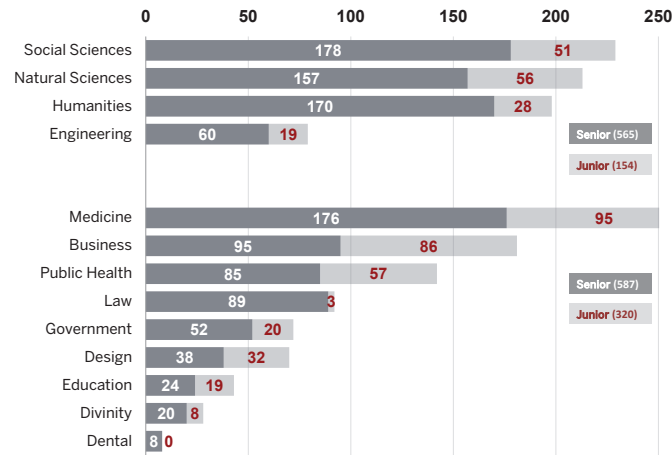




ANNUAL REPORT 2013

Number of Ladder Faculty by School and Rank

(2013-14, NUMBER = 1,574)



Harvard has 1,574 assistant, associate, and full professors, up 16 individuals (1%) from last year and 133 individuals (9%) from ten years ago.

Over the past ten years, the tenured faculty has grown by 22%, from 907 to 1,106. During this same period, the number of junior faculty has decreased by 12%, a result of all-time high internal promotion rates.

Although over two-thirds of the University's ladder faculty are tenured, Senior/Junior ratios, which have

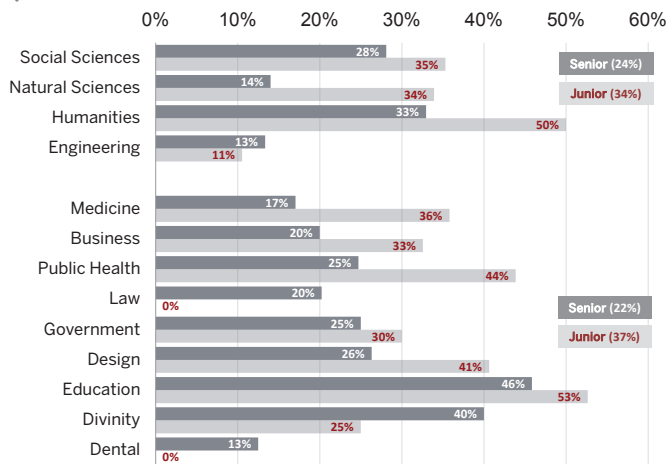
important implications for faculty development and mentoring, vary tremendously across Schools. In FAS, the average ratio is 3.7:1 (from a high of 6.1 in Humanities to a low of 2.8 in the Natural Sciences). In the Professional Schools, the ratios are generally lower, with an average of 1.8:1.

Percentage of Women Ladder Faculty by School and Rank

(2013-14, NUMBER = 434, 28%)

Over one-quarter (28%) of the Harvard faculty are female, up 14 individuals from last year and 90 individuals (26%) from ten years ago.

As with the general longitudinal faculty trends, the increase in the number of women has been in the senior ranks, from 164 in 2003-04 to 263 in 2013-14 (a 60% increase). Women now comprise 24% of the Harvard tenured faculty, the highest percentage Harvard has seen. As in years past, the percentage of senior women varies tremendously by field: it is highest in Education (46%), Divinity (40%), and FAS Humanities (33%). The percentage of senior women remains stubbornly low across the sciences, including the Medical School (17%), FAS Natural Sciences (14%), and Engineering (13%).



Between 2003-04 and 2013-14, the number of junior women has declined slightly (180 and 171, respectively), but because the total number of junior faculty has declined even more (from 534 to 468), the percentage of women has risen slightly (to 37%). Once again, field differences are pronounced, with women now exceeding 40% of the junior faculty in Education (53%), FAS Humanities (50%), Public Health (44%), and Design (41%). Even in FAS Natural Sciences (34%) and the Business School (33%), the percentages of women, while lower, are at or near all-time highs.



Programs

Harvard Faculty Finder

facultyfinder.harvard.edu

Our office recently launched the beta version of the Harvard Faculty Finder system (HFF). HFF provides, for the first time, a search and browse interface to Harvard faculty on a University-wide basis, to help students, faculty, and others identify Harvard faculty on the basis of research and teaching expertise.

HFF indexes and links existing sources of public information to enable cross-school faculty search and browse, including topic search. Data sources include faculty publications, courses taught, directory information, and various public websites.



Faculty Climate Survey

The University's second ever Faculty Climate Survey ran from October 2012 - February 2013. The overall response rate was 72% which compares favorably against response rates of peer institutions and of the Harvard 2007 survey (75%).

The climate survey was designed in consultation with the Office of Institutional Research, Harvard Deans, faculty, and School leaders, and peer institutions. It was designed specifically to provide insights into the working environment for faculty, both in an absolute sense and relative to faculty at peer institutions. Major sections of the survey focus on satisfaction, atmosphere, workload, tenure, mentoring, and work/life balance.

