



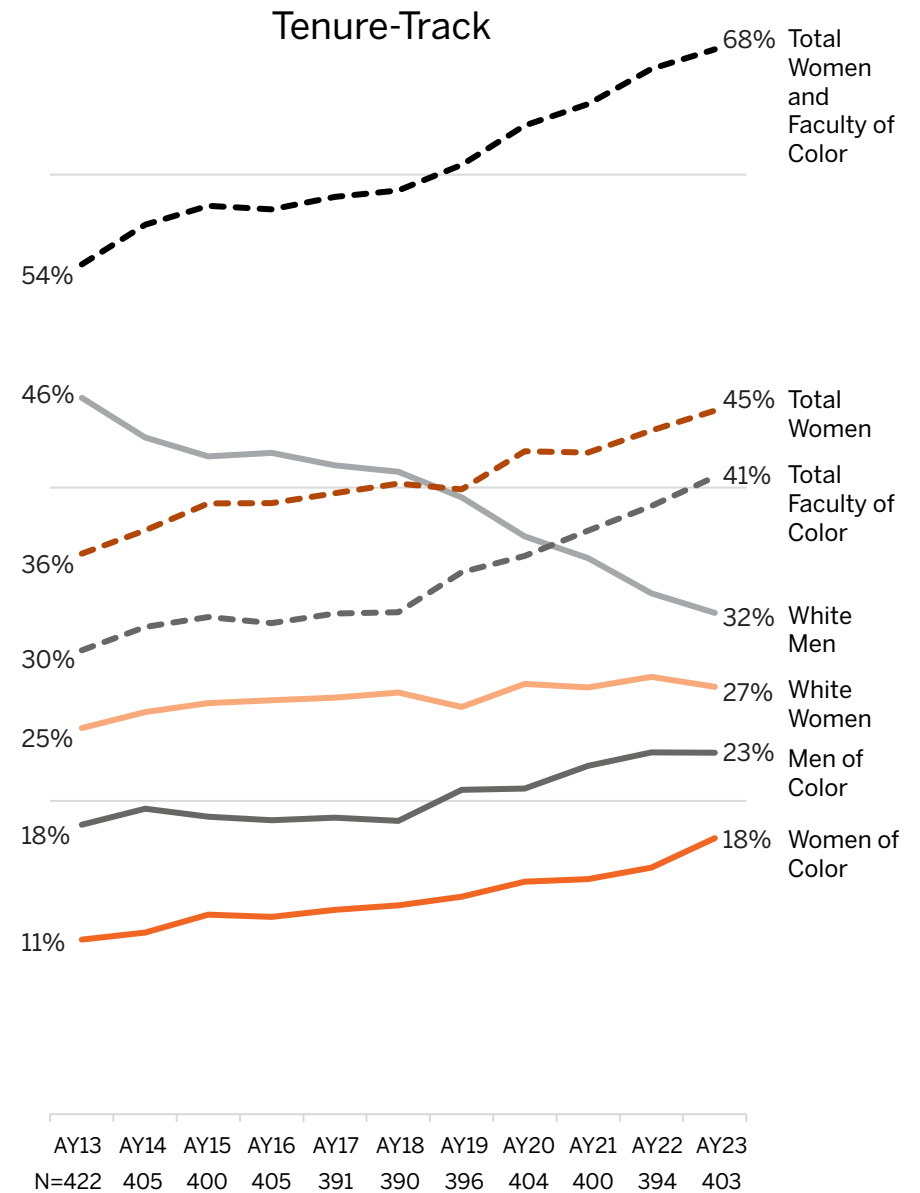
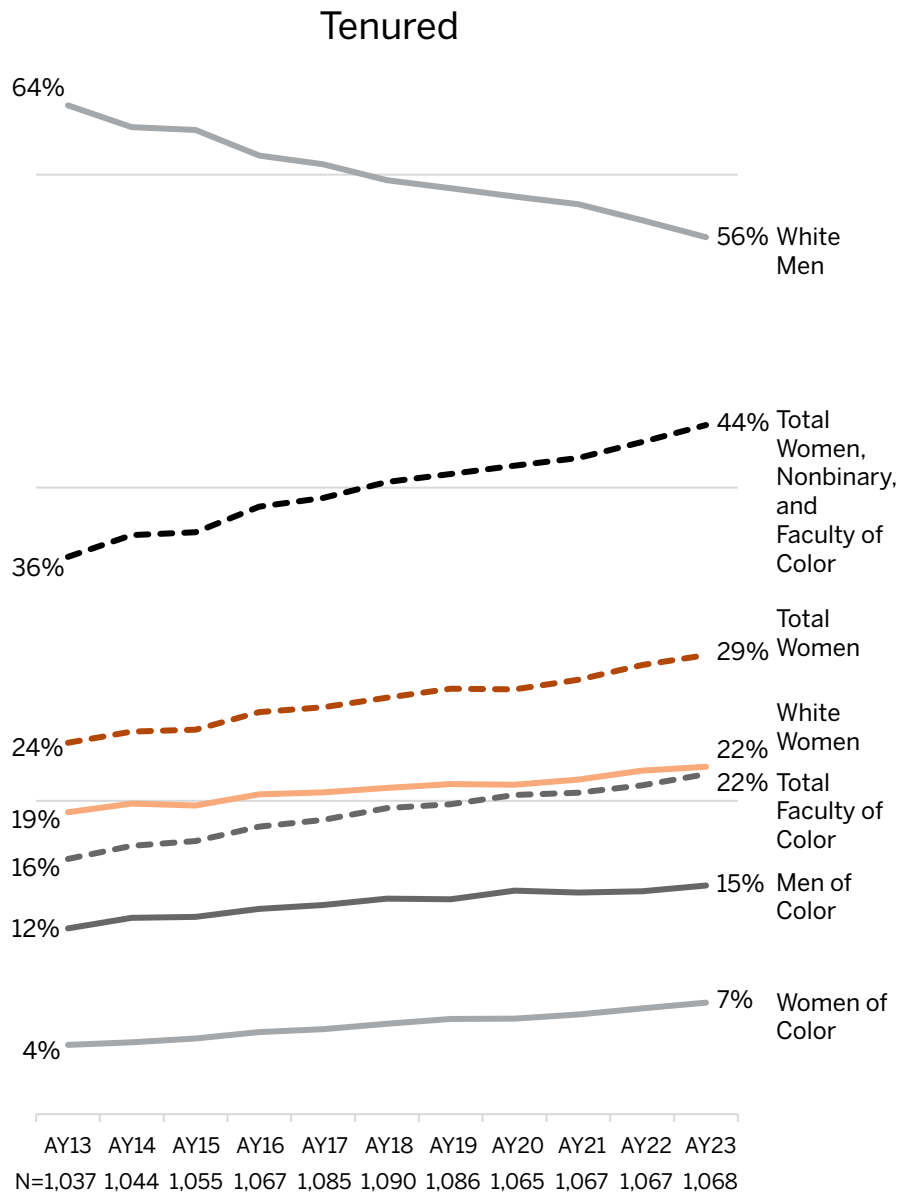
HARVARD UNIVERSITY | Office of the Senior Vice Provost

