



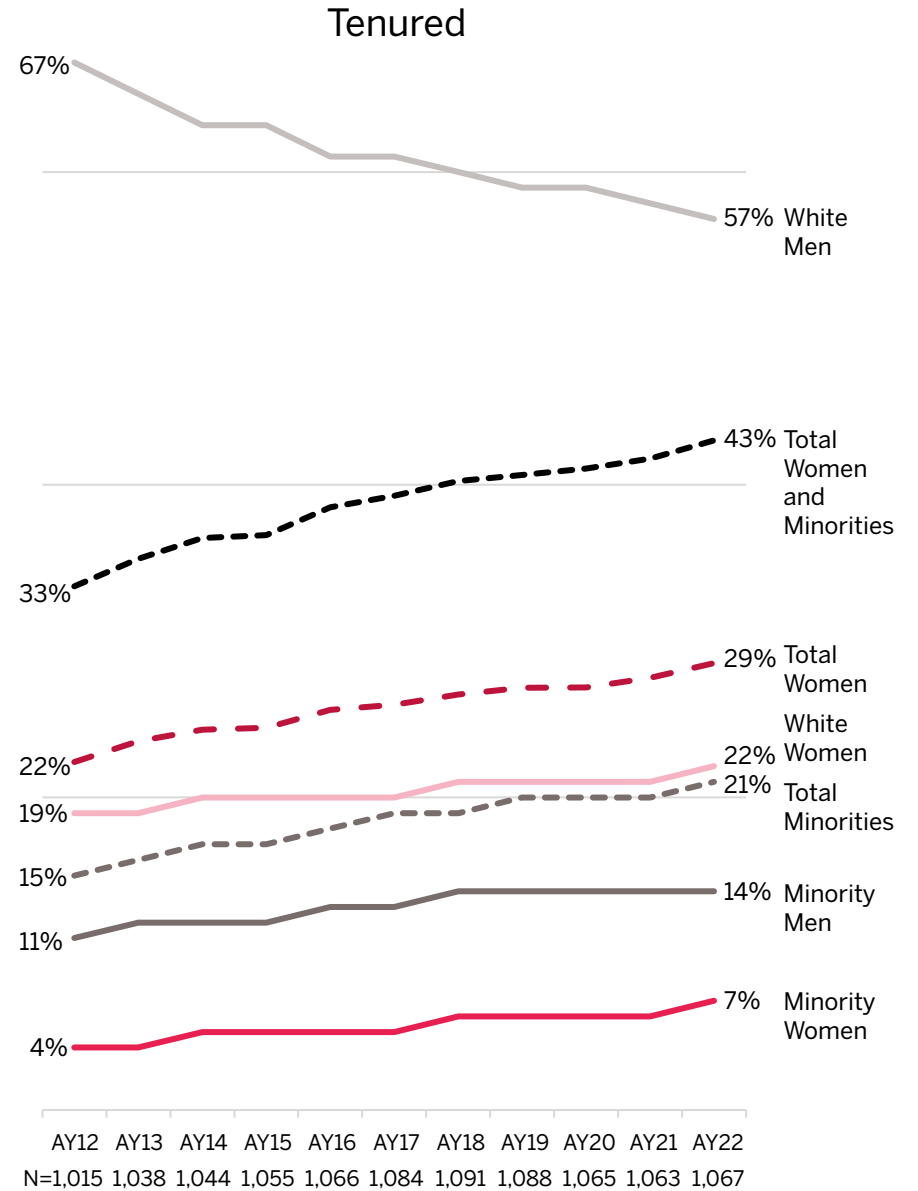
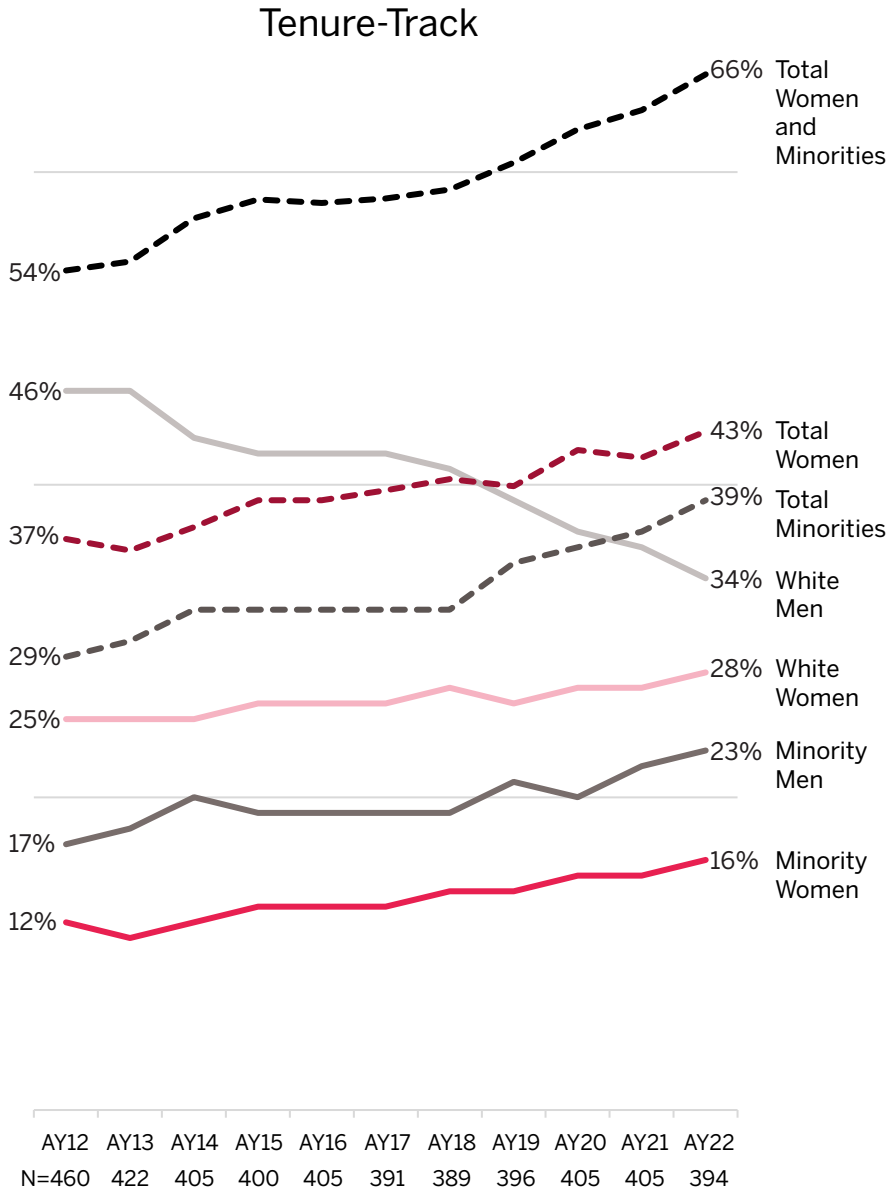
HARVARD UNIVERSITY | Office of the Senior Vice Provost

Faculty Development & Diversity

ANNUAL REPORT 2022

Data Tables

Harvard University Faculty Demographics Over Time



See page 21 for notes on the data.

