired faculty from underrepresented racial ethnic groups during those years increased from 6% (N=3) to 20% (N=9).
  - In 1991, women made up 10% (N=97) of MIT's faculty; faculty from underrepresented groups stood at 3% (N=28). In 2023, 28% (N=300) of faculty were women and 10% (N=112) were from underrepresented groups.
  - In short, the updated findings confirm that MIT has fulfilled a 2004 faculty resolution to increase the percent of faculty from underrepresented minority groups by roughly a factor of two but did so a full decade later than the supporters of the resolution had hoped.
- **Compensation and space:**
  - IR, with the assistance of a faculty advisor, has been conducting a regression analysis of faculty salaries since 2011. Outcomes are reviewed annually by senior academic leaders and the Institute Community and Equity Office (ICEO) to ensure compensation is based solely on performance. Over the past 13 years, there have been no statistically significant salary gaps disadvantaging women or faculty from underrepresented groups.
  - A recent IR-led review of space data found that square footage is associated with a faculty member's number of supervisees and department, lab, or center



appointments, research volume, and discipline. Race, ethnicity, and gender were not found to be significant predictors of the amount of space assigned to faculty.

The provost sent the analysis to all faculty and instructors in August 2024 in order to celebrate progress to date and to identify collective strategies to address the essential work that remains unfinished.

### **OCPE working group**

In fall 2023, Provost Barnhart tasked the **Online Continuing and Professional Education (OCPE) Working Group** with improving MIT's offerings in online continuing education, following a recommendation from Task Force 2021. Building on the initial efforts led by Schwarzman College of Computing Dean Dan Huttenlocher and interim Vice President for Open Learning Eric Grimson, which focused on exploring the landscape of MIT's OCPE and providing recommendations for enhancing its effectiveness, the committee's next phase involves defining and implementing a revenue-sharing model and coordination plan.

Co-chaired by Peter Hirst, Senior Associate Dean, Executive Education at the MIT Sloan School of Management, and Jeff Grossman, Professor, DMSE, the group is engaging stakeholders, debating strategies for coordination, and determining actionable steps to enhance MIT's online continuing education impact.

### **Faculty Housing Working Group**

In fall 2023, Provost Barnhart and EVPT Shor launched an **ad hoc working group responsible for evaluating MIT's Faculty Housing Assistance Program (FHAP)** relative to peer offerings. The group, chaired by Vice Provost Brent D. Ryan and Vice President for Finance Katie Hammer, focused on assessing faculty perspectives on the program as well as other strategies for supporting faculty housing costs.

The working group reviewed existing faculty housing programs and conducted a peer benchmarking analysis of housing policies at other universities. As part of the committee's efforts, IR sent out a voluntary survey to faculty eligible to take advantage of the FHAP in the last five years to gather information about views on the FHAP and possible alternatives. The committee used the survey results to inform its findings, which were finalized in June 2024.

Findings and recommendations from the group's report, which are currently under consideration, include:

- Faculty survey respondents selected MIT's current housing programs as their preferred option when asked to choose from a collection of peer housing offerings and MIT's programs. Survey respondents did, however, indicate they would like MIT's programs to be more generous.

- The peer benchmarking analysis confirmed that MIT’s current programs are competitive and on par with the offerings of surveyed peers.
- Unlike MIT, several peer institutions provide short-term rental assistance. This offering has the potential to assist new junior faculty and enhance MIT’s competitive standing.

### **Task Force 2021 and Beyond**

In March 2024, Provost Barnhart and EVPT Shor provided the MIT community with a final update about the implementation progress on Task Force 2021 and Beyond, which was charged by then President L. Rafael Reif in May 2020. The 2024 update reported on the progress made by 16 Refinement and Implementation Committees (RICs). Progress included implementing a stronger undergraduate advising structure; establishing a Task Force on the Undergraduate Academic Program (TFUAP); enhancing graduate student advising and mentoring; emphasizing professional development; meeting the changing landscape of research sponsorship; and modernizing the Institute’s IT systems and business processes.

