

76). Last autumn, he again reminded HMS and affiliated researchers of their obligation to fully disclose all financial relationships when publishing in the leading medical journals; recent violations of that policy had prompted wide news coverage and professional criticism.

Waving off objections to HMS's strict policies, Martin said there was no evidence that they have discouraged research or the commercialization of promising discoveries. To the contrary, a paper he and a coauthor published in De-

cember explores different obstacles to productivity, at least in neurological drug discovery; they identify organizational barriers, including the ways in which intellectual property (read: marketable knowledge) is sequestered, rather than pushed ahead for patient use. Martin expects to explore this topic further during his forthcoming sabbatical year.

Leading the medical school—with its half-billion-dollar budget, its 1,500 students, and (counting the affiliated institutions) several thousand interns, resi-

dents, and postdocs, and its 7,000-plus faculty members—is perhaps the most complex decanal position at Harvard. Martin said “generosity without a grudge” had proved an effective style of managing and making decisions. His successor will need that and more. As for himself, Martin said, after a fulfilling decade at HMS's helm (and prior executive leadership at the University of California, San Francisco), he looks forward to resuming his professorial duties: “I don't plan to run anything ever again.”

Faculty, Family, Diversity

IN HER FIRST annual report, the Faculty of Arts and Sciences' (FAS) senior advisor to the dean on diversity issues has highlighted recent results in recruiting female faculty members, and some of the real obstacles to effecting change in the composition of the professoriate (see the text at www.fas.harvard.edu/~diverse/reports.html).

Dillon professor of international affairs Lisa Martin reports that the proportion of tenure offers made to women rose to nearly 30 percent during the past two academic years. (The sharp decline from 36 percent to about one-third that level from 2000-2001 through 2003-2004 had prompted wide concern and discussion within the faculty and between FAS and the central administration.) Since 2003-2004, however, the percentage of women

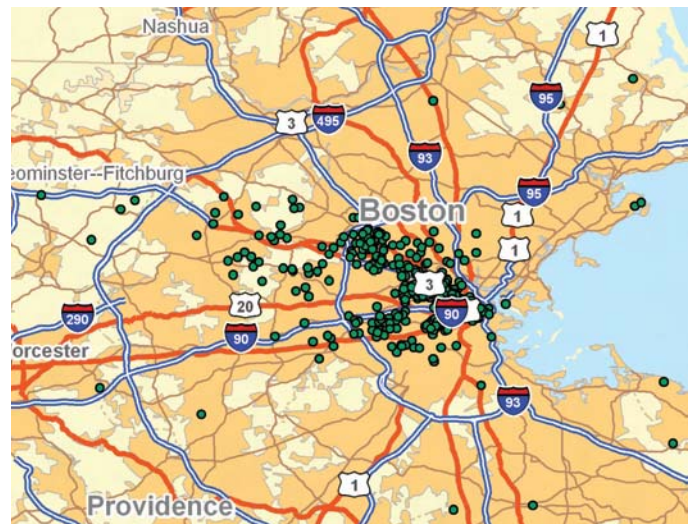
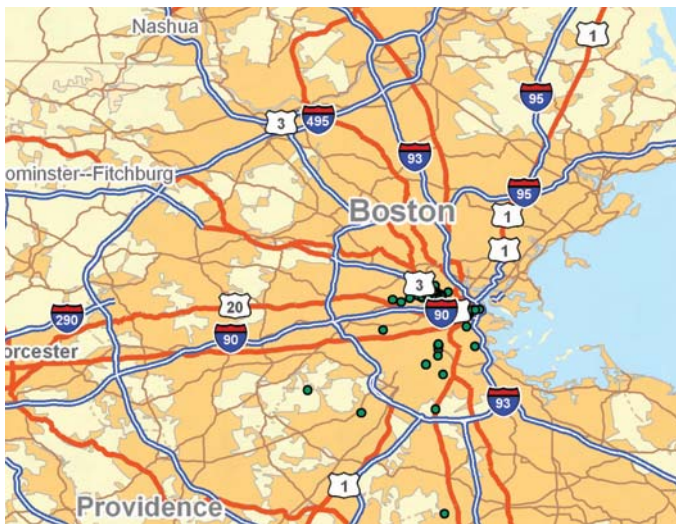
accepting such offers from Harvard has trailed the proportion of offers made, reversing prior experience. And among women offered tenure-track positions, the rate of acceptance collapsed in the 2005-2006 academic year: 71 percent of men offered tenure-track positions accepted, but just 47 percent of women did so, Martin wrote in a subsequent e-mail. She will monitor the results to determine whether the past year was an anomaly or the beginning of a trend. Candidates who rejected Harvard's offer cited perceived better chances of attaining tenure elsewhere, and the problems of relocating as a member of a dual-career couple.

