



# 2019 Faculty Climate Survey University-wide Results

April 27, 2020

# 2019 Faculty Climate Survey overview

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## Purpose

- Provide broad understanding of faculty experiences
- Inform policy and practice improvements
- All data were collected prior to the COVID-19 pandemic

## Target Population

- Tenured faculty
- Tenure-track faculty
- Select non-ladder ranks
  - *Non-ladder faculty not included in this presentation due to non-standardized ranks across Schools*

## Frequency

- Every 6 years (2006-07, 2012-13, 2018-19)

## Response Rate

- 63% overall (comparable to recent, similar surveys by peer institutions)

## Domains

- **Satisfaction:** overall and specific aspects of faculty life
- **Atmosphere:** community, respect, value, support, inclusion
- **Mentoring and Advancement**
- **Sources of Stress:** work and personal concerns
- **Time Use**



# 2019 Key findings for ladder faculty

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## Satisfaction

- Overall satisfaction with being a Harvard faculty member remains steady and high

## Atmosphere

- Perceptions of climate, diversity, and inclusion differ substantially by gender, race/ethnicity, and especially School

## Mentoring and Advancement

- Mentoring rates continue to improve, with the majority of tenure-track faculty reporting they have a formal mentor. Satisfaction with certain dimensions varies widely by race/ethnicity.

## Sources of Stress

- Time pressure is the largest source of work stress; for faculty with children, childcare and children's schooling are top non-work stresses

## Time Use

- Women continue to spend more hours on household duties, but the gender gap among faculty with the youngest children has decreased since 2013

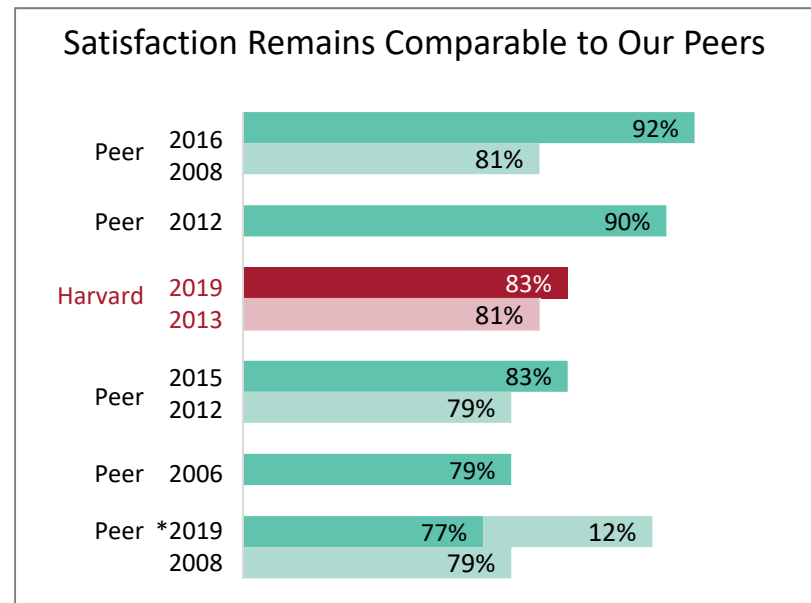
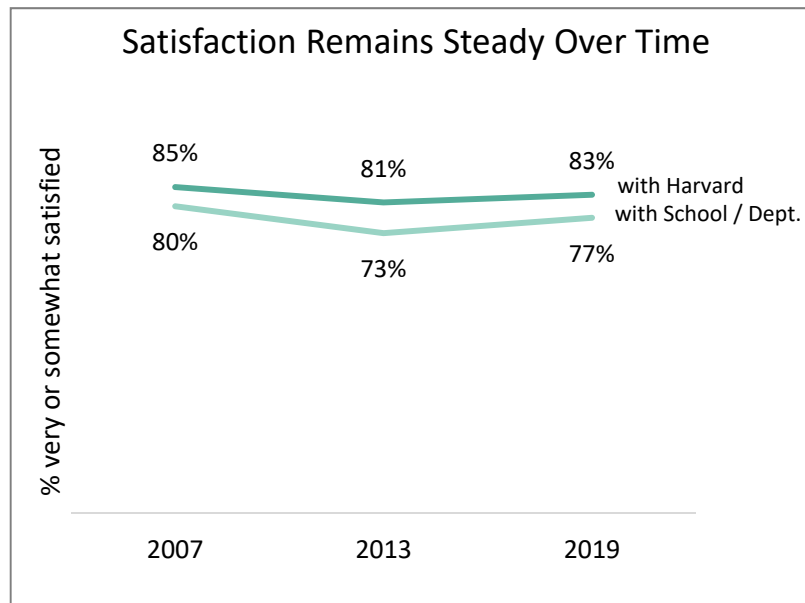


# Overall satisfaction among ladder faculty remains steady and high

**83%** are satisfied with being a faculty member at Harvard

**77%** are satisfied with being a faculty member in their School / Dept.

The vast majority of ladder faculty are satisfied with being a faculty member at Harvard. This is comparable to results from the 2013 Harvard climate survey and similar surveys at peer institutions.