### **Future of the Arts at MIT Committee**

In June 2024 and in collaboration with School of Architecture and Planning Dean Hashim Sarkis and School of Humanities, Arts, and Social Sciences Dean Agustín Rayo, Provost Barnhart announced the formation of the **Future of the Arts at MIT Committee**, which will advise the Institute on new ways to envision the place of the arts in the MIT community. Peter Fisher, the Thomas A. Frank (1977) Professor of Physics, chairs the committee. The committee is responsible for:

- Conducting a broad review of the creative arts at MIT, focusing on curricular and program elements;
- Assessing the changes implemented following the Joskow Report, the current standing of the arts, and how they intersect with science and technology;
- Developing guiding principles for the arts at MIT that the administration and faculty can use for future decision-making about activities that cut across campus, MIT’s curriculum, student well-being support, and service to the broader Boston and Cambridge communities; and
- Outlining a vision for the future of the arts at MIT.

### **Ad Hoc Committee on DEI Arts and Culture Implementation**

The **Ad Hoc Committee on DEI Arts and Culture Implementation** submitted its final report to the provost in June 2024. Co-chaired by the Vice President for Equity and Inclusion Karl Reid and the Vice Provost for the Arts Philip Khoury, the committee coordinated the implementation efforts of working groups advancing the following efforts:

- Increasing support for student groups in the performing and visual arts;
- Diversifying MIT’s public art collection (and architect selection processes);

- Developing and enhancing tours of the MIT campus; and
- Creating and sustaining an arts festival.

The outcomes of the work include increased funding and support to the 150 plus arts and cultural student groups as well as the codification of ongoing efforts to diversify MIT’s public art collection and MIT’s selection process of architects for small renovation and construction projects. The committee made a similar recommendation for large capital projects to the Building Committee. That recommendation is under review. In spring 2024, the STS.050 “History of MIT” course, led by Deborah Douglas, Senior Director of Collections at the MIT Museum, engaged students in retelling MIT DEI stories for “stops” on a campus tour. An arts festival, with funding provided by the Provost’s Office, is planned for March 2025.

### **Institutional Research Activities**

IR advances ongoing data and analysis projects to inform decision-making at MIT. Examples of the group’s work include: support of academic schools and departments, Visiting Committee data packets, managing data collection and storage for consortia and Open Learning, the Electronic Professional Record, faculty salary equity analysis and peer benchmarking, qualitative focus groups and interviews, data support for the ICEO, Equal Employment Opportunity Commission reporting for faculty, graduate admissions statistics, first destination surveys for all graduating students, and unit-level surveys. IR also developed a new website set to launch in the summer of 2024 and conducted several large-scale surveys.

**The Senior Survey**, which is administered as part of an multi-institutional consortium, was distributed in **March 2024**. Undergraduates in their last year are invited to reflect on their experiences at MIT. Sponsored by the Vice Chancellor for Undergraduate and Graduate Education, this survey provides critical information for understanding the perspectives of undergraduate seniors, including perceptions of how their abilities changed while at MIT.

In **February 2024**, the Institute launched the **MIT Quality of Life Survey (QoL)**. A project of the Council on Family & Work administered every two years, the QoL is one of the Institute’s most valuable tools for understanding the climate and atmosphere of the MIT community. Results from this survey help identify both community strengths and challenges and inform decisions in areas ranging from workloads and wellness, to values and belonging. The survey included a new set of questions designed to inform the Institute’s efforts to understand and combat antisemitism, Islamophobia, and hatred based on national origin or ethnicity in the MIT community.

In **July 2023**, the Institute launched the **“How’s It Working” survey** to MIT faculty and staff. The survey was a follow up to the 2021 Work Succeeding survey. This survey collected information on working modalities and how flexible work arrangements impact employee perspectives on productivity, satisfaction, and sense of community.

In **October 2023**, the Institute launched the bi-annual **MIT Commuter Survey** to help MIT make decisions about its transportation-related programs and services, such as subsidized T-passes and discounted Bluebikes memberships. The goal of the survey is to collect data about how members of the community travel to campus, providing important information that leads to commuting improvements large and small—from increased shuttle service to additional bike racks. MIT also shares aggregate results from the survey with local and state governments as they review commuting patterns, and uses the results to advocate for strategies and public investments that could reduce congestion, air pollution, and commute times. A version of the survey is required by the Commonwealth.