Table 1: Harvard University Ladder Faculty

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	460	422	405	400	405	391	389	396	405	405	394	1,015	1,038	1,044	1,055	1,066	1,084	1,091	1,088	1,065	1,063	1,067
White Men	213	193	174	167	170	163	160	156	151	146	133	675	672	662	667	655	658	652	646	628	620	610
White Women	115	104	103	104	106	103	104	103	110	109	109	188	199	206	207	217	222	227	229	223	227	233
Minority Men	79	78	80	77	77	73	72	82	83	90	90	114	121	128	130	138	145	149	148	149	149	152
Minority Women	53	47	48	52	52	52	53	55	61	60	62	38	46	48	51	56	59	63	65	65	67	72
Total Minorities	132	125	128	129	129	125	125	137	144	150	152	152	167	176	181	194	204	212	213	214	216	224
Asian	78	75	75	76	77	75	76	81	83	91	91	89	97	101	104	109	115	119	121	125	125	132
Black	14	11	14	14	18	20	20	24	26	22	25	32	35	37	39	42	43	46	47	43	43	45
Hispanic or Latino/a	30	32	31	30	25	22	22	23	24	27	25	24	26	29	30	35	38	40	36	37	38	36
Multiracial	10	7	8	9	9	8	7	8	10	9	10	6	8	9	8	8	8	7	8	8	9	10
Native American								-	-	-	-	-	-						-	-	-	-
% of Faculty	31%	29%	28%	27%	28%	27%	26%	27%	28%	28%	27%	69%	71%	72%	73%	72%	73%	74%	73%	72%	72%	73%
White Men	46%	46%	43%	42%	42%	42%	41%	39%	37%	36%	34%	67%	65%	63%	63%	61%	61%	60%	59%	59%	58%	57%
White Women	25%	25%	25%	26%	26%	26%	27%	26%	27%	27%	28%	19%	19%	20%	20%	20%	20%	21%	21%	21%	21%	22%
Minority Men	17%	18%	20%	19%	19%	19%	19%	21%	20%	22%	23%	11%	12%	12%	12%	13%	13%	14%	14%	14%	14%	14%
Minority Women	12%	11%	12%	13%	13%	13%	14%	14%	15%	15%	16%	4%	4%	5%	5%	5%	5%	6%	6%	6%	6%	7%
Total Minorities	29%	30%	32%	32%	32%	32%	32%	35%	36%	37%	39%	15%	16%	17%	17%	18%	19%	19%	20%	20%	20%	21%
Asian	17%	18%	19%	19%	19%	19%	20%	20%	20%	22%	23%	9%	9%	10%	10%	10%	11%	11%	11%	12%	12%	12%
Black	3%	3%	3%	4%	4%	5%	5%	6%	6%	5%	6%	3%	3%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Hispanic or Latino/a	7%	8%	8%	8%	6%	6%	6%	6%	6%	7%	6%	2%	3%	3%	3%	3%	4%	4%	3%	3%	4%	3%
Multiracial	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	3%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.2%	0.3%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%

See page 21 for notes on the data.

Table 2: Faculty of Arts and Sciences

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	173	154	149	156	150	147	150	150	154	158	136	550	558	565	575	580	586	588	584	570	569	574
White Men	82	74	72	73	68	65	62	60	55	54	39	368	364	356	361	352	352	347	338	327	325	325
White Women	44	39	37	44	44	43	44	42	47	48	46	100	104	111	112	115	117	123	124	119	122	122
Minority Men	29	27	25	24	23	20	23	25	28	32	30	62	66	72	75	79	83	84	86	88	87	86
Minority Women	18	14	15	15	15	19	21	23	24	24	21	20	24	26	27	34	34	34	36	36	35	41
Total Minorities	47	41	40	39	38	39	44	48	52	56	51	82	90	98	102	113	117	118	122	124	122	127
Asian	25	24	23	24	24	27	30	31	31	35	32	50	53	56	60	64	66	66	67	71	71	75
Black	8	6	7	5	8	8	8	10	10	8	8	18	21	23	24	28	28	30	32	30	29	30
Hispanic or Latino/a	9	9	9	9	5	-	5	-	7	9	7	9	9	11	11	15	17	17	16	16	15	15
Multiracial	5	-	-	-	-	-	-	-	-	-	-	5	7	8	7	6	6	5	6	6	6	6
Native American								-	-	-	-								-	-	-	-
% of Faculty	24%	22%	21%	21%	21%	20%	20%	20%	21%	22%	19%	76%	78%	79%	79%	79%	80%	80%	80%	79%	78%	81%
White Men	47%	48%	48%	47%	45%	44%	41%	40%	36%	34%	29%	67%	65%	63%	63%	61%	60%	59%	58%	57%	57%	57%
White Women	25%	25%	25%	28%	29%	29%	29%	28%	31%	30%	34%	18%	19%	20%	19%	20%	20%	21%	21%	21%	21%	21%
Minority Men	17%	18%	17%	15%	15%	14%	15%	17%	18%	20%	22%	11%	12%	13%	13%	14%	14%	14%	15%	15%	15%	15%
Minority Women	10%	9%	10%	10%	10%	13%	14%	15%	16%	15%	15%	4%	4%	5%	5%	6%	6%	6%	6%	6%	6%	7%
Total Minorities	27%	27%	27%	25%	25%	27%	29%	32%	34%	35%	38%	15%	16%	17%	18%	19%	20%	20%	21%	22%	21%	22%
Asian	14%	16%	15%	15%	16%	18%	20%	21%	20%	22%	24%	9%	9%	10%	10%	11%	11%	11%	11%	12%	12%	13%
Black	5%	4%	5%	3%	5%	5%	5%	7%	6%	5%	6%	3%	4%	4%	4%	5%	5%	5%	5%	5%	5%	5%
Hispanic or Latino/a	5%	6%	6%	6%	3%	2%	3%	3%	5%	6%	5%	2%	2%	2%	2%	3%	3%	3%	3%	3%	3%	3%
Multiracial	3%	1%	1%	1%	1%	1%	1%	1%	2%	2%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.6%	0.6%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%

See page 21 for notes on the data.

Table 3: Faculty of Arts and Sciences, Division of Arts and Humanities

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	38	34	28	33	35	40	46	49	46	48	41	162	164	165	163	161	158	155	151	147	144	146
White Men	18	17	11	12	12	14	17	17	14	13	9	100	98	96	94	90	88	84	80	79	78	79
White Women	13	10	8	13	15	17	17	19	18	19	17	42	45	48	48	47	48	48	46	44	43	42
Minority Men	-	-	-	-	-	-	-	-	5	6	5	13	14	14	14	17	16	16	17	15	15	15
Minority Women	-	-	6	6	7	8	8	9	9	10	10	7	7	7	7	7	6	7	8	9	8	10
Total Minorities	7	7	9	8	8	9	12	13	14	16	15	20	21	21	21	24	22	23	25	24	23	25
Asian	-	-	5	5	5	6	7	6	6	7	8	13	13	13	14	15	15	15	16	16	16	16
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	5	5	5	-	6	5	6	7	7	6	6
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% of Faculty	19%	17%	15%	17%	18%	20%	23%	25%	24%	25%	22%	81%	83%	85%	83%	82%	80%	77%	76%	76%	75%	78%
White Men	47%	50%	39%	36%	34%	35%	37%	35%	30%	27%	22%	62%	60%	58%	58%	56%	56%	54%	53%	54%	54%	54%
White Women	34%	29%	29%	39%	43%	43%	37%	39%	39%	40%	41%	26%	27%	29%	29%	29%	30%	31%	30%	30%	30%	29%
Minority Men	8%	9%	11%	6%	3%	3%	9%	8%	11%	13%	12%	8%	9%	8%	9%	11%	10%	10%	11%	10%	10%	10%
Minority Women	11%	12%	21%	18%	20%	20%	17%	18%	20%	21%	24%	4%	4%	4%	4%	4%	4%	5%	5%	6%	6%	7%
Total Minorities	18%	21%	32%	24%	23%	23%	26%	27%	30%	33%	37%	12%	13%	13%	13%	15%	14%	15%	17%	16%	16%	17%
Asian	8%	12%	18%	15%	14%	15%	15%	12%	13%	15%	20%	8%	8%	8%	9%	9%	9%	10%	11%	11%	11%	11%
Black	3%	3%	4%	0%	3%	3%	4%	6%	9%	8%	7%	0%	1%	1%	1%	1%	1%	1%	1%	0%	0%	1%
Hispanic or Latino/a	5%	6%	11%	9%	6%	5%	7%	4%	4%	6%	5%	3%	3%	3%	2%	4%	3%	4%	5%	5%	4%	4%
Multiracial	3%	0%	0%	0%	0%	0%	0%	2%	2%	2%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	2.2%	2.1%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 4: Faculty of Arts and Sciences, Division of Science

