

2013 Harvard Faculty Climate Survey Results



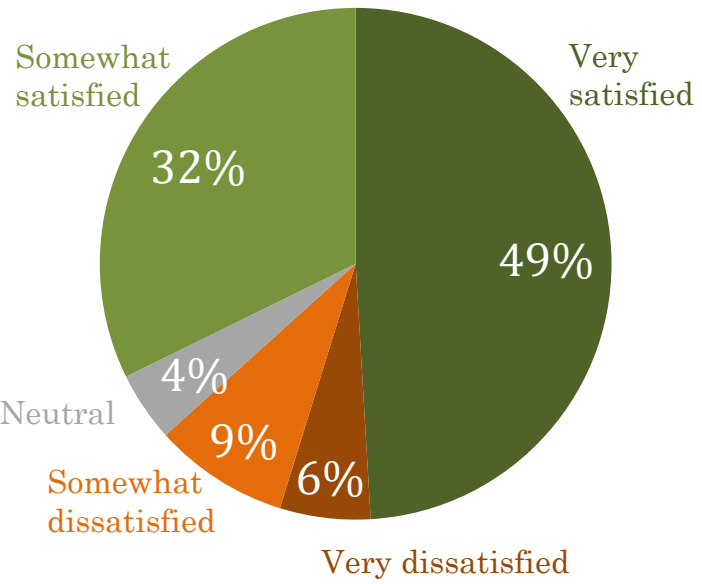
HARVARD UNIVERSITY | Office of the Senior Vice Provost
Faculty Development & Diversity

May 2014

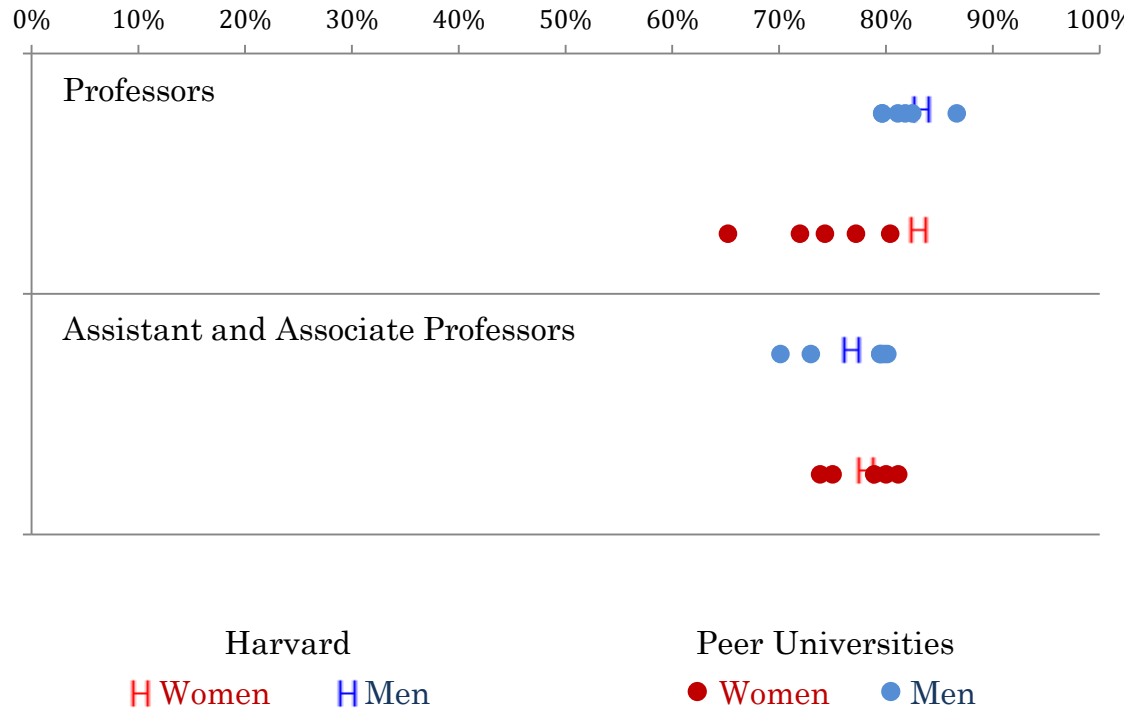
Global satisfaction: Overall satisfaction at Harvard and Peer Universities

“Overall, how satisfied are you with being a faculty member at Harvard?”

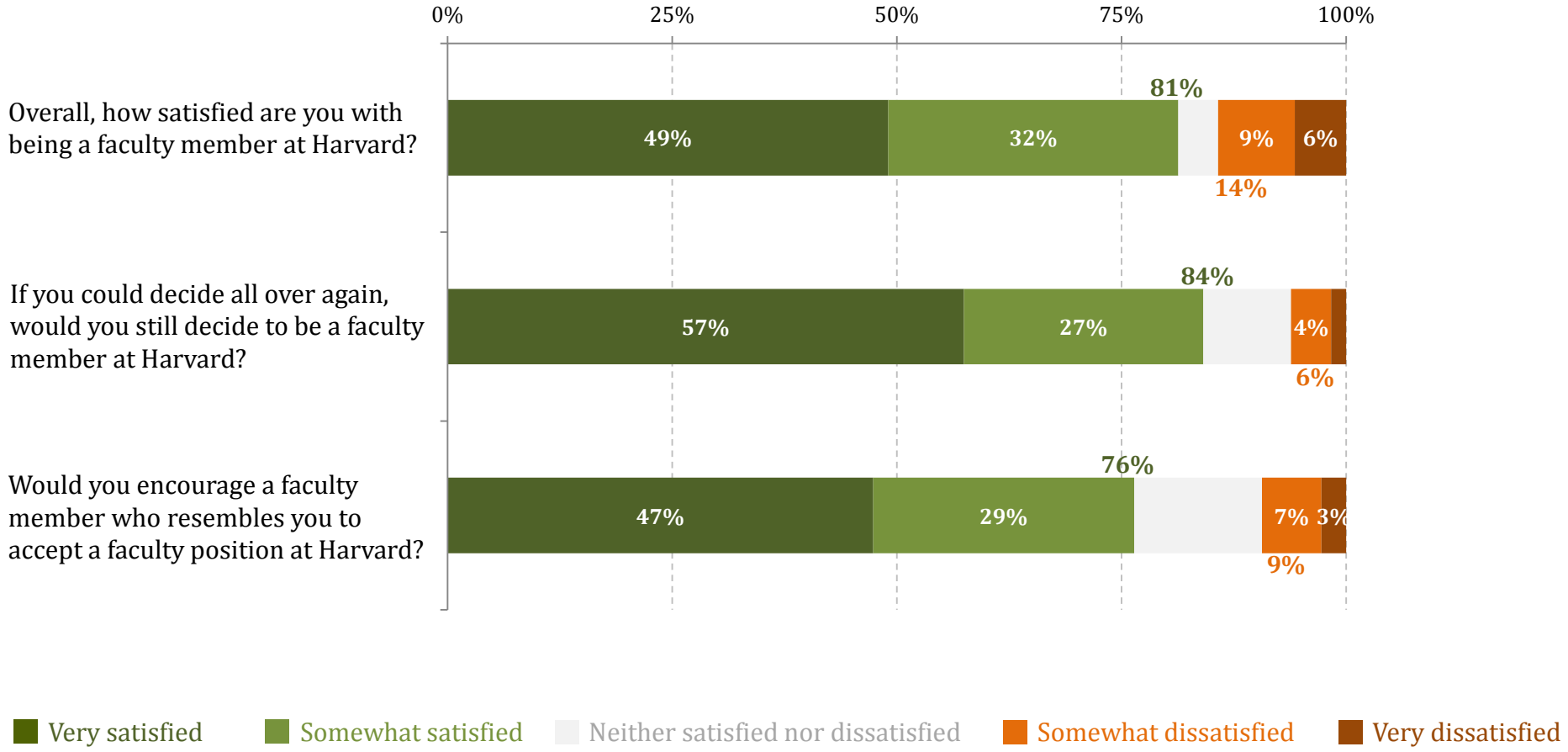
Harvard



Harvard and Peer Universities: % of faculty who are “somewhat” or “very” satisfied