During AY 2023-24, the Institute invited all students and employees to participate in sexual harassment and misconduct surveys. **The Employee Sexual Harassment and Misconduct Survey** was administered in **September and October 2023** and **the Student Sexual Harassment and Misconduct Survey** was administered in **April 2024**.

### **Looking ahead / AY 2024-2025 Priorities**

As of September 1, 2024, all leadership searches launched by the Provost's Office in AY 2023-24 were complete with the exception of the searches for the new dean of MIT Sloan and the new director and CEO of SMART. Details about the appointments of Vice Provost for International Activities Duane Boning and Vice Provost for Open Learning Dimitris Bertsimas will be included in the AY 2024-2025 report.

Looking ahead to AY 2024-2025, the Provost's Office will help to advance Institute-wide strategic initiatives, including The Climate Project, the MIT Human Insight Collaborative, the GenAI Impact Consortium, the MIT Life Sciences and Health Collaborative, and emerging initiatives in the areas of quantum science and technology, manufacturing, and education innovation.

Additionally, the Provost's Office will continue to update the Institute's budget and resource allocation processes; focus on faculty recruitment and retention; and address the costs of research.

## Appendix

*"Please note that academic and research leaders who are part of the Provost's Office organization submitted separate Reports to the President that provide additional detail about the schools and the college; offices of campus space management and planning; faculty; arts; international activities; the Libraries, and more."*

### Academic Programs and Activities

New activities in the academic areas emerged throughout the year, furthering the Institute's goals of strengthening its educational programs and fostering innovative research. Two examples of notable educational activities follow below. Please refer to the separate reports of individual academic areas for detailed information about these and other programs.

The faculty approved two new degree programs that began in academic year 2023-24, one for undergraduates and one for doctoral students:

- A new Bachelor of Science in Course 1-12 (Climate System Science and Engineering)
- A new PhD program in Computational Science and Engineering, based in the Center for Computational Science and Engineering

### Faculty awards

#### *MIT Awards*

**Richard K. Lester**, Vice Provost for International Activities and the Japan Steel Industry Professor was awarded the 2024 Gordon Y. Billard Award, named in honor of an alumnus of the Class of 1924 in recognition of individuals who provide special service of outstanding merit for the Institute. As vice provost, Richard advanced MIT's interests in its international academic engagements, with strategies that have been widely lauded in Congress and elsewhere as models for other institutions to follow. A faculty member for more than 40 years, he was also recognized for his devoted and thoughtful stewardship of MIT's institutional response to climate change.

In May 2024, **John Joannopoulos**, an innovator and mentor in the fields of theoretical condensed matter physics and nanophotonics, was named the recipient of the 2024-2025 James R. Killian Jr. Faculty Achievement Award. The award is the highest honor bestowed by the MIT faculty on one of its own members. Established in 1971, the award recognizes "extraordinary professional accomplishments by full-time members of the MIT faculty." A member of the MIT faculty for 50 years, Professor Joannopoulos is the Francis Wright Davis Professor of Physics and director of MIT's Institute for Soldier Nanotechnologies. According to MIT News, he was honored for his service as a "legendary mentor to generations of students, inspiring them to achieve excellence in science while at the same time facilitating the practical benefit to society through entrepreneurship."

In April 2024, Class of 1958 Career Development Assistant Professor **Erin Kara** of the Department of Physics received the 2023-24 Harold E. Edgerton Faculty Achievement Award. Established in 1982, the award is the highest honor bestowed by the MIT faculty on junior faculty members, and recognizes exceptional distinction in teaching and research. According to MIT News, the award celebrates Professor Kara's work to create "a stimulating and productive multigenerational research group. Her mentorship is thoughtful and intentional, guiding and supporting each student or postdoc while giving them the freedom to grow and become self-reliant."

In March 2024, four faculty members were appointed MacVicar Faculty Fellows in recognition of their outstanding contributions to the quality of undergraduate education at MIT.

The honorees were:

- Professor of EECS **Karl Berggren**
- Professor of Political Science **Andrea Campbell**
- Associate Professor of Music **Emily Richmond Pollock**
- Professor of EECS **Vinod Vaikuntanathan**

Established in 1992, the MacVicar Faculty Fellows Program is named in honor of Margaret MacVicar, MIT's first dean for undergraduate education and founder of the Undergraduate Research Opportunities Program (UROP).