Faculty Development & Diversity

ANNUAL REPORT 2023

Data Tables

Harvard University Faculty Demographics Over Time



See page 20 for notes on the data.

Table 1: Harvard University Ladder Faculty

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 1,037 | 1,044 | 1,055 | 1,067 | 1,085 | 1,090 | 1,086 | 1,065 | 1,067 | 1,067 | 1,068 | 422 | 405 | 400 | 405 | 391 | 390 | 396 | 404 | 400 | 394 | 403 |
| White Men | 668 | 658 | 663 | 653 | 658 | 650 | 642 | 624 | 620 | 609 | 598 | 193 | 175 | 168 | 171 | 162 | 160 | 156 | 149 | 142 | 131 | 129 |
| White Women | 200 | 207 | 208 | 218 | 223 | 227 | 229 | 224 | 228 | 234 | 237 | 104 | 104 | 105 | 107 | 104 | 105 | 103 | 111 | 109 | 110 | 110 |
| White Nonbinary | | | | | | | | | | | - | | | | | | | | | | | |
| Men of Color | 123 | 131 | 133 | 140 | 145 | 150 | 149 | 152 | 151 | 152 | 156 | 78 | 79 | 76 | 76 | 74 | 73 | 82 | 84 | 89 | 91 | 93 |
| Women of Color | 46 | 48 | 51 | 56 | 59 | 63 | 66 | 65 | 68 | 72 | 76 | 47 | 47 | 51 | 51 | 51 | 52 | 55 | 60 | 60 | 62 | 71 |
| Total Faculty of Color | 169 | 179 | 184 | 196 | 204 | 213 | 215 | 217 | 219 | 224 | 232 | 125 | 126 | 127 | 127 | 125 | 125 | 137 | 144 | 149 | 153 | 164 |
| Asian | 98 | 103 | 106 | 110 | 115 | 119 | 123 | 127 | 127 | 132 | 134 | 76 | 75 | 76 | 77 | 76 | 77 | 81 | 84 | 91 | 91 | 93 |
| Black | 35 | 38 | 40 | 43 | 44 | 46 | 47 | 43 | 44 | 45 | 50 | 12 | 13 | 13 | 17 | 19 | 19 | 23 | 25 | 22 | 25 | 28 |
| Hispanic or Latino/a | 26 | 29 | 30 | 35 | 37 | 40 | 35 | 37 | 38 | 36 | 38 | 31 | 30 | 29 | 24 | 22 | 22 | 23 | 24 | 27 | 26 | 31 |
| Multiracial | 9 | 9 | 8 | 8 | 8 | 8 | 9 | 9 | 9 | 10 | 9 | 6 | 8 | 9 | 9 | 8 | 7 | 9 | 10 | 8 | 10 | 11 |
| Native American | - | | | | | | - | - | - | - | - | | | | | | | - | - | - | - | - |
| % of Faculty | 71% | 72% | 73% | 72% | 74% | 74% | 73% | 72% | 73% | 73% | 73% | 29% | 28% | 27% | 28% | 26% | 26% | 27% | 28% | 27% | 27% | 27% |
| White Men | 64% | 63% | 63% | 61% | 61% | 60% | 59% | 59% | 58% | 57% | 56% | 46% | 43% | 42% | 42% | 41% | 41% | 39% | 37% | 36% | 33% | 32% |
| White Women | 19% | 20% | 20% | 20% | 21% | 21% | 21% | 21% | 21% | 22% | 22% | 25% | 26% | 26% | 26% | 27% | 27% | 26% | 27% | 27% | 28% | 27% |
| White Nonbinary | | | | | | | | | | | 0.1% | | | | | | | | | | | |
| Men of Color | 12% | 13% | 13% | 13% | 13% | 14% | 14% | 14% | 14% | 14% | 15% | 18% | 20% | 19% | 19% | 19% | 19% | 21% | 21% | 22% | 23% | 23% |
| Women of Color | 4% | 5% | 5% | 5% | 5% | 6% | 6% | 6% | 6% | 7% | 7% | 11% | 12% | 13% | 13% | 13% | 13% | 14% | 15% | 15% | 16% | 18% |
| Total Faculty of Color | 16% | 17% | 17% | 18% | 19% | 20% | 20% | 20% | 21% | 21% | 22% | 30% | 31% | 32% | 31% | 32% | 32% | 35% | 36% | 37% | 39% | 41% |
| Asian | 9% | 10% | 10% | 10% | 11% | 11% | 11% | 12% | 12% | 12% | 13% | 18% | 19% | 19% | 19% | 19% | 20% | 20% | 21% | 23% | 23% | 23% |
| Black | 3% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 5% | 3% | 3% | 3% | 4% | 5% | 5% | 6% | 6% | 6% | 6% | 7% |
| Hispanic or Latino/a | 3% | 3% | 3% | 3% | 3% | 4% | 3% | 3% | 4% | 3% | 4% | 7% | 7% | 7% | 6% | 6% | 6% | 6% | 6% | 7% | 7% | 8% |
| Multiracial | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% | 3% |
| Native American | 0.1% | 0% | 0% | 0% | 0% | 0% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0% | 0% | 0% | 0% | 0% | 0% | 0.3% | 0.2% | 0.3% | 0.3% | 0.2% |

See page 20 for notes on the data.

