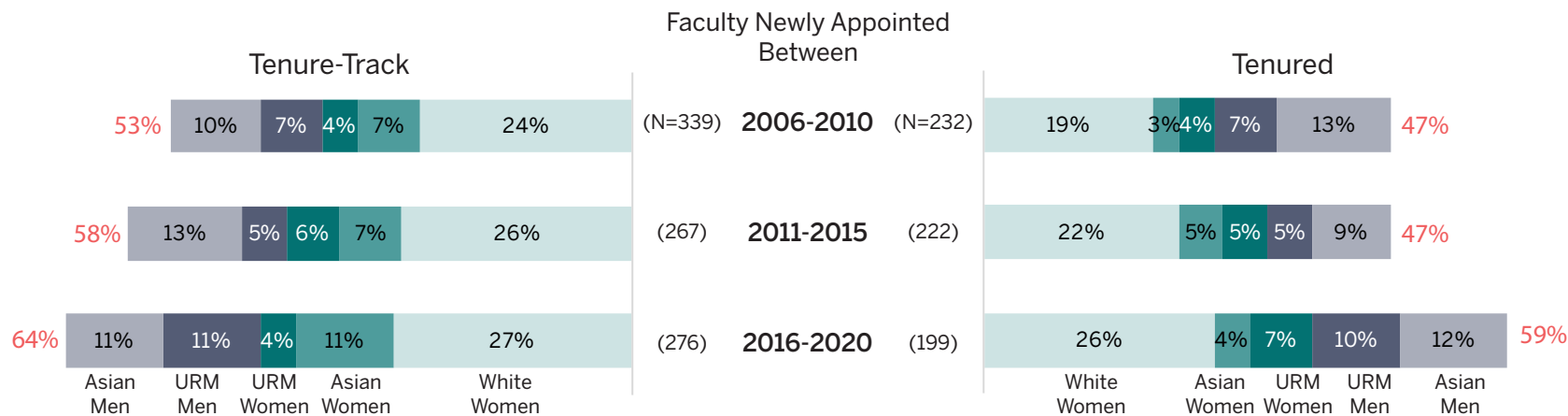




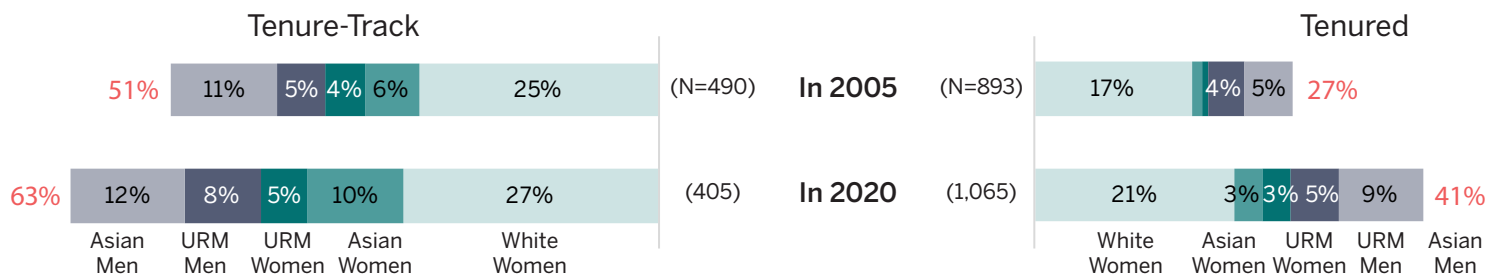
New Faculty Cohorts Have Become Increasingly Diverse...