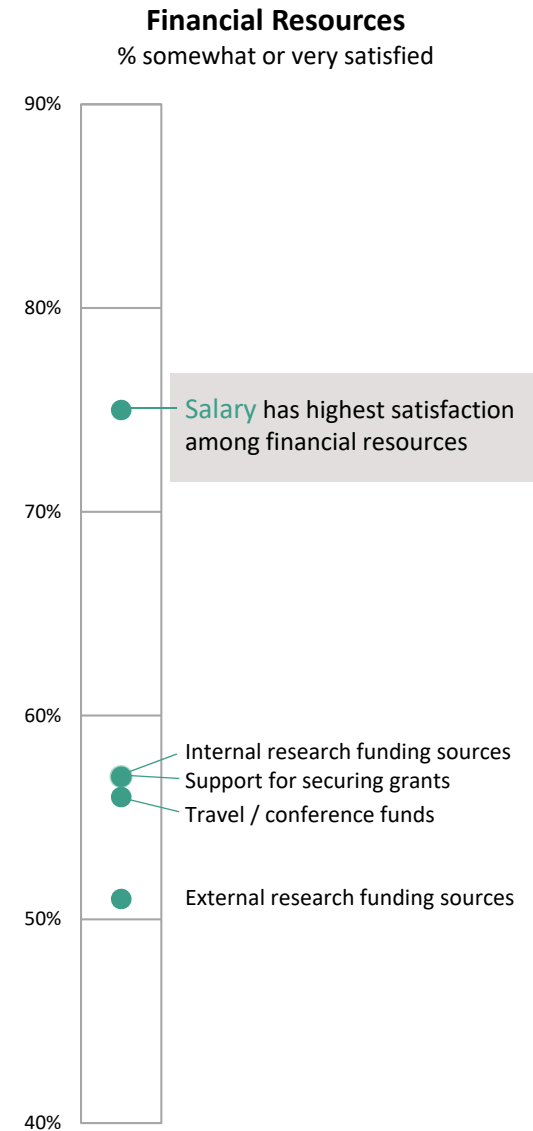
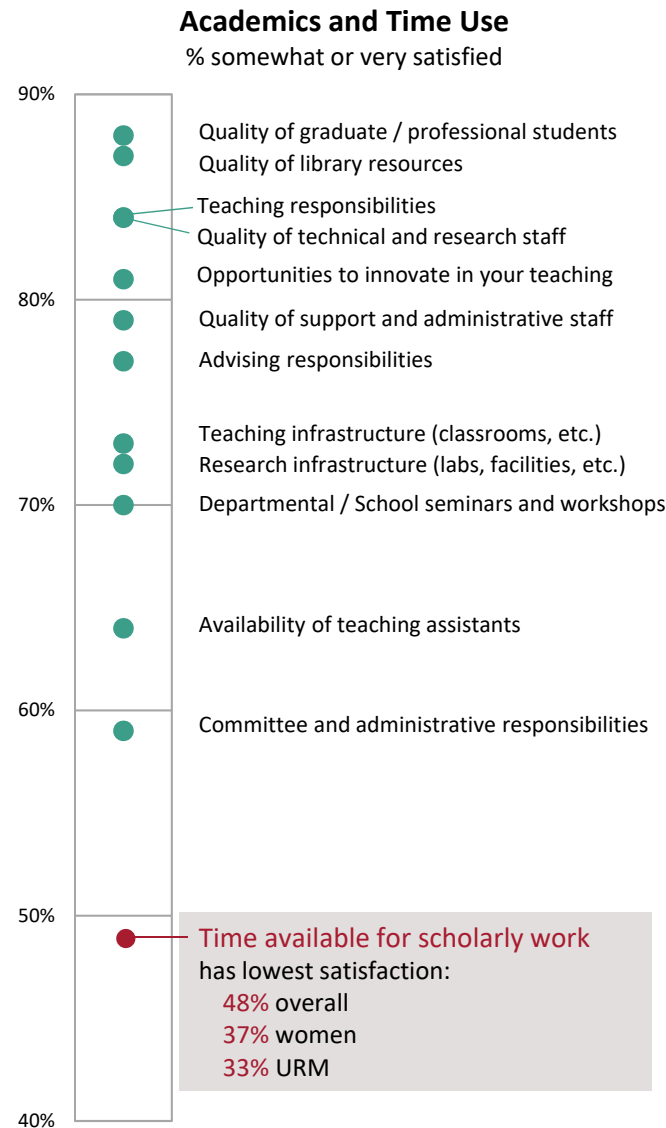
\*Peer 2019 survey used 7-point scale. 12% reported "somewhat" satisfied, while 77% reported "mostly", or "very" satisfied.



# Satisfaction is highest with academic resources; lowest with time

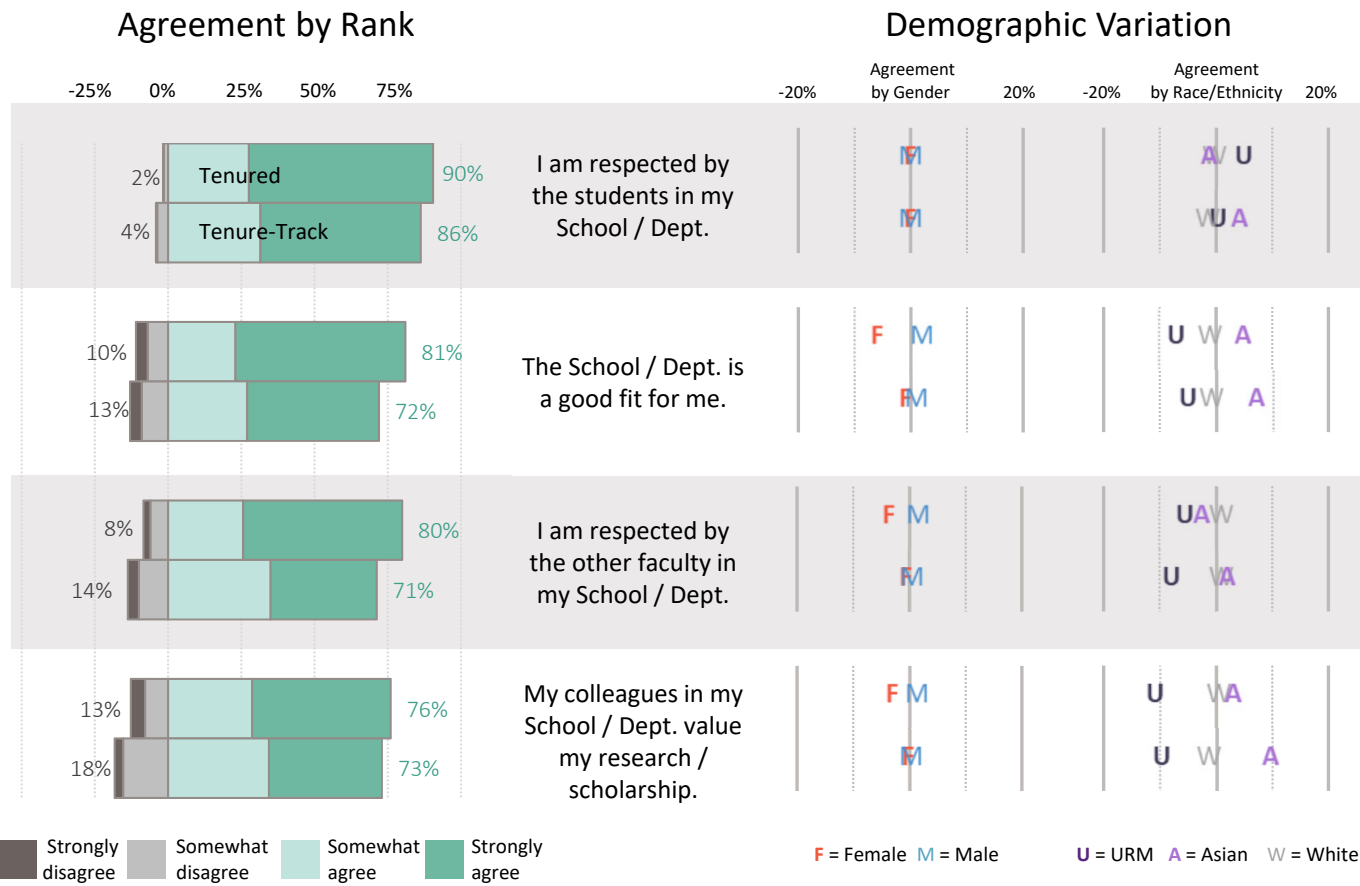
Harvard ladder faculty are most satisfied with academic resources and least satisfied with time available for scholarly work. Although they are less satisfied with financial resources overall, they are relatively satisfied with their salary.