In November 2023, The Levitan Prize in the Humanities was awarded to Associate Professor of Anthropology **Bettina Stoetzer** for her work *Unsettling Refuge: Disrupted Mobilities in Multispecies Worlds*. Inaugurated in 1990, the Levitan Prize is an annual research fund that supports creative and innovative scholarship in the School of Humanities, Arts, and Social Sciences (SHASS).

In September 2023, MIT welcomed nine MLK Visiting Professors and Scholars for AY 2023-24. Established in 1995, **the Dr. Martin Luther King, Jr. Visiting Professors and Scholars Program** recognizes the many contributions of outstanding minority scholars in the academy, enhances their scholarship through intellectual interactions with MIT peers, and enriches the intellectual life of the Institute. The ICEO, which transitioned to the President's Office from the Provost's Office with the appointment of **Karl Reid** as Vice President for Equity and Inclusion in March 2024, administers the program.

The nine AY 2023-24 MLK visiting professors and scholars were:

**Tawanna Dillahunt**

Associate Professor, School of Information (UMSI), University of Michigan

**Kwabena Donkor**

Assistant Professor of Marketing, Graduate School of Business, Stanford University

**Denise Frazier**

Assistant Director, New Orleans Center for the Gulf South, Tulane University

**Wasalu 'Lupe Fiasco' Jaco**

Rapper, Record Producer, Entrepreneur, Community Advocate

**Morgane König**

Postdoctoral Fellow in Theoretical Cosmology, MIT

**Angélica María Mayolo Obregón**

Consultant, MIT Environmental Solutions Initiative

**Jean-Luc Pierite**

President, Board of Directors, North American Indian Center of Boston (NAICOB)

**Christine Taylor-Butler**

Author of children's books

**Angelino Viceisza**

Full Professor of Economics; Founder and Director, VLab, Spelman College

*International and national recognition*

In June 2024, MIT faculty members **Nancy Kanwisher**, **Robert Langer**, and **Sara Seager** were among eight researchers worldwide to receive Kavli Prizes, which are awarded every two years and are a partnership among the Norwegian Academy of Science and Letters, the Norwegian Ministry of Education and Research, and the Kavli Foundation. These faculty were honored in each of the three Kavli Prize categories for breakthroughs in neuroscience, nanoscience, and astrophysics, respectively.

In October 2023, **Moungi Bawendi**, the Lester Wolfe Professor of Chemistry at MIT and a leader in the development of tiny particles known as quantum dots, won the Nobel Prize in Chemistry. He shared the prize with Louis Brus of Columbia University and Alexei Ekimov of Nanocrystals Technology, Inc. In its announcement, the Nobel Foundation cited Bawendi for work that “revolutionized the chemical production of quantum dots, resulting in almost perfect particles.” Bawendi has been a professor at MIT since 1990.

*AY 2023-24 National Awards*

**Alfred P. Sloan Foundation Research Fellowships**

- **Jacob Andreas**, Associate Professor of EECS
- **Adam Belay**, Associate Professor of EECS
- **Soonwon Choi**, Assistant Professor of Physics
- **Maryam Farboodi**, Jon D. Gruber Career Development Professor, Assistant Professor of Finance
- **Lina Necib**, Assistant Professor of Physics
- **Arvind Satyanarayan**, Associate Professor of EECS
- **Andrew Vanderburg**, Assistant Professor of Physics
- **Xiao Wang**, Thomas D. and Virginia W. Cabot Professor, Assistant Professor of Chemistry

**American Academy of Arts and Sciences Fellows**

- **Edward F. Crawley**, Ford Foundation Professor of Engineering, Professor of Aeronautics and Astronautics
- **Nathaniel Hendren**, Professor of Economics
- **Mei Hong**, Professor of Chemistry
- **Tod Machover**, Muriel R. Cooper Professor of Music and Media, Academic Head, Media Arts and Sciences Program
- **Anna Mikusheva**, Professor of Economics
- **Elchanan Mossel**, Professor of Mathematics
- **Xiao-Gang Wen**, Cecil and Ida Green Professor in Physics

