

→ Executive Summary

The Office of Faculty Development & Diversity serves a crucial institutional function by reviewing faculty appointments and acting as a resource for faculty affairs issues across all Schools. Moreover, in the past three years, the Office has launched several programs, including the Harvard College Program for Research in Science and Engineering, Research Enabling Grants, Dependent Care Fund for Short-term Professional Travel, and New England Higher Education Recruitment Consortium, all of which are entering the third (and final) year of their pilot phases.

In academic year 2008, the Office moved out of its start-up phase and organized its functional and programmatic responsibilities within the following five “buckets”:

- Providing accountability for faculty development and diversity by collecting, analyzing, and reporting on faculty data
- Acting as a resource for Schools and units across the University to sustain improvement in diversifying Harvard’s faculty
- Coordinating University-wide initiatives to make substantial gains in diversifying Harvard’s faculty
- Serving as the central administration’s faculty affairs office in the Office of the Provost
- Fostering intellectual leadership on issues of faculty development and diversity by producing reports and working with peer institutions across the country

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DATA & METRICS

Collecting, analyzing, reporting, and disseminating faculty data has been a crucial function of the Office of Faculty Development and Diversity (FD&D) since its inception in September 2005. By publishing the demographic composition of faculty populations, the Office has provided a record of accountability for the University. Over the last three years, the Office has worked closely with the Office of Institutional Research to establish the University's baseline, from which we expect to progress until there no longer needs to be a focus on faculty diversity. Harvard is at the beginning of a very long journey, but at this point we are fortunate to have the senior leadership's commitment to "moving these bar graphs."

Each year, the Offices of FD&D and Institutional Research expand and refine their data collection efforts. This section includes:

- Demographic composition of Harvard ladder faculty, AY 2005-2008
- Demographic composition of Harvard non-ladder faculty, AY 2007-2008
- Peer comparison of demographic composition of ladder faculty, AY 2007
- Tenured faculty in positions of leadership, AY 2008
- Brief report on the Harvard Faculty Climate Survey and Pre-Tenure Ladder Minority Faculty Study

SCHOOL REPORTS

Representatives who served on the University Committee on Faculty Development and Diversity reported on their Schools' progress and accomplishments over the past academic year, as well as their challenges to advance faculty development and diversity going forward.

Reports are included from the following Schools:

- Faculty of Arts and Sciences
- Harvard Business School
- Graduate School of Design
- Harvard Divinity School
- Harvard Graduate School of Education
- Harvard Kennedy School
- Harvard Law School
- Harvard Medical School
- Harvard School of Public Health

INSTITUTIONAL ROLE OF THE OFFICE OF FD&D

Resource to sustain improvement	University-wide initiatives	Faculty affairs	Intellectual leadership
<p>Served as a resource for Schools and units, to sustain improvement in diversifying Harvard's faculty by providing support for Schools' strategic planning, offering a University-wide perspective on diversity efforts, and funding faculty development and diversity initiatives with seed grants.</p> <ul style="list-style-type: none"> • University Committee on Faculty Development and Diversity • Harvard College Program for Research in Science and Engineering (PRISE) • Leadership Alliance Summer Research Opportunities at Harvard (SROH) • Mary Fieser Postdoctoral Fellowships 	<p>Worked with every School to coordinate University-wide initiatives that will make substantial gains in diversifying Harvard's faculty.</p> <ul style="list-style-type: none"> • Office for Postdoctoral Affairs • Junior Faculty Mentoring Program • Child Care Strategy • Dependent Care Pilot Programs • New England Higher Education Recruitment Consortium (NE HERC) • FD&D Speaker Series 	<p>Guided Harvard's institutional policies in areas of faculty affairs and provided advocacy in matters regarding improved climate for women and members of underrepresented groups.</p> <ul style="list-style-type: none"> • Provost's Review Committee on Faculty Appointments • Bok Center Players • "Advancing Scholars: Transforming the Academy through Faculty Development and Diversity" Video Resource • Dual-Career Research Initiative (DCRI) 	<p>Generated new tools to help faculty and administrators at Harvard (and other institutions) share ideas and strategies to tackle the challenges of recruiting, developing, promoting, and retaining the best scholars in the world. Fostered these conversations at Harvard by hosting a national conference with institutional leaders from research universities, non-profit foundations, and federal agencies.</p> <ul style="list-style-type: none"> • Advancing & Empowering Scholars Conference • Collaborative on Academic Careers in Higher Education (COACHE) • MIT₉