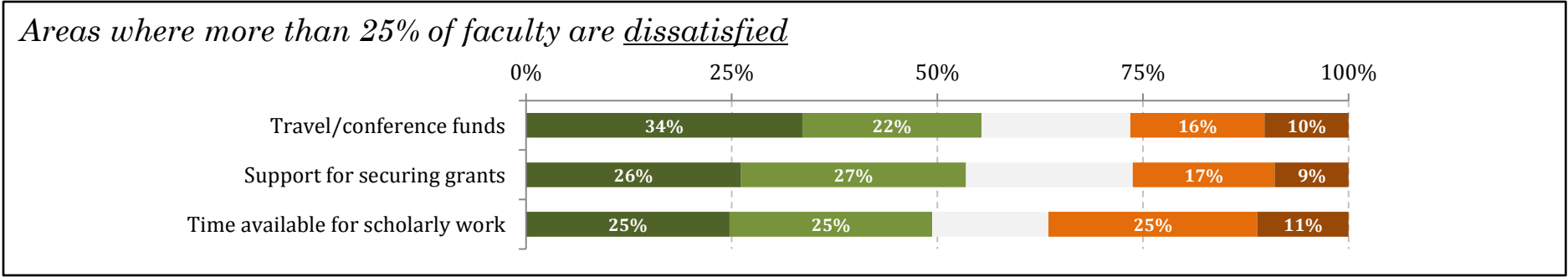
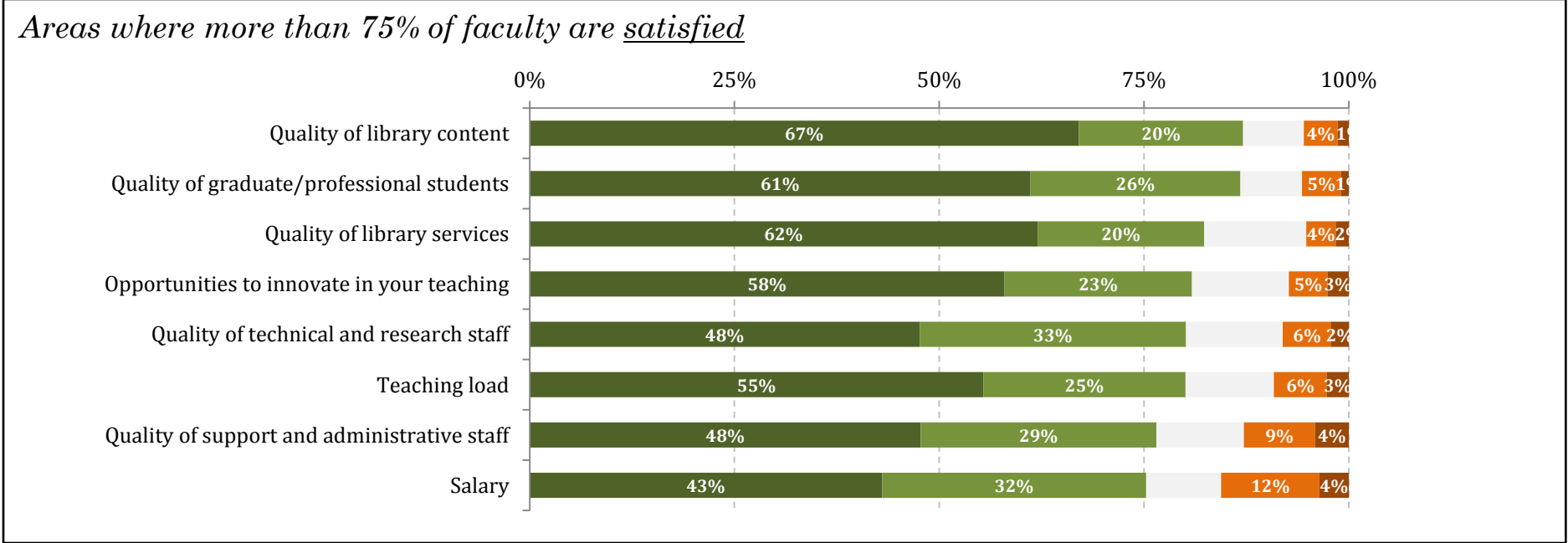


Global satisfaction: Most Harvard ladder faculty report high levels of global satisfaction



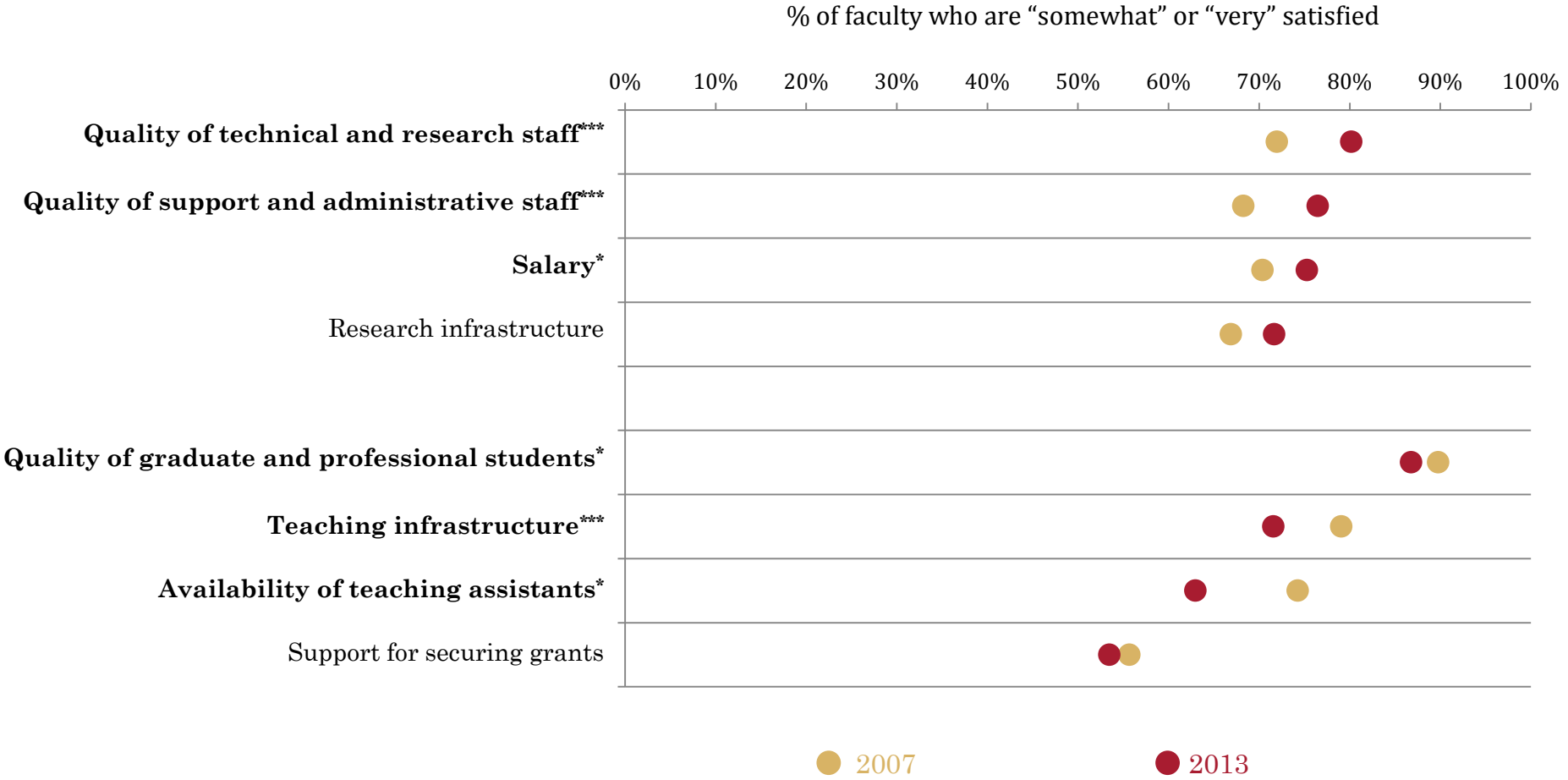
Notes: Summary values are subject to rounding. The scale for “If you had to do it over again, would you still become a faculty member at Harvard?” and “Would you encourage a faculty member who resembles you to come to Harvard?” was definitely, probably, maybe, probably not, definitely not.