#### **American Association for the Advancement of Science**

- **Bevin P. Engelward**, Professor of Biological Engineering
- **William Oliver**, Henry Ellis Warren (1894) Professor of EECS
- **Daniel Rothman**, Professor of Geophysics
- **Vladan Vuletić**, Lester Wolfe Professor of Physics

#### **American Philosophical Society Resident Member**

- **Emery Neal Brown**, Edward Hood Taplin Professor of Medical Engineering, Warren M. Zapol Professor of Anaesthesia, HMS Professor of Computational Neuroscience, Member, Institute for Data, Systems, and Society, Core Faculty, Institute for Medical Engineering and Science

#### **American Physical Society Fellow**

- **Paola Cappellaro**, Ford Professor of Engineering, Professor of Nuclear Science and Engineering, Professor of Physics
- **Maria Gatu Johnson**, Principal Research Scientist at the MIT Plasma Science and Fusion Center
- **Bradley D. Olsen**, Alexander and I. Michael Kasser (1960) Professor of Chemical Engineering, Executive Officer, Department of Chemical Engineering

#### **The Franklin Institute, Benjamin Franklin Medal**

- **Paula T. Hammond**, Institute Professor, Head, Department of Chemical Engineering, Vice Provost for Faculty
- **Gabriela S. Schlau-Cohen**, Associate Professor of Chemistry

#### **Grammy Award**

- **Miguel Zenón**, Assistant Professor of Music

#### **Guggenheim Fellows**

- **Roger Levy**, Professor of Brain and Cognitive Sciences
- **Tracy Slatyer**, Professor of Physics
- **Martin Wainwright**, Cecil H. Green Professor in Electrical Engineering,



Professor of EECS, Professor of Mathematics Member, Institute for Data, Systems, and Society

#### **Howard Hughes Medical Institute (HHMI) Investigators**

- **Steven Flavell**, Associate Professor of Brain and Cognitive Sciences
- **Mary Gehring**, Professor of Biology
- **Mehrdad Jazayeri**, Associate Professor of Neuroscience
- **Gene-Wei Li**, Associate Professor of Biology

#### **National Academy of Engineering**

- **Marc Baldo**, Dugald C. Jackson Professor in Electrical Engineering, Professor of Electrical Engineering
- **Jacopo Buongiorno**, TEPCO Professor of Nuclear Science and Engineering
- **Hsiao-hua K. Burke**, Principal Staff Member Air, Missile, and Maritime Defense Technology, Lincoln Laboratory

#### **National Academy of Medicine**

- **Daniel Anderson**, Professor of Chemical Engineering, Core Faculty, Institute for Medical Engineering and Science
- **Regina Barzilay**, School of Engineering Distinguished Professor for AI and Health, Professor of EECS, Affiliate Faculty, Institute for Medical Engineering and Science
- **Guoping Feng**, James W. (1963) and Patricia T. Poitras Professor, Professor of Neuroscience
- **Darrell Irvine**, Underwood-Prescott Professor, Professor of Biological Engineering Professor of Materials Science
- **Morgan Sheng**, Professor of Brain and Cognitive Sciences

#### **National Academy of Sciences**

- **Guoping Feng**, James W. (1963) and Patricia T. Poitras Professor, Professor of Neuroscience
- **Piotr Indyk**, Thomas D. and Virginia W. Cabot Professor, Professor of EECS
- **Daniel Kleitman**, Professor Emeritus Mathematics
- **Daniela Rus**, Andrew (1956) and Erna Viterbi Professor, Professor of Computer Science and Engineering, Deputy Dean of Research, MIT Schwarzman College of Computing
- **Senthil Todadri**, Professor of Physics

#### **National Medal of Science**

- **Subra Suresh**, Vannevar Bush Professor Emeritus of Engineering

#### **National Medal of Technology and Innovation**

- **James G. Fujimoto**, Elihu Thomson Professor in Electrical Engineering, Professor of Electrical Engineering

- **Eric Swanson**, Research Affiliate at RLE and Mentor for the MIT Deshpande Center for Technological Innovation