Martin devotes considerable attention to search processes (as a key to ensuring the effectiveness of faculty recruiting), and to mentoring young faculty members once they arrive. Detailed manuals on junior and senior searches are now available, as are new protocols for assessing

the pool of candidates, learning about the performance of peer departments, and keeping adequate records. Twenty-five senior women faculty members are now serving as formal mentors for small groups of junior women.

But all these efforts run into a complicating fact of faculty life. Maps prepared for Martin's report show that the costly Boston-Cambridge housing market and dispersed employers in dual-career families have caused the faculty to spread far afield geographically. (These patterns may be understated, because some of the addresses used in the mapping appear to be campus office locations.) “Harvard is no longer a residential college, from the faculty perspective,” Martin observes, yet

Farther from home: Faculty residences in and around Greater Boston and its suburbs in 1905 (left) and 2006 show much longer commutes, leading to far greater challenges in balancing family and academic obligations.



it “continues to operate using the same norms.” Thus, faculty members who face hour commutes (not unusual) to get home before caregivers end their work day are disadvantaged by a schedule with FAS meetings that run until 5:30, departmental meetings and seminars that run even later, and frequent dinners and evening hours. These conflicts fall especially heavily on untenured faculty with young children, on women, and on single parents, Martin notes. Beyond “providing better access to childcare, leave, and tenure-clock policies,” she says, Harvard and FAS will have to “reconsider the way that we do business” if faculty members

are to have any opportunity to balance work and family-life obligations in an era when professors can no longer depend on a stay-at-home spouse.

These issues are being raised elsewhere as well. Stanford’s Clayman Institute for Gender Research (www.stanford.edu/group/gender) has just launched a “dual-career academic couples” study, focusing on 30,000 faculty members at leading research universities; the study design notes that an extraordinary number of women scientists and mathematicians are married to men in their own fields, raising difficult problems of mobility and advancement.

The 2006 report of Johns Hopkins Uni-

versity’s Committee on the Status of Women, issued this fall, focuses on “long-standing traditions and attitudes in the culture” that have had “pernicious effects on career success and satisfaction” among women. An “inflated emphasis on the work environment, to the exclusion of all else,” is perceived internally as distinguishing that university “as a male-dominated environment, non-supportive to women.” The report advocates 50 percent representation of women in senior faculty and administrative leadership positions by the year 2020, a goal endorsed, at least as an aspiration, by the provost, who suggests that attaining it will be more diffi-

Part History, Part Literature

In 1906, Professor Barrett Wendell '77 created a program in history and literature for Harvard undergraduates. In a

later speech to the American Academy of Arts and Letters, he explained his creation as a cure for the “confused times” in which he and his students lived. Because everyone was “increasingly apt to think of everything as distinct from everything else,” Wendell proposed a course of study in which everything would be related.

That program became Harvard’s first concentration. And during its 100 years, History and Literature has been shrinking not in the number of concentrators (now around 162) or fields (including six national, eight regional, and three chronological), but the committee’s sobriquet—what began as “History & Literature” became “History & Lit” and has been trimmed most recently to “Hist & Lit.”

A century later, Hist & Lit is still honors-only: every one of its concentrators completes a tutorial every year, each of them still endures an oral exam before graduating, and they all write a thesis. They may communicate the name of their concentration with fewer syllables, but today’s students are as elite as the alumni who came before them.

On Saturday, October 14, 2006, about 70 current and former students converged to celebrate this distinguished but still living legacy in a program called *Beyond the Gates*. Professor of history and chair of history and literature Jill Lepore opened the centennial celebration a few minutes after nine in the morning, too early for most of the students who would later slip into Emerson Hall and take seats in the back. Praising Barrett Wendell and his “daily themes” assignments, Lepore argued that the committee’s pedagogy has always included close attention to student writing. The leitmotif of the day was learning how to live “beyond the gates,” but each of the three panels had its own theme—“Story,” “Justice,” and “History.”

