



HARVARD UNIVERSITY | Office of the Senior Vice Provost

Faculty Development & Diversity

FACULTY DEMOGRAPHICS

2018



University-wide

30%

of all ladder faculty
(452 of 1494)

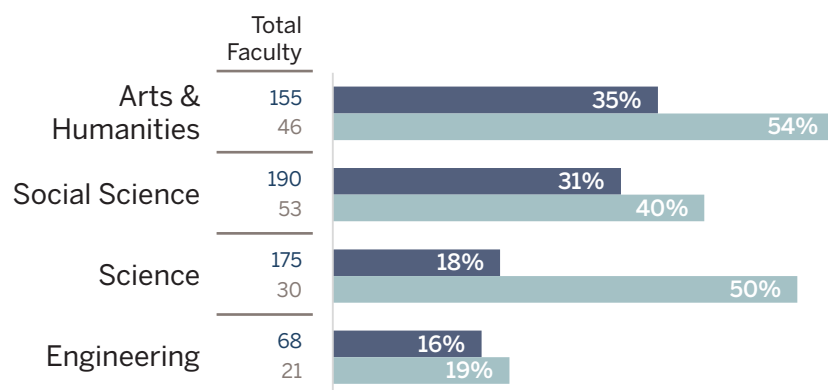
27%

of tenured faculty
(290 of 1091)

40%

of tenure-track faculty
(162 of 403)

Faculty of Arts & Sciences



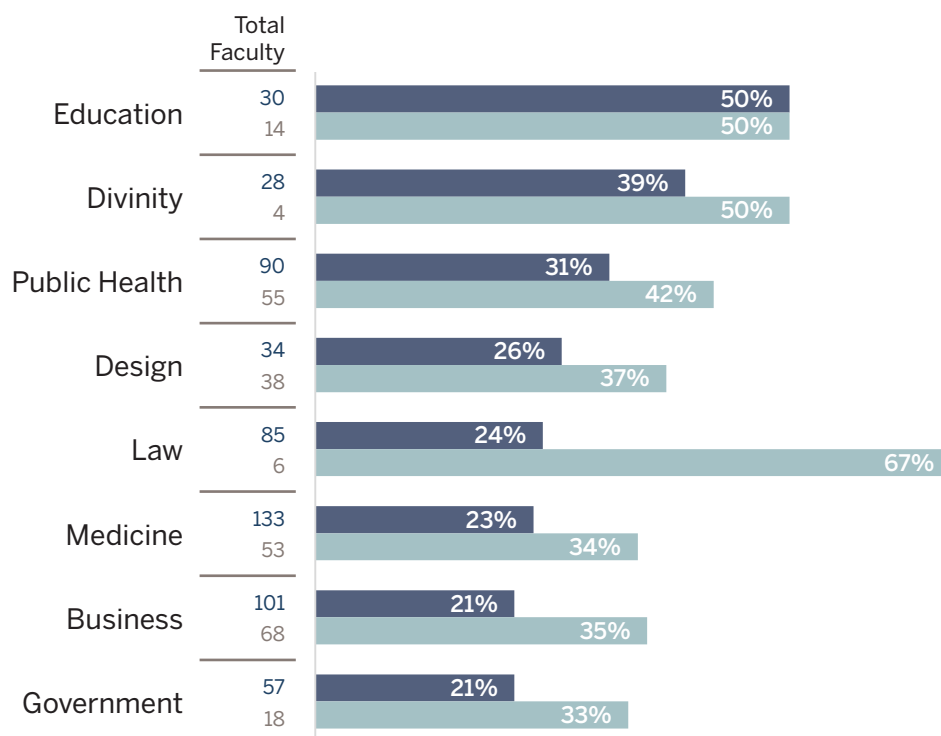
27%

of FAS tenured
faculty (157 of 588)

43%

of FAS tenure-track
faculty (65 of 150)

Professional Schools

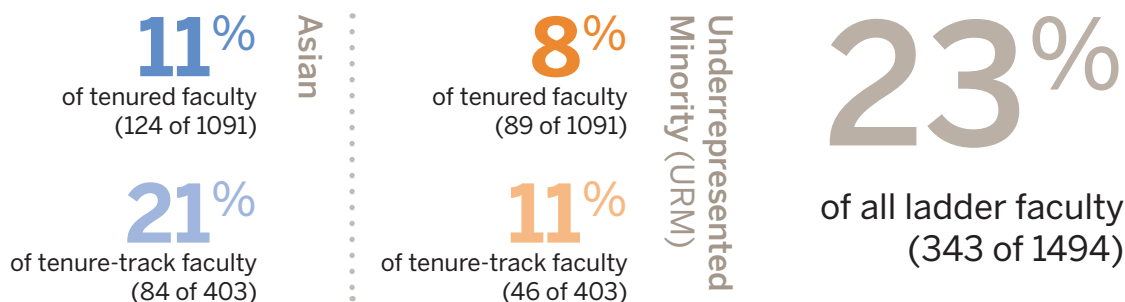


1) Ladder faculty counts are as of 9/1/17 and may vary from those published by individual Schools due to differences in when data are pulled.