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	64	57	53	49	36	33	30	30	34	41	38	150	150	159	164	168	173	175	171	163	165	163
White Men	28	26	25	22	17	14	12	13	11	14	12	110	108	112	114	111	113	112	108	102	101	97
White Women	14	11	12	13	10	10	10	8	12	13	14	18	18	18	19	21	21	24	26	24	27	27
Minority Men	15	14	10	10	6	-	-	-	5	8	8	20	21	25	26	28	31	31	29	29	29	29
Minority Women	7	6	6	-	-	5	5	6	6	6	-	-	-	-	5	8	8	8	8	8	8	10
Total Minorities	22	20	16	14	9	9	8	9	11	14	12	22	24	29	31	36	39	39	37	37	37	39
Asian	13	12	10	9	6	7	6	7	7	10	8	18	19	21	23	28	29	30	29	29	29	31
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% of Faculty	30%	28%	25%	23%	18%	16%	15%	15%	17%	20%	19%	70%	72%	75%	77%	82%	84%	85%	85%	83%	80%	81%
White Men	44%	46%	47%	45%	47%	42%	40%	43%	32%	34%	32%	73%	72%	70%	70%	66%	65%	64%	63%	63%	61%	60%
White Women	22%	19%	23%	27%	28%	30%	33%	27%	35%	32%	37%	12%	12%	11%	12%	13%	12%	14%	15%	15%	16%	17%
Minority Men	23%	25%	19%	20%	17%	12%	10%	10%	15%	20%	21%	13%	14%	16%	16%	17%	18%	18%	17%	18%	18%	18%
Minority Women	11%	11%	11%	8%	8%	15%	17%	20%	18%	15%	11%	1%	2%	3%	3%	5%	5%	5%	5%	5%	5%	6%
Total Minorities	34%	35%	30%	29%	25%	27%	27%	30%	32%	34%	32%	15%	16%	18%	19%	21%	23%	22%	22%	23%	22%	24%
Asian	20%	21%	19%	18%	17%	21%	20%	23%	21%	24%	21%	12%	13%	13%	14%	17%	17%	17%	17%	18%	18%	19%
Black	3%	4%	4%	2%	3%	3%	3%	3%	3%	0%	0%	1%	1%	1%	2%	2%	2%	2%	2%	2%	2%	2%
Hispanic or Latino/a	8%	9%	8%	8%	6%	0%	0%	0%	6%	7%	8%	1%	1%	2%	2%	2%	3%	2%	2%	2%	2%	2%
Multiracial	3%	2%	0%	0%	0%	3%	3%	3%	3%	2%	3%	1%	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 5: Faculty of Arts and Sciences, Division of Science - Life Sciences

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	42	36	34	31	22	20	18	17	21	25	24	77	80	85	89	90	94	94	91	84	83	82
White Men	17	14	14	11	8	7	6	7	7	9	9	54	56	58	59	57	59	59	57	52	51	48
White Women	12	9	9	10	7	6	5	-	6	7	8	12	13	13	14	15	15	16	17	15	15	15
Minority Men	9	9	6	6	-	-	-	-	-	5	5	9	9	12	12	13	15	14	12	12	12	12
Minority Women	-	-	5	-	-	5	5	5	5	-	-	-	-	-	-	5	5	5	5	5	5	7
Total Minorities	13	13	11	10	7	7	7	7	8	9	7	11	11	14	16	18	20	19	17	17	17	19
Asian	6	6	6	6	-	5	5	5	-	6	-	8	8	9	10	12	12	12	11	11	11	13
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% of Faculty	35%	31%	29%	26%	20%	18%	16%	16%	20%	23%	23%	65%	69%	71%	74%	80%	82%	84%	84%	80%	77%	77%
White Men	40%	39%	41%	35%	36%	35%	33%	41%	33%	36%	38%	70%	70%	68%	66%	63%	63%	63%	63%	62%	61%	59%
White Women	29%	25%	26%	32%	32%	30%	28%	18%	29%	28%	33%	16%	16%	15%	16%	17%	16%	17%	19%	18%	18%	18%
Minority Men	21%	25%	18%	19%	18%	10%	11%	12%	14%	20%	21%	12%	11%	14%	13%	14%	16%	15%	13%	14%	14%	15%
Minority Women	10%	11%	15%	13%	14%	25%	28%	29%	24%	16%	8%	3%	3%	2%	4%	6%	5%	5%	5%	6%	6%	9%
Total Minorities	31%	36%	32%	32%	32%	35%	39%	41%	38%	36%	29%	14%	14%	16%	18%	20%	21%	20%	19%	20%	20%	23%
Asian	14%	17%	18%	19%	18%	25%	28%	29%	19%	24%	17%	10%	10%	11%	11%	13%	13%	13%	12%	13%	13%	16%
Black	5%	6%	6%	3%	5%	5%	6%	6%	5%	0%	0%	1%	1%	1%	2%	2%	2%	3%	3%	4%	4%	4%
Hispanic or Latino/a	10%	11%	9%	10%	9%	0%	0%	0%	10%	8%	8%	3%	3%	4%	3%	3%	5%	4%	3%	4%	4%	4%
Multiracial	2%	3%	0%	0%	0%	5%	6%	6%	5%	4%	4%	0%	0%	1%	1%	1%	1%	0%	0%	0%	0%	0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 6: Faculty of Arts and Sciences, Division of Science - Physical Sciences

