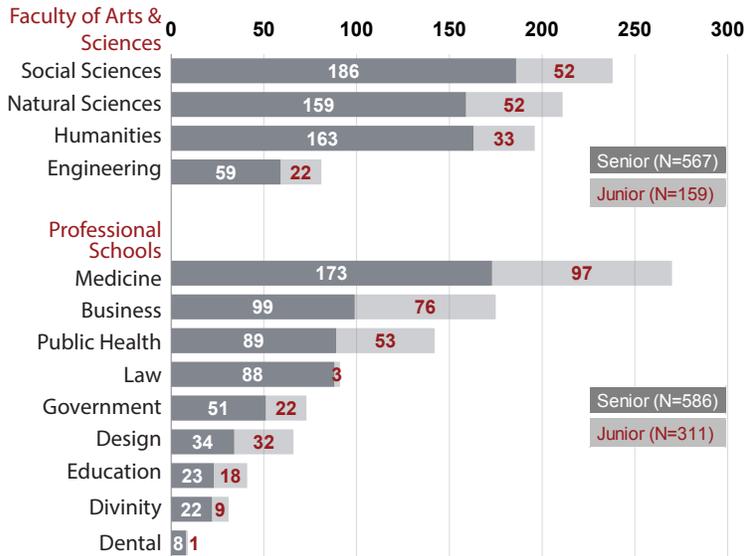




Faculty Snapshot 2014-2015

Number of Ladder Faculty by School and Rank

(NUMBER = 1,572¹)



Harvard has 1,572 assistant, associate, and full professors, down 2 (.1%) from last year and up 115 (8%) from ten years ago.

Over the past ten years, the tenured faculty has grown by 20%, from 926 to 1,108. During this same period, the number of junior faculty has decreased by 13%, a result of all-time high internal promotion rates.

This year we welcomed 62 new junior faculty; 50% were women and 24% were minority. We also appointed 48 new senior faculty, 29 (60%) of whom were promoted from within.

Improving Faculty Searches

FD&D works with Deans, Department Chairs, and faculty search committees in all Harvard Schools to help conduct broad, inclusive, and successful faculty searches. The Office distributes a Faculty Search Guide presenting strategies for conducting an effective search and yielding a diverse pool of the best possible candidates, and hosts sessions for faculty interested in new approaches to the search and hiring process. Of particular importance are the sections on implicit bias and strategies for mitigating its effects.

faculty.harvard.edu/FacultySearch

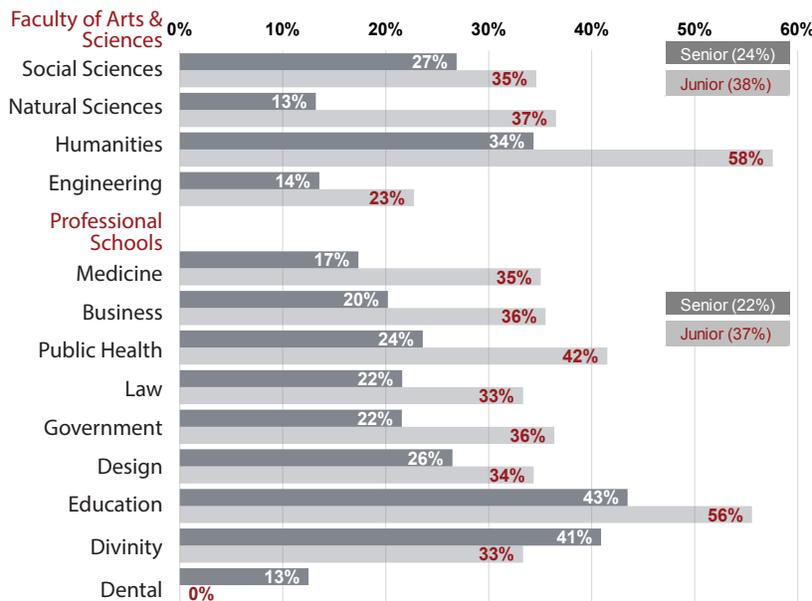
Women Ladder Faculty by School and Rank

(NUMBER = 438; 28%)

More than one-quarter (28%) of the Harvard ladder faculty are women, four more than last year and 90 more than 10 years ago.

As with the general longitudinal faculty trends, most of the increase in the number of women has been in the senior ranks, from 165 in 2004-05 to 261 in 2014-15.

Women now comprise 24% of the Harvard tenured faculty (compared to 18% 10 years ago). The percentage of senior women continues to vary tremendously by field: it is highest in Education (43%), Divinity (41%), and FAS Humanities (34%). The percentage of senior women remains stubbornly low across the sciences, including the Medical School (17%), Engineering (14%), and FAS Natural Sciences (13%).



Between 2004-05 and 2014-15, the number of junior women has declined slightly (183 and 177, respectively), but because the total number of junior faculty has declined even more (from 531 to 464), the percentage of junior women has risen slightly (to 38%). In FAS Natural Sciences (37%) and the Business School (36%), the percentage of junior women are at all-time highs.



Measuring Faculty Climate

To understand the faculty working environment at Harvard and compare it to those at peer institutions, FD&D has undertaken two Faculty Climate Surveys, the first in 2006-2007, the second in 2012-2013.

The results of Harvard's first Faculty Climate Survey inspired many policy and practice changes in the past seven years, especially in faculty mentoring, childcare support, parental leave, and greater transparency in the promotion process. This most recent survey reveals notable improvements in mentoring, support for childcare, and policies related to managing a faculty career, particularly during the child rearing years. Perspective on climate and recruitment efforts for women and minority faculty vary by gender and race/ethnicity.