#### **New Horizons in Physics Breakthrough Prize**

- **Mikhail Ivanov**, Assistant Professor of Physics

#### **National Science Foundation Faculty Early Career Development (CAREER) Award**

- **Jacob D. Andreas**, Associate Professor of EECS
- **Camilla Cattania**, Assistant Professor of Earth, Atmospheric, and Planetary Sciences
- **Christina Delimitrou**, Associate Professor of EECS
- **Ariel L. Furst**, Paul M. Cook Career Development Professor, Assistant Professor of Chemical Engineering
- **Kate E. Galloway**, W. M. Keck Career Development Professor in Biomedical Engineering, Assistant Professor of Chemical Engineering
- **Carmen Guerra-Garcia**, Charles Stark Draper Professor, Assistant Professor of Aeronautics and Astronautics
- **Anders Sejr Hansen**, Underwood-Prescott Career Development Professor, Assistant Professor of Biological Engineering
- **Jack Hare**, Gale (1929) Career Development Professor, Assistant Professor of Nuclear Science and Engineering
- **Anand Venkat Natarajan**, ITT Career Development Professor in Computer Technology, Assistant Professor of EECS
- **Qin (Maggie) Qi**, James R. Mares '24 Career Development Chair, Assistant Professor of Chemical Engineering
- **César Terrer**, Assistant Professor of Civil and Environmental Engineering
- **Cathy Wu**, Assistant Professor of Civil and Environmental Engineering, Member, Institute for Data, Systems, and Society
- **Sixian You**, Alfred Henry (1929) and Jean Morrison Hayes Career Development Professor, Assistant Professor of EECS
- **Deblina Sarkar**, AT&T Career Development Professor of Media Arts and Sciences, Assistant Professor of Media Arts and Sciences

#### **Packard Fellowship for Science and Engineering**

- **Richard Fletcher**, Research Scientist of Mechanical Engineering

#### **Simons Investigators in Mathematics, Physics, Astrophysics and Theoretical Computer Science**

- **Arram Harrow**, Professor of Physics
- **Davesh Maulik**, Professor of Mathematics
- **Leonid Mirny**, Richard J. Cohen (1976) Professor in Medicine and Biomedical Physics, Professor of Physics, Core Faculty, Institute for Medical Engineering and Science
- **Vinod Vaikuntanathan**, Professor of EECS
- **Virginia Vassilevska Williams**, Professor of EECS

## Presidential Fellowships

**Graduate Student Fellowships**, which are based in the Provost's Office, provide full financial support to many of the Institute's most promising first-year graduate students. In AY 2023-24, this program awarded a total of 133 fellowships.

**Outstanding Scholar Fellowships**, graduate fellowships also based in the Provost's Office, were awarded to five students who demonstrated significant academic achievement by overcoming barriers in their path, such as economic, social, or educational disadvantage, or displayed an understanding of the barriers facing women and members of groups underrepresented in higher education or higher education careers.

In addition, the Lemelson Foundation provided funding for eight underrepresented minority students with interests in engineering innovation; these fellowships were intended for incoming students. The School of Engineering designates the **Lemelson Foundation Fellowships** as part of the Presidential Graduate Fellowship Program.

## People: Appointments and Transitions

### *Senior administration*

In February 2024, President Kornbluth named **Anantha Chandrakasan** MIT's first chief innovation and strategy officer charged with shaping and advancing the Institute's strategic research, educational and entrepreneurship priorities. Anantha is also the dean of the School of Engineering and the Vannevar Bush Professor of EECS and began his appointment that same month.

In September 2023, President Kornbluth announced VPR **Maria Zuber**, the E.A. Griswold Professor of Geophysics, would step down to become MIT's Presidential Advisor for Science and Technology Policy, reporting to the president.

At that time the provost launched a search for a SVPR reporting to the provost. The search advisory group was chaired by David H. Koch Professor of Biology Tyler Jacks. In April 2024, President Kornbluth appointed Vice Chancellor **Ian A. Waitz**, the Jerome C. Hunsaker Professor of Aeronautics and Astronautics, as VPR for a five-year term starting in May. The VPR reports to the president.