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	22	21	19	18	14	13	12	13	13	16	14	73	70	74	75	78	79	81	80	79	82	81
White Men	11	12	11	11	9	7	6	6	-	5	-	56	52	54	55	54	54	53	51	50	50	49
White Women	-	-	-	-	-	-	5	5	6	6	6	6	5	5	5	6	6	8	9	9	12	12
Minority Men	6	5	-	-	-	-	-	-	-	-	-	11	12	13	14	15	16	17	17	17	17	17
Minority Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Minorities	9	7	5	4	2	2	1	2	3	5	5	11	13	15	15	18	19	20	20	20	20	20
Asian	7	6	-	-	-	-	-	-	-	-	-	10	11	12	13	16	17	18	18	18	18	18
Black														-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-						-	-											
Multiracial	-											-	-	-	-	-	-	-	-	-	-	-
Native American																						
% of Faculty	23%	23%	20%	19%	15%	14%	13%	14%	14%	16%	15%	77%	77%	80%	81%	85%	86%	87%	86%	86%	84%	85%
White Men	50%	57%	58%	61%	64%	54%	50%	46%	31%	31%	21%	77%	74%	73%	73%	69%	68%	65%	64%	63%	61%	60%
White Women	9%	10%	16%	17%	21%	31%	42%	38%	46%	38%	43%	8%	7%	7%	7%	8%	8%	10%	11%	11%	15%	15%
Minority Men	27%	24%	21%	22%	14%	15%	8%	8%	15%	19%	21%	15%	17%	18%	19%	19%	20%	21%	21%	22%	21%	21%
Minority Women	14%	10%	5%	0%	0%	0%	0%	8%	8%	13%	14%	0%	1%	3%	1%	4%	4%	4%	4%	4%	4%	4%
Total Minorities	41%	33%	26%	22%	14%	15%	8%	15%	23%	31%	36%	15%	19%	20%	20%	23%	24%	25%	25%	25%	24%	25%
Asian	32%	29%	21%	17%	14%	15%	8%	15%	23%	25%	29%	14%	16%	16%	17%	21%	22%	22%	23%	23%	22%	22%
Black	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Hispanic or Latino/a	5%	5%	5%	6%	0%	0%	0%	0%	0%	6%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Multiracial	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	3%	3%	1%	1%	1%	1%	1%	1%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 7: Faculty of Arts and Sciences, Division of Social Sciences

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	51	48	51	52	55	54	53	51	53	51	42	180	186	181	189	190	190	190	194	192	190	191
White Men	27	24	27	28	26	27	23	21	22	21	13	116	117	107	113	109	107	107	106	103	102	103
White Women	15	17	16	16	17	14	16	15	14	12	11	35	36	39	39	41	42	43	44	45	46	47
Minority Men	5	-	6	6	9	9	9	11	12	13	12	19	21	22	24	24	24	24	27	28	27	26
Minority Women	-	-	-	-	-	-	5	-	5	5	6	10	12	13	13	16	17	16	17	16	15	15
Total Minorities	9	7	8	8	12	13	14	15	17	18	18	29	33	35	37	40	41	40	44	44	42	41
Asian	-	-	-	-	8	9	11	11	10	12	12	8	9	9	10	9	9	7	8	10	9	9
Black	-	-	-	-	-	-	-	-	-	-	-	17	19	20	20	23	23	24	26	24	23	22
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	7	7	6	6	6	6
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% of Faculty	22%	21%	22%	22%	22%	22%	22%	21%	22%	21%	18%	78%	79%	78%	78%	78%	78%	78%	79%	78%	79%	82%
White Men	53%	50%	53%	54%	47%	50%	43%	41%	42%	41%	31%	64%	63%	59%	60%	57%	56%	56%	55%	54%	54%	54%
White Women	29%	35%	31%	31%	31%	26%	30%	29%	26%	24%	26%	19%	19%	22%	21%	22%	22%	23%	23%	23%	24%	25%
Minority Men	10%	8%	12%	12%	16%	17%	17%	22%	23%	25%	29%	11%	11%	12%	13%	13%	13%	13%	14%	15%	14%	14%
Minority Women	8%	6%	4%	4%	5%	7%	9%	8%	9%	10%	14%	6%	6%	7%	7%	8%	9%	8%	9%	8%	8%	8%
Total Minorities	18%	15%	16%	15%	22%	24%	26%	29%	32%	35%	43%	16%	18%	19%	20%	21%	22%	21%	23%	23%	22%	21%
Asian	6%	6%	8%	8%	15%	17%	21%	22%	19%	24%	29%	4%	5%	5%	5%	5%	5%	4%	4%	5%	5%	5%
Black	6%	4%	4%	4%	5%	6%	4%	6%	8%	6%	10%	9%	10%	11%	11%	12%	12%	13%	13%	13%	12%	12%
Hispanic or Latino/a	4%	4%	4%	4%	2%	2%	2%	2%	4%	4%	2%	1%	1%	2%	2%	3%	4%	4%	3%	3%	3%	3%
Multiracial	2%	0%	0%	0%	0%	0%	0%	0%	2%	2%	2%	1%	2%	2%	2%	1%	1%	1%	2%	2%	2%	2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.5%	0.5%	0.5%

See page 21 for notes on the data.

Table 8: Harvard John A. Paulson School of Engineering and Applied Sciences

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	20	15	17	22	24	20	21	20	21	18	15	58	58	60	59	61	65	68	68	68	70	74
White Men	9	7	9	11	13	10	10	9	8	6	5	42	41	41	40	42	44	44	44	43	44	46
White Women	-	-	-	-	-	-	-	-	-	-	-	5	5	6	6	6	6	8	8	6	6	6
Minority Men	6	6	6	6	7	6	7	7	6	5	5	10	10	11	11	10	12	13	13	16	16	16
Minority Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
Total Minorities	9	7	7	9	9	8	10	11	10	8	6	11	12	13	13	13	15	16	16	19	20	22
Asian	6	5	-	6	5	5	6	7	8	6	-	11	12	13	13	12	13	14	14	16	17	19
Black	-	-	-	-	-	-	-	-	-	-	-					-	-	-	-	-	-	-
Hispanic or Latino/a																						
Multiracial	-	-	-	-	-																	
Native American																						
% of Faculty	26%	21%	22%	27%	28%	24%	24%	23%	24%	20%	17%	74%	79%	78%	73%	72%	76%	76%	77%	76%	80%	83%
White Men	45%	47%	53%	50%	54%	50%	48%	45%	38%	33%	33%	72%	71%	68%	68%	69%	68%	65%	65%	63%	63%	62%
White Women	10%	7%	6%	9%	8%	10%	5%	0%	14%	22%	27%	9%	9%	10%	10%	10%	9%	12%	12%	9%	9%	8%
Minority Men	30%	40%	35%	27%	29%	30%	33%	35%	29%	28%	33%	17%	17%	18%	19%	16%	18%	19%	19%	24%	23%	22%
Minority Women	15%	7%	6%	14%	8%	10%	14%	20%	19%	17%	7%	2%	3%	3%	3%	5%	5%	4%	4%	4%	6%	8%
Total Minorities	45%	47%	41%	41%	38%	40%	48%	55%	48%	44%	40%	19%	21%	22%	22%	21%	23%	24%	24%	28%	29%	30%
Asian	30%	33%	24%	27%	21%	25%	29%	35%	38%	33%	27%	19%	21%	22%	22%	20%	20%	21%	21%	24%	24%	26%
Black	10%	7%	12%	9%	13%	15%	14%	15%	5%	6%	7%	0%	0%	0%	0%	2%	2%	1%	1%	3%	3%	3%
Hispanic or Latino/a	0%	0%	0%	0%	0%	0%	5%	5%	5%	6%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Multiracial	5%	7%	6%	5%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%	1%	1%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 9: Professional Schools Total