Since 2013, satisfaction has been consistent across these domains. There have been no changes greater than 5%age points for any item.



# Personal experiences of local climate are generally positive

When accounting for rank, men and women generally agree positively about their personal experiences of their local climate. Larger differences, though, emerge by race and ethnicity, especially for URM faculty.



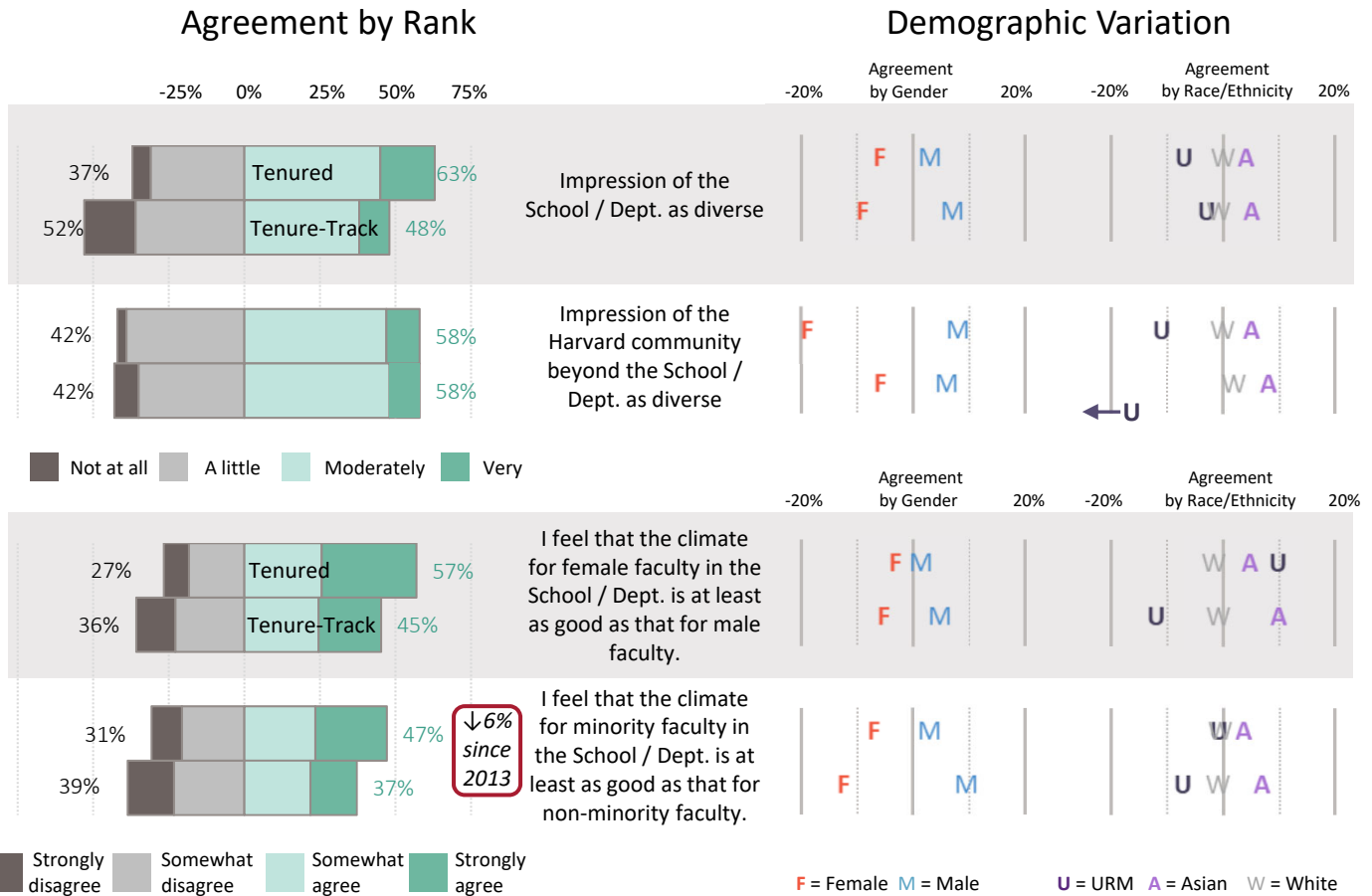
Bar chart shows agreement/disagreement with each statement by rank.  
Neutral scores have been removed.

