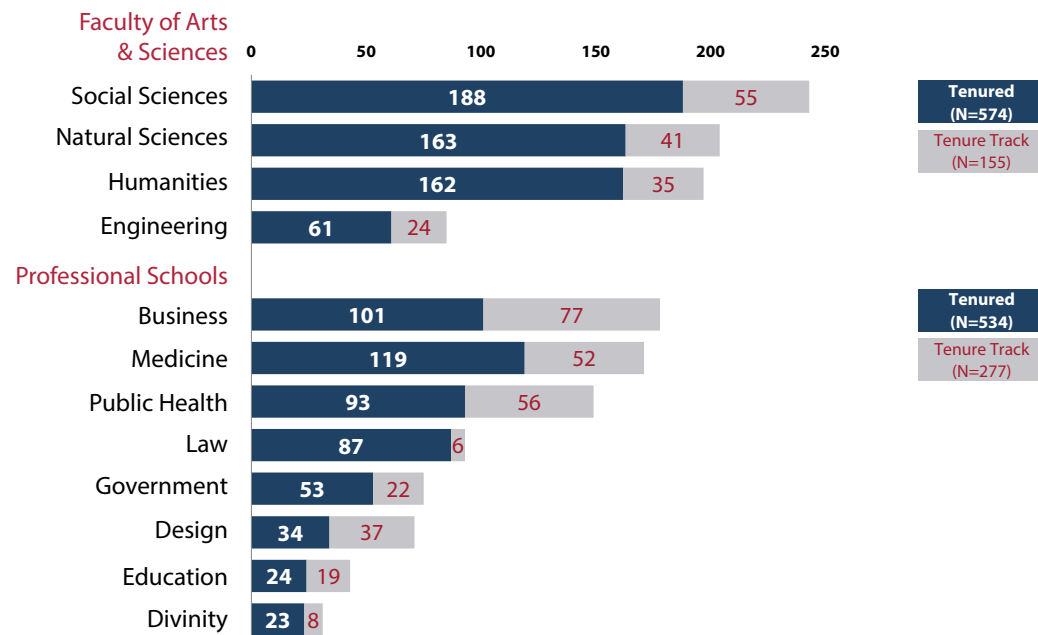


Ladder Faculty Snapshot: 2015-2016

Total Faculty Size

Faculty size varies tremendously across Harvard's 10 Schools, as do the ratios of tenure track to tenured faculty.

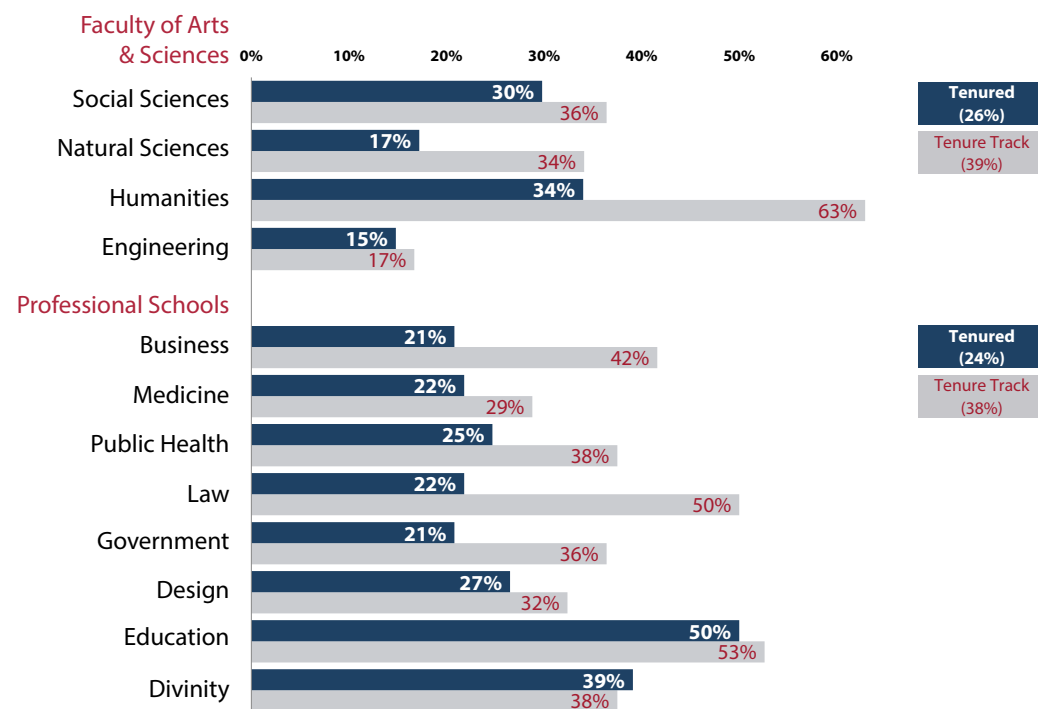
This year we appointed 69 new Assistant and Associate Professors and 52 Professors, 58% (N=30) of whom were promoted from within.