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	288	275	262	250	262	248	242	248	254	253	265	502	526	523	527	538	553	561	562	547	546	548
White Men	132	123	106	98	106	100	99	96	96	93	96	334	343	338	340	336	340	338	338	327	322	312
White Women	71	66	66	60	62	60	60	61	64	63	66	88	96	97	97	105	109	111	112	110	111	117
Minority Men	50	53	57	55	56	54	50	58	56	60	62	61	64	65	65	69	73	76	75	73	74	79
Minority Women	35	33	33	37	38	34	33	33	38	37	41	19	23	23	25	28	31	36	37	37	39	40
Total Minorities	85	86	90	92	94	88	83	91	94	97	103	80	87	88	90	97	104	112	112	110	113	119
Asian	53	52	53	53	55	50	48	52	53	58	60	42	47	48	48	51	55	59	61	61	61	67
Black	6	5	7	9	10	12	12	14	16	14	17	19	19	19	20	23	24	25	25	22	23	24
Hispanic or Latino/a	21	24	23	22	21	19	17	19	18	19	19	17	19	20	21	21	23	26	23	24	25	23
Multiracial	5	5	7	8	8	7	6	6	7	6	7	-	-	-	-	-	-	-	-	-	-	-
Native American												-	-						-	-	-	-
% of Faculty	36%	34%	33%	32%	33%	31%	30%	31%	32%	32%	33%	64%	66%	67%	68%	67%	69%	70%	69%	68%	68%	67%
White Men	46%	45%	40%	39%	40%	40%	41%	39%	38%	37%	36%	67%	65%	65%	65%	62%	61%	60%	60%	60%	59%	57%
White Women	25%	24%	25%	24%	24%	24%	25%	25%	25%	25%	25%	18%	18%	19%	18%	20%	20%	20%	20%	20%	20%	21%
Minority Men	17%	19%	22%	22%	21%	22%	21%	23%	22%	24%	23%	12%	12%	12%	12%	13%	13%	14%	13%	13%	14%	14%
Minority Women	12%	12%	13%	15%	15%	14%	14%	13%	15%	15%	15%	4%	4%	4%	5%	5%	6%	6%	7%	7%	7%	7%
Total Minorities	30%	31%	34%	37%	36%	35%	34%	37%	37%	38%	39%	16%	17%	17%	17%	18%	19%	20%	20%	20%	21%	22%
Asian	18%	19%	20%	21%	21%	20%	20%	21%	21%	23%	23%	8%	9%	9%	9%	9%	10%	11%	11%	11%	11%	12%
Black	2%	2%	3%	4%	4%	5%	5%	6%	6%	6%	6%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Hispanic or Latino/a	7%	9%	9%	9%	8%	8%	7%	8%	7%	8%	7%	3%	4%	4%	4%	4%	4%	5%	4%	4%	5%	4%
Multiracial	2%	2%	3%	3%	3%	3%	2%	2%	3%	2%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%

See page 21 for notes on the data.

Table 10: Harvard Business School

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	92	86	86	76	77	71	68	74	81	84	94	95	95	95	99	101	103	101	101	102	103	104
White Men	45	40	36	29	27	25	28	29	32	33	35	54	54	54	57	56	55	54	54	52	53	52
White Women	21	17	18	15	21	19	17	19	19	22	23	15	16	16	17	18	19	18	17	19	18	19
Minority Men	17	18	22	20	18	18	16	17	16	16	19	23	22	22	22	24	26	26	26	27	27	28
Minority Women	9	11	10	12	11	9	7	9	14	13	17	-	-	-	-	-	-	-	-	-	5	5
Total Minorities	26	29	32	32	29	27	23	26	30	29	36	26	25	25	25	27	29	29	30	31	32	33
Asian	19	21	24	24	23	19	15	17	19	21	25	19	19	19	19	20	22	22	23	24	24	25
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	5	6	5	-	-	-	-	6	7	5	5	5	5	5	5	6	6	5	5	5	6	6
Multiracial	-	-	-	-	-	-	-	-	-	-	-											
Native American																						
% of Faculty	49%	48%	48%	43%	43%	41%	40%	42%	44%	45%	47%	51%	52%	52%	57%	57%	59%	60%	58%	56%	55%	53%
White Men	49%	47%	42%	38%	35%	35%	41%	39%	40%	39%	37%	57%	57%	57%	58%	55%	53%	53%	53%	51%	51%	50%
White Women	23%	20%	21%	20%	27%	27%	25%	26%	23%	26%	24%	16%	17%	17%	17%	18%	18%	18%	17%	19%	17%	18%
Minority Men	18%	21%	26%	26%	23%	25%	24%	23%	20%	19%	20%	24%	23%	23%	22%	24%	25%	26%	26%	26%	26%	27%
Minority Women	10%	13%	12%	16%	14%	13%	10%	12%	17%	15%	18%	3%	3%	3%	3%	3%	3%	3%	4%	4%	5%	5%
Total Minorities	28%	34%	37%	42%	38%	38%	34%	35%	37%	35%	38%	27%	26%	26%	25%	27%	28%	29%	30%	30%	31%	32%
Asian	21%	24%	28%	32%	30%	27%	22%	23%	23%	25%	27%	20%	20%	20%	19%	20%	21%	22%	23%	24%	23%	24%
Black	1%	1%	1%	3%	3%	4%	4%	3%	2%	1%	3%	2%	1%	1%	1%	1%	1%	2%	2%	2%	2%	2%
Hispanic or Latino/a	5%	7%	6%	5%	4%	6%	6%	8%	9%	6%	5%	5%	5%	5%	5%	6%	6%	5%	5%	5%	6%	6%
Multiracial	1%	1%	2%	3%	1%	1%	1%	1%	2%	2%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 11: Harvard Graduate School of Design

	Tenure-Track Faculty											Tenured Faculty											
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	
Total Faculty	17	20	19	18	23	23	24	22	23	22	21	31	34	36	35	34	34	35	32	29	28	26	
White Men	6	7	6	7	10	11	10	8	7	6	6	22	22	22	21	20	20	21	19	17	16	15	
White Women	6	8	8	6	6	6	7	8	8	8	7	-	5	6	6	6	6	6	6	6	6	6	6
Minority Men	-	-	-	-	-	-	-	-	-	5	5	-	5	5	5	5	5	5	-	-	-	-	
Minority Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Minorities	5	5	5	5	7	6	7	6	8	8	8	6	7	8	8	8	8	8	7	6	6	5	
Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Black					-	-	-	-	-	-	-												
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	5	5	5	5	5	5	-	-	-	-	
Multiracial	-	-	-	-	-	-	-	-	-	-	-												
Native American																							
% of Faculty	35%	37%	35%	34%	40%	40%	41%	41%	44%	44%	45%	65%	63%	65%	66%	60%	60%	59%	59%	56%	56%	55%	
White Men	35%	35%	32%	39%	43%	48%	42%	36%	30%	27%	29%	71%	65%	61%	60%	59%	59%	60%	59%	59%	57%	58%	
White Women	35%	40%	42%	33%	26%	26%	29%	36%	35%	36%	33%	10%	15%	17%	17%	18%	18%	17%	19%	21%	21%	23%	
Minority Men	18%	15%	16%	17%	17%	17%	17%	14%	17%	23%	24%	13%	15%	14%	14%	15%	15%	14%	13%	10%	11%	8%	
Minority Women	12%	10%	11%	11%	13%	9%	13%	14%	17%	14%	14%	6%	6%	8%	9%	9%	9%	9%	9%	10%	11%	12%	
Total Minorities	29%	25%	26%	28%	30%	26%	29%	27%	35%	36%	38%	19%	21%	22%	23%	24%	24%	23%	22%	21%	21%	19%	
Asian	6%	5%	5%	6%	9%	9%	17%	14%	17%	14%	14%	6%	6%	8%	9%	9%	9%	9%	9%	10%	11%	12%	
Black	0%	0%	0%	0%	4%	4%	4%	5%	9%	9%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Hispanic or Latino/a	12%	10%	11%	11%	9%	9%	4%	5%	4%	9%	10%	13%	15%	14%	14%	15%	15%	14%	13%	10%	11%	8%	
Multiracial	12%	10%	11%	11%	9%	4%	4%	5%	4%	5%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

See page 21 for notes on the data.

