



HARVARD UNIVERSITY | Office of the Senior Vice Provost

Faculty Development & Diversity

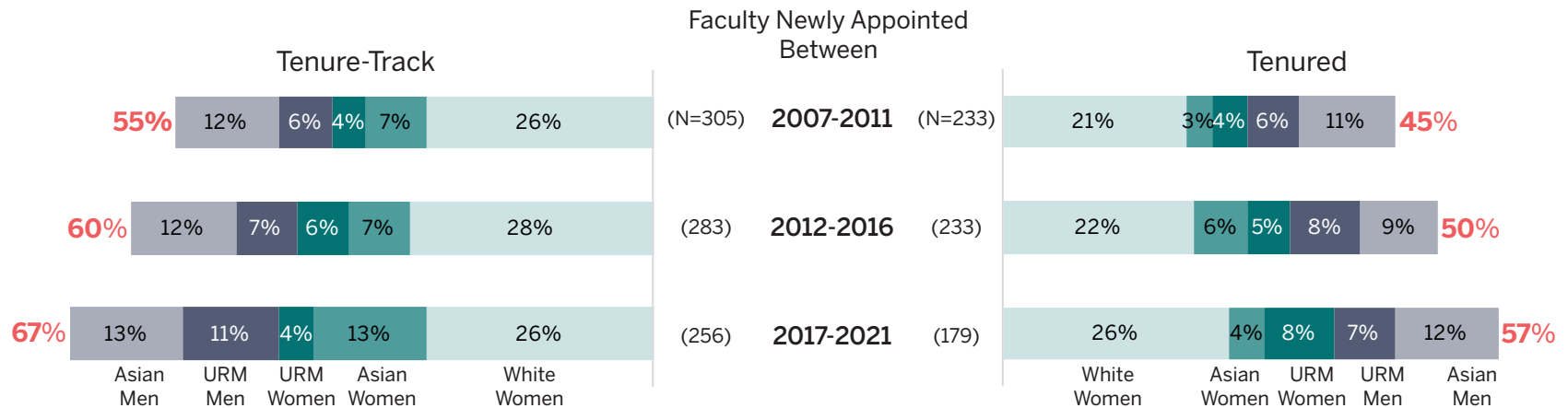
ANNUAL REPORT 2021

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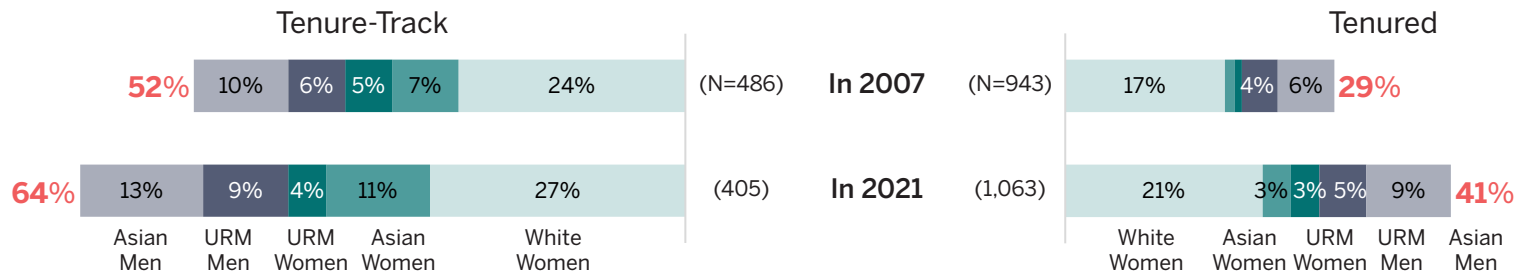
New Faculty Cohorts Have Become Increasingly Diverse...