Demographics of New Faculty Appointee Cohorts, 2005-2020



...Leading to a More Diverse Faculty Today

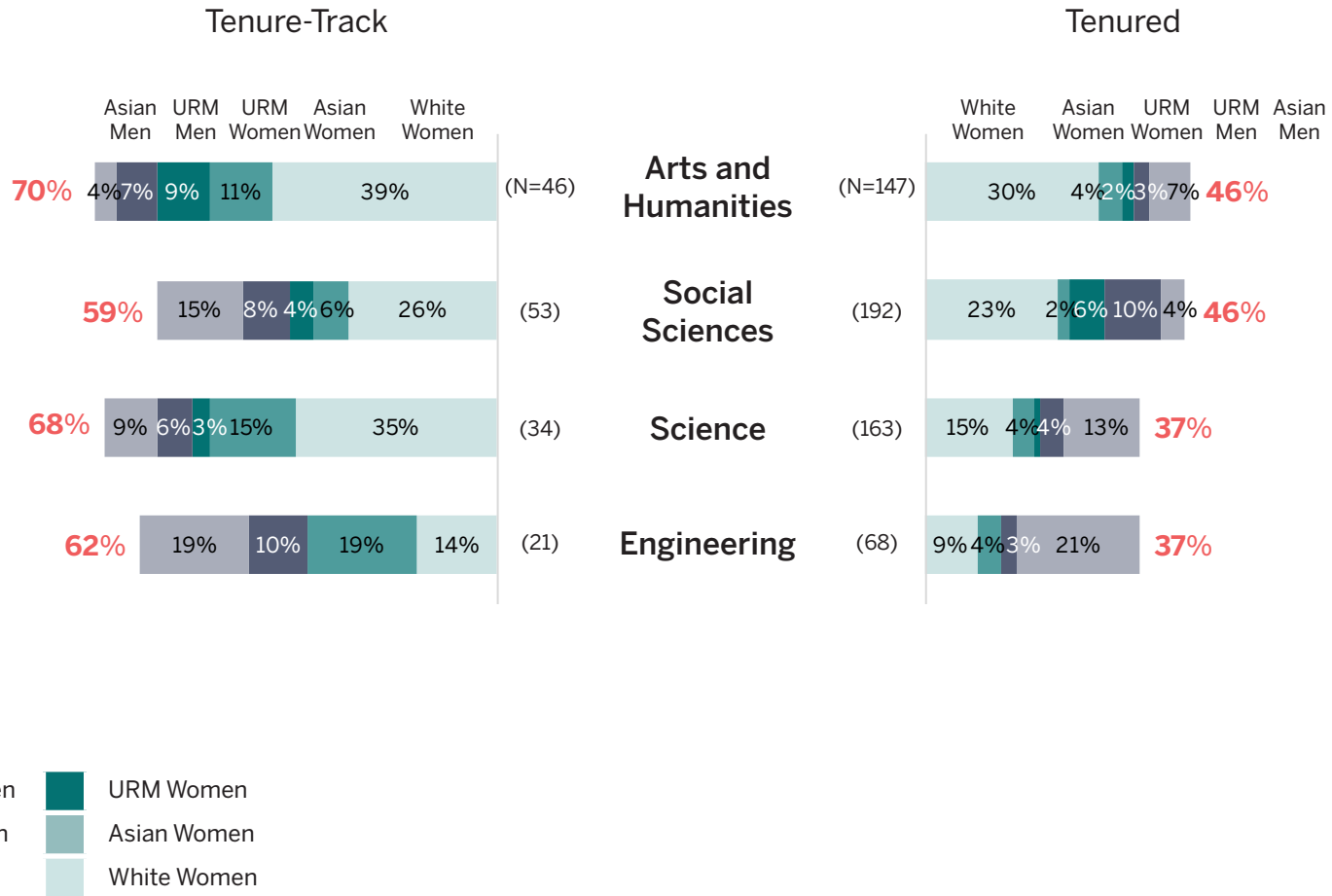
Demographics of All Faculty



Faculty counts are as of 9/1/04 and 9/1/19 and may vary from those published by individual Schools due to differences in data pulling timing. URM = Underrepresented Minority. Data do not include clinical and hospital-affiliated faculty at the Medical and Dental Schools. To enhance readability, the percentage labels for demographic groups representing 1% or less of their respective population are not shown.