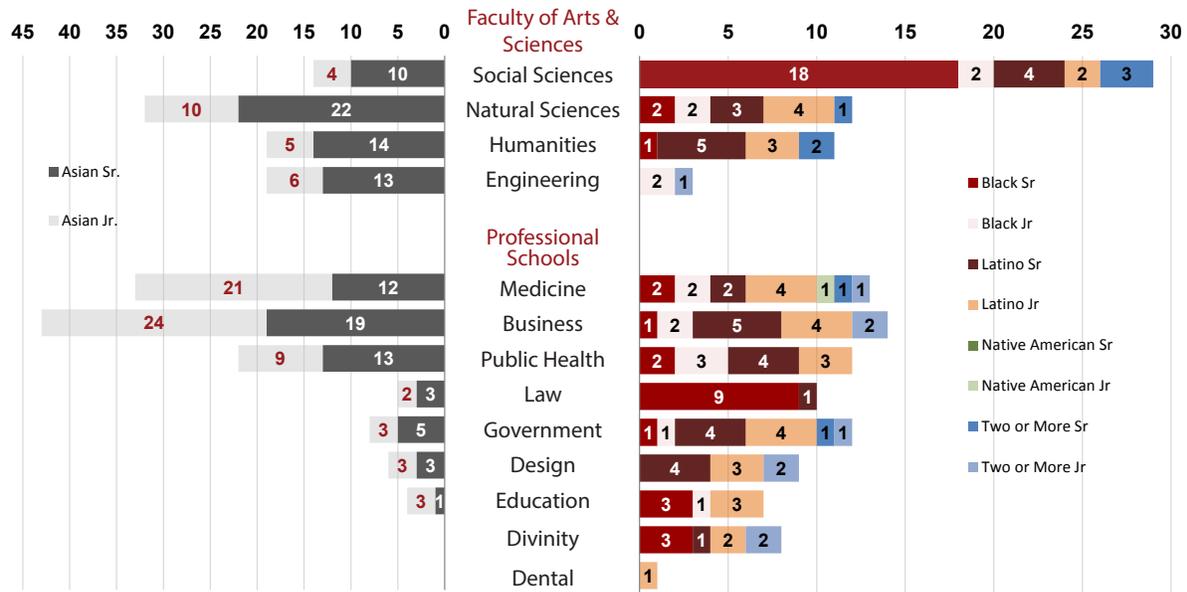
faculty.harvard.edu/Faculty_Climate_Survey_2013

[1] Though Ladder Faculty may have multiple appointments across the Schools, we count each only once at the University level. However, they are counted once in each of their Schools or FAS Divisions. So the sum of the School counts will be greater than that of the University.



Minority Ladder Faculty by School, Rank and Race/Ethnicity

(NUMBER = 334; 21%)



Approximately 21% of Harvard ladder faculty are minorities, up 110 individuals, or 49%, from ten years ago (during which time the entire ladder faculty has grown only 115). About half of the increase of minorities during this period has been in the number of Asian faculty (from 145 to 201). During this same period, the number of Black faculty increased by 10 (24%) and the number of Latino faculty increased by 27 (75%).

Of the minority ladder faculty, 60% are Asian, 19% are Latino, 16% are Black, and 5% are two or more races. Ten years ago, 65% of the minority ladder faculty were Asian, 16% were Latino, 19% were Black, and we did not collect data for those with two or more races at that time.

About the Office of Faculty Development & Diversity (FD&D)

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, FD&D 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. Working closely with the Schools and the President/Provost, FD&D oversees:

- **Initial faculty appointments, from search authorization to accepted offer.** Areas of focus include institutional policies, ongoing monitoring of search and appointments processes, review of prospective faculty appointments, and constructive feedback to the Schools to ensure both excellence and increasing diversity.
- **The quality of faculty members' experiences at the University.** Areas of focus include cross-university convening, junior faculty mentoring and development, support for teaching, work/family balance, and institutional climate.
- **Faculty review, retention, and promotion.** Areas of focus include institutional policies, ongoing monitoring of processes, review of prospective promotions, and constructive feedback to the Schools to ensure both excellence and increased diversity.

More details and full annual reports can be found at www.faculty.harvard.edu/about-office/fdd-annual-reports

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Getting Published and Getting Heard Online

Publishing is essential to an academic career, and in many fields, that means books. Lunchtime talks and Q&A sessions with senior editors from Harvard University Press, offered every fall and spring, offer suggestions about writing proposals, finding good publishers, reading contracts, and understanding the publication process.

Wide-ranging town hall discussions with senior faculty experts on law and life in cyberspace offer "practical pointers and cool tools," as well as perspectives on the changing research ecosystem, as aids for "living your professional life online."

faculty.harvard.edu/videos



Finding Faculty Colleagues

From the Neanderthal genome, to microfinance in India, to the Dead Sea Scrolls: the Harvard Faculty Finder (HFF) offers a search and browse tool to identify the specialties of all Harvard faculty across the University. HFF indexes and links existing sources of public information to enable cross-School faculty searches. Data sources include faculty publications, courses taught, directory information, and public websites.

Launched in 2013, HFF was created and developed by the Harvard Academic Computer Committee, using open-source technologies developed at Harvard Medical School. By September 2014, it had roughly 2,700 page views every week.

facultyfinder.harvard.edu

www.faculty.harvard.edu