Demographics of New Faculty Appointee Cohorts, 2007-2021



...Leading to a More Diverse Faculty Today

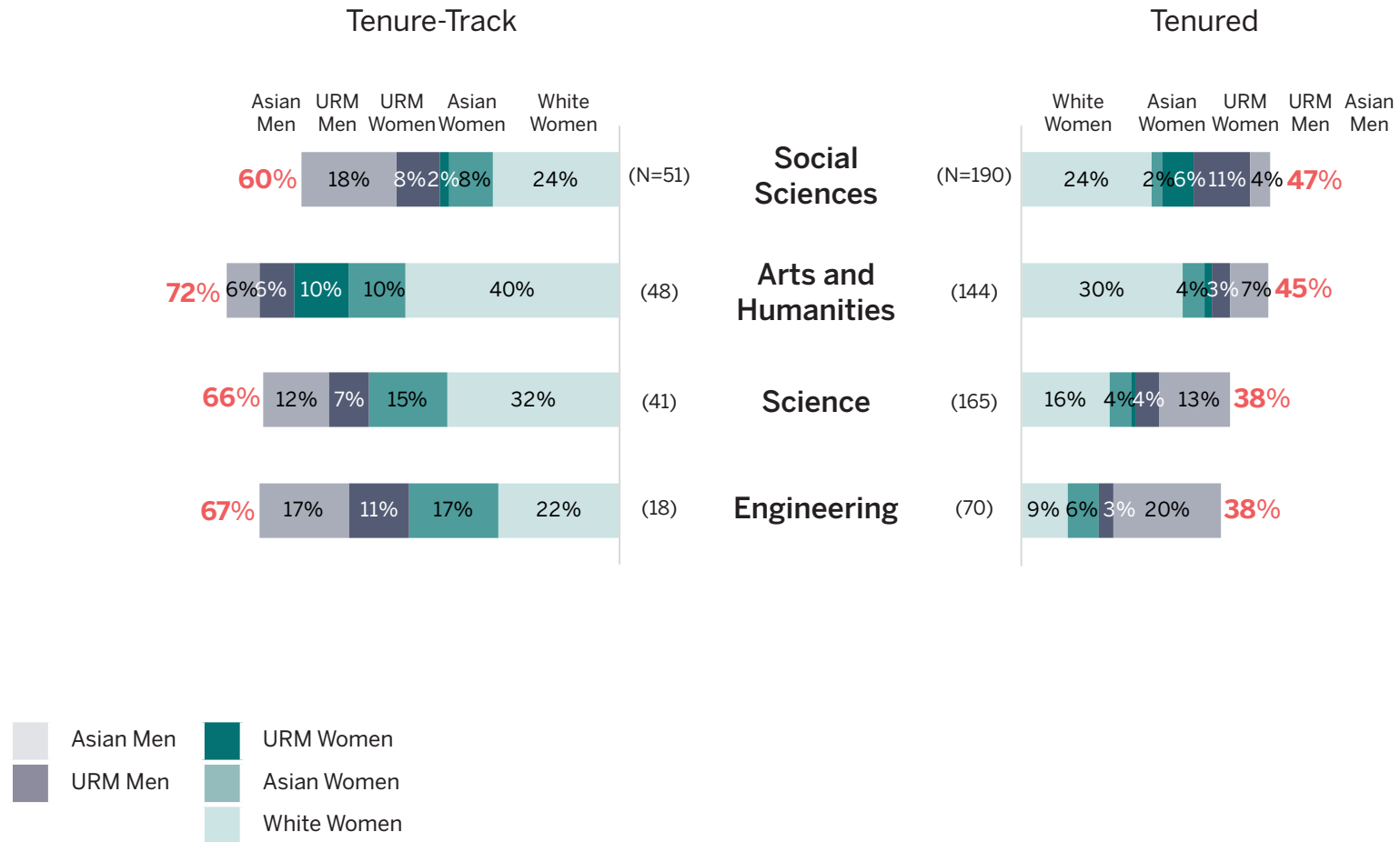
Demographics of All Faculty



Faculty counts are as of 9/1/06 and 9/1/20 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 2021



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. To enhance readability, the percentage labels for demographic groups representing 1% or less of their respective population are not shown.

