

Reading seminar on *An Inclusive Academy*

This document gives the outline for a reading seminar on [An Inclusive Academy: Achieving Diversity and Excellence](#) by [Abigail Stewart](#) and [Virginia Valian](#). The readings should take less than 1 hour per week so that even those with little extra time are able to participate. We'll meet via Zoom for an hour once per week to discuss the readings. Each week we'll have a person designated to lead the discussion and maybe prepare a little bit of material (e.g., slides) to move the discussion along.

The book is broken into two parts:

I Why an Inclusive Academy Is Difficult to Achieve: Individual and Institutional Perspectives

II How to Achieve an Inclusive Academy

The first part is relevant to those of all career levels. The second part of the book is more centered around recruiting, hiring, and retaining diverse faculty, and is most relevant to current faculty. In the Summer the seminar will cover the Part I of the book, and end in early/mid August to make sure that everyone has enough time to prepare for the Fall semester. Once the Fall semester gets started, we plan to resume and read Part II of the book.

Here are some preliminary readings that help explain what *An Inclusive Academy* entails:

- Preface: Why This Book (pp. xiii–xxxi)
- [This brief Q&A](#) with the authors about the book

For your convenience, the table of contents of the text is included on page 3 of this document.

Schedule & Information

Below is a schedule of the reading to be completed each week, starting on the week of June 22. We'd meet on Wednesdays at 8PM; the late start time is so that parents might be able to put their children to bed before the seminar starts. The MIT Libraries have generously provided [access to the ebook](#) of *An Inclusive Academy* to anyone with MIT Credentials.

Organizers: Peter Haine and Tom Mrowka

Meeting Time: Wednesdays at 8PM EDT, starting on June 24

Zoom Meeting ID: [936 1690 0398](#) (MIT credentials required)

To join the mailing list for the seminar, please contact Peter Haine (phaine@mit.edu).

June 24

Chapter 1, week 1: pp. 3–19 (until the section “Individuals and Institutional Structures”)

July 1

Chapter 1, week 2: pp. 20–35 (remainder of the chapter)

July 8

Chapter 2: pp. 41–62 (whole chapter)

July 15

Chapter 3, week 1: pp. 71–93 (until the section “Perceptions of Outstanding Women”)

July 22

Chapter 3, week 2: pp. 93–109 (remainder of the chapter)

July 29

Chapter 4, week 1: pp. 121–136 (until the section “Accounts of the Observational Data”)

August 5

Chapter 4, week 2: pp. 136–158 (remainder of the chapter)

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Acknowledgments

Preface: Why This Book?

I Why an Inclusive Academy Is Difficult to Achieve: Individual and Institutional Perspectives

1 Academic Ideals: What Keeps Some Out of Reach?

2 The Benefits of Diversity and Inclusion

3 Understanding Inequities: The Role of Schemas

4 How Careers Progress for Different Groups: Observational Data and Alternate Accounts

II How to Achieve an Inclusive Academy

5 Recruiting New Faculty: Developing a Diverse Pool and an Equitable Search Process

6 Evaluating job Candidates: Choosing the Short List and Treating Interviewees Equitably

7 Retaining Faculty: Building Community in the Academic Workplace

8 Facilitating Faculty Success

9 Evaluating and Promoting Faculty

10 Recognizing Faculty Accomplishments

11 Changing Institutions: The Roles of Formal Leaders, Informal Leaders, and All Faculty

Conclusion: Making Institutional Changes That Last

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