Demographic groups to the left of the center line have lower agreement with each statement than the overall score for their rank.  
Demographic groups to the right of the center line have higher agreement than the overall score for their rank.

# General perceptions of local climate are less positive

General perceptions of diversity and local climate are less positive than individual experiences and vary widely by gender and race/ethnicity.

Notably, overall agreement that the climate for minority faculty is as good as for non-minority faculty has declined by 6 percentage points since 2013.



↓6% since 2013

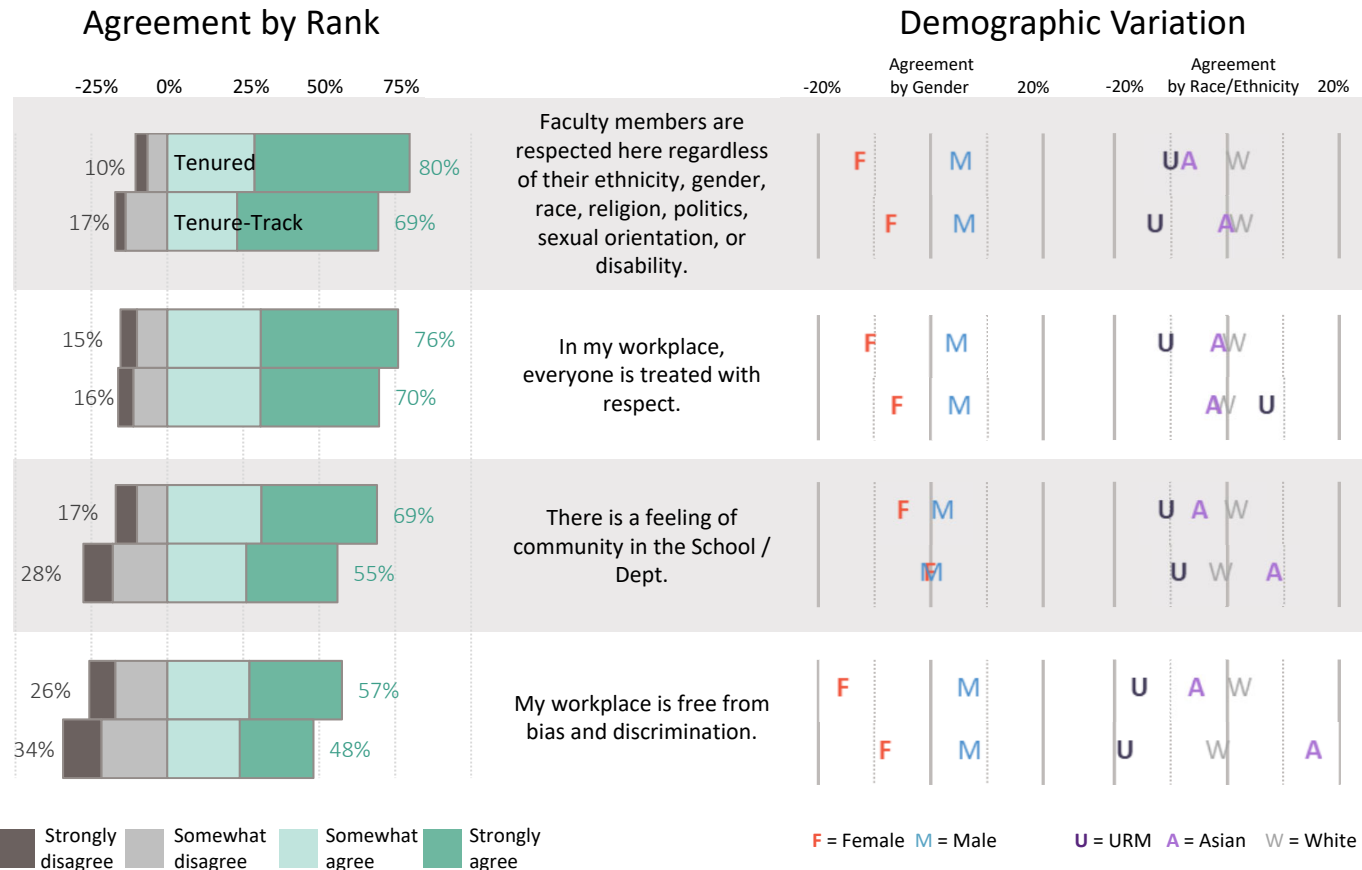
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# Feelings of respect and inclusion have the lowest agreement

Perceptions of respect and inclusion differ by rank, gender and race/ethnicity. Of note, **tenured women and URM faculty are the least likely to agree** with statements of inclusion and respect.