Professional Schools

Demographics of All Faculty in 2021

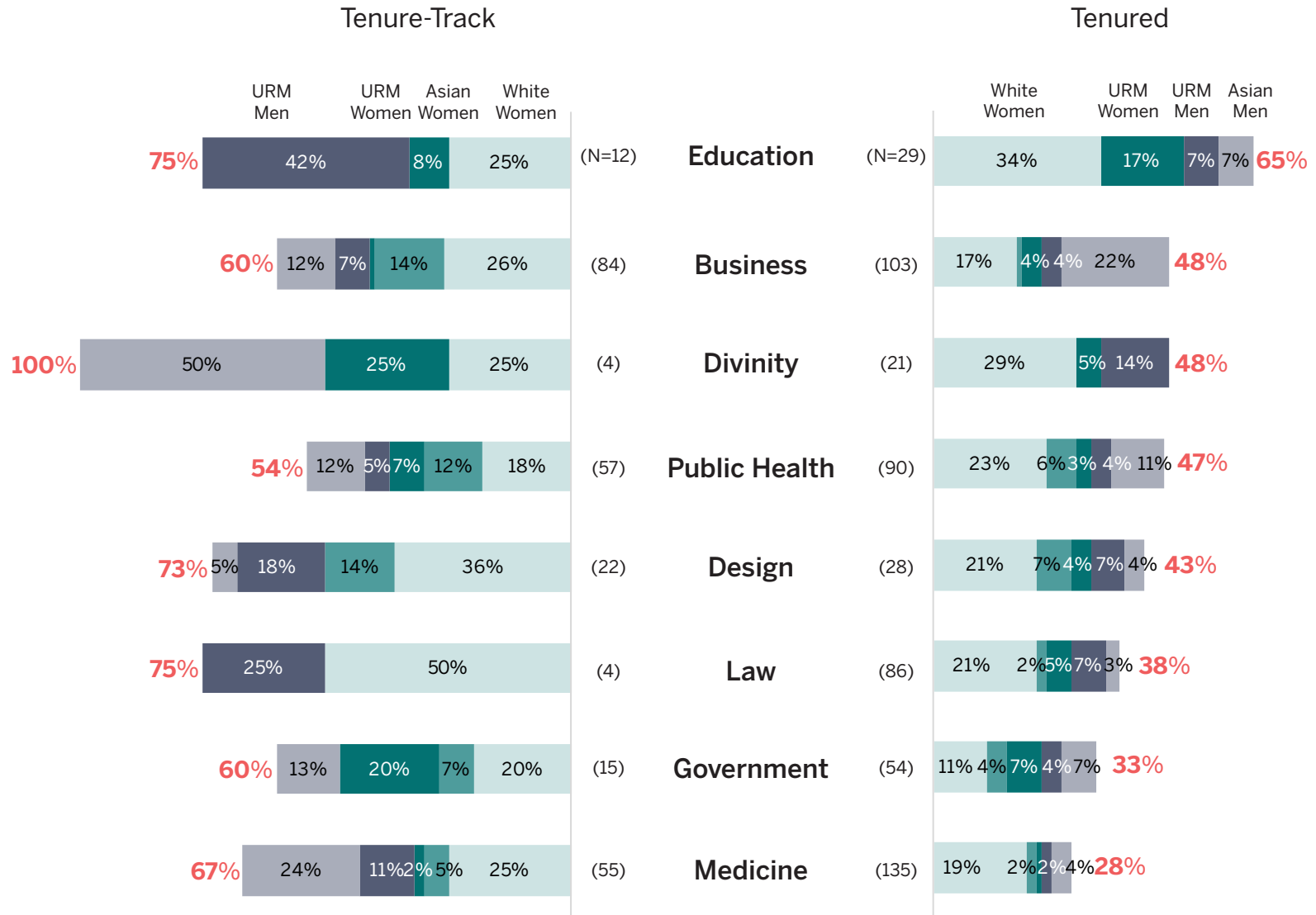


TABLE 1: Number of Harvard Ladder Faculty by School and Rank, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	462	460	422	405	400	405	391	389	396	405	405	1,005	1,015	1,038	1,044	1,055	1,066	1,084	1,091	1,088	1,065	1,063
Faculty of Arts and Sciences																						
Arts & Humanities	41	38	34	28	33	35	40	46	49	46	48	162	162	164	165	163	161	158	155	151	147	144
Engineering	19	20	15	17	22	24	20	21	20	21	18	56	58	58	60	59	61	65	68	68	68	70
Science	65	64	57	53	49	36	33	30	30	34	41	149	150	150	159	164	168	173	175	171	163	165
Life Science	40	42	36	34	31	22	20	18	17	21	25	75	77	80	85	89	90	94	94	91	84	83
Physical Science	25	22	21	19	18	14	13	12	13	13	16	74	73	70	74	75	78	79	81	80	79	82
Social Science	54	51	48	51	52	55	54	53	51	53	51	179	180	186	181	189	190	190	190	194	192	190
FAS Total	179	173	154	149	156	150	147	150	150	154	158	546	550	558	565	575	580	586	588	584	570	569
Business	86	92	86	86	76	77	71	68	74	81	84	92	95	95	95	99	101	103	101	101	102	103
Design	19	17	20	19	18	23	23	24	22	23	22	30	31	34	36	35	34	34	35	32	29	28
Divinity	9	8	6	8	9	8	4	4	4	4	4	21	20	21	20	22	23	27	28	26	23	21
Education	21	23	20	19	18	19	17	14	15	13	12	25	24	26	24	23	23	25	30	31	29	29
Government	19	23	21	20	22	21	17	18	19	13	15	52	52	53	52	51	54	56	57	58	52	54
Law	9	8	5	3	3	6	5	6	6	6	4	86	87	89	88	88	87	86	85	84	87	86
Medicine	56	51	53	50	53	53	53	53	52	53	55	111	114	128	123	120	122	128	135	139	135	135
Public Health	66	66	64	57	51	55	58	55	56	61	57	75	79	80	85	89	94	94	90	91	90	90
Professional Schools Total	285	288	275	262	250	262	248	242	248	254	253	492	502	526	523	527	538	553	561	562	547	546
Dental Clinical / Hospital	267	272	273	268	280	248	124	121	115	116	112	13	13	13	12	13	15	15	16	15	15	14
Medical Clinical / Hospital	9,616	9,819	9,956	10,101	10,224	9,791	9,166	9,137	9,136	9,285	9,460	789	858	913	957	1,003	1,032	1,041	1,071	1,102	1,130	1,166

See page 14 for notes about the data.

TABLE 2: Percentage of Harvard Ladder Faculty by School and Rank, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	32%	31%	29%	28%	28%	28%	27%	26%	27%	28%	28%	69%	69%	71%	72%	73%	73%	74%	74%	73%	72%	72%
Faculty of Arts and Sciences																						
Arts & Humanities	20%	19%	17%	15%	17%	18%	20%	23%	25%	24%	25%	80%	81%	83%	86%	83%	82%	80%	77%	76%	76%	75%
Engineering	25%	26%	21%	22%	27%	28%	24%	24%	23%	24%	21%	75%	74%	80%	78%	73%	72%	77%	76%	77%	76%	80%
Science	30%	30%	28%	25%	23%	18%	16%	15%	15%	17%	20%	70%	70%	73%	75%	77%	82%	84%	85%	85%	83%	80%
Life Science	35%	35%	31%	29%	26%	20%	18%	16%	16%	20%	23%	65%	65%	69%	71%	74%	80%	83%	84%	84%	80%	77%
Physical Science	25%	23%	23%	20%	19%	15%	14%	13%	14%	14%	16%	75%	77%	77%	80%	81%	85%	86%	87%	86%	86%	84%
Social Science	23%	22%	21%	22%	22%	22%	22%	22%	21%	22%	21%	77%	78%	80%	78%	78%	78%	78%	78%	79%	78%	79%
FAS Total	25%	24%	22%	21%	21%	21%	20%	20%	20%	21%	22%	75%	76%	78%	79%	79%	80%	80%	80%	80%	79%	78%
Business	48%	49%	48%	48%	43%	43%	41%	40%	42%	44%	45%	52%	51%	53%	53%	57%	57%	59%	60%	58%	56%	55%
Design	39%	35%	37%	35%	34%	40%	40%	41%	41%	44%	44%	61%	65%	63%	66%	66%	60%	60%	59%	59%	56%	56%
Divinity	30%	29%	22%	29%	29%	26%	13%	13%	13%	15%	16%	70%	71%	78%	71%	71%	74%	87%	88%	87%	85%	84%
Education	46%	49%	44%	44%	44%	45%	41%	32%	33%	31%	29%	54%	51%	57%	56%	56%	55%	60%	68%	67%	69%	71%
Government	27%	31%	28%	28%	30%	28%	23%	24%	25%	20%	22%	73%	69%	72%	72%	70%	72%	77%	76%	75%	80%	78%
Law	10%	8%	5%	3%	3%	7%	6%	7%	7%	7%	4%	91%	92%	95%	97%	97%	94%	95%	93%	93%	94%	96%
Medicine	34%	31%	29%	29%	31%	30%	29%	28%	27%	28%	29%	67%	69%	71%	71%	69%	70%	71%	72%	73%	72%	71%
Public Health	47%	46%	44%	40%	36%	37%	38%	38%	38%	40%	39%	53%	55%	56%	60%	64%	63%	62%	62%	62%	60%	61%
Professional Schools Total	37%	37%	34%	33%	32%	33%	31%	30%	31%	32%	32%	63%	64%	66%	67%	68%	67%	69%	70%	69%	68%	68%
Dental Clinical / Hospital	95%	95%	96%	96%	96%	94%	89%	88%	89%	89%	89%	5%	5%	5%	4%	4%	6%	11%	12%	12%	12%	11%
Medical Clinical / Hospital	92%	92%	92%	91%	91%	91%	90%	90%	89%	89%	89%	8%	8%	8%	9%	9%	10%	10%	11%	11%	11%	11%