Table 12: Harvard Divinity School

	Tenure-Track Faculty											Tenured Faculty											
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	
Total Faculty	8	6	8	9	8	4	4	4	4	4	4	20	21	20	22	23	27	28	26	23	21	20	
White Men	-	-	-	-	-						-	10	9	8	9	10	13	13	12	12	11	9	
White Women				-	-	-	-	-	-	-	-	8	8	8	9	9	9	9	9	7	6	6	
Minority Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Minority Women	-	-	-	-	-	-	-	-	-	-	-						-	-	-	-	-	-	
Total Minorities	4	3	4	4	4	3	3	3	3	3	2	2	4	4	4	4	5	6	5	4	4	5	
Asian											-												
Black	-						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hispanic or Latino/a	-	-	-	-	-	-						-	-	-	-	-	-	-	-	-	-	-	
Multiracial	-	-	-	-	-	-	-	-	-	-													-
Native American																							
% of Faculty	29%	22%	29%	29%	26%	13%	13%	13%	15%	16%	17%	71%	78%	71%	71%	74%	87%	88%	87%	85%	84%	83%	
White Men	50%	50%	50%	44%	38%	0%	0%	0%	0%	0%	25%	50%	43%	40%	41%	43%	48%	46%	46%	52%	52%	45%	
White Women	0%	0%	0%	11%	13%	25%	25%	25%	25%	25%	25%	40%	38%	40%	41%	39%	33%	32%	35%	30%	29%	30%	
Minority Men	25%	17%	25%	22%	25%	50%	50%	50%	50%	50%	25%	10%	19%	20%	18%	17%	15%	14%	15%	13%	14%	20%	
Minority Women	25%	33%	25%	22%	25%	25%	25%	25%	25%	25%	25%	0%	0%	0%	0%	0%	4%	7%	4%	4%	5%	5%	
Total Minorities	50%	50%	50%	44%	50%	75%	75%	75%	75%	75%	50%	10%	19%	20%	18%	17%	19%	21%	19%	17%	19%	25%	
Asian	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Black	13%	0%	0%	0%	0%	0%	25%	25%	25%	25%	25%	5%	14%	15%	14%	13%	11%	11%	12%	9%	10%	10%	
Hispanic or Latino/a	25%	33%	25%	22%	25%	25%	0%	0%	0%	0%	0%	5%	5%	5%	5%	4%	7%	11%	8%	9%	10%	10%	
Multiracial	13%	17%	25%	22%	25%	50%	50%	50%	50%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

See page 21 for notes on the data.

Table 13: Harvard Graduate School of Education

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	23	20	19	18	19	17	14	15	13	12	16	24	26	24	23	23	25	30	31	29	29	28
White Men	7	5	5	5	6	4	5	-	-	-	-	12	12	13	12	9	11	11	11	10	10	9
White Women	7	6	6	6	6	5	-	-	-	-	5	8	10	8	7	8	8	9	10	10	10	11
Minority Men	-	-	-	-	-	-	-	5	5	5	5	-	-	-	-	-	-	-	-	-	-	-
Minority Women	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	5	5	5
Total Minorities	9	9	8	7	7	8	5	8	7	6	8	4	4	3	4	6	6	10	10	9	9	8
Asian	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	5	5	5	5	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial																						
Native American																						
% of Faculty	49%	43%	44%	44%	45%	40%	32%	33%	31%	29%	36%	51%	57%	56%	56%	55%	60%	68%	67%	69%	71%	64%
White Men	30%	25%	26%	28%	32%	24%	36%	27%	23%	25%	19%	50%	46%	54%	52%	39%	44%	37%	35%	34%	34%	32%
White Women	30%	30%	32%	33%	32%	29%	29%	20%	23%	25%	31%	33%	38%	33%	30%	35%	32%	30%	32%	34%	34%	39%
Minority Men	17%	20%	21%	17%	16%	24%	14%	33%	38%	42%	31%	4%	4%	0%	4%	9%	8%	13%	13%	14%	14%	11%
Minority Women	22%	25%	21%	22%	21%	24%	21%	20%	15%	8%	19%	13%	12%	13%	13%	17%	16%	20%	19%	17%	17%	18%
Total Minorities	39%	45%	42%	39%	37%	47%	36%	53%	54%	50%	50%	17%	15%	13%	17%	26%	24%	33%	32%	31%	31%	29%
Asian	26%	25%	21%	17%	16%	18%	14%	13%	8%	0%	0%	4%	4%	0%	4%	4%	4%	7%	6%	7%	7%	7%
Black	4%	10%	5%	6%	5%	6%	7%	27%	31%	33%	31%	13%	12%	13%	13%	22%	20%	17%	16%	14%	14%	14%
Hispanic or Latino/a	9%	10%	16%	17%	16%	24%	14%	13%	15%	17%	19%	0%	0%	0%	0%	0%	0%	10%	10%	10%	10%	7%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 14: Harvard John F. Kennedy School of Government

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	23	21	20	22	21	17	18	19	13	15	12	52	53	52	51	54	56	57	58	52	54	54
White Men	12	13	11	11	11	10	11	10	6	6	6	34	34	32	32	35	35	37	37	34	36	33
White Women	-	-	-	-	-	-	-	-	-	-	-	8	8	9	8	8	9	8	8	7	6	8
Minority Men	-	-	-	-	-	-	-	-	-	-	-	8	8	8	8	7	8	8	8	6	6	7
Minority Women	5	-	-	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	6	6
Total Minorities	9	7	7	9	8	5	5	6	4	6	4	10	11	11	11	11	12	12	13	11	12	13
Asian	-	-	-	-	-	-	-	-	-	-	-	5	5	5	5	6	7	7	7	5	5	6
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American																						
% of Faculty	31%	28%	28%	30%	28%	23%	24%	25%	20%	22%	18%	69%	72%	72%	70%	72%	77%	76%	75%	80%	78%	82%
White Men	52%	62%	55%	50%	52%	59%	61%	53%	46%	40%	50%	65%	64%	62%	63%	65%	63%	65%	64%	65%	67%	61%
White Women	9%	5%	10%	9%	10%	12%	11%	16%	23%	20%	17%	15%	15%	17%	16%	15%	16%	14%	14%	13%	11%	15%
Minority Men	17%	19%	15%	14%	14%	12%	6%	11%	8%	13%	17%	15%	15%	15%	16%	13%	14%	14%	14%	12%	11%	13%
Minority Women	22%	14%	20%	27%	24%	18%	22%	21%	23%	27%	17%	4%	6%	6%	6%	7%	7%	7%	9%	10%	11%	11%
Total Minorities	39%	33%	35%	41%	38%	29%	28%	32%	31%	40%	33%	19%	21%	21%	22%	20%	21%	21%	22%	21%	22%	24%
Asian	13%	14%	15%	14%	10%	0%	6%	11%	15%	20%	25%	10%	9%	10%	10%	11%	13%	12%	12%	10%	9%	11%
Black	4%	0%	0%	5%	5%	6%	6%	5%	8%	7%	0%	2%	2%	2%	2%	2%	4%	4%	5%	4%	6%	6%
Hispanic or Latino/a	17%	14%	15%	18%	19%	18%	17%	16%	8%	13%	8%	6%	8%	8%	8%	6%	4%	4%	3%	6%	6%	6%
Multiracial	4%	5%	5%	5%	5%	6%	0%	0%	0%	0%	0%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 15: Harvard Law School