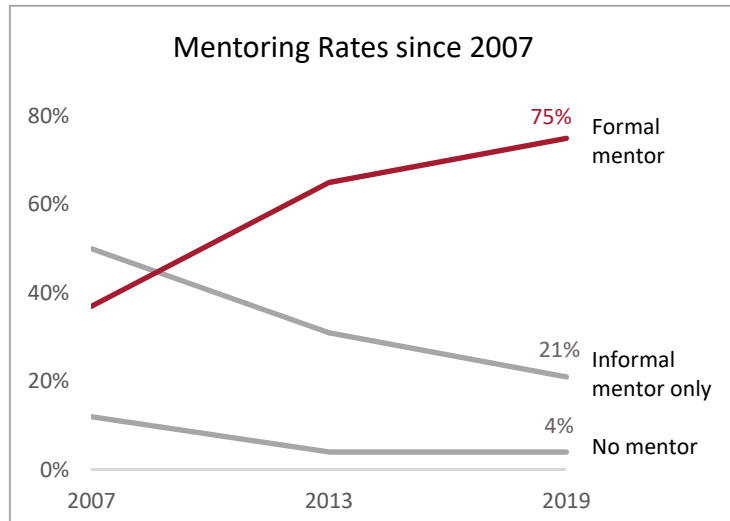
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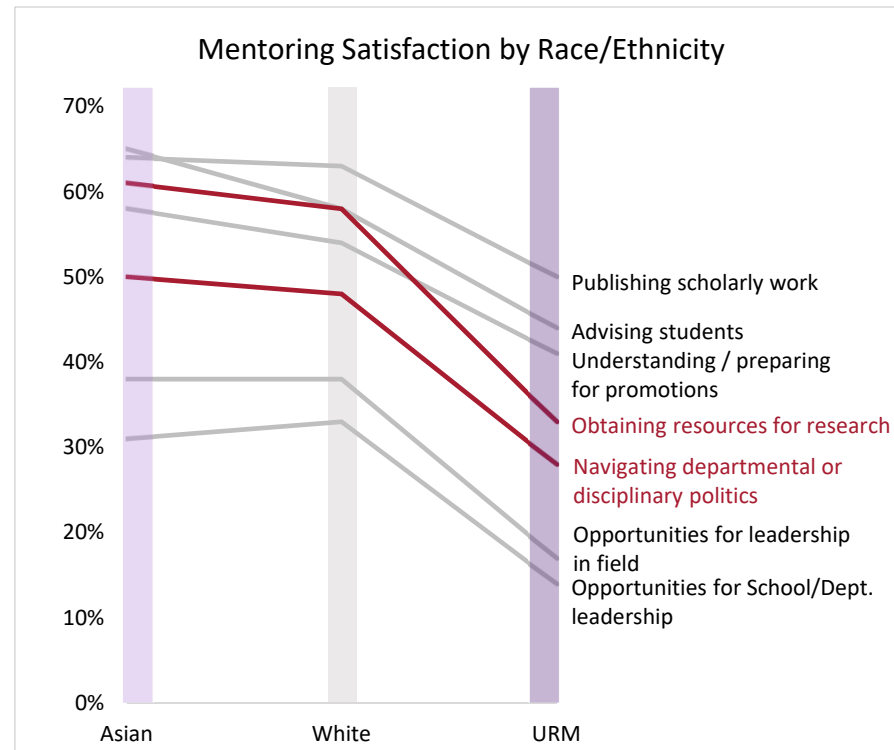
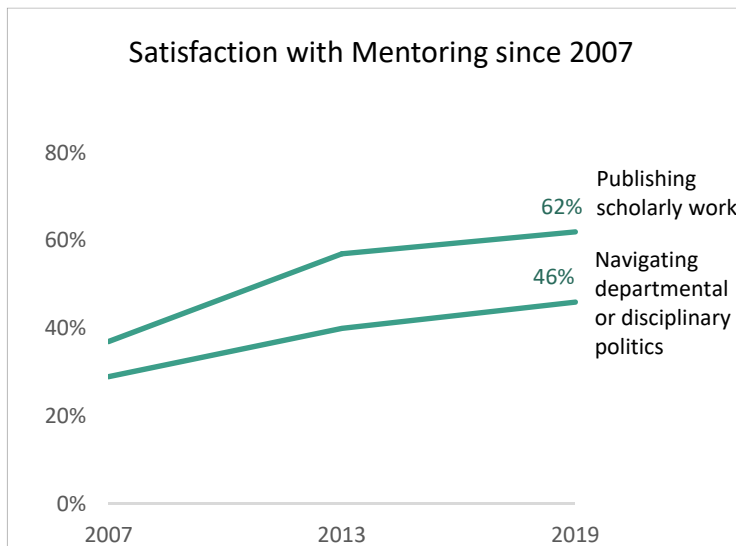