See page 14 for notes about the data.

TABLE 3: Number of Harvard Ladder Faculty who are Women, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21
Harvard University	170	168	151	151	156	158	155	157	158	171	169	221	226	245	254	258	273	281	290	294	288	294
Faculty of Arts and Sciences																						
Arts & Humanities	17	17	14	14	19	22	25	25	28	27	29	50	49	52	55	55	54	54	55	54	53	51
Engineering	5	5	2	2	5	4	4	4	4	7	7	6	6	7	8	8	9	9	11	11	9	10
Science	20	21	17	18	17	13	15	15	14	18	19	20	20	21	22	24	29	29	32	34	32	35
Life Science	14	16	13	14	14	10	11	10	8	11	11	14	14	15	15	18	20	20	21	22	20	20
Physical Science	6	5	4	4	3	3	4	5	6	7	8	6	6	6	7	6	9	9	11	12	12	15
Social Science	22	19	20	18	18	20	18	21	19	19	17	43	45	48	52	52	57	59	59	61	61	61
FAS Total	64	62	53	52	59	59	62	65	65	71	72	119	120	128	137	139	149	151	157	160	155	157
Business	27	30	28	28	27	32	28	24	28	33	35	17	18	19	19	20	21	22	21	21	23	23
Design	9	8	10	10	8	9	8	10	11	12	11	5	5	7	9	9	9	9	9	9	9	9
Divinity	3	2	2	2	3	3	2	2	2	2	2	8	8	8	8	9	9	10	11	10	8	7
Education	12	12	11	10	10	10	9	7	6	5	4	11	11	13	11	10	12	12	15	16	15	15
Government	6	7	4	6	8	7	5	6	7	6	7	10	10	11	12	11	12	13	12	13	12	12
Law	3	1	0	0	1	3	3	4	4	4	2	16	17	18	17	19	19	18	20	20	22	24
Medicine	18	19	18	18	19	16	17	17	16	17	18	19	19	23	23	23	27	29	31	32	31	31
Public Health	29	27	26	25	21	20	22	23	20	23	21	17	19	20	21	21	24	27	28	28	27	29
Professional Schools Total	107	106	99	99	97	100	94	93	94	102	100	103	107	119	120	122	133	140	147	149	147	150
Dental Clinical / Hospital	96	95	100	102	106	96	54	55	52	52	47	2	2	2	2	3	5	5	5	4	4	3
Medical Clinical / Hospital	4,129	4,276	4,397	4,532	4,657	4,483	4,223	4,268	4,304	4,418	4,537	115	129	140	157	163	178	188	215	226	241	258

See page 14 for notes about the data.

TABLE 4: Percentage of Harvard Ladder Faculty who are Women, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	37%	37%	36%	37%	39%	39%	40%	40%	40%	42%	42%	22%	22%	24%	24%	25%	26%	26%	27%	27%	27%	28%
Faculty of Arts and Sciences																						
Arts & Humanities	42%	45%	41%	50%	58%	63%	63%	54%	57%	59%	60%	31%	30%	32%	33%	34%	34%	34%	36%	36%	36%	35%
Engineering	26%	25%	13%	12%	23%	17%	20%	19%	20%	33%	39%	11%	10%	12%	13%	14%	15%	14%	16%	16%	13%	14%
Science	31%	33%	30%	34%	35%	36%	46%	50%	47%	53%	46%	13%	13%	14%	14%	15%	17%	17%	18%	20%	20%	21%
Life Science	35%	38%	36%	41%	45%	46%	55%	56%	47%	52%	44%	19%	18%	19%	18%	20%	22%	21%	22%	24%	24%	24%
Physical Science	24%	23%	19%	21%	17%	21%	31%	42%	46%	54%	50%	8%	8%	9%	10%	8%	12%	11%	14%	15%	15%	18%
Social Science	41%	37%	42%	35%	35%	36%	33%	40%	37%	36%	33%	24%	25%	26%	29%	28%	30%	31%	31%	31%	32%	32%
FAS Total	36%	36%	34%	35%	38%	39%	42%	43%	43%	46%	46%	22%	22%	23%	24%	24%	26%	26%	27%	27%	27%	28%
Business	31%	33%	33%	33%	36%	42%	39%	35%	38%	41%	42%	19%	19%	20%	20%	20%	21%	21%	21%	21%	23%	22%
Design	47%	47%	50%	53%	44%	39%	35%	42%	50%	52%	50%	17%	16%	21%	25%	26%	27%	27%	26%	28%	31%	32%
Divinity	33%	25%	33%	25%	33%	38%	50%	50%	50%	50%	50%	38%	40%	38%	40%	41%	39%	37%	39%	39%	35%	33%
Education	57%	52%	55%	53%	56%	53%	53%	50%	40%	39%	33%	44%	46%	50%	46%	44%	52%	48%	50%	52%	52%	52%
Government	32%	30%	19%	30%	36%	33%	29%	33%	37%	46%	47%	19%	19%	21%	23%	22%	22%	23%	21%	22%	23%	22%
Law	33%	13%	0%	0%	33%	50%	60%	67%	67%	67%	50%	19%	20%	20%	19%	22%	22%	21%	24%	24%	25%	28%
Medicine	32%	37%	34%	36%	36%	30%	32%	32%	31%	32%	33%	17%	17%	18%	19%	19%	22%	23%	23%	23%	23%	23%
Public Health	44%	41%	41%	44%	41%	36%	38%	42%	36%	38%	37%	23%	24%	25%	25%	24%	26%	29%	31%	31%	30%	32%
Professional Schools Total	38%	37%	36%	38%	39%	38%	38%	38%	38%	40%	40%	21%	21%	23%	23%	23%	25%	25%	26%	27%	27%	28%
Dental Clinical / Hospital	36%	35%	37%	38%	38%	39%	44%	46%	45%	45%	42%	15%	15%	15%	17%	23%	33%	33%	31%	27%	27%	21%
Medical Clinical / Hospital	43%	44%	44%	45%	46%	46%	46%	47%	47%	48%	48%	15%	15%	15%	16%	16%	17%	18%	20%	21%	21%	22%