Talking narrative and stories were writers Clara Bingham '85

and Peter Blake '91. Bingham, a journalist who is the author of *Class Action: The Landmark Case that Changed Sexual Harassment Law*, and Blake, a screenwriter for the television shows *House*, *M.D.* and *The Practice*, both said their writing was made possible by History & Literature.

Justice panelist Frank Rich '71, the *New York Times* drama critic turned observer of the American political scene, said “My view of the world came to light in Hist & Lit.” Two younger panelists, Rosa Brooks '91, a *Los Angeles Times* columnist and a professor of law at Georgetown University, and Adam Goodheart '92, the essayist who is director of the C.V. Starr Center for the Study of the American Experience at Washington College, both credited the program with their deepest beliefs: for Brooks, that “narrative exists only in retrospect”; for Goodheart, that “we are all becoming history all the time.”

Alumni of the concentration as well as undergraduates used the question-and-answer sessions to remember their favorite tutors, to reflect on the rigor of the committee’s course of study, and to acknowledge how Hist & Lit had changed their lives: a playwright said his works are historical because of the time he spent in the program; a writer wondered aloud whether adapting scholarship for a popular audience compromises it; everyone seemed to be discussing the relevance of cultural studies and narrative history.

In the last round of speeches, on history, Adam Hochschild '63, the author most recently of *Bury the Chains: Prophets and Rebels in the Fight to Free an Empire’s Slaves*, and Nicholas Lemann '76, dean of the Columbia University Graduate School of Journalism and author of the recent *Redemption: The Last Battle of the Civil War*, both spoke about the rise of non-professional journalists, such as bloggers. And panelist Edward Widmer '84, Ph.D. '93, a former speechwriter for President Bill Clinton who now directs the John Carter Brown Library at Brown University, captured the room when he read aloud a letter from Hist & Lit alumnus and late-night television host Conan O'Brien '85, who declared, “For anyone with a fear of commitment, this was the department.”

~CASEY N. CEP

cult in the tenured faculty ranks.

More broadly, the American Association of University Professors (www.aaup.org) examines 1,445 universities and colleges in a new report, "Faculty Gender Equity Indicators 2006." It reveals disproportionately lower representation of women in the tenured ranks at research universities compared to other institutions, and equivalent disparities in the full- versus part-time ranks and in compensation (the latter in part representing differences in pay scale among professional and liberal-arts schools).

Finally, the most difficult challenges in evolving a diverse faculty remain in the natural sciences, where Martin's data indicate that just 11 percent of tenured positions are held by minorities, and 8 percent by women. The "pipeline" issues are most pronounced in these disciplines, as underrepresented students who enter college interested in science wash out of the field at a disproportionate rate. Molecular geneticist Wendy E. Raymond, Ph.D. '90, associate professor of biology at Williams, and Robert A. Lue, director of life sciences education in Harvard College, recently reported on ways to sustain such students' commitment to science by using practices proven "effective at minority-serving institutions, but...successfully implemented at [only] a handful of traditionally white institutions." Their work for the Diversity in the Sciences collaborative (www.williams.edu/biology/divsciences), supported by the National Institutes of Health, Howard Hughes Medical Institute, Harvard, University of Louisiana at Monroe, and University of Washington) suggests the importance of introducing entering freshmen to college science even before they enroll, immediate and continued mentoring by faculty members and student peers, early involvement in research, and mandated peer study groups.

In this, Raymond and Lue echo Martin and other scholars who have probed the issues of academic and intellectual diversity in depth: they all find close, committed investment in students, or in junior scholars at the outset of their academic careers, fundamental to further development.

Crimson in Congress

much alone. Representative Thomas Petri '62, LL.B. '65, Republican of Wisconsin, is the sole remaining member of his party in the House to have graduated from, or matriculated in a degree program at, the University.