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	8	5	3	3	6	5	6	6	6	4	4	87	89	88	88	87	86	85	84	87	86	87
White Men	6	-	-	-	-	-	-	-	-	-	-	62	63	63	61	60	60	58	56	56	53	53
White Women	-	-	-	-	-	-	-	-	-	-	-	13	13	13	14	14	14	15	15	16	18	18
Minority Men	-	-	-	-	-	-	-	-	-	-	-	8	8	8	8	8	8	7	8	9	9	10
Minority Women	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	5	-	5	5	6	6	6
Total Minorities	1	1	1	2	3	3	3	3	1	1	2	12	13	12	13	13	12	12	13	15	15	16
Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	5
Black	-	-	-	-	-	-	-	-	-	-	-	7	8	8	9	9	8	8	8	8	8	9
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% of Faculty	8%	5%	3%	3%	6%	5%	7%	7%	6%	4%	4%	92%	95%	97%	97%	94%	95%	93%	93%	94%	96%	96%
White Men	75%	80%	67%	33%	17%	0%	0%	0%	17%	25%	25%	71%	71%	72%	69%	69%	70%	68%	67%	64%	62%	61%
White Women	13%	0%	0%	0%	33%	40%	50%	50%	67%	50%	25%	15%	15%	15%	16%	16%	16%	18%	18%	18%	21%	21%
Minority Men	13%	20%	33%	33%	33%	40%	33%	33%	17%	25%	50%	9%	9%	9%	9%	9%	9%	8%	10%	10%	10%	11%
Minority Women	0%	0%	0%	33%	17%	20%	17%	17%	0%	0%	0%	5%	6%	5%	6%	6%	5%	6%	6%	7%	7%	7%
Total Minorities	13%	20%	33%	67%	50%	60%	50%	50%	17%	25%	50%	14%	15%	14%	15%	15%	14%	14%	15%	17%	17%	18%
Asian	13%	20%	33%	67%	33%	40%	33%	17%	0%	0%	0%	3%	3%	3%	3%	3%	3%	4%	5%	6%	6%	6%
Black	0%	0%	0%	0%	0%	0%	0%	17%	17%	25%	25%	8%	9%	9%	10%	10%	9%	9%	10%	9%	9%	10%
Hispanic or Latino/a	0%	0%	0%	0%	17%	20%	17%	17%	0%	0%	0%	1%	1%	1%	1%	1%	1%	1%	1%	2%	2%	2%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 16: Harvard Medical School

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	51	53	50	53	53	53	53	52	53	55	54	114	128	123	120	122	128	135	139	135	135	140
White Men	26	26	21	20	22	23	20	19	19	18	20	90	99	94	93	91	93	96	99	96	96	96
White Women	14	13	13	14	10	11	12	11	12	14	15	17	21	21	21	24	25	26	27	26	26	27
Minority Men	6	9	11	14	15	13	16	17	17	19	17	5	6	6	-	-	6	8	8	8	8	11
Minority Women	5	5	5	5	6	6	5	5	5	-	-	-	-	-	-	-	-	5	5	5	5	6
Total Minorities	11	14	16	19	21	19	21	22	22	23	19	7	8	8	6	7	10	13	13	13	13	17
Asian	8	9	10	12	14	14	15	15	14	16	14	-	6	6	-	-	5	8	8	8	8	12
Black			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial				-	-	-	-	-	-	-	-											
Native American																			-	-	-	-
% of Faculty	31%	29%	29%	31%	30%	29%	28%	27%	28%	29%	28%	69%	71%	71%	69%	70%	71%	72%	73%	72%	71%	72%
White Men	51%	49%	42%	38%	42%	43%	38%	37%	36%	33%	37%	79%	77%	76%	78%	75%	73%	71%	71%	71%	71%	69%
White Women	27%	25%	26%	26%	19%	21%	23%	21%	23%	25%	28%	15%	16%	17%	18%	20%	20%	19%	19%	19%	19%	19%
Minority Men	12%	17%	22%	26%	28%	25%	30%	33%	32%	35%	31%	4%	5%	5%	3%	3%	5%	6%	6%	6%	6%	8%
Minority Women	10%	9%	10%	9%	11%	11%	9%	10%	9%	7%	4%	2%	2%	2%	2%	2%	3%	4%	4%	4%	4%	4%
Total Minorities	22%	26%	32%	36%	40%	36%	40%	42%	42%	42%	35%	6%	6%	7%	5%	6%	8%	10%	9%	10%	10%	12%
Asian	16%	17%	20%	23%	26%	26%	28%	29%	26%	29%	26%	4%	5%	5%	3%	3%	4%	6%	6%	6%	6%	9%
Black	0%	0%	4%	4%	4%	4%	4%	6%	6%	4%	2%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Hispanic or Latino/a	6%	9%	8%	8%	8%	4%	6%	6%	8%	7%	6%	1%	1%	1%	1%	2%	3%	3%	2%	2%	2%	2%
Multiracial	0%	0%	0%	2%	2%	2%	2%	2%	2%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.7%	0.7%	0.7%

See page 21 for notes on the data.

Table 17: Harvard T.H. Chan School of Public Health

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	66	64	57	51	55	58	55	56	61	57	60	79	80	85	89	94	94	90	91	90	90	89
White Men	26	25	21	21	26	27	25	26	28	26	24	50	50	52	55	55	53	48	50	50	47	45
White Women	20	21	19	16	14	14	14	13	14	10	12	16	15	16	15	18	19	20	20	19	21	22
Minority Men	13	13	11	9	9	9	7	10	10	10	11	10	10	12	13	15	14	14	13	13	14	14
Minority Women	7	5	6	5	6	8	9	7	9	11	13	-	5	5	6	6	8	8	8	8	8	8
Total Minorities	20	18	17	14	15	17	16	17	19	21	24	13	15	17	19	21	22	22	21	21	22	22
Asian	15	12	10	8	9	10	9	12	13	14	14	8	11	12	13	14	14	14	14	14	14	14
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
Multiracial					-	-	-	-	-	-	-					-	-	-	-	-	-	-
Native American																						
% of Faculty	46%	44%	40%	36%	37%	38%	38%	38%	40%	39%	40%	54%	56%	60%	64%	63%	62%	62%	62%	60%	61%	60%
White Men	39%	39%	37%	41%	47%	47%	45%	46%	46%	46%	40%	63%	63%	61%	62%	59%	56%	53%	55%	56%	52%	51%
White Women	30%	33%	33%	31%	25%	24%	25%	23%	23%	18%	20%	20%	19%	19%	17%	19%	20%	22%	22%	21%	23%	25%
Minority Men	20%	20%	19%	18%	16%	16%	13%	18%	16%	18%	18%	13%	13%	14%	15%	16%	15%	16%	14%	14%	16%	16%
Minority Women	11%	8%	11%	10%	11%	14%	16%	13%	15%	19%	22%	4%	6%	6%	7%	6%	9%	9%	9%	9%	9%	9%
Total Minorities	30%	28%	30%	27%	27%	29%	29%	30%	31%	37%	40%	16%	19%	20%	21%	22%	23%	24%	23%	23%	24%	25%
Asian	23%	19%	18%	16%	16%	17%	16%	21%	21%	25%	23%	10%	14%	14%	15%	15%	15%	16%	15%	16%	16%	16%
Black	3%	3%	5%	6%	5%	7%	5%	2%	3%	4%	7%	4%	3%	2%	2%	3%	4%	4%	3%	3%	3%	3%
Hispanic or Latino/a	5%	6%	7%	6%	4%	3%	5%	5%	5%	7%	8%	3%	3%	4%	4%	3%	3%	3%	3%	3%	3%	3%
Multiracial	0%	0%	0%	0%	2%	2%	2%	2%	2%	2%	2%	0%	0%	0%	0%	1%	1%	1%	1%	1%	2%	2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

See page 21 for notes on the data.