Table 2: Faculty of Arts and Sciences

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 558 | 565 | 575 | 580 | 586 | 588 | 584 | 570 | 573 | 574 | 581 | 154 | 149 | 156 | 150 | 147 | 150 | 150 | 154 | 155 | 136 | 142 |
| White Men | 363 | 354 | 359 | 351 | 352 | 347 | 338 | 327 | 328 | 325 | 323 | 74 | 73 | 74 | 69 | 65 | 62 | 60 | 55 | 51 | 39 | 40 |
| White Women | 105 | 112 | 113 | 116 | 118 | 123 | 124 | 119 | 122 | 122 | 128 | 39 | 37 | 44 | 44 | 43 | 44 | 41 | 47 | 48 | 46 | 43 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 66 | 73 | 76 | 79 | 82 | 84 | 86 | 88 | 87 | 86 | 87 | 27 | 24 | 23 | 22 | 20 | 23 | 25 | 28 | 32 | 30 | 35 |
| Women of Color | 24 | 26 | 27 | 34 | 34 | 34 | 36 | 36 | 36 | 41 | 43 | 14 | 15 | 15 | 15 | 19 | 21 | 24 | 24 | 24 | 21 | 24 |
| Total Faculty of Color | 90 | 99 | 103 | 113 | 116 | 118 | 122 | 124 | 123 | 127 | 130 | 41 | 39 | 38 | 37 | 39 | 44 | 49 | 52 | 56 | 51 | 59 |
| Asian | 53 | 57 | 61 | 64 | 66 | 66 | 67 | 71 | 71 | 75 | 76 | 25 | 23 | 24 | 24 | 27 | 30 | 31 | 31 | 35 | 32 | 34 |
| Black | 21 | 24 | 25 | 29 | 29 | 30 | 32 | 30 | 30 | 30 | 32 | 7 | 7 | 5 | 8 | 8 | 8 | 10 | 10 | 8 | 8 | 11 |
| Hispanic or Latino/a | 9 | 11 | 11 | 15 | 16 | 17 | 16 | 16 | 15 | 15 | 16 | 8 | 8 | 8 | - | - | 5 | - | 7 | 9 | 7 | 10 |
| Multiracial | 7 | 7 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 5 | - | - | - | - | - | - | - | - | - | - | - |
| Native American | | | | | | | - | - | - | - | - | | | | | | | - | - | - | - | - |
| % of Faculty | 78% | 79% | 79% | 79% | 80% | 80% | 80% | 79% | 79% | 81% | 80% | 22% | 21% | 21% | 21% | 20% | 20% | 20% | 21% | 21% | 19% | 20% |
| White Men | 65% | 63% | 62% | 61% | 60% | 59% | 58% | 57% | 57% | 57% | 56% | 48% | 49% | 47% | 46% | 44% | 41% | 40% | 36% | 33% | 29% | 28% |
| White Women | 19% | 20% | 20% | 20% | 20% | 21% | 21% | 21% | 21% | 21% | 22% | 25% | 25% | 28% | 29% | 29% | 29% | 27% | 31% | 31% | 34% | 30% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 12% | 13% | 13% | 14% | 14% | 14% | 15% | 15% | 15% | 15% | 15% | 18% | 16% | 15% | 15% | 14% | 15% | 17% | 18% | 21% | 22% | 25% |
| Women of Color | 4% | 5% | 5% | 6% | 6% | 6% | 6% | 6% | 6% | 7% | 7% | 9% | 10% | 10% | 10% | 13% | 14% | 16% | 16% | 15% | 15% | 17% |
| Total Faculty of Color | 16% | 18% | 18% | 19% | 20% | 20% | 21% | 22% | 21% | 22% | 22% | 27% | 26% | 24% | 25% | 27% | 29% | 33% | 34% | 36% | 38% | 42% |
| Asian | 9% | 10% | 11% | 11% | 11% | 11% | 11% | 12% | 12% | 13% | 13% | 16% | 15% | 15% | 16% | 18% | 20% | 21% | 20% | 23% | 24% | 24% |
| Black | 4% | 4% | 4% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 6% | 5% | 5% | 3% | 5% | 5% | 5% | 7% | 6% | 5% | 6% | 8% |
| Hispanic or Latino/a | 2% | 2% | 2% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 5% | 5% | 5% | 3% | 2% | 3% | 3% | 5% | 6% | 5% | 7% |
| Multiracial | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% |
| Native American | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 0.6% | 0.6% | 0.7% | 0.7% |

See page 20 for notes on the data.