Analyses are currently underway and results will be shared throughout the coming academic year.



Talking About Teaching

Talking About Teaching is a University-wide seminar that explores pedagogical connections across disciplines and Schools. Designed by faculty for faculty, this seminar series showcases the work of Harvard master teachers through demonstrations of their pedagogy and discussions of its broader applications. In multiple sessions, participants from across the University experience the pedagogy of Harvard master teachers, followed by a discussion, led by a faculty member from a different School, in which the seminar's participants explore uses of the demonstrated method in their own classrooms.



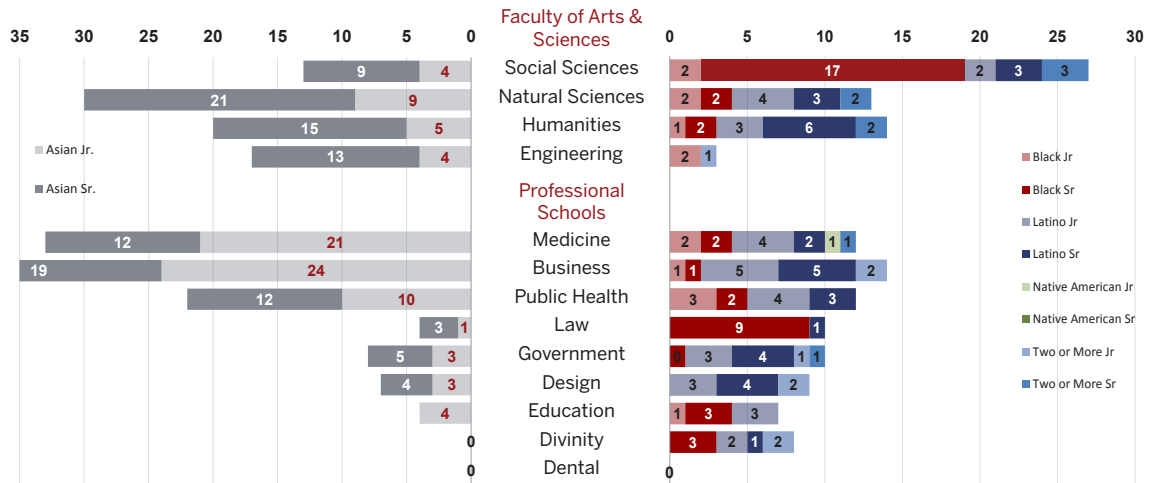
University-wide Course Catalog and Cross Registration System

coursecatalog.harvard.edu

In line with all our efforts to create a true University community, the Office of Faculty Development & Diversity sponsors the new online University-wide Course Catalog and Cross Registration system. This system allows students to navigate the full range of course offerings across Harvard, and to submit online petitions for entry into eligible courses at any of Harvard's Schools, in lieu of a paper-based petition process. It also supports online cross-registration for students at neighboring peer institutions interested in taking courses at Harvard. The increased facility of cross-registration has led to a significant rise in the number of students taking courses at multiple Harvard Schools.

Number of Minority Ladder Faculty by School, Rank and Race/Ethnicity

(2013-14, NUMBER = 328, 21%)



Approximately 21% of the Harvard faculty are minorities, up 111 individuals, or 51%, from ten years ago. Half of the increase during this period has been in the number of Asian/Pacific Islander faculty, from 141 to 197. During this same period, the number of Black faculty increased by 11 and the number of Latino faculty increased by 27.

Focusing on the entire current faculty, 60% of the minority faculty are Asian. They are particularly well represented in Business (43), Medicine (33), FAS Natural Sciences (30), and Public Health (22) and less well represented in FAS Social Sciences, FAS Humanities, and many of the smaller Professional Schools.

Blacks, Latinos, and individuals of Two or More Races represent just 15%, 19% and 5% of the minority faculty respectively. As a fraction of the entire faculty, these percentages are just 3%, 4% and 1%. In this graph, we present numbers, not percentages, to highlight just how few underrepresented minorities are on the Harvard faculty. More heartening, is the decrease in the numbers of "1's" in this graph, which indicate Schools (or FAS Division) with only one individual of that race/ethnicity at that rank.

About the Office of Faculty Development & Diversity

The Office of Faculty Development & Diversity serves as Harvard University's central faculty affairs office. Working closely with colleagues across the University, it oversees and guides institutional policies and practices in all areas of faculty affairs, providing intellectual leadership and coordination across the Schools with the twin goals of increasing accountability and fostering measurable progress in important domains. In all its activities, the FD&D office places a special emphasis on junior faculty and on women and minorities at all academic ranks.

Central to the FD&D mission is the development, implementation, and evaluation of University-wide programs designed to improve faculty life and the systematic collection, analysis, stewardship, and dissemination of data on faculty appointments. Working closely with the President and Provost, the Senior Vice Provost for FD&D serves as a key adviser in the ad hoc tenure process, chairs the Provost's Appointments Review Committee, and oversees the administration of funds designated to facilitate the appointment of outstanding scholars who increase the faculty's diversity.

Contact the Office of Faculty Development & Diversity

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