



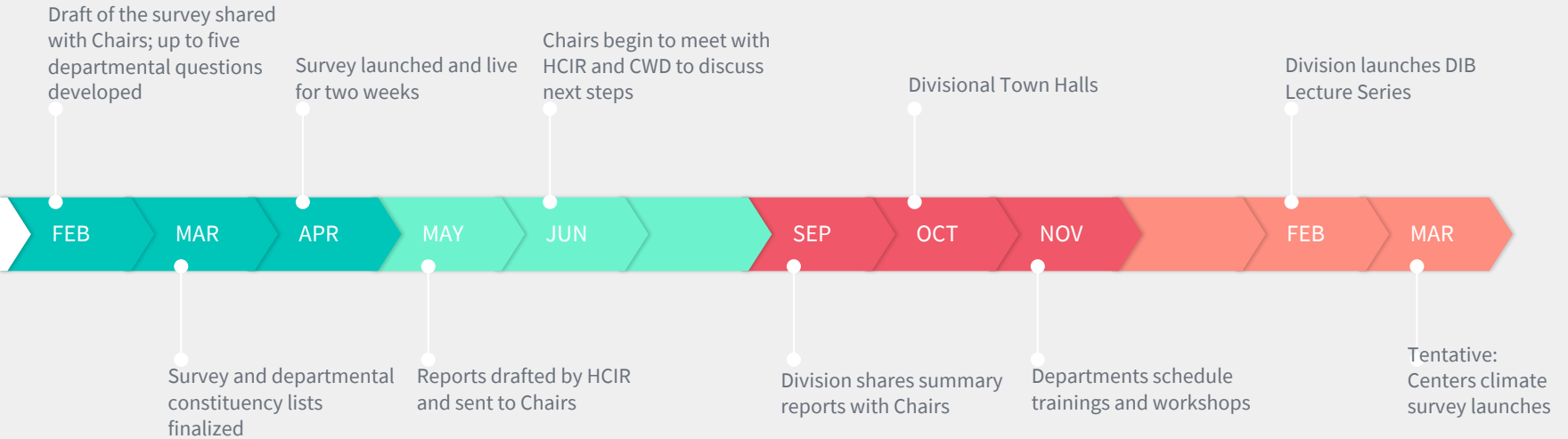
Division of Arts & Humanities

Climate Survey: Faculty Results

A&H Climate Survey

- Survey tool developed by the Office of Harvard College Institutional Research (HCIR)
 - Base survey model used for all FAS Divisions
 - A&H Departments able to add supplemental questions for their communities
- A&H faculty, staff, graduate students, and undergraduate concentrators in 21 departments and programs invited to participate

A&H Climate Survey Timeline



A&H Climate Survey Response Rate

Role	Invited	Responders	Response Rate
Staff	106	96	90.6%
Faculty	482	326	67.6%
Graduate Student	738	353	47.8%
Undergraduate Student	811	185	22.8%
Total	2,137	960	44.9%

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Focus On

- Job satisfaction
- Inclusion and belonging
- Interpersonal justice
- Diversity
- Communication and civil discourse
- Workplace incivility
- Accountability for wrongdoing
- Supervisor support

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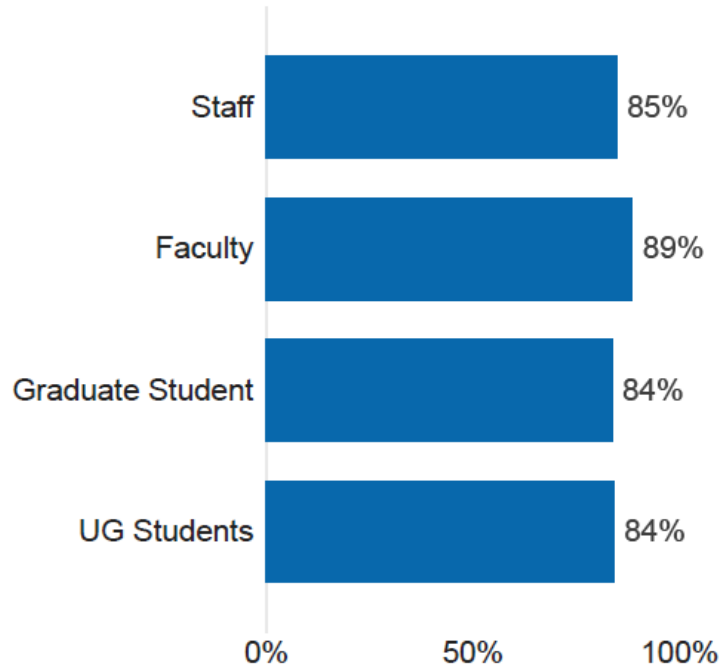
Survey Results