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

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 164 | 165 | 163 | 161 | 158 | 155 | 151 | 147 | 146 | 146 | 151 | 34 | 28 | 33 | 35 | 40 | 46 | 49 | 46 | 47 | 41 | 44 |
| White Men | 97 | 95 | 93 | 89 | 87 | 84 | 80 | 79 | 79 | 79 | 78 | 17 | 11 | 12 | 12 | 14 | 17 | 17 | 14 | 12 | 9 | 8 |
| White Women | 46 | 49 | 49 | 48 | 49 | 48 | 46 | 44 | 43 | 42 | 44 | 10 | 8 | 13 | 15 | 17 | 17 | 19 | 18 | 19 | 17 | 16 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 14 | 14 | 14 | 17 | 16 | 16 | 17 | 15 | 15 | 15 | 16 | - | - | - | - | - | - | - | 5 | 6 | 5 | 8 |
| Women of Color | 7 | 7 | 7 | 7 | 6 | 7 | 8 | 9 | 9 | 10 | 13 | - | 6 | 6 | 7 | 8 | 8 | 9 | 9 | 10 | 10 | 12 |
| Total Faculty of Color | 21 | 21 | 21 | 24 | 22 | 23 | 25 | 24 | 24 | 25 | 29 | 7 | 9 | 8 | 8 | 9 | 12 | 13 | 14 | 16 | 15 | 20 |
| Asian | 13 | 13 | 14 | 15 | 15 | 15 | 16 | 16 | 16 | 16 | 18 | - | 5 | 5 | 5 | 6 | 7 | 6 | 6 | 7 | 8 | 9 |
| Black | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | 5 | 5 | - | 6 | 5 | 6 | 7 | 7 | 6 | 6 | 7 | - | - | - | - | - | - | - | - | - | - | 5 |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | | | | | | | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | - | - | - | - | - |
| % of Faculty | 83% | 85% | 83% | 82% | 80% | 77% | 76% | 76% | 76% | 78% | 77% | 17% | 15% | 17% | 18% | 20% | 23% | 25% | 24% | 24% | 22% | 23% |
| White Men | 59% | 58% | 57% | 55% | 55% | 54% | 53% | 54% | 54% | 54% | 52% | 50% | 39% | 36% | 34% | 35% | 37% | 35% | 30% | 26% | 22% | 18% |
| White Women | 28% | 30% | 30% | 30% | 31% | 31% | 30% | 30% | 29% | 29% | 29% | 29% | 29% | 39% | 43% | 43% | 37% | 39% | 39% | 40% | 41% | 36% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 9% | 8% | 9% | 11% | 10% | 10% | 11% | 10% | 10% | 10% | 11% | 9% | 11% | 6% | 3% | 3% | 9% | 8% | 11% | 13% | 12% | 18% |
| Women of Color | 4% | 4% | 4% | 4% | 4% | 5% | 5% | 6% | 6% | 7% | 9% | 12% | 21% | 18% | 20% | 20% | 17% | 18% | 20% | 21% | 24% | 27% |
| Total Faculty of Color | 13% | 13% | 13% | 15% | 14% | 15% | 17% | 16% | 16% | 17% | 19% | 21% | 32% | 24% | 23% | 23% | 26% | 27% | 30% | 34% | 37% | 45% |
| Asian | 8% | 8% | 9% | 9% | 9% | 10% | 11% | 11% | 11% | 11% | 12% | 12% | 18% | 15% | 14% | 15% | 15% | 12% | 13% | 15% | 20% | 20% |
| Black | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 1% | 1% | 2% | 3% | 4% | 0% | 3% | 3% | 4% | 6% | 9% | 9% | 7% | 9% |
| Hispanic or Latino/a | 3% | 3% | 2% | 4% | 3% | 4% | 5% | 5% | 4% | 4% | 5% | 6% | 11% | 9% | 6% | 5% | 7% | 4% | 4% | 6% | 5% | 11% |
| Multiracial | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 2% | 2% | 2% | 2% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2.0% | 2.2% | 2.1% | 2.4% | 2.3% |

See page 20 for notes on the data.