Satisfaction: Areas of high and low satisfaction at Harvard



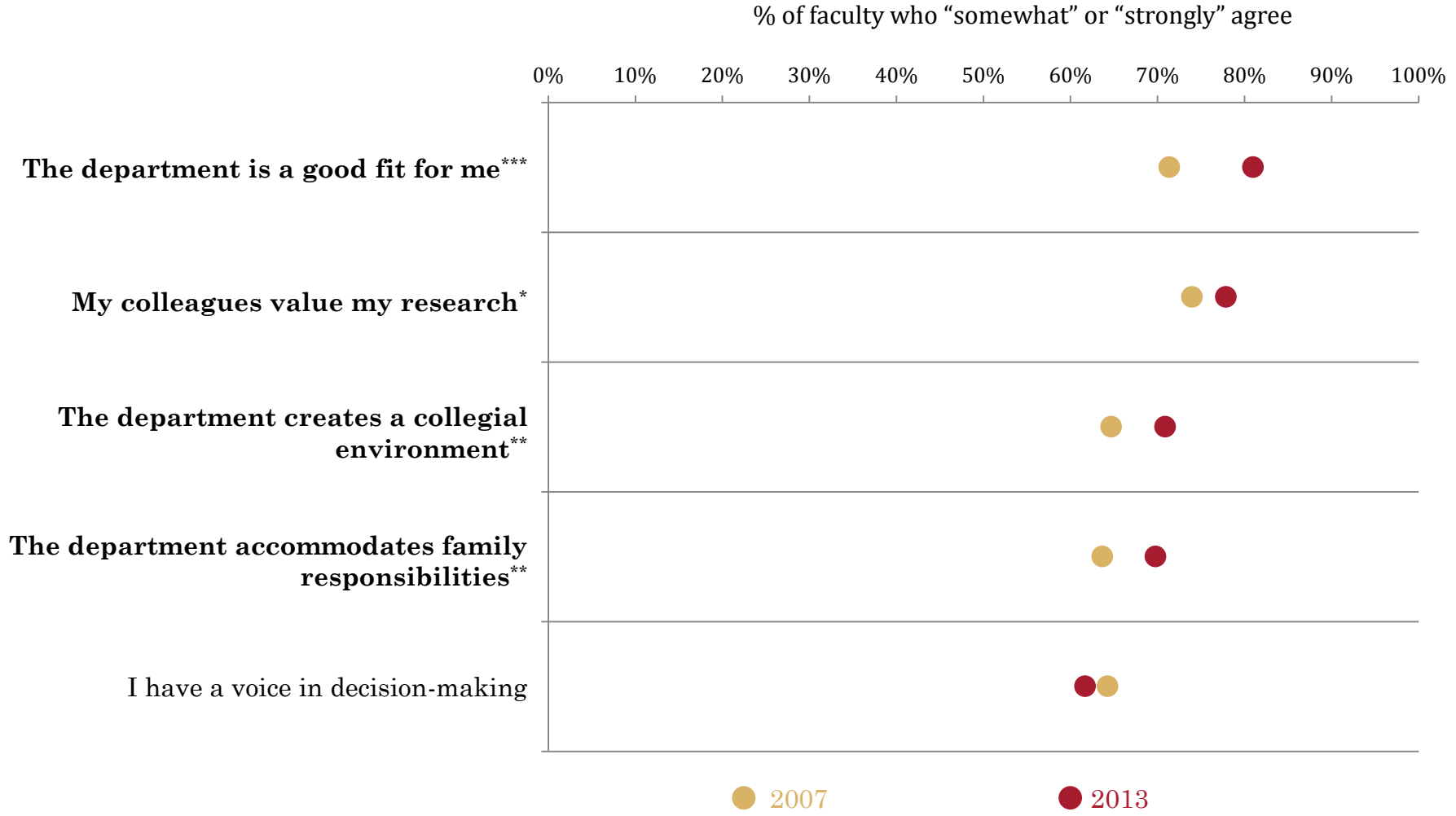
■ Very satisfied
 ■ Somewhat satisfied
 ■ Neither satisfied nor dissatisfied
 ■ Somewhat dissatisfied
 ■ Very dissatisfied

Satisfaction: Changes at Harvard since 2007



Note: Analysis includes only those questions asked in both 2007 and 2013. Bold and * indicates significant difference between 2007 and 2013, where * p<0.05, ** p<0.01, *** p<0.001

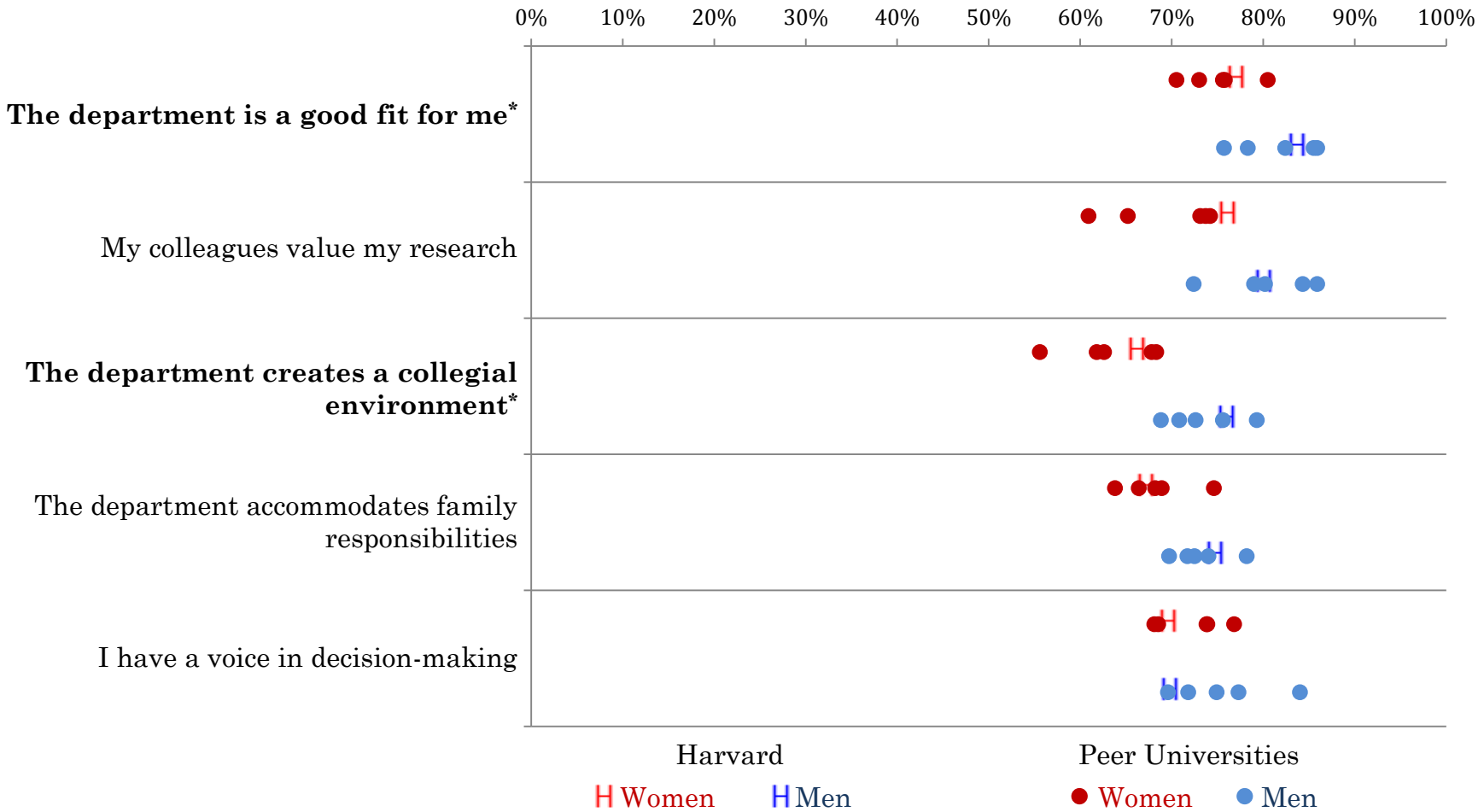
Atmosphere: Notable improvements at Harvard since 2007



Note: Analysis includes only those questions asked in both 2007 and 2013 and where peer data are available. Bold and * indicates significant difference between 2007 and 2013, where * p<0.05, ** p<0.01, *** p<0.001

Atmosphere: Among Professors at both Harvard and Peer Universities some, but not all, aspects of atmosphere differ by gender