Overall Satisfaction

825 Responses

● % Slightly/Mod/Extremely Satisfied



Overall Satisfaction

	N	How satisfied are you with your job?	How satisfied are you with your department as a welcoming and respectful environment to work?	If I had to do it over again, I would choose to work here.
Non-Ladder faculty	93	81.7%	83.7%	83.9%
Tenure-Track faculty	37	91.7%	83.3%	94.4%
Tenured faculty	142	92.1%	88.0%	88.0%
Did not disclose	54	91.7%	83.3%	75.0%
Female	110	85.3%	79.8%	83.6%
Male	125	90%	92%	90%
Did not disclose	87	93%	89%	89%
URM	26	96%	92%	92%
Asian	36	71%	63%	61%
White	168	90%	89%	92%
Did not disclose	96	92%	87%	85%

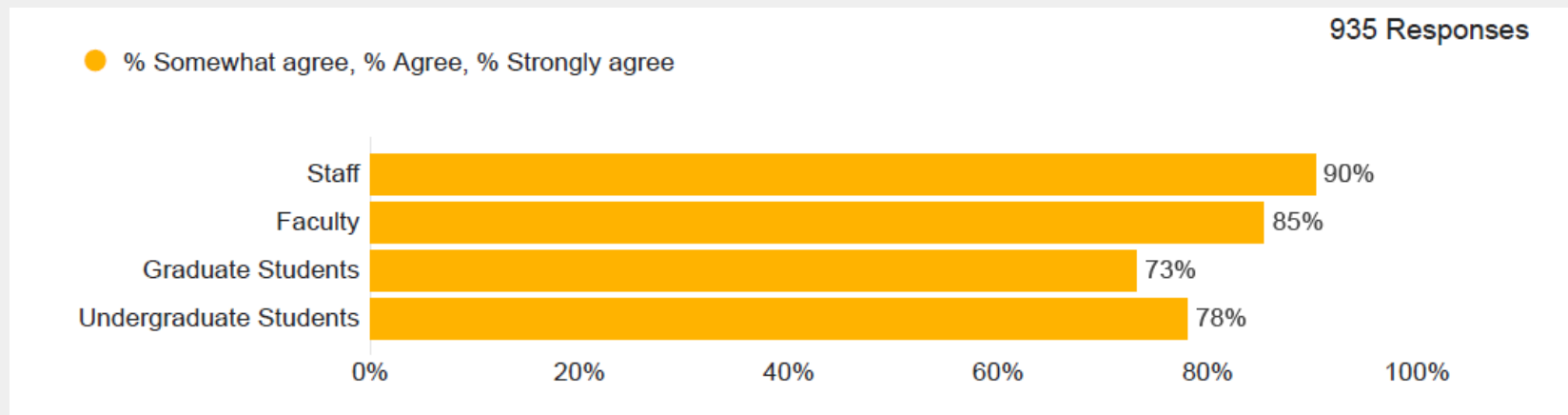
Inclusion & Belonging

The experience of feeling valued, part of a community, needed and accepted by other people, groups or environments

