Women represent 30% (N=438) of Harvard ladder faculty, but the percentage varies by both rank and School. Especially encouraging is the greater diversity in the tenure track ranks, where 39% of the faculty are women, and, in several Schools (Law, Education and Divinity) and FAS Divisions (Arts & Humanities and Science), these percentages are even higher. These differentials by rank continue among newly appointed faculty: 45% of the new tenure track faculty are female as compared to 31% of the new tenured faculty.

Minorities represent 22% (N=332) of Harvard ladder faculty: 61% (N=203) are Asian and 39% (N=129) are URM. As with gender, these percentages vary by rank and School. The Education and Divinity Schools have made the greatest progress in appointing URM faculty: they constitute 20% and 19% of these Schools’ tenured faculty and even greater percentages of their tenure track faculty. URM faculty also represent more than 10% of the tenured faculty in FAS Social Science, Design, and Law. Among the newly appointed tenured faculty, 19% are Asian and 14% are URM. The comparable statistics for new tenure track faculty are 27% and 8%.