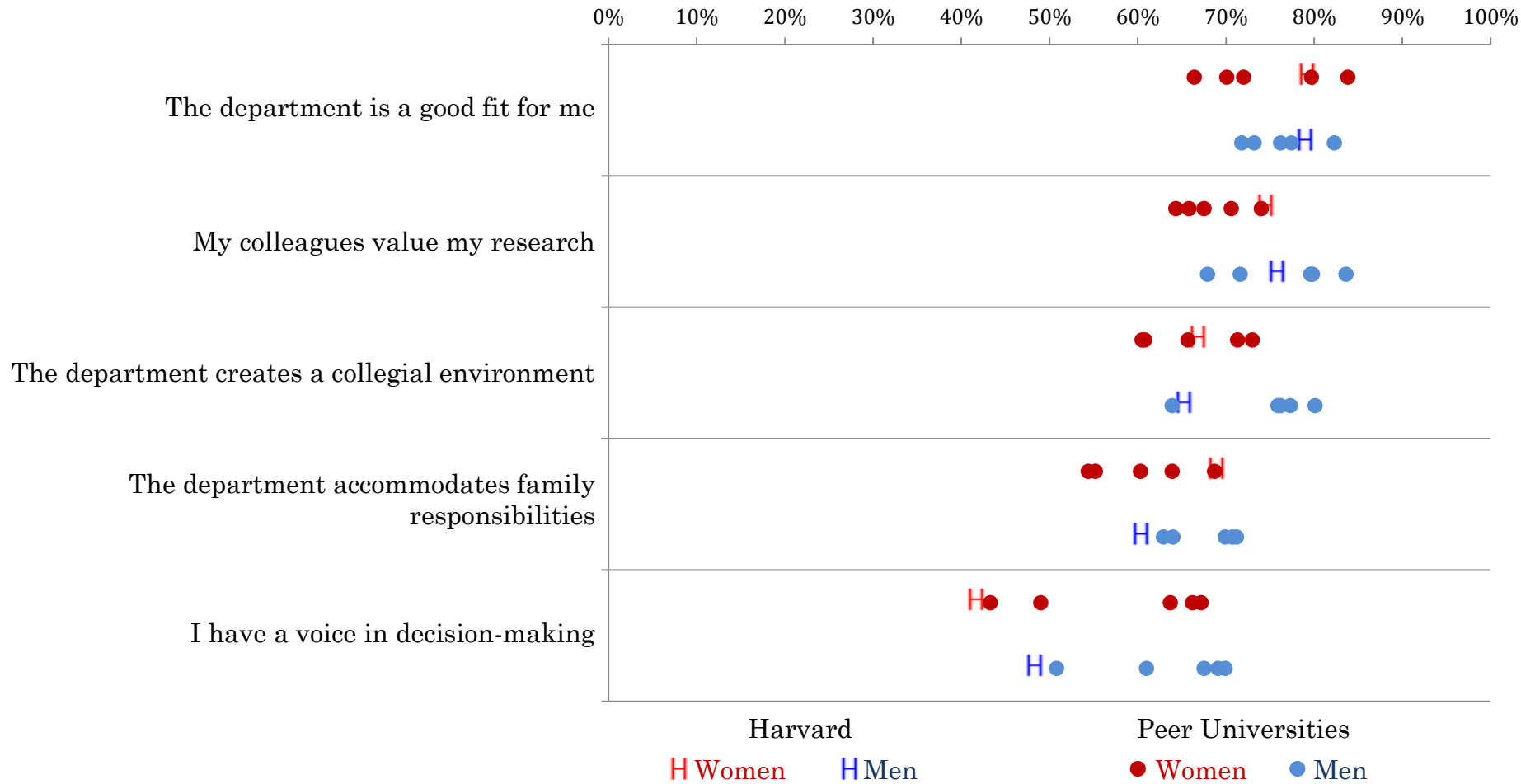
% of **Professors** who “somewhat” or “strongly” agree



Note: * indicates significant differences between men and women at Harvard, where * p<0.05, ** p<0.01, *** p<0.001

Atmosphere: Among Assistant and Associate Professors at Harvard there are no gender differences in atmosphere

% of **Assistant and Associate Professors** who “somewhat” or “strongly” agree

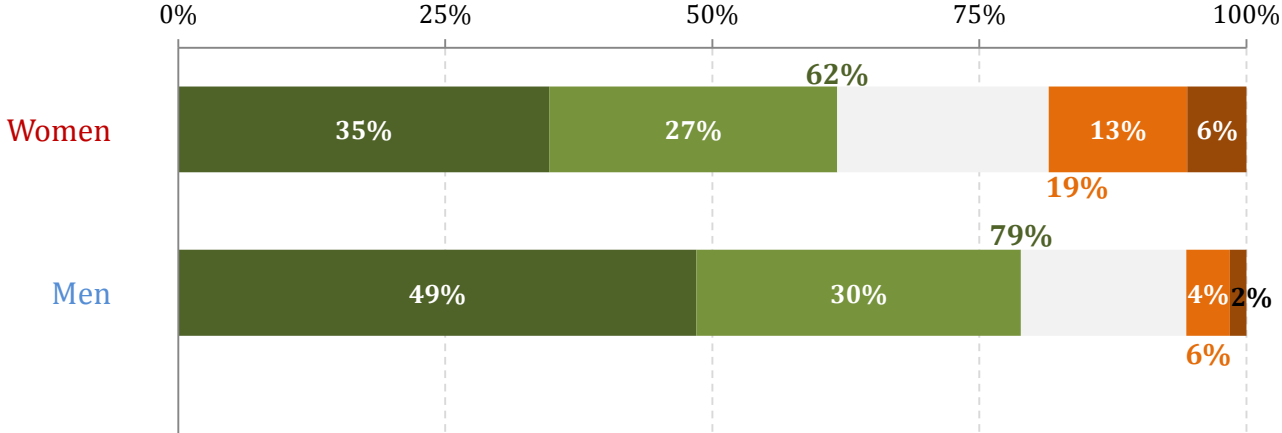


Note: * indicates significant differences between men and women at Harvard, where * p<0.05, ** p<0.01, *** p<0.001

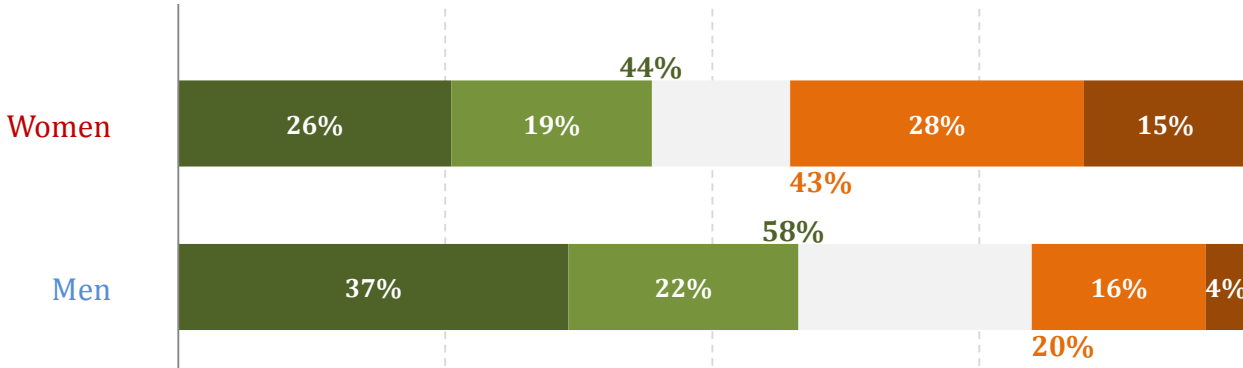
Atmosphere: Perspectives on climate and recruitment efforts for women vary significantly at Harvard by gender

"Please indicate your agreement or disagreement"

The School/ Department makes genuine efforts to recruit female faculty.***



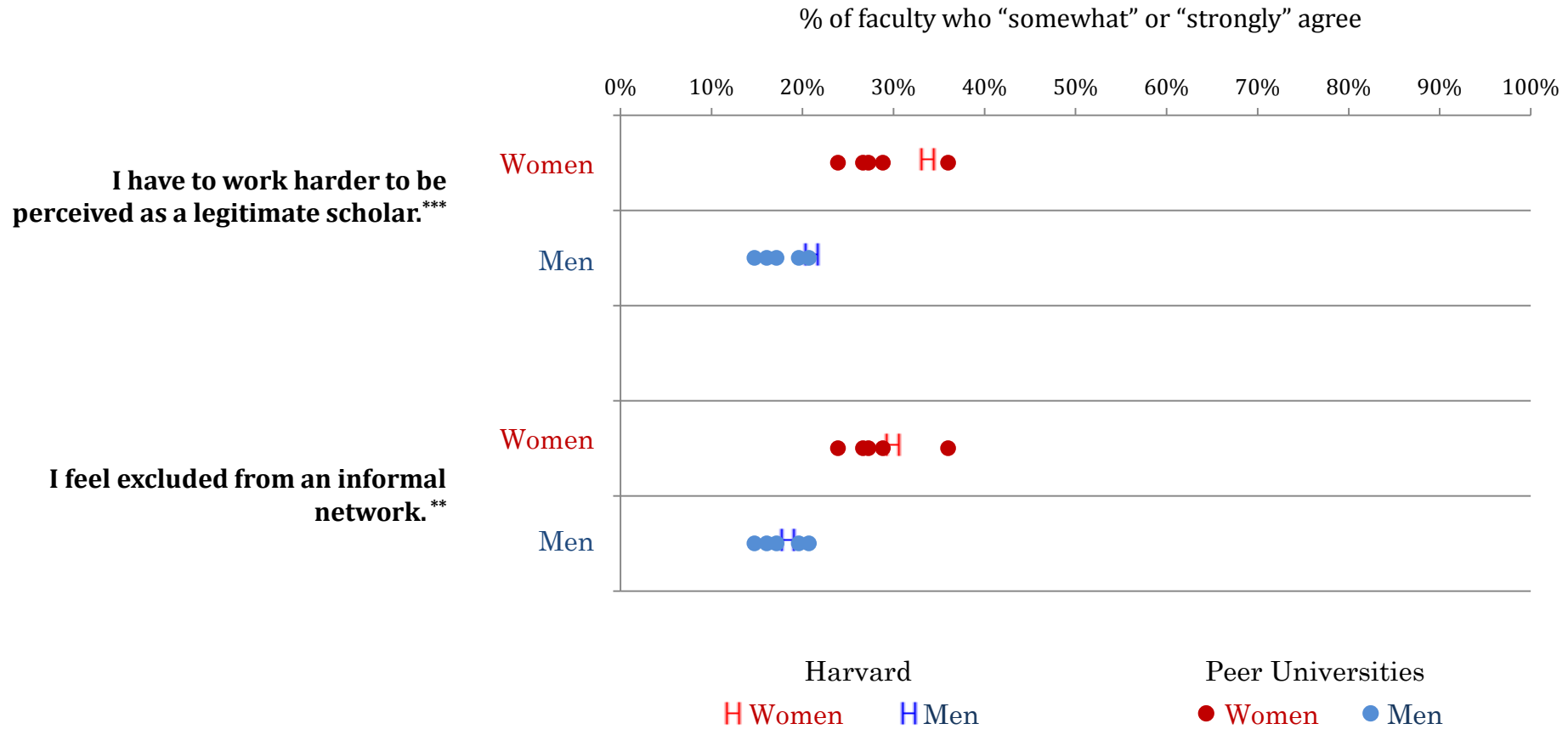
I feel that the climate for female faculty in the School/Department is at least as good as for male faculty.***