See page 14 for notes about the data.

TABLE 5: Number of Harvard Ladder Faculty who are Asian, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	83	85	80	82	83	83	80	80	86	89	97	86	91	101	105	107	113	120	124	126	130	130
Faculty of Arts and Sciences																						
Arts & Humanities	3	3	4	5	5	5	6	7	7	7	8	12	13	13	13	14	15	15	15	16	16	16
Engineering	6	7	6	5	7	6	5	6	7	8	6	11	11	12	13	13	12	14	15	15	17	18
Science	14	14	12	10	9	6	8	7	8	8	11	18	18	20	22	23	28	29	30	29	29	29
Life Science	5	6	6	6	6	4	6	6	6	5	7	8	8	8	9	10	12	12	12	11	11	11
Physical Science	9	8	6	4	3	2	2	1	2	3	4	10	10	12	13	13	16	17	18	18	18	18
Social Science	7	4	3	4	4	8	9	11	11	11	13	8	9	11	11	12	11	11	9	10	12	11
FAS Total	30	28	25	24	25	25	28	31	33	34	38	49	51	56	59	62	66	69	69	70	74	74
Business	17	20	22	26	26	24	20	16	18	20	22	18	19	19	19	19	20	22	22	23	24	24
Design	1	3	3	3	3	4	3	5	4	5	4	2	2	2	3	3	3	3	3	3	3	3
Divinity	0	0	0	1	1	1	1	1	1	1	2	0	0	0	0	0	0	0	0	0	0	0
Education	5	6	5	4	3	3	3	2	2	1	0	1	1	1	0	1	1	1	2	2	2	2
Government	4	4	4	4	4	3	1	1	2	2	3	6	6	6	6	6	7	8	8	8	6	6
Law	2	1	1	1	2	2	2	2	1	0	0	1	3	3	3	3	3	3	3	4	5	5
Medicine	8	8	9	10	12	14	14	15	15	14	16	4	4	6	6	4	4	5	8	8	8	8
Public Health	16	15	12	10	8	9	10	9	12	13	14	7	8	11	12	13	15	15	15	15	15	15
Professional Schools Total	53	57	56	59	59	60	54	51	55	56	61	39	43	48	49	49	53	57	61	63	63	63
Dental Clinical / Hospital	59	59	62	59	62	54	31	34	32	33	30	0	0	0	0	0	1	1	1	1	1	1
Medical Clinical / Hospital	1,655	1,722	1,780	1,809	1,858	1,825	1,788	1,847	1,871	1,920	2,002	44	50	55	53	64	77	86	93	99	112	123

See page 14 for notes about the data.

