



HARVARD UNIVERSITY
Office of the Provost

Evelynn Hammonds
Senior Vice Provost for Faculty Development & Diversity
*Barbara Gutmann Rosenkrantz Professor of the History of Science and of
African and African American Studies*

Holyoke Center 875
1350 Massachusetts Avenue
Cambridge, Massachusetts 02138
t.617.495.9072
f.617.495.7694
evelynn_hammonds@harvard.edu

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Dear Colleagues,

I am pleased to share with you the final report of the Harvard University Faculty Climate Survey, which was conducted by the Office of Faculty Development and Diversity (FD&D) and the Office of Institutional Research (OIR). We are grateful to the many faculty members who participated in the survey, which will provide department chairs, Deans, and the President and Provost with quantitative data about the faculty experience, thus enabling the University to identify areas of concern, as well as areas of comparative strength. It will also enhance our understanding of faculty workloads, and we will be able to think more clearly about issues of supporting and developing junior faculty through mentoring and other means.

As you may recall, the Faculty Climate Survey, Harvard's first ever full faculty climate survey of ladder and non-ladder faculty, was conducted in academic year 2006-2007. The survey included questions tailored to our specific environment at Harvard, as well as a set of questions written in collaboration with our peer institutions (Massachusetts Institute of Technology, Stanford University, and Yale University). We will thus have a rich set of data for comparative analyses. Multiple drafts of the survey instrument were reviewed and revised by two University-wide committees: the Advisory Group for Metrics and Analysis and the University Committee on Faculty Development and Diversity.

The overall response rate for the Faculty Climate Survey is 75%. The response rates for all Schools and all demographic groupings are also consistently high, and the characteristics of the respondents match very closely those of the overall population. Nonetheless, since some demographic groups are small in size, we might not be able to discern trends in the survey data for these groups, even if trends exist. The Office of Faculty Development and Diversity is in the process of conducting a qualitative study of tenure-track minority faculty, and other small demographic groups, to understand issues that may uniquely affect them.

Finally, I would like to thank Nina Zipser and her extraordinary team in the Office of Institutional Research for their efforts on this monumental project, which we all very much hope will benefit faculty and, indeed, all scholars across the University.

If you have any questions regarding the report, please contact Barbara Portner in the Office of Institutional Research, oir@harvard.edu.

Best regards,

Evelynn M. Hammonds