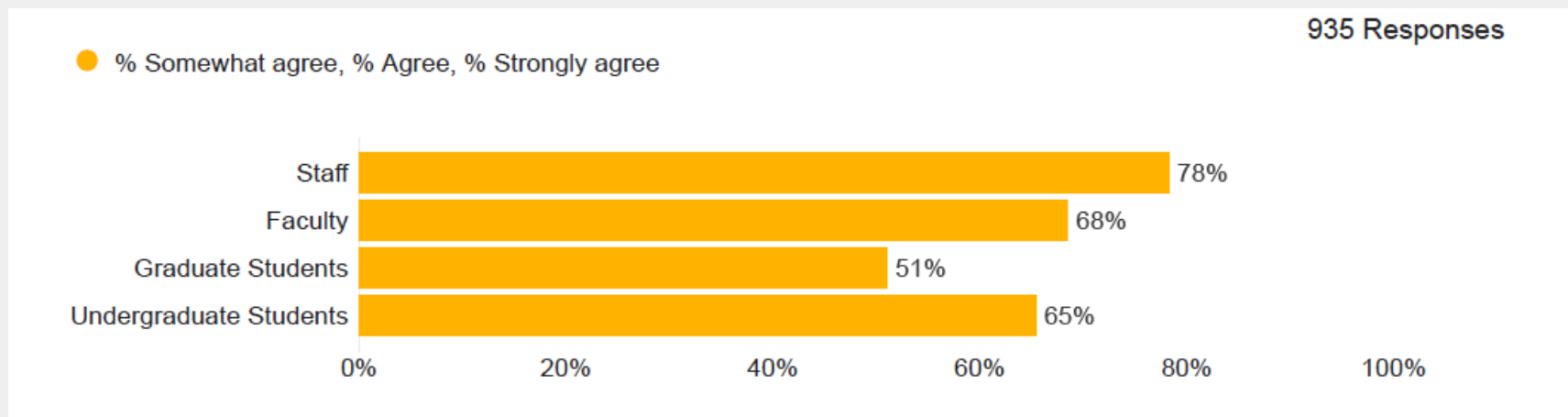
Inclusion & Belonging

	n	I feel valued by others in the community	I feel accepted by others in the community	I feel connected to others in the community	There is a strong sense of community in the department
Non-Ladder faculty	93	77.4%	84.8%	73.1%	69.9%
Tenure-Track faculty	37	100.0%	97.3%	75.0%	59.5%
Tenured faculty	142	90.1%	90.7%	83.0%	72.5%
Did not disclose	54	73.8%	85.7%	64.3%	59.5%
Female	110	84.5%	87.2%	76.1%	65.5%
Male	125	90%	93%	81%	77%
Did not disclose	87	81%	88%	72%	61%
URM	26	92%	92%	77%	73%
Asian	36	69%	81%	61%	50%
White	168	90%	92%	83%	74%
Did not disclose	96	80%	87%	71%	63%

Feel valued by others in the community...



There is a strong sense of community...