TABLE 6: Percentage of Harvard Ladder Faculty who are Asian, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	18%	19%	19%	20%	21%	21%	21%	21%	22%	22%	24%	9%	9%	10%	10%	10%	11%	11%	11%	12%	12%	12%
Faculty of Arts and Sciences																						
Arts & Humanities	7%	8%	12%	18%	15%	14%	15%	15%	14%	15%	17%	7%	8%	8%	8%	9%	9%	10%	10%	11%	11%	11%
Engineering	32%	35%	40%	29%	32%	25%	25%	29%	35%	38%	33%	20%	19%	21%	22%	22%	20%	22%	22%	22%	25%	26%
Science	22%	22%	21%	19%	18%	17%	24%	23%	27%	24%	27%	12%	12%	13%	14%	14%	17%	17%	17%	17%	18%	18%
Life Science	13%	14%	17%	18%	19%	18%	30%	33%	35%	24%	28%	11%	10%	10%	11%	11%	13%	13%	13%	12%	13%	13%
Physical Science	36%	36%	29%	21%	17%	14%	15%	8%	15%	23%	25%	14%	14%	17%	18%	17%	21%	22%	22%	23%	23%	22%
Social Science	13%	8%	6%	8%	8%	15%	17%	21%	22%	21%	26%	5%	5%	6%	6%	6%	6%	6%	5%	5%	6%	6%
FAS Total	17%	16%	16%	16%	16%	17%	19%	21%	22%	22%	24%	9%	9%	10%	10%	11%	11%	12%	12%	12%	13%	13%
Business	20%	22%	26%	30%	34%	31%	28%	24%	24%	25%	26%	20%	20%	20%	20%	19%	20%	21%	22%	23%	24%	23%
Design	5%	18%	15%	16%	17%	17%	13%	21%	18%	22%	18%	7%	7%	6%	8%	9%	9%	9%	9%	9%	10%	11%
Divinity	0%	0%	0%	13%	11%	13%	25%	25%	25%	25%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Education	24%	26%	25%	21%	17%	16%	18%	14%	13%	8%	0%	4%	4%	4%	0%	4%	4%	4%	7%	7%	7%	7%
Government	21%	17%	19%	20%	18%	14%	6%	6%	11%	15%	20%	12%	12%	11%	12%	12%	13%	14%	14%	14%	12%	11%
Law	22%	13%	20%	33%	67%	33%	40%	33%	17%	0%	0%	1%	3%	3%	3%	3%	3%	4%	4%	5%	6%	6%
Medicine	14%	16%	17%	20%	23%	26%	26%	28%	29%	26%	29%	4%	4%	5%	5%	3%	3%	4%	6%	6%	6%	6%
Public Health	24%	23%	19%	18%	16%	16%	17%	16%	21%	21%	25%	9%	10%	14%	14%	15%	16%	16%	17%	17%	17%	17%
Professional Schools Total	19%	20%	20%	23%	24%	23%	22%	21%	22%	22%	24%	8%	9%	9%	9%	9%	10%	10%	11%	11%	12%	12%
Dental Clinical / Hospital	22%	22%	23%	22%	22%	22%	25%	28%	28%	28%	27%	0%	0%	0%	0%	0%	7%	7%	6%	7%	7%	7%
Medical Clinical / Hospital	17%	18%	18%	18%	18%	19%	20%	20%	21%	21%	21%	6%	6%	6%	6%	6%	8%	8%	9%	9%	10%	11%

See page 14 for notes about the data.

TABLE 7: Number of Harvard Ladder Faculty who are Underrepresented Minorities, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21
Harvard University	45	47	45	46	46	46	45	45	51	55	53	59	61	66	71	74	81	84	88	87	84	86
Faculty of Arts and Sciences																						
Arts & Humanities	4	4	3	4	3	3	3	5	6	7	8	8	7	8	8	7	9	7	8	9	8	7
Engineering	2	2	1	2	2	3	3	4	4	2	2	0	0	0	0	0	1	1	1	1	2	2
Science	8	8	8	6	5	3	1	1	1	3	3	4	4	4	7	8	8	10	9	8	8	8
Life Science	7	7	7	5	4	3	1	1	1	3	2	3	3	3	5	6	6	8	7	6	6	6
Physical Science	1	1	1	1	1	0	0	0	0	0	1	1	1	1	2	2	2	2	2	2	2	2
Social Science	5	5	4	4	4	4	4	3	4	6	5	20	20	22	24	25	29	30	31	34	32	31
FAS Total	19	19	16	16	14	13	11	13	15	18	18	32	31	34	39	40	47	48	49	52	50	48
Business	7	6	7	6	6	5	7	7	8	10	7	5	7	6	6	6	7	7	7	7	7	8
Design	2	2	2	2	2	3	3	2	2	3	4	4	4	5	5	5	5	5	5	4	3	3
Divinity	3	4	3	3	3	3	2	2	2	2	1	2	2	4	4	4	4	5	6	5	4	4
Education	2	3	4	4	4	4	5	3	6	6	6	3	3	3	3	3	5	5	8	8	7	7
Government	4	5	3	3	5	5	4	4	4	2	3	4	4	5	5	5	4	4	4	5	5	6
Law	0	0	0	0	0	1	1	1	2	1	1	9	9	10	9	10	10	9	9	9	10	10
Medicine	3	3	5	6	7	7	5	6	7	8	7	3	3	2	2	2	3	5	5	5	5	5
Public Health	5	5	6	7	6	6	7	7	5	6	7	3	5	4	5	6	6	7	7	6	6	7
Professional Schools Total	26	28	30	31	33	34	34	32	36	38	36	33	37	39	39	41	44	47	51	49	47	50
Dental Clinical / Hospital	26	28	30	29	32	28	7	8	9	9	12	0	0	0	0	0	0	0	0	0	0	0
Medical Clinical / Hospital	564	598	621	640	694	695	650	664	680	700	724	16	19	22	26	29	30	32	38	38	37	40

See page 14 for notes about the data.