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

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 150 | 159 | 164 | 168 | 173 | 175 | 171 | 163 | 167 | 163 | 162 | 57 | 53 | 49 | 36 | 33 | 30 | 30 | 34 | 39 | 38 | 37 |
| White Men | 108 | 111 | 113 | 111 | 114 | 112 | 108 | 102 | 103 | 97 | 95 | 26 | 26 | 23 | 18 | 14 | 12 | 13 | 11 | 12 | 12 | 12 |
| White Women | 18 | 18 | 19 | 21 | 21 | 24 | 26 | 24 | 27 | 27 | 29 | 11 | 12 | 13 | 10 | 10 | 10 | 8 | 12 | 13 | 14 | 12 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 21 | 26 | 27 | 28 | 30 | 31 | 29 | 29 | 29 | 29 | 29 | 14 | 9 | 9 | 5 | - | - | - | 5 | 8 | 8 | 9 |
| Women of Color | - | - | 5 | 8 | 8 | 8 | 8 | 8 | 8 | 10 | 9 | 6 | 6 | - | - | 5 | 5 | 6 | 6 | 6 | - | - |
| Total Faculty of Color | 24 | 30 | 32 | 36 | 38 | 39 | 37 | 37 | 37 | 39 | 38 | 20 | 15 | 13 | 8 | 9 | 8 | 9 | 11 | 14 | 12 | 13 |
| Asian | 19 | 22 | 24 | 28 | 29 | 30 | 29 | 29 | 29 | 31 | 30 | 13 | 10 | 9 | 6 | 7 | 6 | 7 | 7 | 10 | 8 | 9 |
| Black | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | - | - | - | - |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | | | | | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 72% | 75% | 77% | 82% | 84% | 85% | 85% | 83% | 81% | 81% | 81% | 28% | 25% | 23% | 18% | 16% | 15% | 15% | 17% | 19% | 19% | 19% |
| White Men | 72% | 70% | 69% | 66% | 66% | 64% | 63% | 63% | 62% | 60% | 59% | 46% | 49% | 47% | 50% | 42% | 40% | 43% | 32% | 31% | 32% | 32% |
| White Women | 12% | 11% | 12% | 13% | 12% | 14% | 15% | 15% | 16% | 17% | 18% | 19% | 23% | 27% | 28% | 30% | 33% | 27% | 35% | 33% | 37% | 32% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 14% | 16% | 16% | 17% | 17% | 18% | 17% | 18% | 17% | 18% | 18% | 25% | 17% | 18% | 14% | 12% | 10% | 10% | 15% | 21% | 21% | 24% |
| Women of Color | 2% | 3% | 3% | 5% | 5% | 5% | 5% | 5% | 5% | 6% | 6% | 11% | 11% | 8% | 8% | 15% | 17% | 20% | 18% | 15% | 11% | 11% |
| Total Faculty of Color | 16% | 19% | 20% | 21% | 22% | 22% | 22% | 23% | 22% | 24% | 23% | 35% | 28% | 27% | 22% | 27% | 27% | 30% | 32% | 36% | 32% | 35% |
| Asian | 13% | 14% | 15% | 17% | 17% | 17% | 17% | 18% | 17% | 19% | 19% | 23% | 19% | 18% | 17% | 21% | 20% | 23% | 21% | 26% | 21% | 24% |
| Black | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 5% | 4% | 2% | 3% | 3% | 3% | 3% | 3% | 0% | 0% | 0% |
| Hispanic or Latino/a | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 7% | 6% | 6% | 3% | 0% | 0% | 0% | 6% | 8% | 8% | 8% |
| Multiracial | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 0% | 0% | 3% | 3% | 3% | 3% | 3% | 3% | 3% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