*As noted above on page 7: The SVPR role was initially envisioned as a member of the provost's senior leadership team. In January 2024, the search committee recommended the*

*reinstatement of the former VPR title and direct reporting line to the president. The provost and president accepted the committee's recommendation.*

## *Deans*

In January 2024, Provost Barnhart announced that **Dave Schmittlein**, John C Head III Dean of the MIT Sloan School of Management, would step down effective February 2024 to attend to a personal health concern. Associate Dean and Professor **Georgia Perakis** became interim dean of the MIT Sloan School of Management on February 5. As dean for nearly 17 years, Dave's thoughtful, inspiring, and innovative leadership advanced the school's mission of developing principled, innovative leaders who improve the world and generate ideas that advance management practice in countless ways.

Dave enhanced the school's global visibility and impact through partnerships with individuals, organizations, and universities. He prioritized creating high-quality management programs such as the Executive MBA, and expanding concept-based learning opportunities through MIT Sloan's storied Action Learning Labs. And he forged stronger academic, research, and personal ties between MIT Sloan and the rest of campus. He also served on the Academic Council since being named dean in 2007, a position that enabled him to shape and implement countless Institute-wide strategic priorities over the years.

## *Vice Provosts*

After serving as Interim Vice Provost for Faculty and Interim ICEO **Dan Hastings**, the Cecil and Ida Green Education Professor of Aeronautics and Astronautics, took on the role of Interim Vice Chancellor for Undergraduate and Graduate Education in June 2024. Chancellor Melissa Nobles appointed him.

In April 2024, Vice Provost for Research **Ann White** and Vice Provost for Research Computing and Data **Peter Fisher** transitioned fully from a shared report with the Provost's Office into the Office of the Vice President for Research when **Ian Waitz** was appointed as VPR.

Institute Professor **Paula T. Hammond** '85, PhD '93 began serving as Vice Provost for Faculty in December 2023 to oversee Institute-wide strategies and programs to support faculty excellence and advancement. Paula is focused on professional development, community, and climate for faculty. She advocates for faculty development, mentoring, diversity, and inclusion, working to complement local recruitment and retention efforts led by the schools and college.

Throughout her nearly three decades at MIT, Paula chaired the Initiative on Faculty Race and Diversity and co-chaired the Ad Hoc Committee on Faculty Advising and Mentoring as well as

the implementation team responsible for shaping MIT's response to the landmark 2018 National Academies of Sciences, Engineering, and Medicine (NASEM) report on the sexual harassment of women in academia. Paula joined the Department of Chemical Engineering in 1995 and led the department from July 2015 - December 2023. In 2021, she became an Institute Professor, the highest honor awarded by MIT's administration and faculty, and also received the 2023–2024 James R. Killian Jr. Faculty Achievement Award.

With the support of President Kornbluth, Provost Barnhart changed the Associate Provost titles to Vice Provosts in August 2023.

#### *Other leadership transitions*

In December 2023, VPR Maria Zuber announced MIT Lincoln Laboratory Director **Eric Evans** would step down after holding the post for 18 years. Maria launched a search for his replacement headed by committee chair Professor and Media Lab Director **Dava Newman**. In July 2024, Eric transitioned to the role of fellow in the director's office at Lincoln Laboratory and now holds an appointment on the MIT campus as a senior fellow in the Security Studies Program.

Evans started at Lincoln Laboratory in 1988 as a technical staff member and was named director of Lincoln Laboratory in 2006. Under Eric's leadership, the laboratory established new research and development mission areas in cybersecurity, homeland protection, and biotechnology, and started new programs in humanitarian assistance and disaster relief, climate change technology, quantum information science, and energy system resilience. Evans has also strengthened ties with the MIT research community, increased diversity and inclusion efforts, advanced STEM education initiatives, and developed new models for technology transfer to small and medium-size commercial companies.

On January 11, 2024 **Michael John Gorman** was appointed as the Mark R. Epstein (Class of 1963) Director of the MIT Museum. **Kathryn Gunsch** served as interim director until his appointment began on July 1, 2024. Originally from Ireland, Gorman is the founding director of BIOTOPIA - Naturkundemuseum Bayern in Munich, Germany, an innovative center and museum space for life sciences and environment.

Since 2015, he was responsible for the development of the center's vision, exhibition strategy, and operations and festivals combining science and the arts. He is also a tenured university professor for life sciences in society at the Ludwig Maximilians University in Munich.