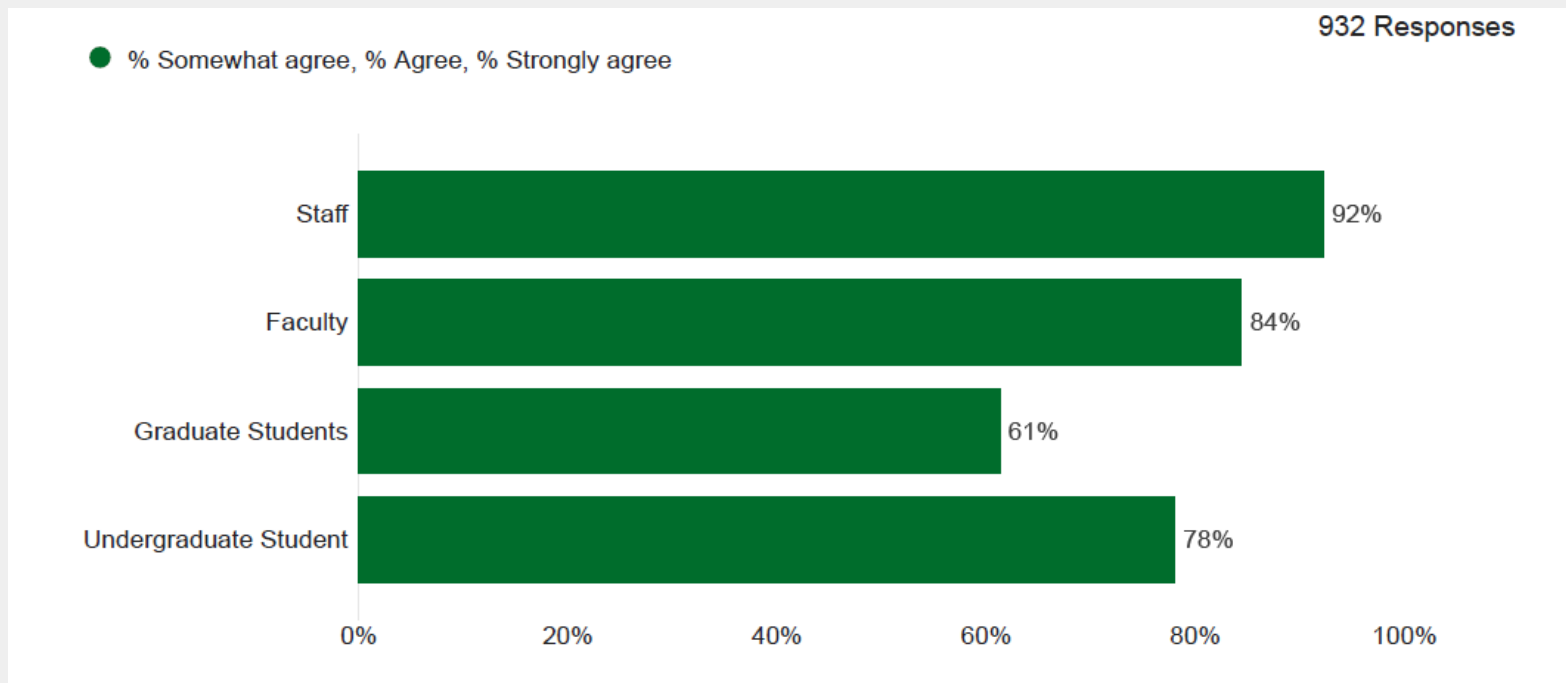
Non-Ladder Faculty

- Less likely to feel valued by members of department
- Feel marginalized, disposable, overworked, and taken for granted
- Excluded from faculty meetings, where decisions are made and information is shared
 - Lack of agency has led to feelings of alienation and of not belonging

Diversity

The FAS is committed to creating and maintaining a workplace community that is as diverse as our student and global populations, where all may feel at home, whatever their race, gender, age, sexual orientation, faith, abilities, work status, or other identifying characteristics.

There is a demonstrated commitment to diversity...



Identity

	N	I am treated differently by others because of my identity
Non-Ladder faculty	93	21.5%
Tenure-Track faculty	37	33.3%
Tenured faculty	142	17.9%
Did not disclose	54	33.3%
Female	110	30.0%
Male	125	15%
Did not disclose	87	26%
URM	26	31%
Asian	36	36%
White	168	16%
Did not disclose	96	28%

Points of View

	N	Individuals' differing points-of-view and opinions are respectfully heard and considered	When I disagree with the majority opinion, I feel comfortable with dissenting	I feel comfortable/safe sharing my ideas and points-of-view openly	I feel like my opinions are being respectfully heard and considered as opposed to being ignored or shot down
Non-Ladder faculty	93	82.8%	72.8%	74.2%	77.4%
Tenure-Track faculty	37	83.8%	67.6%	64.9%	77.8%
Tenured faculty	142	86.6%	83.1%	84.5%	87.2%
Did not disclose	54	66.7%	33.3%	41.7%	66.7%
Female	110	80.9%	73.4%	73.6%	79.1%
Male	125	90%	82%	83%	89%
Did not disclose	87	78%	69%	71%	75%
URM	26	85%	84%	77%	81%
Asian	36	64%	67%	61%	67%
White	168	90%	80%	83%	88%
Did not disclose	96	80%	65%	69%	74%