See page 20 for notes on the data.

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

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 80 | 85 | 89 | 90 | 94 | 94 | 91 | 84 | 84 | 82 | 82 | 36 | 34 | 31 | 22 | 20 | 18 | 17 | 21 | 24 | 24 | 24 |
| White Men | 56 | 57 | 58 | 57 | 60 | 59 | 57 | 52 | 52 | 48 | 47 | 14 | 15 | 12 | 9 | 7 | 6 | 7 | 7 | 8 | 9 | 9 |
| White Women | 13 | 13 | 14 | 15 | 15 | 16 | 17 | 15 | 15 | 15 | 16 | 9 | 9 | 10 | 7 | 6 | 5 | - | 6 | 7 | 8 | 7 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 9 | 13 | 13 | 13 | 14 | 14 | 12 | 12 | 12 | 12 | 12 | 9 | 5 | 5 | - | - | - | - | - | 5 | 5 | 6 |
| Women of Color | - | - | - | 5 | 5 | 5 | 5 | 5 | 5 | 7 | 7 | - | 5 | - | - | 5 | 5 | 5 | 5 | - | - | - |
| Total Faculty of Color | 11 | 15 | 17 | 18 | 19 | 19 | 17 | 17 | 17 | 19 | 19 | 13 | 10 | 9 | 6 | 7 | 7 | 7 | 8 | 9 | 7 | 8 |
| Asian | 8 | 10 | 11 | 12 | 12 | 12 | 11 | 11 | 11 | 13 | 13 | 7 | 6 | 6 | - | 5 | 5 | 5 | - | 6 | - | 5 |
| Black | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | - | - | - | - |
| Multiracial | | | | | | | | | | | | | | | | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 69% | 71% | 74% | 80% | 82% | 84% | 84% | 80% | 78% | 77% | 77% | 31% | 29% | 26% | 20% | 18% | 16% | 16% | 20% | 22% | 23% | 23% |
| White Men | 70% | 67% | 65% | 63% | 64% | 63% | 63% | 62% | 62% | 59% | 57% | 39% | 44% | 39% | 41% | 35% | 33% | 41% | 33% | 33% | 38% | 38% |
| White Women | 16% | 15% | 16% | 17% | 16% | 17% | 19% | 18% | 18% | 18% | 20% | 25% | 26% | 32% | 32% | 30% | 28% | 18% | 29% | 29% | 33% | 29% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 11% | 15% | 15% | 14% | 15% | 15% | 13% | 14% | 14% | 15% | 15% | 25% | 15% | 16% | 14% | 10% | 11% | 12% | 14% | 21% | 21% | 25% |
| Women of Color | 3% | 2% | 4% | 6% | 5% | 5% | 5% | 6% | 6% | 9% | 9% | 11% | 15% | 13% | 14% | 25% | 28% | 29% | 24% | 17% | 8% | 8% |
| Total Faculty of Color | 14% | 18% | 19% | 20% | 20% | 20% | 19% | 20% | 20% | 23% | 23% | 36% | 29% | 29% | 27% | 35% | 39% | 41% | 38% | 38% | 29% | 33% |
| Asian | 10% | 12% | 12% | 13% | 13% | 13% | 12% | 13% | 13% | 16% | 16% | 19% | 18% | 19% | 18% | 25% | 28% | 29% | 19% | 25% | 17% | 21% |
| Black | 1% | 2% | 3% | 3% | 3% | 3% | 3% | 4% | 4% | 4% | 4% | 8% | 6% | 3% | 5% | 5% | 6% | 6% | 5% | 0% | 0% | 0% |
| Hispanic or Latino/a | 3% | 4% | 3% | 3% | 4% | 4% | 3% | 4% | 4% | 4% | 4% | 8% | 6% | 6% | 5% | 0% | 0% | 0% | 10% | 8% | 8% | 8% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 5% | 6% | 6% | 5% | 4% | 4% | 4% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