# Mentoring rates have improved; satisfaction lags for URM faculty

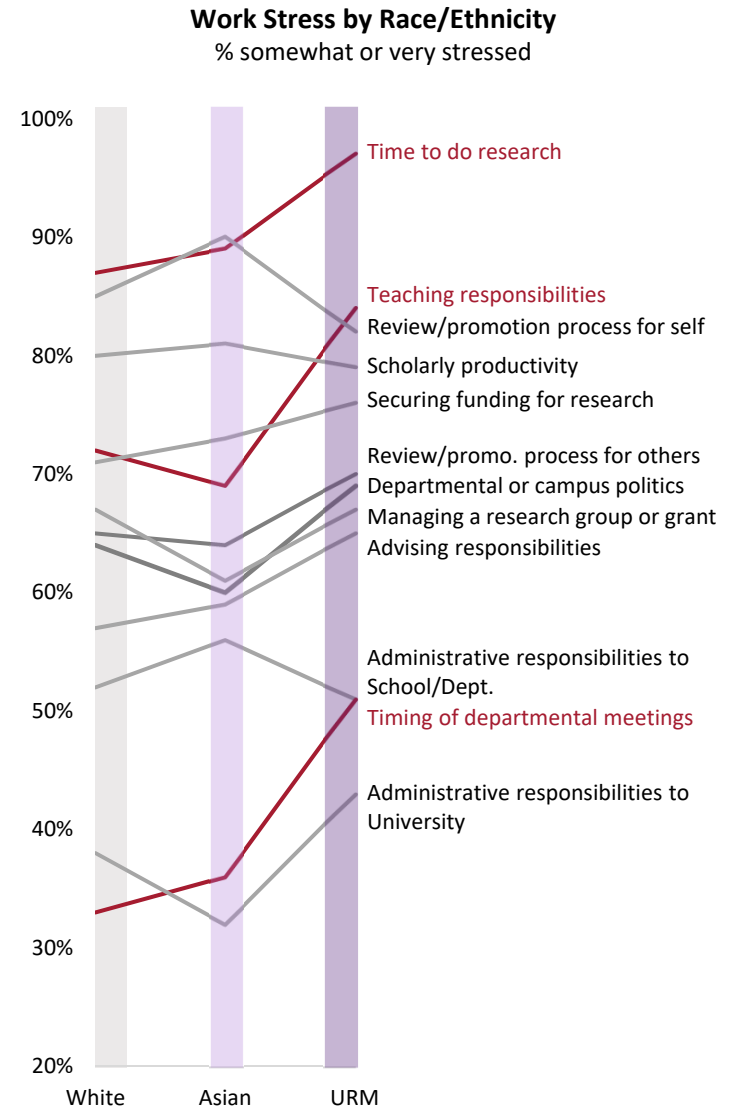
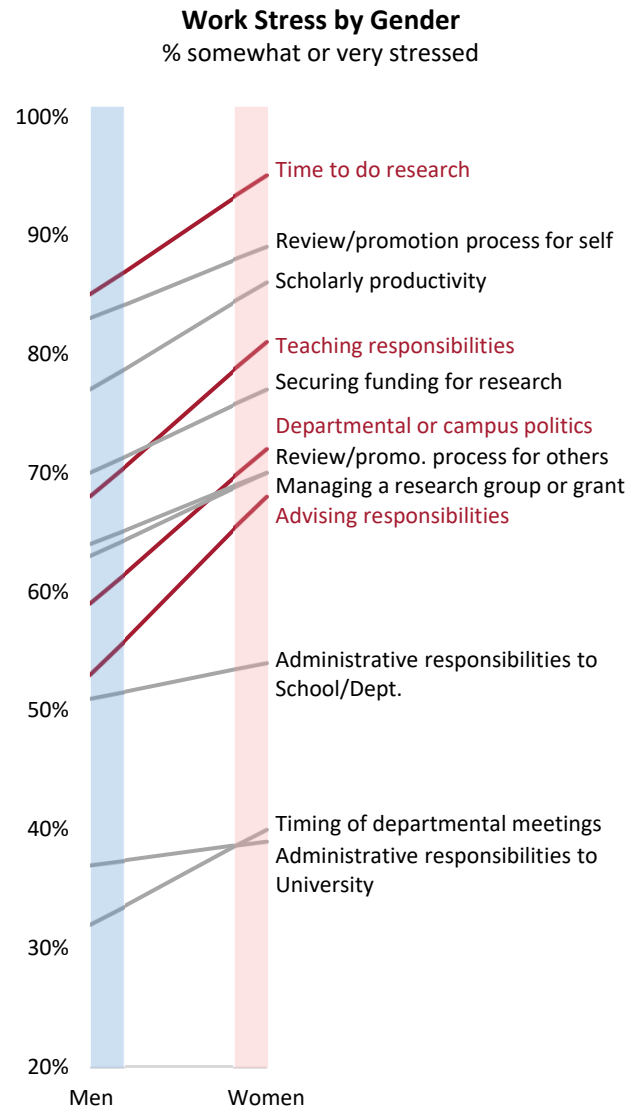


The percentage of tenure-track faculty who report having formal mentors has increased to 75%. However, **only 60%** agree that “Tenured faculty take an interest in my professional development”, down 6%age points from 2013. Notably, URM faculty report being less satisfied with mentoring across multiple domains.



# Time for research is the greatest source of work stress

Time to do research remains the top work stressor, same as in 2013 and 2007. Female and URM faculty report higher levels of stress across most domains, especially on teaching and service-related responsibilities.

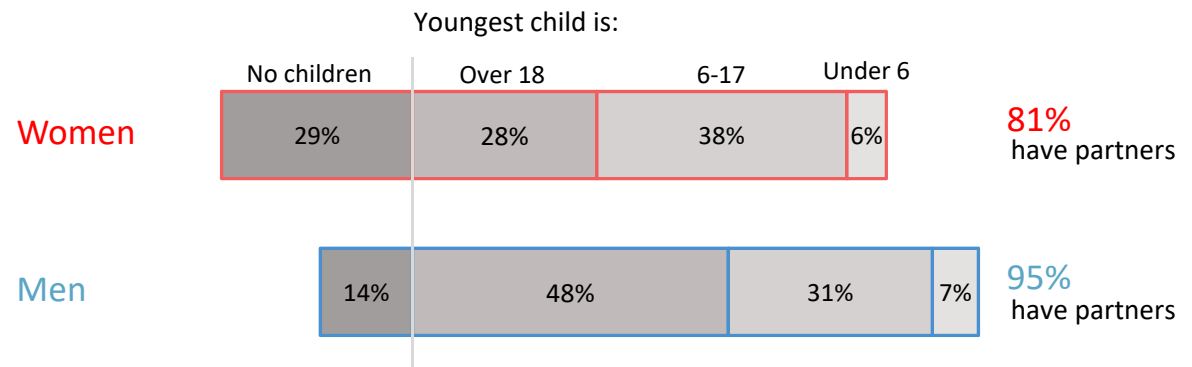


# Ladder faculty household structure

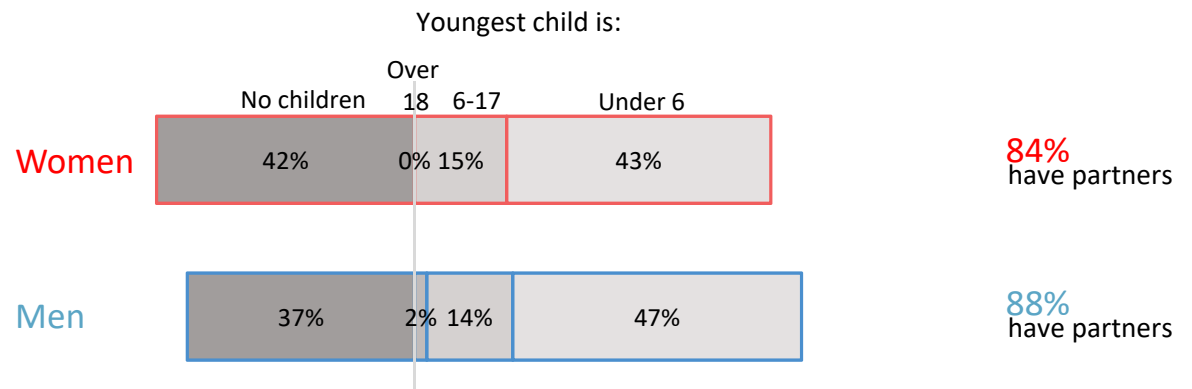
Among tenured faculty, men are more likely to have partners and more likely to have children.