TABLE 8: Percentage of Harvard Ladder Faculty who are Underrepresented Minorities, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21
Harvard University	10%	10%	11%	11%	12%	11%	12%	12%	13%	14%	13%	6%	6%	6%	7%	7%	8%	8%	8%	8%	8%	8%
Faculty of Arts and Sciences																						
Arts & Humanities	10%	11%	9%	14%	9%	9%	8%	11%	12%	15%	17%	5%	4%	5%	5%	4%	6%	4%	5%	6%	5%	5%
Engineering	11%	10%	7%	12%	9%	13%	15%	19%	20%	10%	11%	0%	0%	0%	0%	0%	2%	2%	2%	2%	3%	3%
Science	12%	13%	14%	11%	10%	8%	3%	3%	3%	9%	7%	3%	3%	3%	4%	5%	5%	6%	5%	5%	5%	5%
Life Science	18%	17%	19%	15%	13%	14%	5%	6%	6%	14%	8%	4%	4%	4%	6%	7%	7%	9%	7%	7%	7%	7%
Physical Science	4%	5%	5%	5%	6%	0%	0%	0%	0%	0%	6%	1%	1%	1%	3%	3%	3%	3%	3%	3%	3%	2%
Social Science	9%	10%	8%	8%	8%	7%	7%	6%	8%	11%	10%	11%	11%	12%	13%	13%	15%	16%	16%	18%	17%	16%
FAS Total	11%	11%	10%	11%	9%	9%	8%	9%	10%	12%	11%	6%	6%	6%	7%	7%	8%	8%	8%	9%	9%	8%
Business	8%	7%	8%	7%	8%	7%	10%	10%	11%	12%	8%	5%	7%	6%	6%	6%	7%	7%	7%	7%	7%	8%
Design	11%	12%	10%	11%	11%	13%	13%	8%	9%	13%	18%	13%	13%	15%	14%	14%	15%	15%	14%	13%	10%	11%
Divinity	33%	50%	50%	38%	33%	38%	50%	50%	50%	50%	25%	10%	10%	19%	20%	18%	17%	19%	21%	19%	17%	19%
Education	10%	13%	20%	21%	22%	21%	29%	21%	40%	46%	50%	12%	13%	12%	13%	13%	22%	20%	27%	26%	24%	24%
Government	21%	22%	14%	15%	23%	24%	24%	22%	21%	15%	20%	8%	8%	9%	10%	10%	7%	7%	7%	9%	10%	11%
Law	0%	0%	0%	0%	0%	17%	20%	17%	33%	17%	25%	11%	10%	11%	10%	11%	12%	11%	11%	11%	12%	12%
Medicine	5%	6%	9%	12%	13%	13%	9%	11%	14%	15%	13%	3%	3%	2%	2%	2%	3%	4%	4%	4%	4%	4%
Public Health	8%	8%	9%	12%	12%	11%	12%	13%	9%	10%	12%	4%	6%	5%	6%	7%	6%	7%	8%	7%	7%	8%
Professional Schools Total	9%	10%	11%	12%	13%	13%	14%	13%	15%	15%	14%	7%	7%	7%	8%	8%	8%	9%	9%	9%	9%	9%
Dental Clinical / Hospital	10%	10%	11%	11%	11%	11%	6%	7%	8%	8%	11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Medical Clinical / Hospital	6%	6%	6%	6%	7%	7%	7%	7%	7%	8%	8%	2%	2%	2%	3%	3%	3%	3%	4%	3%	3%	3%

See page 14 for notes about the data.

TABLE 9: Number of Harvard Ladder Faculty who are White, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	334	328	297	277	271	276	266	264	259	261	255	860	863	871	868	874	872	880	879	875	851	847
Faculty of Arts and Sciences																						
Arts & Humanities	34	31	27	19	25	27	31	34	36	32	32	142	142	143	144	142	137	136	132	126	123	121
Engineering	11	11	8	10	13	15	12	11	9	11	10	45	47	46	47	46	48	50	52	52	49	50
Science	43	42	37	37	35	27	24	22	21	23	27	127	128	126	130	133	132	134	136	134	126	128
Life Science	28	29	23	23	21	15	13	11	10	13	16	64	66	69	71	73	72	74	75	74	67	66
Physical Science	15	13	14	14	14	12	11	11	11	10	11	63	62	57	59	60	60	60	61	60	59	62
Social Science	42	42	41	43	44	43	41	39	36	36	33	151	151	153	146	152	150	149	150	150	148	148
FAS Total	130	126	113	109	117	112	108	106	102	102	102	465	468	468	467	473	467	469	470	462	446	447
Business	62	66	57	54	44	48	44	45	48	51	55	69	69	70	70	74	74	74	72	71	71	71
Design	16	12	15	14	13	16	17	17	16	15	14	24	25	27	28	27	26	26	27	25	23	22
Divinity	6	4	3	4	5	4	1	1	1	1	1	19	18	17	16	18	19	22	22	21	19	17
Education	14	14	11	11	11	12	9	9	7	6	6	21	20	22	21	19	17	19	20	21	20	20
Government	11	14	14	13	13	13	12	13	13	9	9	42	42	42	41	40	43	44	45	45	41	42
Law	7	7	4	2	1	3	2	3	3	5	3	76	75	76	76	75	74	74	73	71	72	71
Medicine	45	40	39	34	34	32	34	32	30	31	32	104	107	120	115	114	115	118	122	126	122	122
Public Health	45	46	46	40	37	40	41	39	39	42	36	65	66	65	68	70	73	72	68	70	69	68
Professional Schools Total	206	203	189	172	158	168	160	159	157	160	156	420	422	439	435	437	441	449	449	450	437	433
Dental Clinical / Hospital	176	179	175	173	179	160	83	77	72	72	68	13	13	13	12	13	14	14	15	14	14	13
Medical Clinical / Hospital	7,167	7,256	7,315	7,409	7,427	7,031	6,502	6,404	6,355	6,418	6,480	726	784	831	873	903	915	915	932	957	973	993

See page 14 for notes about the data.