See page 20 for notes on the data.

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

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 70 | 74 | 75 | 78 | 79 | 81 | 80 | 79 | 83 | 81 | 80 | 21 | 19 | 18 | 14 | 13 | 12 | 13 | 13 | 15 | 14 | 13 |
| White Men | 52 | 54 | 55 | 54 | 54 | 53 | 51 | 50 | 51 | 49 | 48 | 12 | 11 | 11 | 9 | 7 | 6 | 6 | - | - | - | - |
| White Women | 5 | 5 | 5 | 6 | 6 | 8 | 9 | 9 | 12 | 12 | 13 | - | - | - | - | - | 5 | 5 | 6 | 6 | 6 | 5 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 12 | 13 | 14 | 15 | 16 | 17 | 17 | 17 | 17 | 17 | 17 | 5 | - | - | - | - | - | - | - | - | - | - |
| Women of Color | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total Faculty of Color | 13 | 15 | 15 | 18 | 19 | 20 | 20 | 20 | 20 | 20 | 19 | 7 | 5 | 4 | 2 | 2 | 1 | 2 | 3 | 5 | 5 | 5 |
| Asian | 11 | 12 | 13 | 16 | 17 | 18 | 18 | 18 | 18 | 18 | 17 | 6 | - | - | - | - | - | - | - | - | - | - |
| Black | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | | | | | | | | | | | | | | | | | | | | | | |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | | | | | | | | | | | |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 77% | 80% | 81% | 85% | 86% | 87% | 86% | 86% | 85% | 85% | 86% | 23% | 20% | 19% | 15% | 14% | 13% | 14% | 14% | 15% | 15% | 14% |
| White Men | 74% | 73% | 73% | 69% | 68% | 65% | 64% | 63% | 61% | 60% | 60% | 57% | 58% | 61% | 64% | 54% | 50% | 46% | 31% | 27% | 21% | 23% |
| White Women | 7% | 7% | 7% | 8% | 8% | 10% | 11% | 11% | 14% | 15% | 16% | 10% | 16% | 17% | 21% | 31% | 42% | 38% | 46% | 40% | 43% | 38% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 17% | 18% | 19% | 19% | 20% | 21% | 21% | 22% | 20% | 21% | 21% | 24% | 21% | 22% | 14% | 15% | 8% | 8% | 15% | 20% | 21% | 23% |
| Women of Color | 1% | 3% | 1% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 3% | 10% | 5% | 0% | 0% | 0% | 0% | 8% | 8% | 13% | 14% | 15% |
| Total Faculty of Color | 19% | 20% | 20% | 23% | 24% | 25% | 25% | 25% | 24% | 25% | 24% | 33% | 26% | 22% | 14% | 15% | 8% | 15% | 23% | 33% | 36% | 38% |
| Asian | 16% | 16% | 17% | 21% | 22% | 22% | 23% | 23% | 22% | 22% | 21% | 29% | 21% | 17% | 14% | 15% | 8% | 15% | 23% | 27% | 29% | 31% |
| Black | 0% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Hispanic or Latino/a | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 5% | 5% | 6% | 0% | 0% | 0% | 0% | 0% | 7% | 7% | 8% |
| Multiracial | 3% | 3% | 1% | 1% | 1% | 1% | 1% | 1% | 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% |

See page 20 for notes on the data.