In contrast, there are fewer gender differences in family structure among tenure-track faculty. For both women and men, tenure-track faculty are most likely to have either no children or young children under 6 years old.

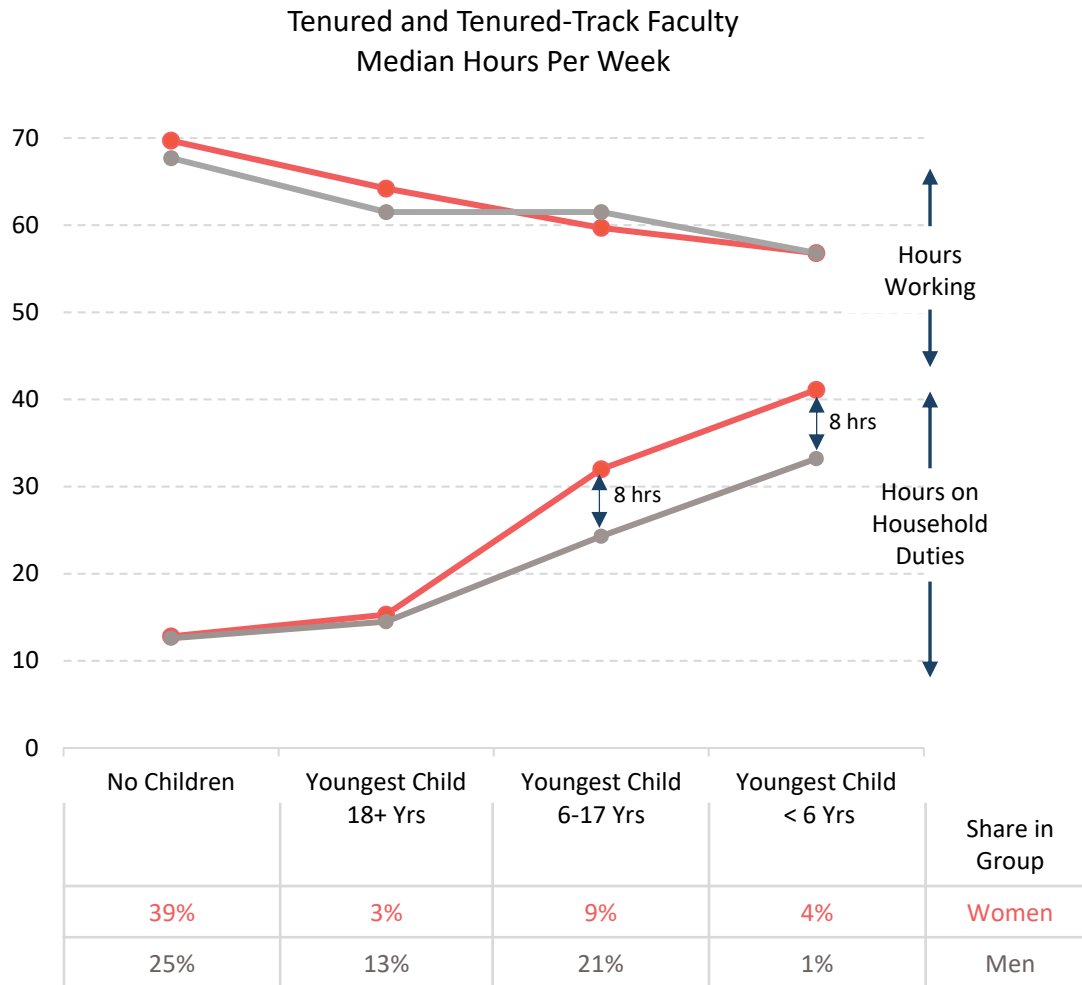
## Tenured Faculty



## Tenure-Track Faculty



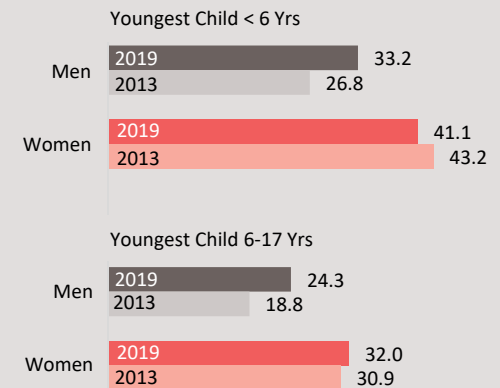
# Women with young children spend more time on household duties



Men and women work the same hours, but women with young children spend more time on household duties. This **gender difference is less pronounced than in 2013**, with men now reporting spending ~5 more hours a week on household duties.

Faculty report sleeping ~7 hours/night, with no notable gender difference among those with young children. Men, though, report spending ~3 more hours per week on leisure activities than women, regardless of age/ presence of children.

## Hours on Household Duties



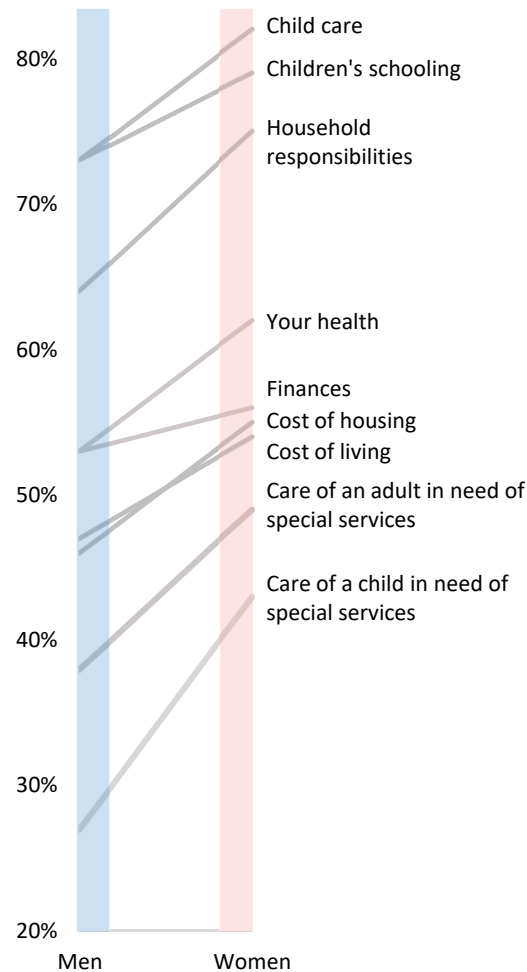
# Children and household responsibilities are top non-work stresses

Child care, children's schooling, and managing household responsibilities remain the top non-work stresses, same as in 2013.