Overall, Harvard's Capitol Hill alumni (as defined above, for this exercise) will drop from the contingent of 41 who sat in the 109th Congress to a group of 35 in January. That total includes 29 Democrats, equal to the tally in the last session, but only six Republicans (down five). The University's two new faces are both Democratic House members: John Sarbanes, J.D. '88, of Maryland, and Joseph Sestak, M.P.A. '80, K '82, Ph.D. '84, of Pennsylvania. (Sarbanes is a son of Maryland's senior U.S. senator, Paul Sarbanes, J.D. '60, who is retiring after five terms.) The Democrats' total will rise by one if Representative William Jefferson, J.D. '72, of Louisiana, the subject of an FBI bribery probe, wins a run-off election December 9.

The thinning of Harvard's congressional Republicans was not due entirely to the voters. Senator William Frist, M.D. '78, of Tennessee, stepped down after serving two terms. Representative Christopher Cox, M.B.A. '75, J.D. '77, of California, was named chairman of the Securities and Exchange Commission in 2005 by a Business School classmate, President Bush. And Katherine Harris, M.P.A. '97, of Florida, ran unsuccessfully for the Senate. But voters in Connecticut did reject Representatives Nancy Johnson '57, after 12 terms, and Robert Simmons, G '73, M.P.A. '79, who lost by 91 votes after three terms.

On the Democratic side, Representative John Barrow, J.D. '79, of Georgia faced a hard race, but held onto his seat by 864 votes. The Democratic caucus will welcome Vermont's new Senate Independent, Bernard Sanders, IOP '89, who succeeded retiring Independent James Jeffords, LL.B. '62. Sanders is one of several legislators who have taught at Harvard or participated in Harvard programs. Another is Representative Michael McCaul, SEF '02, of Texas, who will help Thomas Petri hold up the Republican side.

The line-up at press time (asterisks mark newcomers):

Senate Republicans: Michael D. Crapo, J.D. '77 (Id.); Elizabeth Dole, M.A. '60, J.D. '65 (N.C.); Ted Stevens, LL.B. '50 (Alaska); John E. Sununu, M.B.A. '91 (N.H.); David Vitter '83 (La.).

Senate Democrats: Jeff Bingaman '65 (N.M.); Russ Feingold, J.D. '79 (Wisc.); Edward M. Kennedy '54 (Mass.); Herbert H. Kohl, M.B.A. '58 (Wisc.); Carl Levin, LL.B. '59 (Mich.); Barack Obama, J.D. '91 (Ill.); John F. (Jack) Reed, M.P.P. '73, J.D. '82 (R.I.); John D. Rockefeller IV '58 (W.V.); Charles E. Schumer '71, J.D. '74 (N.Y.).

House Republican: Thomas E. Petri '62, LL.B. '65 (Wisc.).

House Democrats: Thomas H. Allen, J.D. '74 (Maine); John Barrow, J.D. '79 (Ga.); James H. Cooper, J.D. '80 (Tenn.); Artur Davis '90, J.D. '93 (Ala.); Chet Edwards, M.B.A. '81 (Tex.); Barney Frank '61, G '62-'68, J.D. '77 (Mass.); Jane Harman, J.D. '69 (Calif.); Brian Higgins, M.P.A. '96 (N.Y.); Ron Kind '85 (Wisc.); James R. Langevin, M.P.A. '94 (R.I.); Sander M. Levin, LL.B. '57 (Mich.); Stephen F. Lynch, M.P.A. '99 (Mass.); James D. Matheson '82 (Utah); *John P. Sarbanes, J.D. '88 (Md.); Adam B. Schiff, J.D. '85 (Calif.); Robert C. Scott '69 (Va.); *Joseph A. Sestak Jr., M.P.A. '80, K '82, Ph.D. '84 (Pa.); Bradley J. Sherman, J.D. '79 (Calif.); Christopher Van Hollen Jr., M.P.P. '85 (Md.); David Wu, M '81 (Ore.).



TONY FREUND

Thomas Petri



OFFICE OF CONGRESSWOMAN NANCY L. JOHNSON

Nancy Johnson



COURTESY OF SHARON L. NATHANSON

John Sarbanes



COURTESY OF ZACH STEACY

Joseph Sestak



OFFICE OF CONGRESSMAN JOHN BARROW

John Barrow

In the aftermath of last November's elections for the 110th Congress, one Harvard alumnus stood very