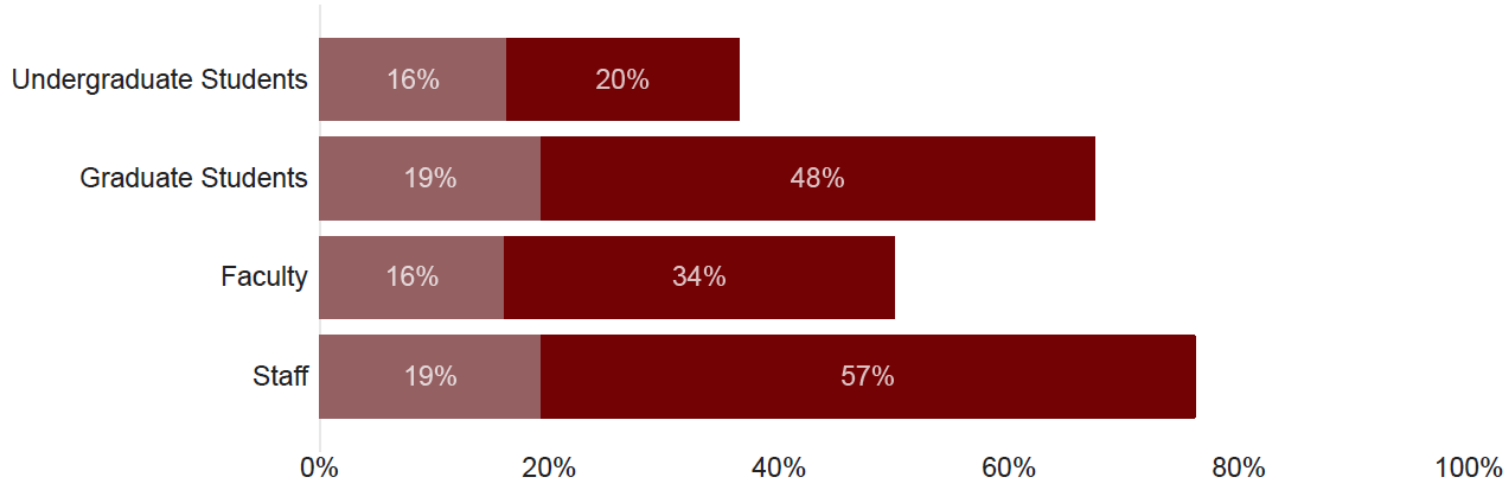
Incivility

The exchange of seemingly inconsequential, inconsiderate words and deeds that violate conventional norms of workplace conduct.

Experienced Any Type of Incivility

902 Responses

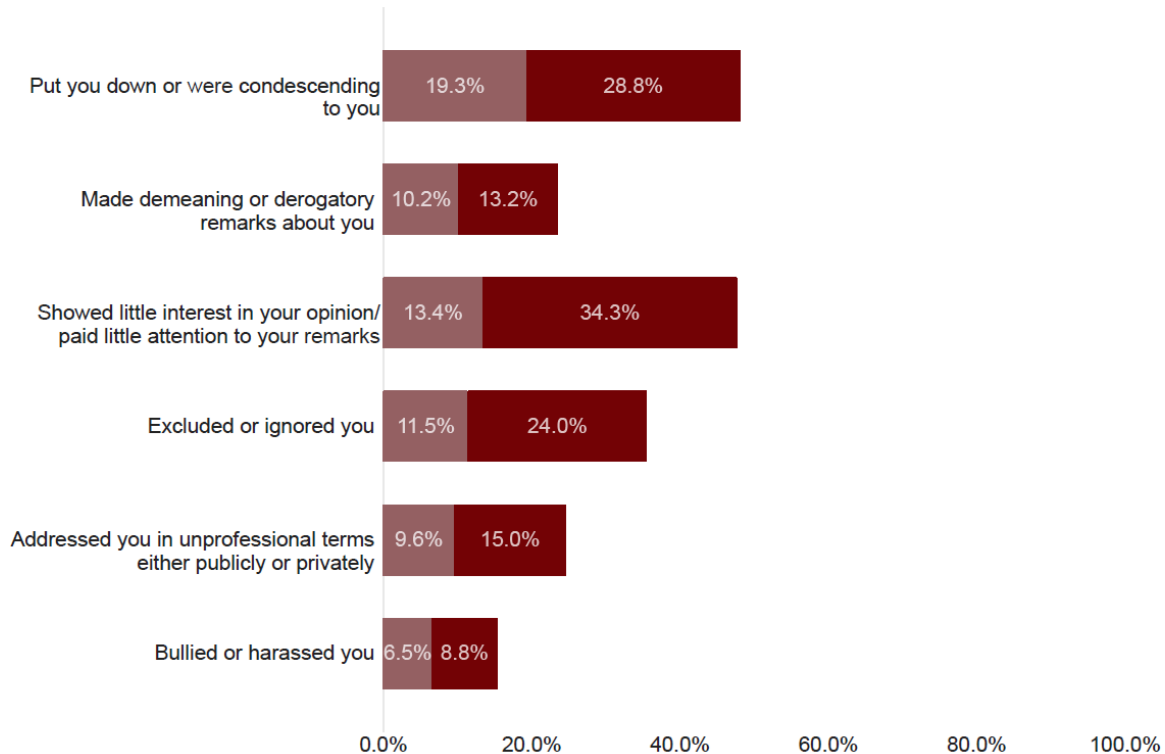
● Single Incident ● Multiple Incidents



Types of Incivility Experienced (all populations)

724 Responses

● Yes Single Occurrence ● Yes Multiple Occurrences



Accountability for Wrongdoing

Targets of incivility will not attempt to resolve issues or report bad behavior due to fear of retaliation by offenders, lack of support from leadership, and a lack of institutional policy or procedures for addressing incivility.