TABLE 10: Percentage of Harvard Ladder Faculty who are White, AY11 to AY21

	Tenure-Track Faculty											Tenured Faculty										
	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY8	AY19	AY20	AY21
Harvard University	72%	71%	70%	68%	68%	68%	68%	68%	65%	64%	63%	86%	85%	84%	83%	83%	82%	81%	81%	80%	80%	80%
Faculty of Arts and Sciences																						
Arts & Humanities	83%	82%	79%	68%	76%	77%	78%	74%	74%	70%	67%	88%	88%	87%	87%	87%	85%	86%	85%	83%	84%	84%
Engineering	58%	55%	53%	59%	59%	63%	60%	52%	45%	52%	56%	80%	81%	79%	78%	78%	79%	77%	77%	77%	72%	71%
Science	66%	66%	65%	70%	71%	75%	73%	73%	70%	68%	66%	85%	85%	84%	82%	81%	79%	78%	78%	78%	77%	78%
Life Science	70%	69%	64%	68%	68%	68%	65%	61%	59%	62%	64%	85%	86%	86%	84%	82%	80%	79%	80%	81%	80%	80%
Physical Science	60%	59%	67%	74%	78%	86%	85%	92%	85%	77%	69%	85%	85%	81%	80%	80%	77%	76%	75%	75%	75%	76%
Social Science	78%	82%	85%	84%	85%	78%	76%	74%	71%	68%	65%	84%	84%	82%	81%	80%	79%	78%	79%	77%	77%	78%
FAS Total	73%	73%	73%	73%	75%	75%	74%	71%	68%	66%	65%	85%	85%	84%	83%	82%	81%	80%	80%	79%	78%	79%
Business	72%	72%	66%	63%	58%	62%	62%	66%	65%	63%	66%	75%	73%	74%	74%	75%	73%	72%	71%	70%	70%	69%
Design	84%	71%	75%	74%	72%	70%	74%	71%	73%	65%	64%	80%	81%	79%	78%	77%	77%	77%	77%	78%	79%	79%
Divinity	67%	50%	50%	50%	56%	50%	25%	25%	25%	25%	25%	91%	90%	81%	80%	82%	83%	82%	79%	81%	83%	81%
Education	67%	61%	55%	58%	61%	63%	53%	64%	47%	46%	50%	84%	83%	85%	88%	83%	74%	76%	67%	68%	69%	69%
Government	58%	61%	67%	65%	59%	62%	71%	72%	68%	69%	60%	81%	81%	79%	79%	78%	80%	79%	79%	78%	79%	78%
Law	78%	88%	80%	67%	33%	50%	40%	50%	50%	83%	75%	88%	86%	85%	86%	85%	85%	86%	86%	85%	83%	83%
Medicine	80%	78%	74%	68%	64%	60%	64%	60%	58%	59%	58%	94%	94%	94%	94%	95%	94%	92%	90%	91%	90%	90%
Public Health	68%	70%	72%	70%	73%	73%	71%	71%	70%	69%	63%	87%	84%	81%	80%	79%	78%	77%	76%	77%	77%	76%
Professional Schools Total	72%	71%	69%	66%	63%	64%	65%	66%	63%	63%	62%	85%	84%	84%	83%	83%	82%	81%	80%	80%	80%	79%
Dental Clinical / Hospital	66%	66%	64%	65%	64%	65%	67%	64%	63%	62%	61%	100%	100%	100%	100%	100%	93%	93%	94%	93%	93%	93%
Medical Clinical / Hospital	75%	74%	74%	73%	73%	72%	71%	70%	70%	69%	69%	92%	91%	91%	91%	90%	89%	88%	87%	87%	86%	85%

See page 14 for notes about the data.

Notes for Tables 1 through 10

- 1) The source of these data is PeopleSoft/Harvard Data Warehouse, with a few modifications to errors found when data cleaning. It contains snapshots of ladder faculty as of September 1st of each academic year. Counts 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 in the Harvard Schools include the ranks of tenured Professor, tenured Professor in Practice (in the Graduate School of Design), and Professor in Residence.
- 4) Tenure-track faculty in the Harvard Schools include the ranks of Convertible Instructor, Assistant Professor, and Associate Professor.
- 5) Underrepresented minorities are faculty who self identify as Latino, Black or African American, Native American or Native Hawaiian or Other Pacific Islander.
- 6) Departments of the FAS Arts and Humanities Division: Celtic Languages and Literatures, Classics, Comparative Literature, East Asian Languages and Civilizations, English, Germanic Languages and Literatures, History of Art and Architecture, Linguistics, Music, Near Eastern Languages and Civilizations, Philosophy, Romance Languages and Literatures, Slavic Languages and Literatures, South Asian Studies, and Visual and Environmental Studies.
- 7) Departments of the FAS Social Science Division: African and African-American Studies, Anthropology, Economics, Government, History, History of Science, Psychology, Social Studies, Sociology, and Women, Gender, and Sexuality Studies.
- 8) Departments of the FAS Natural Science Division: Astronomy, Chemistry and Chemical Biology, Earth and Planetary Sciences, Human Evolutionary Biology, Mathematics, Molecular and Cellular Biology, Organismic and Evolutionary Biology, Physics, Statistics, and Stem Cell and Regenerative Biology.
- 8) The Medical School includes 11 Basic and Social Science Departments: Biological Chemistry and Molecular Pharmacology, Biomedical Informatics, Cell Biology, Genetics, Global Health and Social Medicine, Health Care Policy, Immunology, Microbiology, Neurobiology, Stem Cell and Regenerative Biology, and Systems Biology.
- 9) The clinical and hospital affiliates of the Medical and Dental Schools include: Beth Israel Deaconess Medical Center, Boston Children's Hospital, Brigham and Women's Hospital, Cambridge Health Alliance, Dana-Farber Cancer Institute, Forsyth Institute, Harvard Pilgrim Health Care, Hebrew SeniorLife, Joslin Diabetes Center, Judge Baker Children's Center, Massachusetts Eye and Ear, Massachusetts General Hospital, McLean Hospital, Mount Auburn Hospital, Spaulding Rehabilitation Hospital, and Veterans Affairs Boston Healthcare System.

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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