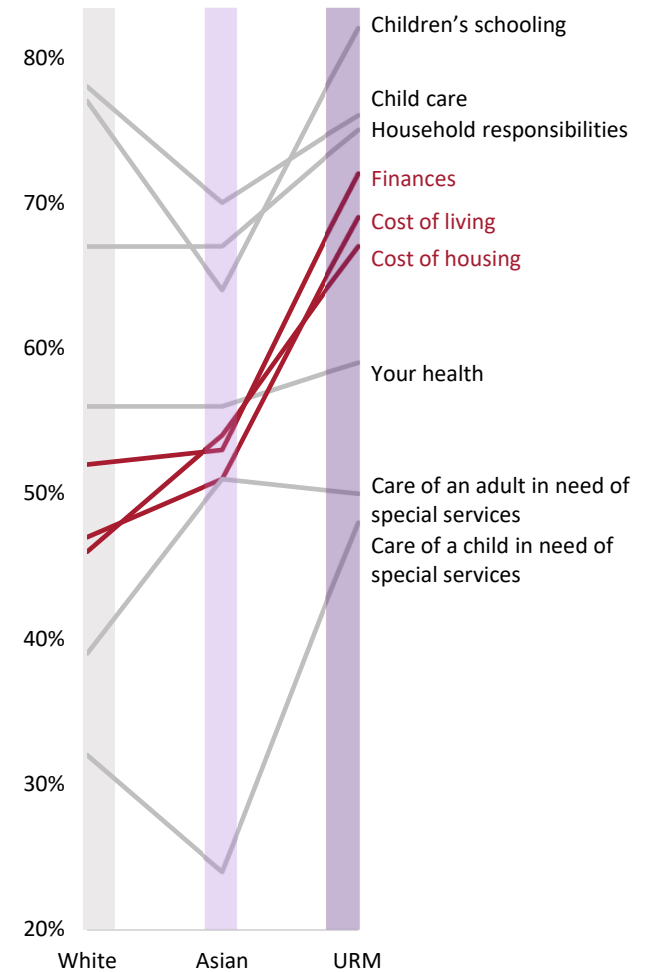
Women are more stressed across all domains; **URM faculty report financial stress at higher rates** than non-URM faculty by 19 to 22 percentage points.

**Stress over child care and health has increased** since 2013 by 5 percentage and 11 percentage points respectively. All other changes in non-work stress since 2013 are less than 5 percentage points.

**Non-Work Stress by Gender**  
% somewhat or very stressed



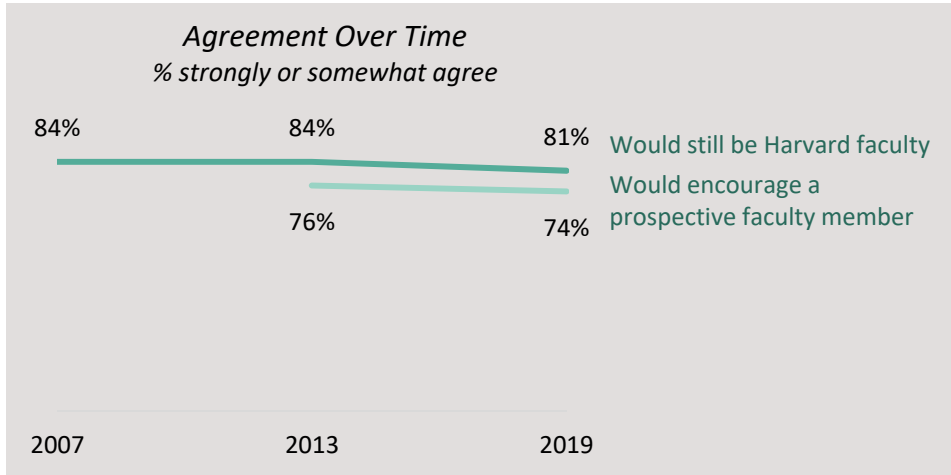
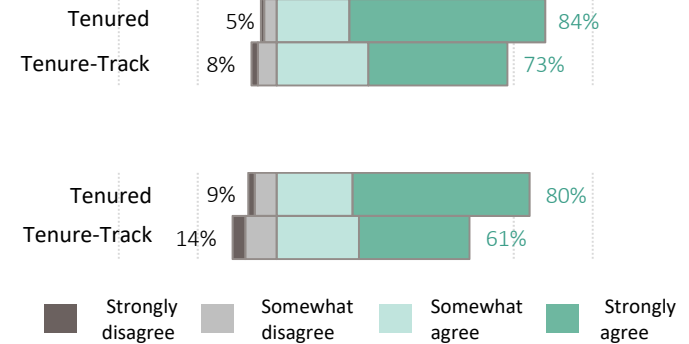
**Non-Work Stress by Race/Ethnicity**  
% somewhat or very stressed



# Despite these strains, most ladder faculty would do it all again

**81%** would still choose to be a faculty member at Harvard

**74%** would encourage a prospective faculty member who resembles them to accept a Harvard position



In spite of all the demands and stresses, most faculty would still choose to be a faculty member at Harvard, with tenure-track faculty somewhat less inclined to do so. The overall percentage of agreement has been consistent across all three climate surveys.

