2019 Faculty Climate Survey
University-wide Results

April 27, 2020
2019 Faculty Climate Survey overview

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

**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.

Satisfaction Remains Steady Over Time

<table>
<thead>
<tr>
<th>Year</th>
<th>2007</th>
<th>2013</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>% very or somewhat satisfied</td>
<td>85%</td>
<td>81%</td>
<td>83%</td>
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Satisfaction Remains Comparable to Our Peers

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</tr>
</thead>
<tbody>
<tr>
<td>% very or somewhat satisfied</td>
<td>81%</td>
<td>81%</td>
<td>90%</td>
<td>83%</td>
<td>83%</td>
<td>79%</td>
<td>79%</td>
<td>77%</td>
<td>12%</td>
<td>79%</td>
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*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 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% 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.

Agreement by Rank:
- Tenured:
  - 2% Strongly disagree
  - 4% Somewhat disagree
  - 90% Strongly agree
- Tenure-Track:
  - 10% Strongly disagree
  - 13% Somewhat disagree
  - 81% Somewhat agree
  - 72% Strongly agree

Demographic Variation:
- Agreement by Gender:
  - F = Female
  - M = Male
- Agreement by Race/Ethnicity:
  - U = URM
  - A = Asian
  - W = White

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 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%age points since 2013.

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.
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.

Faculty members are respected here regardless of their ethnicity, gender, race, religion, politics, sexual orientation, or disability.

In my workplace, everyone is treated with respect.

There is a feeling of community in the School / Dept.

My workplace is free from bias and discrimination.

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.
Women and minorities feel they have to work harder

Both female and URM ladder faculty are more likely to feel that they must work harder; that they are expected to represent the point of view for their identity; and that they are excluded from informal networks.

For women, these perceptions are more pronounced among the tenured faculty.

<table>
<thead>
<tr>
<th>Tenured</th>
<th>% of faculty who Somewhat / Strongly Agree</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Gender</td>
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<tr>
<td>I have to work harder than some of my colleagues in the School / Dept. to be perceived as a legitimate scholar.</td>
<td>M F</td>
</tr>
<tr>
<td>My colleagues expect me to represent “the point of view” of my identity.</td>
<td>M F</td>
</tr>
<tr>
<td>I feel excluded from an informal network in the School / Dept.</td>
<td>M F</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Tenure-Track</th>
<th>% of faculty who Somewhat / Strongly Agree</th>
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<tr>
<td>M F</td>
<td>AWU</td>
</tr>
<tr>
<td>My colleagues expect me to represent “the point of view” of my identity.</td>
<td>M F</td>
</tr>
<tr>
<td>I feel excluded from an informal network in the School / Dept.</td>
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F = Female  M = Male  U = URM  A = Asian  W = White
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 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.
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.
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.
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%age points.

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