46%

**Agreed that there is a clear process for resolving
grievances surrounding incivility**

Accountability for Wrongdoing

	N	There is a willingness to correct discourteous or offensive behavior	Clear channels for reporting discourteous or offensive behavior	Clear process for resolving conflicts	Comfortable (not fear retaliation) coming forward with grievances	All members of the community are held to the same standard
Non-Ladder faculty	93	68.8%	57.6%	45.7%	65.6%	63.0%
Tenure-Track faculty	37	75.7%	59.5%	45.9%	59.5%	51.4%
Tenured faculty	142	70.2%	64.5%	47.1%	74.8%	67.9%
Did not disclose	54	81.8%	36.4%	27.3%	54.5%	36.4%
Female	110	67.0%	50.5%	31.8%	63.6%	53.2%
Male	125	74%	72%	58%	77%	73%
Did not disclose	87	75%	56%	46%	63%	63%
URM	26	81%	77%	58%	77%	65%
Asian	36	50%	42%	36%	58%	58%
White	168	73%	63%	46%	72%	64%
Did not disclose	96	74%	58%	46%	63%	61%

Recommendations

Levels of Response

FAS

A&H

Science

SEAS

Social
Science

Depts

Prgm



Improved Accountability System

Develop clear policies for standards of behavior as well as clear and safe channels for reporting

Office for Gender Equity

- OGE works to advance Harvard's commitment to providing an environment where each of us feels safe to participate fully in University life – whether studying, teaching, conducting research, or working to support our individual and collective goals.
- Existing resources for support and reporting, including Title IX violations
- FAS Program Officers
 - Seth Avakian – avakian@fas.harvard.edu
 - Moriah Silver – moriah_silver@harvard.edu
- <https://oge.harvard.edu/>

FAS Office for Diversity, Inclusion, and Belonging

- Equity engagement strategy in development
- Onboarding a new senior director to offer consultation and support to departmental leadership
- Developing a faculty resource library
- FAS-level pilot program of reporting structure for non-Title IX complaints of harassment and bias is being developed by ODIB Administrative Fellow for launch in spring 2022
- [ODIB office](#) is available to triage issues in the meantime
 - Contact [Associate Dean Sheree Ohen](#)



Workshops/Trainings

Provide opportunities for coaching and other interventions addressing incivility, inclusivity, and sensitivity

Civility & Bystander Intervention Training

- 90-minute workshops offered by Moriah Silver, Program Officer for Title IX and Professional Conduct through the Office of Faculty Affairs and FAS HR
- Explore how our community can reflect its values through our actions and treatment of others.
- Participants gain tools to foster civility, address bullying behavior, and become active bystanders.
- Departmental sessions are held separately for faculty, staff, and graduate students.

Contact [Moriah Silver](#)

DIB Trainings Offered by GSAS

- Workshop on Identity & Privilege available for graduate students, faculty, and staff
 - Workshop on Implicit Bias available for faculty
- Contact [Dean Sheila Thomas](#)

GSAS Advising Project Workshops

- **Mentoring Up:** This workshop focuses on providing students with tools and skills to help have a productive relationship with their adviser(s).
- **Mentoring Workshops:** This is focused on equipping faculty with tools to help them be more effective in their advising relationships.

Contact [The Advising Project](#)



Ongoing Dialogue

Encourage continued departmental conversations, supported by funding for community events

Departmental Reports & Conversations

- Departments & programs are encouraged to hold community-wide conversations to address the findings of their individual reports.
- Departmental leadership is being asked to identify two to three achievable goals for improving climate, inclusion, and equity in each program in the next year.
- Continued conversations between departmental leadership and Divisional Dean.

Faculty Liaisons for Inclusive Excellence

- An ODIB initiative to help support faculty at the departmental level with diversity, equity, inclusion and belonging matters.
- FLIEs serve as department representatives that are committed to advancing sustainable inclusive excellence.
- FLIEs bring DIB-related departmental matters to the FLIE meetings and work with their respective department(s) to help implement best practices
- Arts & Humanities FLIEs can be found listed on the website of the [Division of Arts & Humanities](#)

DIB Divisional Innovation Fund

- Dean Kelsey has authorized use of a Divisional fund to be made available to assist departments in DIB efforts.
- Funds could be used to host trainings or workshops for department members, to invite DIB speakers, to host community events with the purpose of engaging on issues of diversity, inclusion, and belonging.
- Write to arts-hum@fas.harvard.edu for more info

A&H Division Lecture Series on DIB

- A four-part monthly lecture series hosted by the Office of the Dean of Arts & Humanities.
- Open to all A&H Division community members.
- Lectures will feature prominent speakers on issues of diversity, inclusion, and belonging, with a focus on dynamic response to pressing issues
- Series launches in February 2022



Any Questions?

Write to us!

You can reach us at:

arts-hum@fas.harvard.edu

Divisional climate reports can be found on the [website of the Division of Arts & Humanities](#)