Legend: Strongly agree (dark green), Somewhat agree (medium green), Neither agree nor disagree (light grey), Somewhat disagree (orange), Strongly disagree (dark brown)

Note: Summary values are subject to rounding. * indicates differences, where * p<0.05, ** p<0.01, *** p<0.001

Atmosphere: Women at Harvard and Peer Universities are more likely to agree with negative aspects of the climate than men

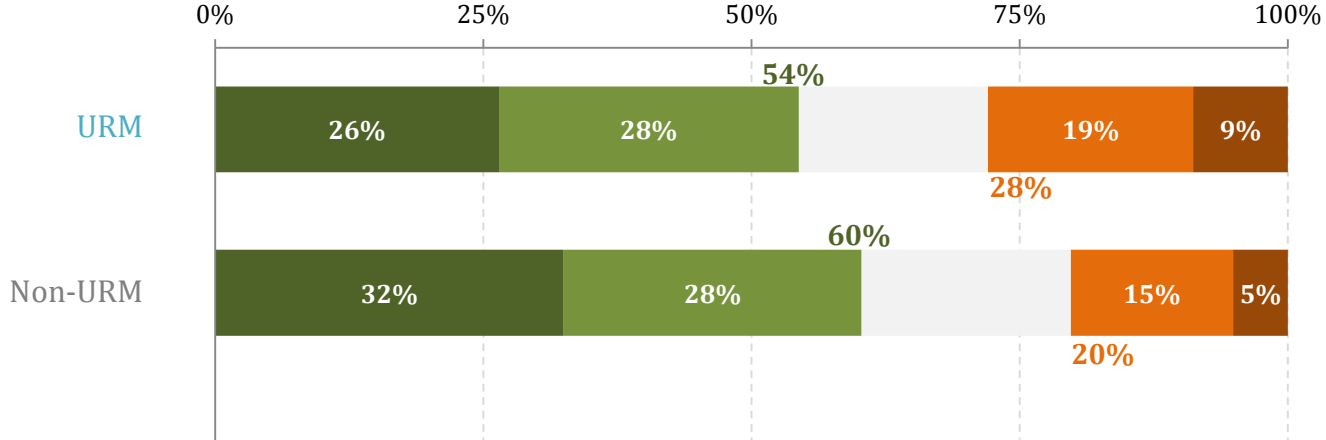


Note: * indicates significant differences between men and women at Harvard, where * p<0.05, ** p<0.01, *** p<0.001

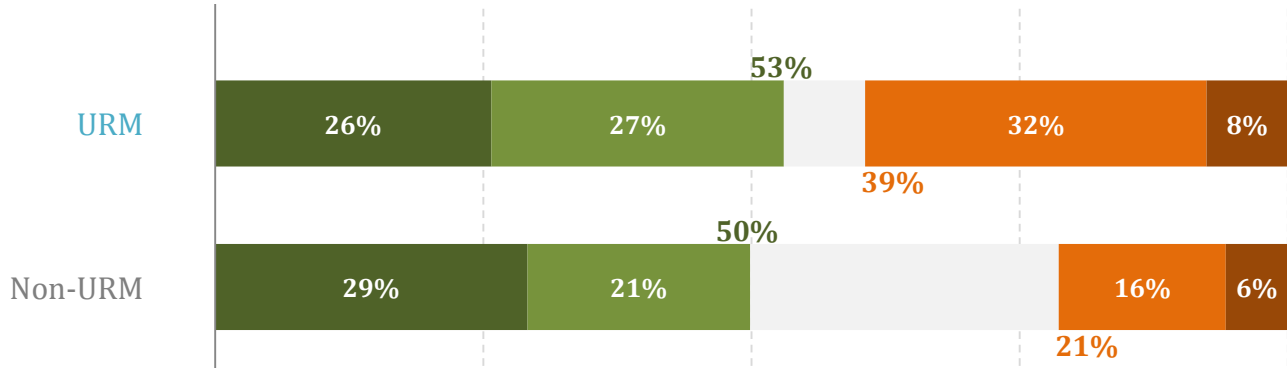
Atmosphere: Perspectives on the climate for minority faculty vary significantly at Harvard by race/ethnicity

"Please indicate your agreement or disagreement with the following statements"

The School/ Department makes genuine efforts to recruit minority faculty.



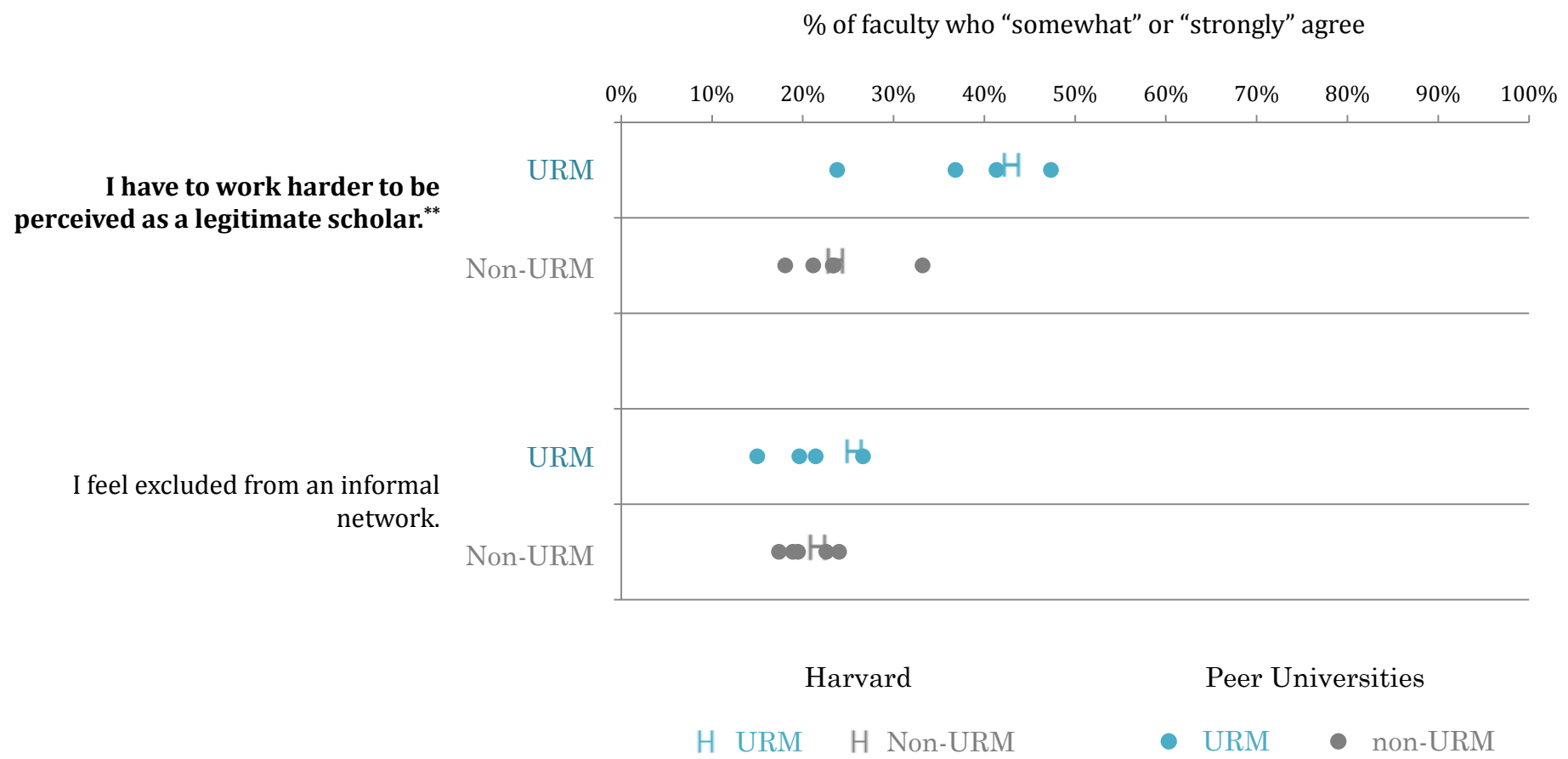
I feel that the climate for minority faculty in the School/Department is at least as good as for non-minority faculty.***



