



HARVARD UNIVERSITY
Faculty of Arts and Sciences

Dear Colleagues,

I am pleased to share with you the report of the FAS Faculty Workload Committee (FWC), which conducted its work in AY 2021-2022 as part of the [FAS Strategic Planning Process](#). I charged FWC with evaluating faculty workload expectations and distribution across the FAS and making recommendations to ensure greater transparency, equity, and recognition for contributions in service, teaching, advising, and mentoring. I encourage you to read the report, which contains many important insights.

This is a year of purposeful experimentation for the FAS, in accordance with the three-year Strategic Planning Process. To that end, the FAS has begun to pilot some of FWC's recommendations. I have asked each department to conduct a preliminary equity analysis of non-research workloads as part of the annual academic planning process. The Office for Faculty Affairs is also updating the Faculty Activity Report (FAR), in keeping with FWC suggestions, and the FAR will open earlier this year for easier reporting.

Your views on the FWC report, and on any further implementation, would be extremely helpful. Earlier this month, Faculty Council reviewed the report and had a rich and productive conversation. So that we may hear your views, I strongly encourage you to attend one of the following discussion sessions, led by members of FWC:

Tenure-track Faculty:

Thursday, October 13th, 10 am - 11 am
CGIS North - K262 (Bowie-Vernon Room)
1737 Cambridge Street

Tenured Faculty:

Thursday, October 20th, 10:30 am - 11:30 am
William James Hall B1
33 Kirkland Street

If you are unable to attend these sessions, I welcome your thoughts at fasdean@fas.harvard.edu.

I am very grateful to our colleagues who served on the FWC. Their work was highly focused, modeling their respect for faculty time and commitments. They were meticulous in analyzing data, gathering feedback from the FAS community, and thinking deeply about all the ways that faculty contribute beyond their research. FWC's report is both creative and practical, offering ways to, as the report says, "promote a shared culture where faculty strike a productive balance between research and non-research work, where being a good citizen of the University is prized and rewarded, and where the work of the institution can get done." I look forward to working with you to realize that aspiration.

Sincerely,
Claudine

Claudine Gay
Edgerley Family Dean of the Faculty of Arts and Sciences