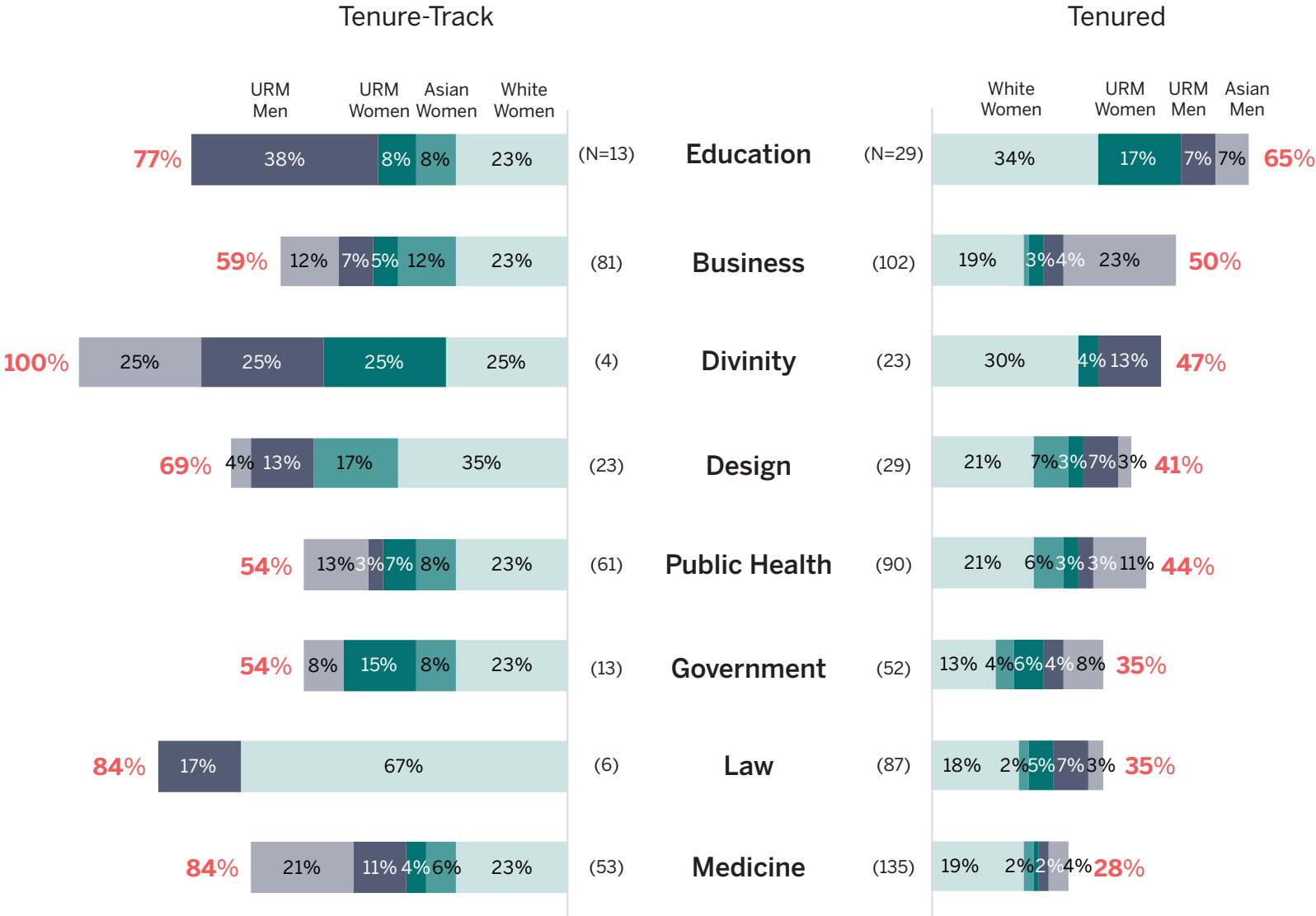
# Faculty of Arts and Sciences

## Demographics of All Faculty In 2020



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. Tenured faculty include the ranks of Professor, tenured Professor in Practice (at the Graduate School of Design), and Professor in Residence. Tenure-track faculty include the ranks of Convertible Instructor, Assistant Professor, and Associate Professor. Clinical and hospital-affiliated faculty at the Medical and Dental Schools are listed in our full annual report at [www.faculty.harvard.edu](http://www.faculty.harvard.edu). To enhance readability, the percentage labels for demographic groups representing 1% or less of their respective population is not shown.

Demographics of All Faculty In 2020



---

**Office of Faculty Development & Diversity**  
Richard A. and Susan F. Smith Campus Center  
1350 Massachusetts Avenue, Suite 880  
Cambridge, MA 02138  
(617) 495-9904  
fdd@harvard.edu  
[www.faculty.harvard.edu](http://www.faculty.harvard.edu)

---

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

The Office of Faculty Development and Diversity is Harvard's central faculty affairs office.

Our goal is to recruit and retain outstanding scholars and teachers as we continue to diversify the faculty.

We are especially attentive to tenure-track faculty needs and the concerns of women and minority faculty at all academic ranks.

FD&D works with the Schools to guide faculty affairs policies and practices through:

- Leading efforts to strengthen Harvard's faculty
- Offering University-wide programs to improve faculty life and diversity
- Gathering and analyzing data on faculty appointments

The Senior Vice Provost for Faculty Development and Diversity works with the President and Provost and is responsible for:

- Advising on the tenure process
- Reviewing tenure-track and senior non-ladder appointments in some Schools
- Reviewing requests to appoint endowed chairs
- Administering central funds earmarked for appointing outstanding scholars who increase the excellence and diversity of Harvard faculty