■ Strongly agree
 ■ Somewhat agree
 ■ Neither agree nor disagree
 ■ Somewhat disagree
 ■ Strongly disagree

Note: Summary values are subject to rounding. Under-represented minority (URM) faculty are faculty who selected black, Hispanic, or Native American. 10
 * indicates differences, where * p<0.05, ** p<0.01, *** p<0.001

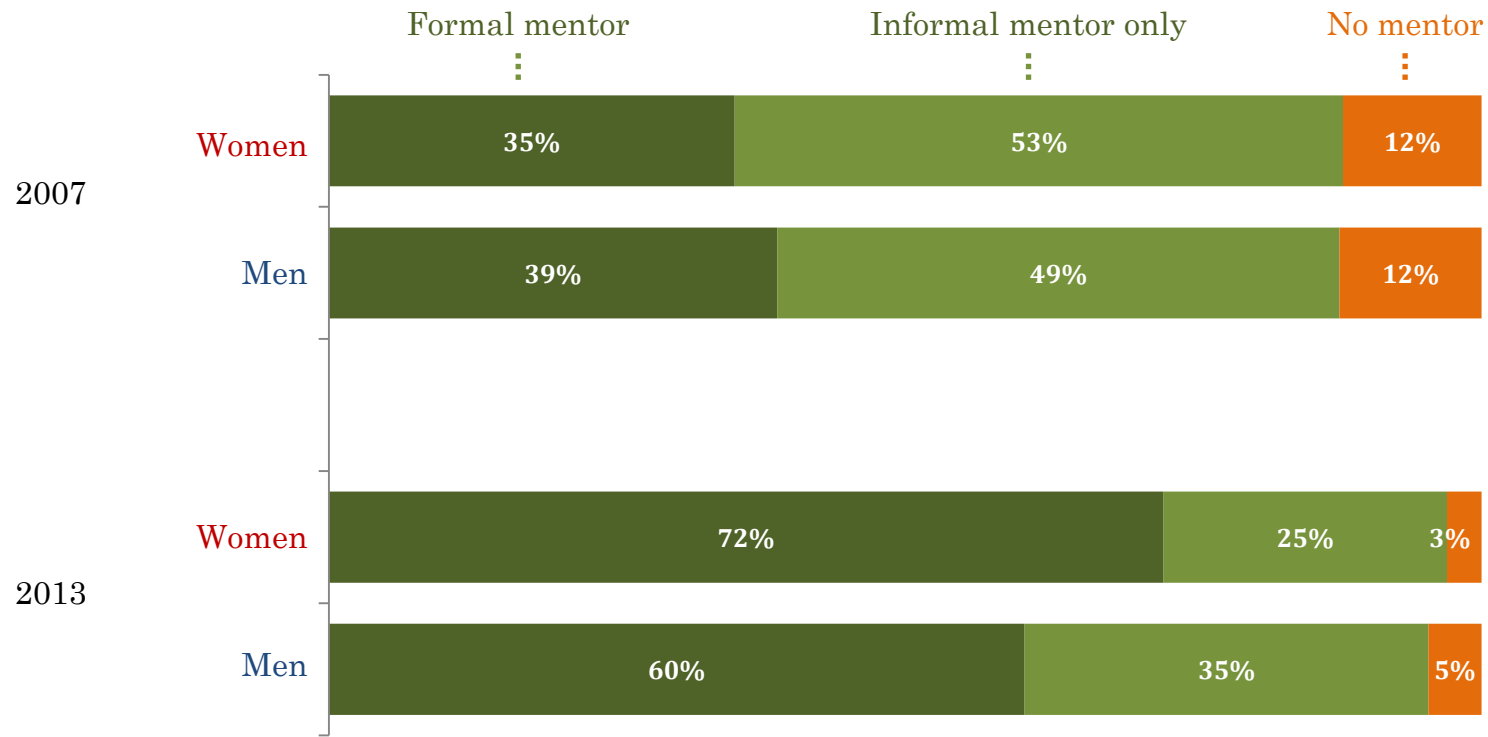
Atmosphere: More URM faculty than non-URM faculty at Harvard and Peer Universities feel that they have to work harder



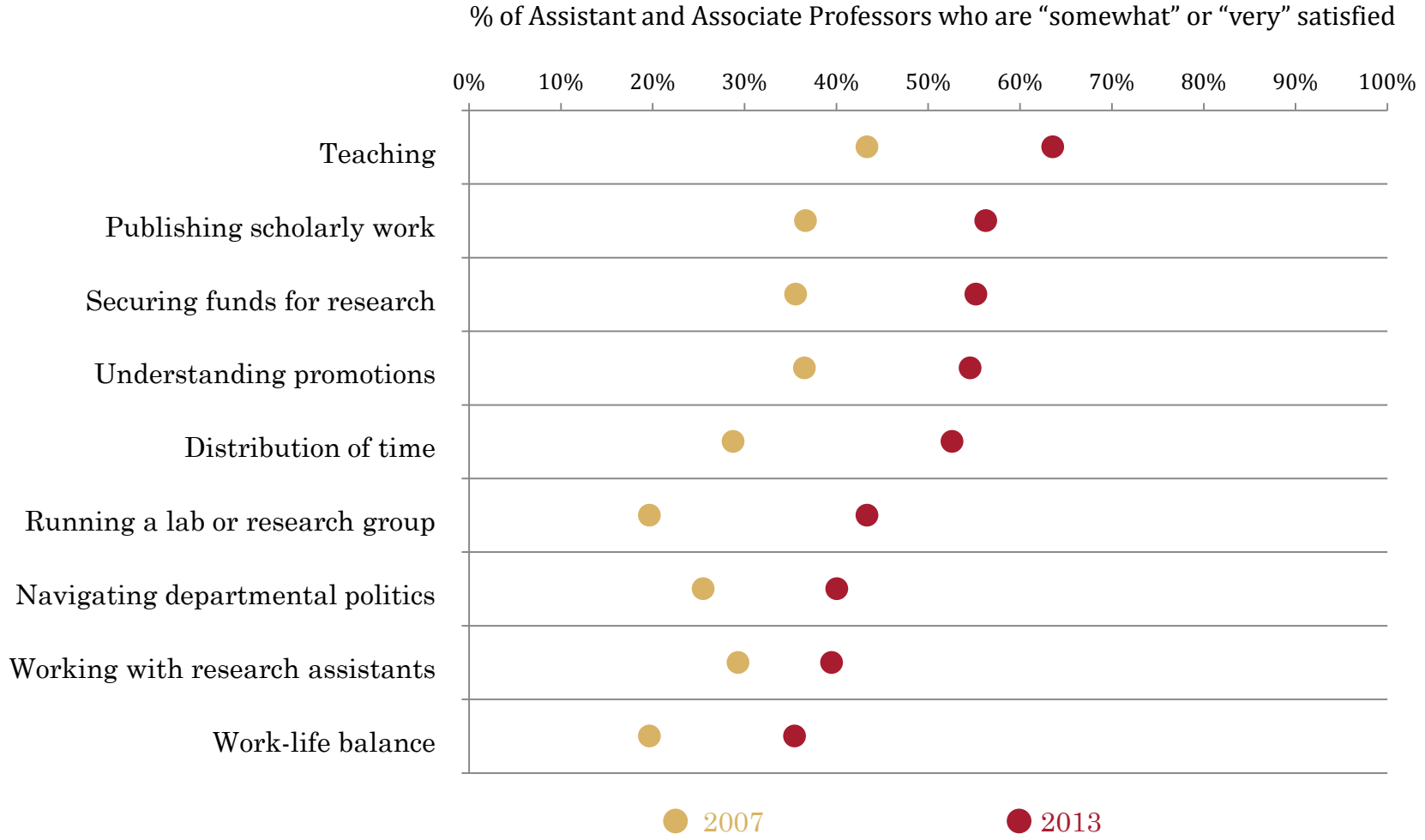
Note: * indicates significant differences between URM and non-URM faculty at Harvard, where * p<0.05, ** p<0.01, *** p<0.001

Mentoring: Almost two-thirds of Assistant and Associate Professors at Harvard now have a formal mentor