Early in his academic career, Michael John spent the 1999–2000 academic year as a postdoctoral fellow at the Dibner Institute, formerly located at MIT.

Gorman succeeded longtime museum director John Durant, who stepped down in December 2023. John joined the MIT Museum as director in 2005 with a passion for its mission of showcasing and celebrating MIT's rich history of research and innovation. Over the years, he

championed the organization within the MIT community and beyond, helping it to grow from a small second-floor office suite into a world-class museum at the gateway of the MIT campus in the heart of Kendall Square. The newly conceived and purpose-designed museum opened in October 2022 to critical acclaim and praise from leading publications. He remains an adjunct professor in the Science, Technology, and Society Program at MIT.

### *Staff*

In May 2024, **Martha Leibs** joined the Provost's Office as the new special projects manager to assist the chief of staff in fostering cross-functional collaboration and accelerating the provost's strategic priorities.

In November 2023, **Mary Ellen Sinkus** joined the Provost's Office as the assistant provost for finance. Mary Ellen is responsible for leading a broad range of budget and contractual matters for the Provost's Office and works closely with the Vice President for Finance Office to drive significant improvements in Institute budgetary practices. Mary Ellen Sinkus succeeded Brent Oberlin.

**Casey Johnson** joined the Provost's Office as senior human resources manager in October 2023. Casey serves as a subject matter expert on human resources issues, including employee relations, compensation and benefits, performance management, and diversity and inclusion.

In August 2023, **Kim Haberlin** joined the Provost's Office to serve as senior advisor to the provost. Her title was updated in February 2024 to chief of staff. Kim is the Provost's Office primary coordinator for strategic initiatives. She assists with managing the day-to-day operations of the provost's team, promotes collaboration, and helps the provost's team advance shared priorities and problem-solve as needed.

**Tori Hile** joined the Provost's Office as senior administrative assistant to the provost in July 2023, taking on the role vacated by Frances Neville after Frances was promoted to executive assistant in April 2023.

### *Staff departures*

In August 2023, Assistant Provost for Finance **Brent Oberlin** left the Provost's Office to become the chief financial officer at The MIT Press. As a key fiscal officer in the Provost's Office, Brent provided comprehensive support to departments, labs, and centers as well as the schools and the college on complex budgetary and operational issues, including collaborating with the Office of the Vice President for Finance and academic and administrative departments to distribute and manage pandemic-era Higher Education Emergency Relief Funds, establishing new arrangements to support NSF and NASA fellows and their respective units, and implementing graduate student funding enhancements in SHASS.

He was a pivotal contributor to the important work of modernizing MIT's annual budget process, developing and implementing strategic process improvements and innovations. His steady, data-driven, and thoughtful approach to fiscal management advanced the mission and priorities of both the Provost's Office and academic and research units across the Institute.

Assistant Provost for Administration **Doug Pfeiffer** retired in July 2023 after more than 44 years of service to MIT. Doug began his MIT career in EAPS in 1979, moving to the SHASS Dean's Office in 1986 to serve as assistant dean. He arrived in the Provost's Office in 2007 and, over the years, Doug became a key and trusted advisor to four provosts, administering some of the most sensitive and impactful work of the office, including tenure disputes, faculty renewal programs, searches for Deans, and reviewing outside professional activities policy. His wisdom, fairness, and integrity were invaluable to the Provost's Office and the Institute.

In July 2023, Assistant Provost for Strategic Projects **Heather Williams** left MIT to become the Chief Operating Officer at the Smithsonian Institute's Center for Astrophysics in Cambridge.

Throughout her exemplary 29-year career at MIT, Heather served in a variety of leadership roles and advanced the Institute's research and education mission. She joined the Provost's Office in 2022 to assist the provost and other senior officers with strategic and operational initiatives, including launching the Office of Research Computing and Data, developing funding agreements for SHASS doctoral programs, and supporting the implementation of the MIT Task Force 2021 and Beyond recommendations.

She previously served as the Assistant Dean for Administration in the School of Science, overseeing operations, human resources, budgeting, and activities related to the recruitment and retention of faculty and staff. Heather also served as an administrative officer in the Department of Physics, where she began her MIT career in human resources.