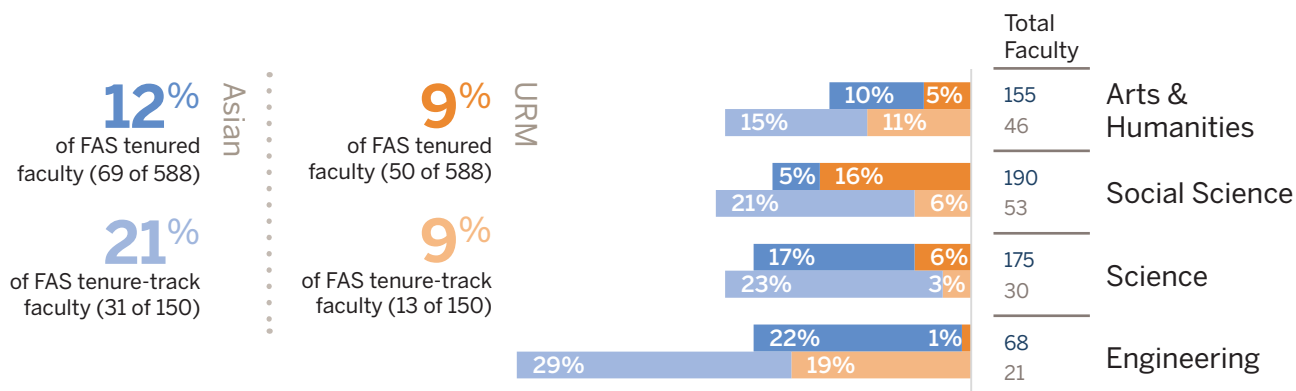
2) Ladder faculty with multiple appointments are counted once at the University level and once within each of their Schools. As such, the sum of the School counts will be greater than that of the University.

3) Tenured faculty include the ranks of tenured Professor, tenured Professor in Practice (in the Graduate School of Design), and Professor in Residence.

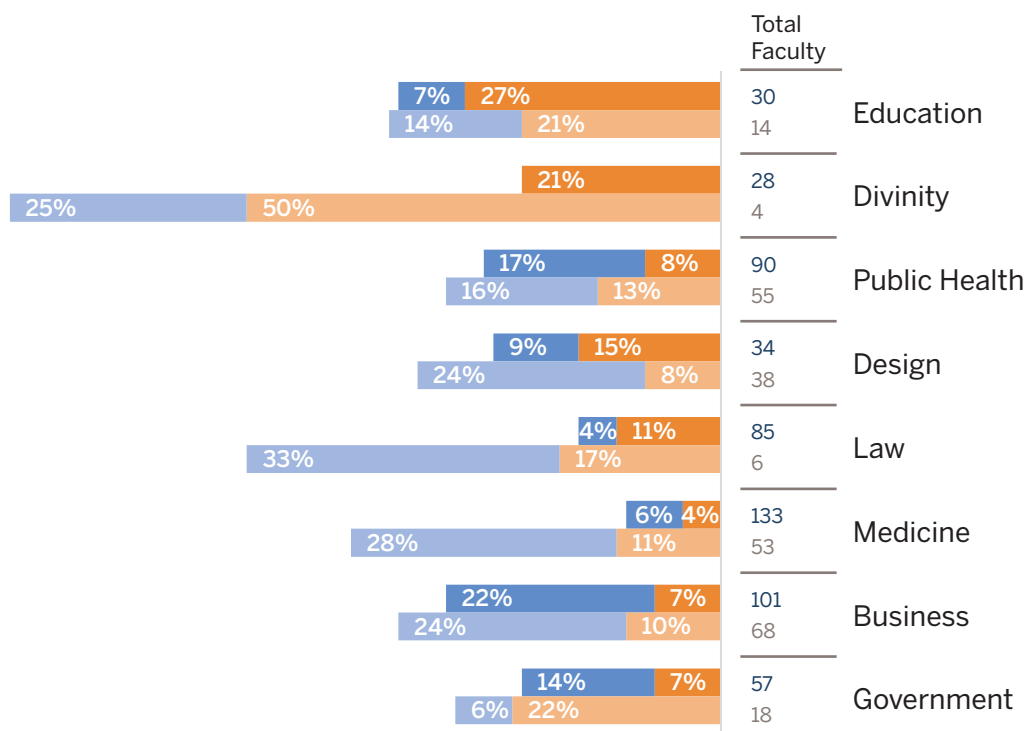
University-wide



Faculty of Arts & Sciences



Professional Schools



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.

About the Office of Faculty Development & Diversity (FD&D)

The Office of Faculty Development & Diversity is Harvard's central faculty affairs office. We work with colleagues in the Schools to guide and coordinate policies and practices in all areas of faculty affairs, with the aim of increasing accountability and measurable progress in diversifying Harvard's faculty. In all our activities, we place a special emphasis on tenure-track faculty and on women and minorities at all academic ranks.

FD&D's main mission is to develop, implement, and evaluate University-wide programs designed to improve faculty life and diversity, and to collect, analyze, and disseminate data on faculty appointments. Working closely with the President and Provost, the Senior Vice Provost for FD&D is a key adviser in the ad hoc tenure process, chairs the Provost's Appointments Review Committee, and administers funds to facilitate the appointment of outstanding faculty members who increase Harvard's diversity. FD&D oversees:

- **Initial faculty appointments, from search authorization to accepted offer**
We review institutional policies, search and appointments processes, and prospective faculty appointments, and offer feedback to the Schools to ensure excellence and increased diversity.
- **Faculty review, retention, and promotion**
Here as with initial appointments, we review institutional policies and prospective promotions, and offer feedback to the Schools to ensure excellence and increased diversity.
- **The quality of faculty members' experiences at the University**
We convene groups and build bridges across the University, and help with tenure-track faculty mentoring and development, institutional climate, and support for teaching, work/family balance, and child care.



Office of Faculty Development & Diversity

Richard A. and Susan F. Smith Campus Center, Suite 880, 1350 Massachusetts Avenue, Cambridge, MA 02138
(617) 495-9904 | fdd@harvard.edu | www.faculty.harvard.edu