% of Assistant and Associate Professors by type of mentor

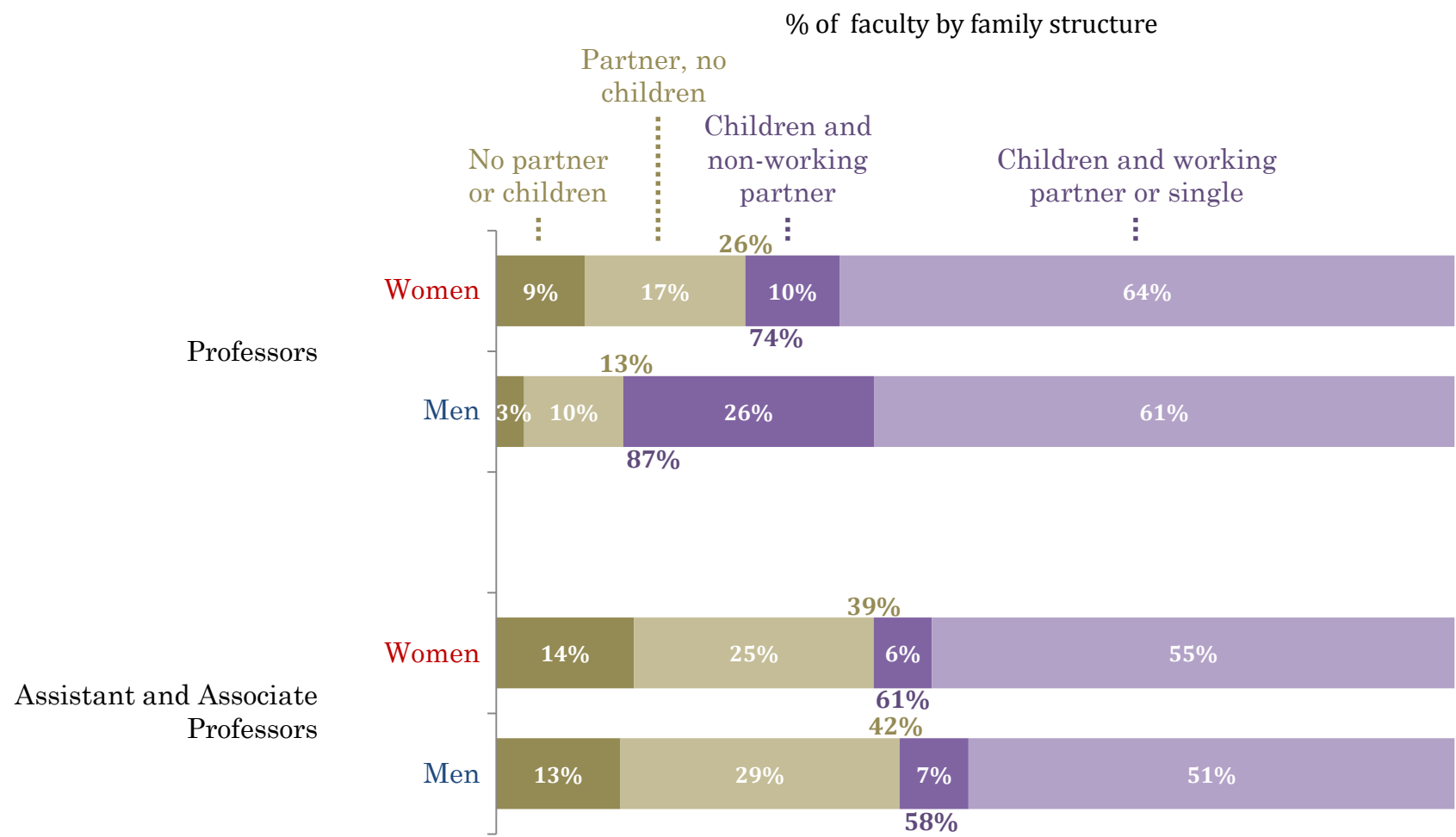


Mentoring: Changes in mentoring at Harvard since 2007



Note: Analysis limited to Assistant and Associate Professors with mentors. While the question stem in 2007 and 2013 was the same, in 2007 the response scale was adequacy not satisfaction. The values shown above for 2007 are the percentage of faculty who indicated mentoring was “adequate” or “more than adequate”.

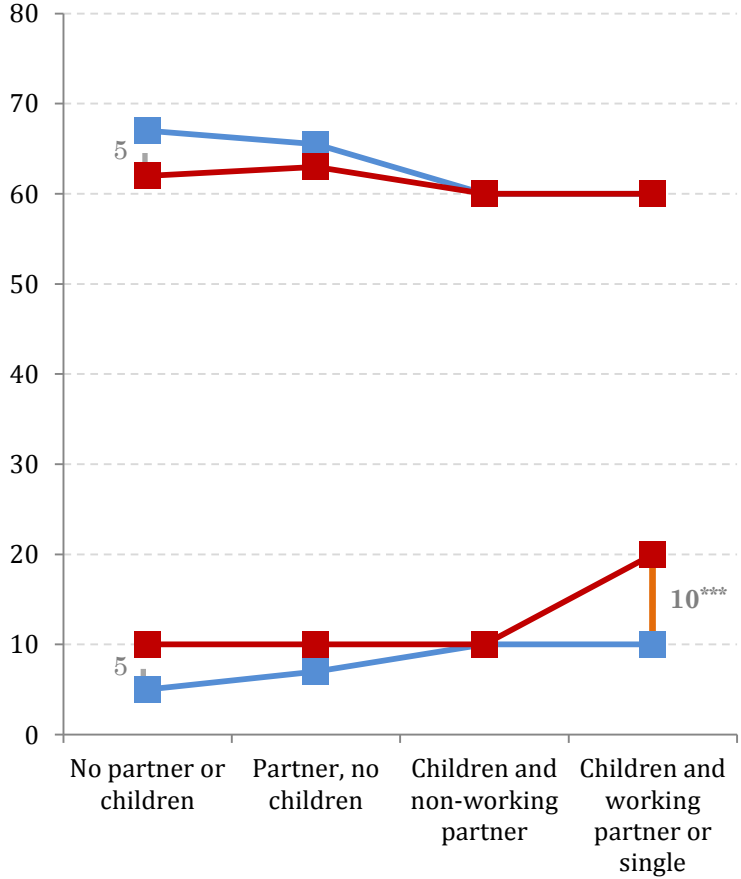
Work/Life Balance: Family structure for Harvard faculty by rank and gender



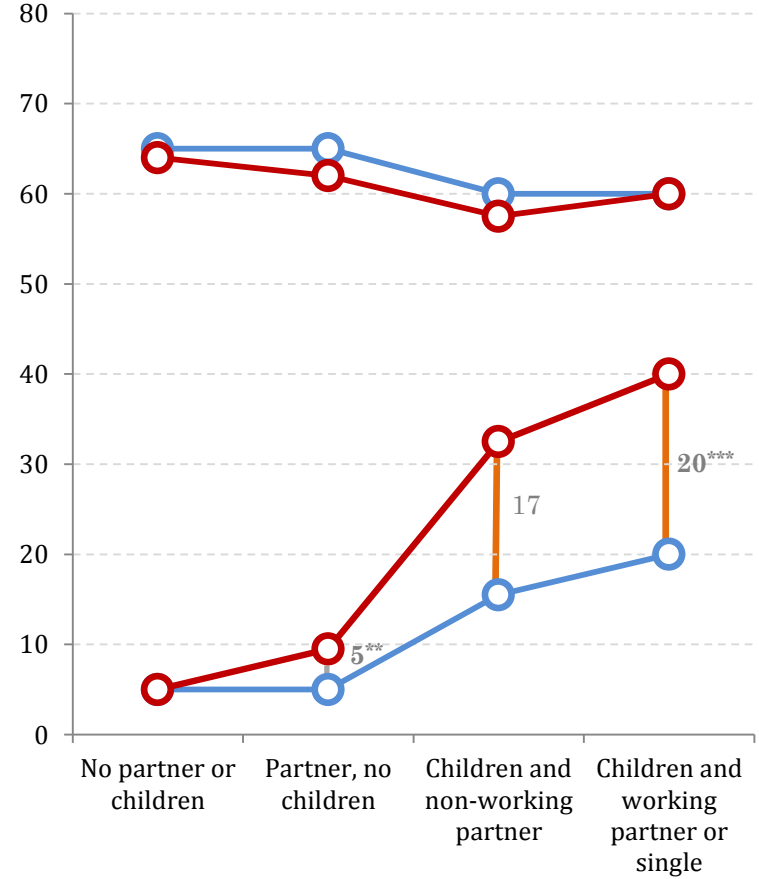
Work/Life Balance: Wide gender gaps in time spent on household duties for Harvard faculty (esp. Assistant and Associate Professors) with children

“During an academic year, how many hours is your typical work week?” and
 “Roughly how many hours per week do you spend engaged in household, childcare, and/or adult care duties?”