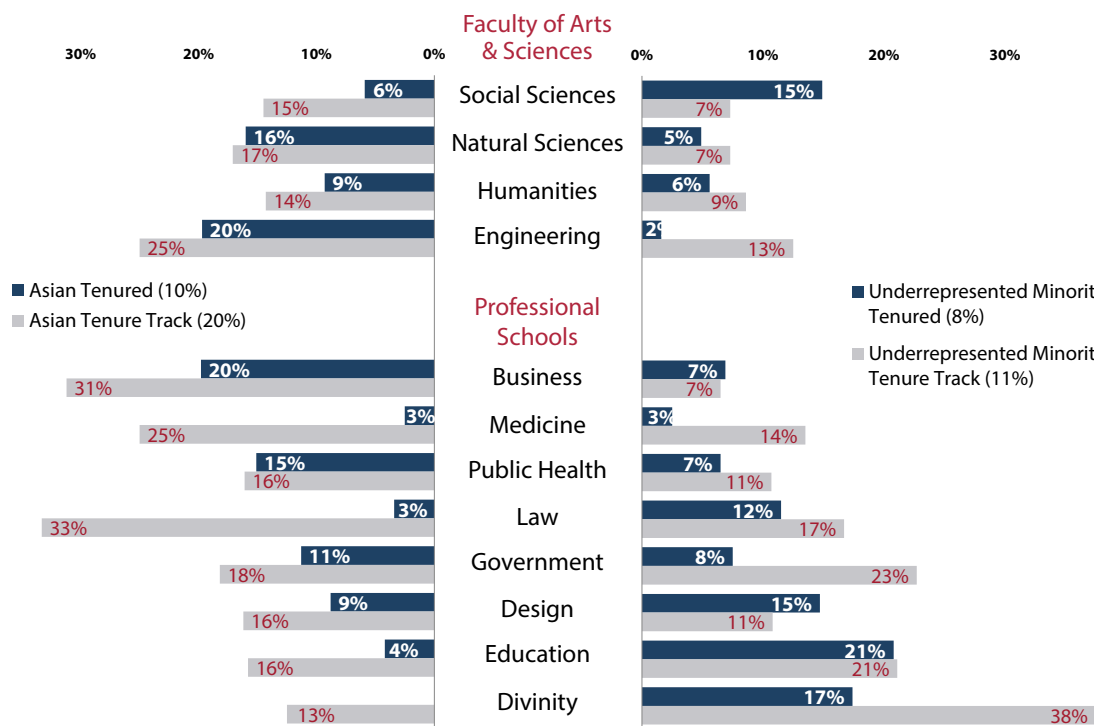
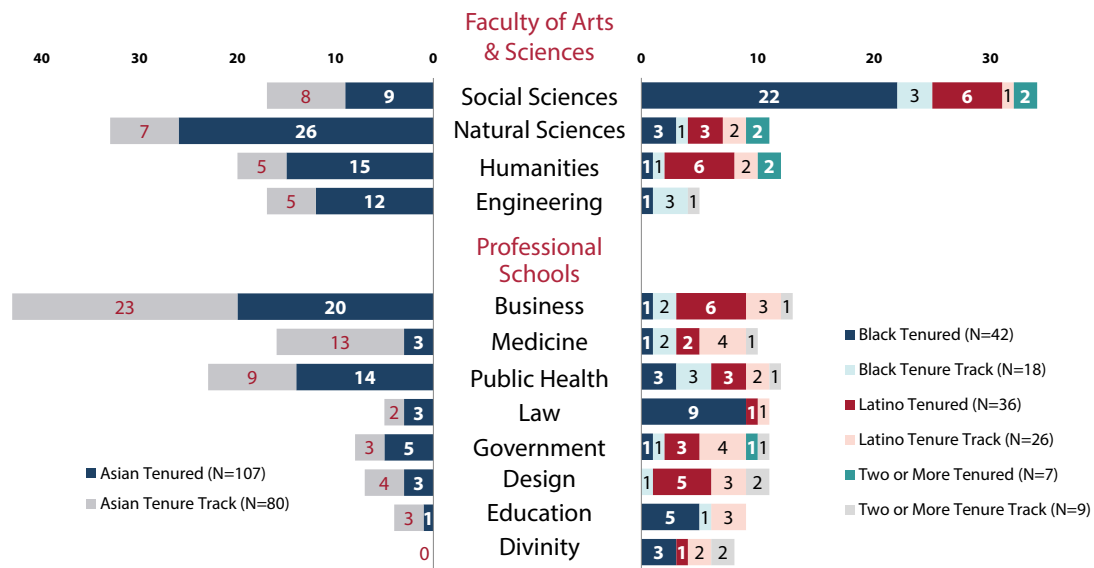
Percentage of Women Faculty

Women now represent 38% of the tenure track and 26% of the tenured faculty, both all-time highs.

These percentages are even higher among the newly appointed ladder faculty, with 41% of the tenure track and 37% of the tenured faculty being women.



1) Ladder faculty counts are as of 9/1/15 and may be different than those published by individual Schools due to differences in when data are pulled.
 2) Ladder faculty with multiple appointments are counted once at the University level and once within each of their Schools. As such, the sum of the School counts will be greater than that of the University.



3) Tenured faculty include the ranks of tenured Professor, tenured Professor in Practice (in the Graduate School of Design), and Professor in Residence.
 4) Tenure track faculty include the ranks of Convertible Instructor, Assistant Professor, Associate Professor, Assistant Professor in Practice, and Associate Professor in Practice.
 5) Clinical and hospital affiliated faculty in the Medical and Dental Schools are listed in our full annual report at www.faculty.harvard.edu.

Number of Minority Faculty

Harvard has 325 minority ladder faculty, 58% of whom are Asian (N=187).

Although the graph now contains far fewer "1"s, meaning the number of isolated minority faculty is smaller than it once was, we still need to make more progress, as we have only 60 who are Black, 62 who are Latino, and none who are Native American.

Percentage of Minority Faculty

For the first time since we began distributing these annual snapshots, we now present the *percentage* of minority faculty in addition to the numbers above.

Although field differences persist, Asians represent 20% of the tenure track and 10% of the tenured faculty; the comparable statistics for underrepresented minorities are 11% and 8%.