Table 18: Harvard School of Dental Medicine - Clinical Departments

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	272	273	268	280	248	124	121	115	116	112	108	13	13	12	13	15	15	16	15	15	14	15
White Men	133	127	123	130	115	54	51	46	46	46	44	11	11	10	10	10	10	11	11	11	11	10
White Women	46	48	50	49	45	29	26	26	26	22	20	-	-	-	-	-	-	-	-	-	-	-
Minority Men	41	43	40	41	36	15	15	17	18	19	17											-
Minority Women	47	50	49	54	47	23	27	24	24	23	25					-	-	-	-	-	-	-
Total Minorities	88	93	89	95	83	38	42	41	42	42	42					1	1	1	1	1	1	2
Asian	59	62	59	62	54	30	33	31	32	28	29					-	-	-	-	-	-	-
Black	12	12	12	12	10	-	-	-	-	-	-											
Hispanic or Latino/a	15	16	16	17	16	-	5	6	6	9	7											
Multiracial	-	-	-	-	-	-	-	-	-	-	-											
Native American																						
Hawaiian / Pac. Isl.	-	-	-	-	-																	
Unknown*	5	5	6	6	5	-	-	-	-	-	-											
% of Faculty	95%	95%	96%	96%	94%	89%	88%	88%	89%	89%	88%	5%	5%	4%	4%	6%	11%	12%	12%	11%	11%	12%
White Men	49%	47%	46%	46%	46%	44%	42%	40%	40%	41%	41%	85%	85%	83%	77%	67%	67%	69%	73%	73%	79%	67%
White Women	17%	18%	19%	18%	18%	23%	21%	23%	22%	20%	19%	15%	15%	17%	23%	27%	27%	25%	20%	20%	14%	20%
Minority Men	15%	16%	15%	15%	15%	12%	12%	15%	16%	17%	16%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
Minority Women	17%	18%	18%	19%	19%	19%	22%	21%	21%	21%	23%	0%	0%	0%	0%	7%	7%	6%	7%	7%	7%	7%
Total Minorities	32%	34%	33%	34%	33%	31%	35%	36%	36%	38%	39%	0%	0%	0%	0%	7%	7%	6%	7%	7%	7%	13%
Asian	22%	23%	22%	22%	22%	24%	27%	27%	28%	25%	27%	0%	0%	0%	0%	7%	7%	6%	7%	7%	7%	13%
Black	4%	4%	4%	4%	4%	2%	2%	2%	2%	2%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Hispanic or Latino/a	6%	6%	6%	6%	6%	2%	4%	5%	5%	8%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Multiracial	0%	0%	0%	1%	1%	2%	2%	2%	2%	3%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Hawaiian / Pac. Isl.	0%	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unknown*	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

See page 21 for notes on the data.

* Faculty members whose ethnicity is unknown are not included in counts or percentages of minorities.

Table 19: Harvard Medical School - Clinical Departments

	Tenure-Track Faculty											Tenured Faculty										
	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY12	AY13	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22
Total Faculty	9,819	9,956	10,101	10,224	9,791	9,166	9,138	9,138	9,285	9,461	9,661	858	913	957	1,003	1,032	1,041	1,071	1,102	1,130	1,165	1,188
White Men	4,137	4,116	4,111	4,069	3,822	3,513	3,415	3,343	3,337	3,351	3,337	667	705	731	757	759	750	748	764	772	779	785
White Women	3,119	3,199	3,298	3,358	3,209	2,989	2,989	3,013	3,081	3,129	3,196	117	126	142	146	156	165	184	193	201	214	219
Minority Men	1,294	1,332	1,340	1,380	1,377	1,321	1,345	1,374	1,408	1,451	1,516	59	65	66	79	89	96	101	105	110	119	128
Minority Women	1,035	1,078	1,119	1,182	1,157	1,117	1,167	1,178	1,212	1,275	1,370	12	14	15	17	21	22	30	32	39	43	47
Total Minorities	2,329	2,410	2,459	2,562	2,534	2,438	2,512	2,552	2,620	2,726	2,886	71	79	81	96	110	118	131	137	149	162	175
Asian	1,722	1,780	1,809	1,858	1,825	1,770	1,828	1,851	1,893	1,974	2,090	50	55	53	64	77	83	90	96	109	119	132
Black	199	203	205	224	222	199	195	190	188	192	211	6	6	7	7	7	7	9	9	8	9	9
Hispanic or Latino/a	324	332	340	353	352	339	349	358	375	392	425	13	15	18	20	21	23	26	26	25	27	28
Multiracial	18	20	23	24	31	34	40	44	53	58	63	-	-	-	-	-	-	-	-	-	-	-
Native American	14	14	14	18	21	18	17	20	17	17	14									-	-	-
Hawaiian / Pac. Isl.	52	61	68	85	83	78	83	89	94	93	83		-	-	-	-	-	-	-	-	-	-
Unknown*	234	231	233	235	226	226	222	230	247	255	242	-	-	-	-	7	8	8	8	8	10	9
% of Faculty	92%	92%	91%	91%	90%	90%	90%	89%	89%	89%	89%	8%	8%	9%	9%	10%	10%	10%	11%	11%	11%	11%
White Men	42%	41%	41%	40%	39%	38%	37%	37%	36%	35%	35%	78%	77%	76%	75%	74%	72%	70%	69%	68%	67%	66%
White Women	32%	32%	33%	33%	33%	33%	33%	33%	33%	33%	33%	14%	14%	15%	15%	15%	16%	17%	18%	18%	18%	18%
Minority Men	13%	13%	13%	13%	14%	14%	15%	15%	15%	15%	16%	7%	7%	7%	8%	9%	9%	9%	10%	10%	10%	11%
Minority Women	11%	11%	11%	12%	12%	12%	13%	13%	13%	13%	14%	1%	2%	2%	2%	2%	2%	3%	3%	3%	4%	4%
Total Minorities	24%	24%	24%	25%	26%	27%	27%	28%	28%	29%	30%	8%	9%	8%	10%	11%	11%	12%	12%	13%	14%	15%
Asian	18%	18%	18%	18%	19%	19%	20%	20%	20%	21%	22%	6%	6%	6%	6%	7%	8%	8%	9%	10%	10%	11%
Black	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Hispanic or Latino/a	3%	3%	3%	3%	4%	4%	4%	4%	4%	4%	4%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Hawaiian / Pac. Isl.	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unknown*	2%	2%	2%	2%	2%	2%	2%	3%	3%	3%	3%	0%	0%	0%	0%	1%	1%	1%	1%	1%	1%	1%

See page 21 for notes on the data.

* Faculty members whose ethnicity is unknown are not included in counts or percentages of minorities.

Notes for Tables 1 through 19

- 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) The row marked "% of Faculty" shows the relative percentage of tenured or tenure track faculty to the total ladder faculty.
- 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: Physical Sciences, including Astronomy, Earth and Planetary Sciences, Mathematics, Physics, Statistics; Life Sciences, including Chemistry and Chemical Biology, Human Evolutionary Biology, Molecular and Cellular Biology, Organismic and Evolutionary Biology, and Stem Cell and Regenerative Biology.
- 9) 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.
- 10) 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.
- 11) Throughout the tables, Ns of fewer than 5 faculty have been blinded and are represented by - .

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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