Professors
Median Hours



Assistant and Associate Professors
Median Hours

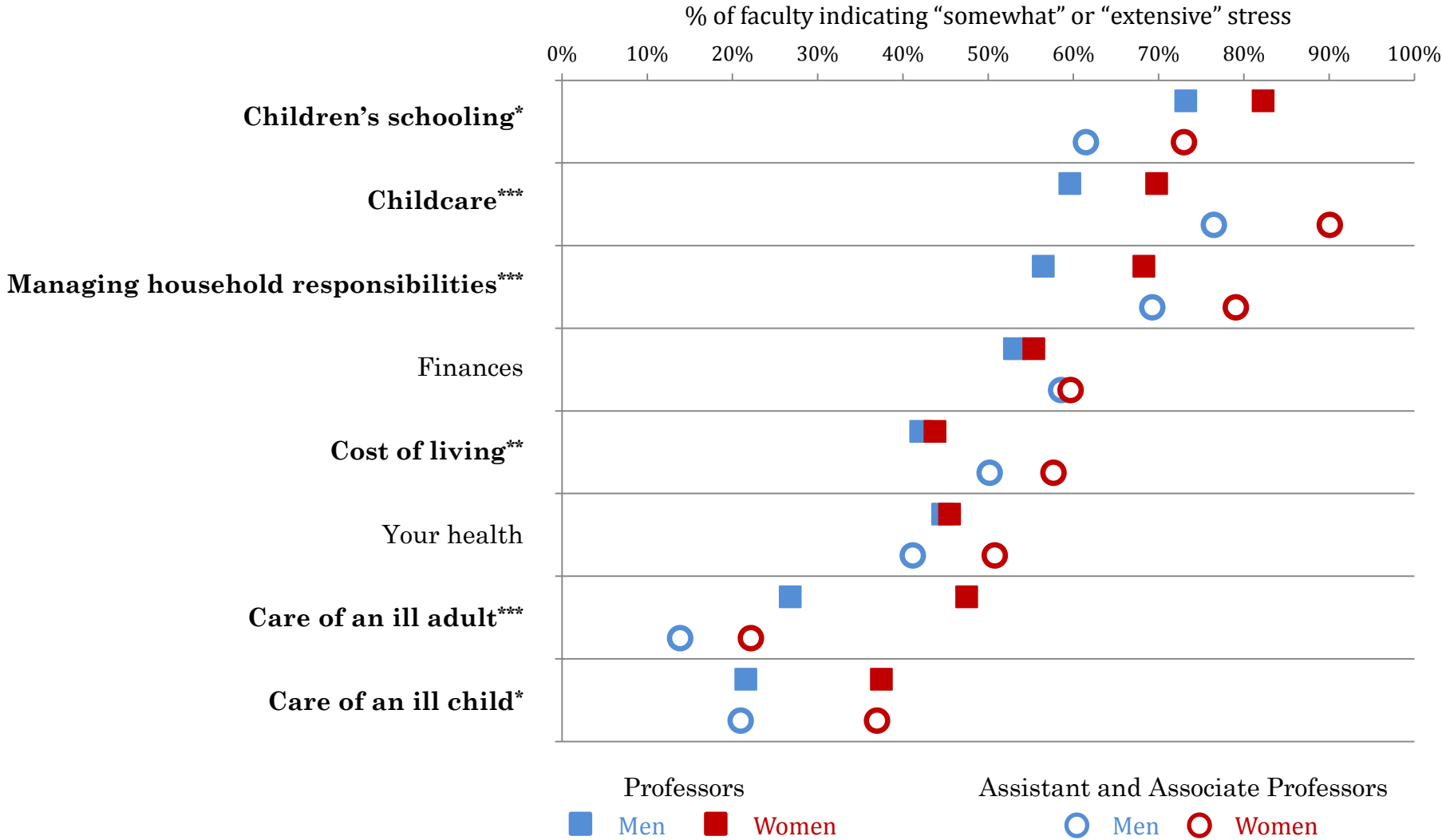


Hours Working
↓
Hours on Household Duties

■ Women ○
■ Men ○

Note: Analysis restricted to faculty who provided data on both hours worked and hours spent on household duties.
 * indicates gender differences within group, where * p<0.05, ** p<0.01, *** p<0.001

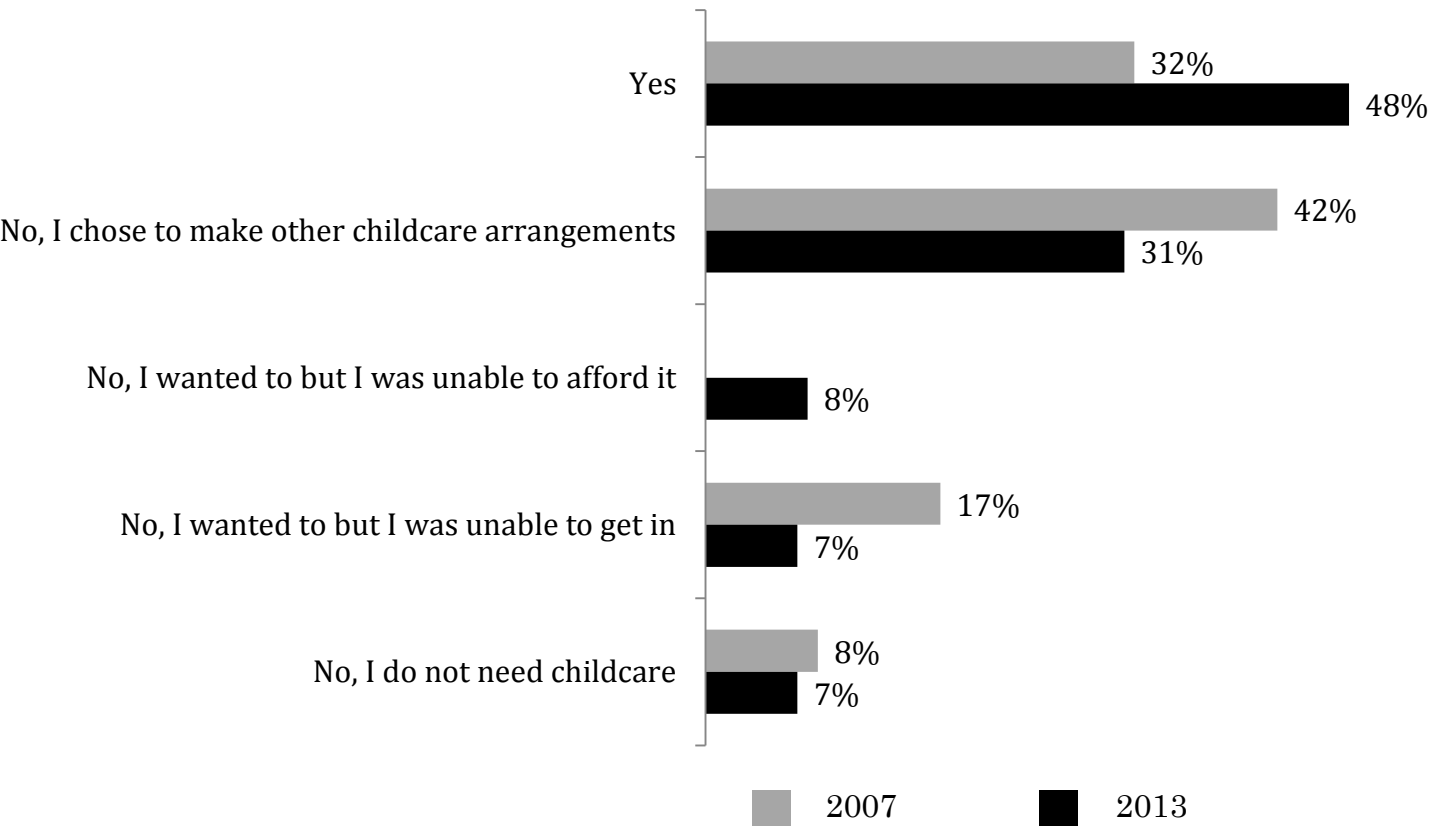
Work/Life Balance: Women at Harvard report higher stress with child-related issues and eldercare than men at Harvard



Note: The analysis for children's schooling, childcare, and care of an ill child is limited to faculty who have at least one child 18 or younger. * indicates group differences, where * p<0.05, ** p<0.01, *** p<0.001

Work/Life Balance: Use of childcare for Harvard faculty with young children has increased since 2007

“Do you currently use Harvard-affiliated childcare centers?”



Note: Responses are limited to tenured and tenure-track faculty with children age 4 or under to enhance comparability. The 2007 survey asked about children’s age in categories (0-4) and for current usage of childcare. “...I was unable to afford it” was added in 2013. Excludes Longwood-based faculty (HMS/HSDM and SPH).