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

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 186 | 181 | 189 | 190 | 190 | 190 | 194 | 192 | 190 | 191 | 195 | 48 | 51 | 52 | 55 | 54 | 53 | 51 | 53 | 51 | 42 | 47 |
| White Men | 117 | 107 | 113 | 109 | 107 | 107 | 106 | 103 | 102 | 103 | 105 | 24 | 27 | 28 | 26 | 27 | 23 | 21 | 22 | 21 | 13 | 16 |
| White Women | 36 | 39 | 39 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 17 | 16 | 16 | 17 | 14 | 16 | 14 | 14 | 12 | 11 | 11 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 21 | 22 | 24 | 24 | 24 | 24 | 27 | 28 | 27 | 26 | 26 | - | 6 | 6 | 9 | 9 | 9 | 11 | 12 | 13 | 12 | 12 |
| Women of Color | 12 | 13 | 13 | 16 | 17 | 16 | 17 | 16 | 15 | 15 | 16 | - | - | - | - | - | 5 | 5 | 5 | 5 | 6 | 8 |
| Total Faculty of Color | 33 | 35 | 37 | 40 | 41 | 40 | 44 | 44 | 42 | 41 | 42 | 7 | 8 | 8 | 12 | 13 | 14 | 16 | 17 | 18 | 18 | 20 |
| Asian | 9 | 9 | 10 | 9 | 9 | 7 | 8 | 10 | 9 | 9 | 10 | - | - | - | 8 | 9 | 11 | 11 | 10 | 12 | 12 | 12 |
| Black | 19 | 20 | 20 | 23 | 23 | 24 | 26 | 24 | 23 | 22 | 23 | - | - | - | - | - | - | - | - | - | - | 6 |
| Hispanic or Latino/a | - | - | - | 6 | 7 | 7 | 6 | 6 | 6 | 6 | 6 | - | - | - | - | - | - | - | - | - | - | - |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | | | | | | | - | - | - | - | - |
| Native American | | | | | | | - | - | - | - | - | | | | | | | | | | | |
| % of Faculty | 79% | 78% | 78% | 78% | 78% | 78% | 79% | 78% | 79% | 82% | 81% | 21% | 22% | 22% | 22% | 22% | 22% | 21% | 22% | 21% | 18% | 19% |
| White Men | 63% | 59% | 60% | 57% | 56% | 56% | 55% | 54% | 54% | 54% | 54% | 50% | 53% | 54% | 47% | 50% | 43% | 41% | 42% | 41% | 31% | 34% |
| White Women | 19% | 22% | 21% | 22% | 22% | 23% | 23% | 23% | 24% | 25% | 25% | 35% | 31% | 31% | 31% | 26% | 30% | 27% | 26% | 24% | 26% | 23% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 11% | 12% | 13% | 13% | 13% | 13% | 14% | 15% | 14% | 14% | 13% | 8% | 12% | 12% | 16% | 17% | 17% | 22% | 23% | 25% | 29% | 26% |
| Women of Color | 6% | 7% | 7% | 8% | 9% | 8% | 9% | 8% | 8% | 8% | 8% | 6% | 4% | 4% | 5% | 7% | 9% | 10% | 9% | 10% | 14% | 17% |
| Total Faculty of Color | 18% | 19% | 20% | 21% | 22% | 21% | 23% | 23% | 22% | 21% | 22% | 15% | 16% | 15% | 22% | 24% | 26% | 31% | 32% | 35% | 43% | 43% |
| Asian | 5% | 5% | 5% | 5% | 5% | 4% | 4% | 5% | 5% | 5% | 5% | 6% | 8% | 8% | 15% | 17% | 21% | 22% | 19% | 24% | 29% | 26% |
| Black | 10% | 11% | 11% | 12% | 12% | 13% | 13% | 13% | 12% | 12% | 12% | 4% | 4% | 4% | 5% | 6% | 4% | 6% | 8% | 6% | 10% | 13% |
| Hispanic or Latino/a | 1% | 2% | 2% | 3% | 4% | 4% | 3% | 3% | 3% | 3% | 3% | 4% | 4% | 4% | 2% | 2% | 2% | 2% | 4% | 4% | 2% | 2% |
| Multiracial | 2% | 2% | 2% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 2% | 2% | 2% | 2% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0.5% | 0.5% | 0.5% | 0.5% | 0.5% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

See page 20 for notes on the data.

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

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 58 | 60 | 59 | 61 | 65 | 68 | 68 | 68 | 70 | 74 | 73 | 15 | 17 | 22 | 24 | 20 | 21 | 20 | 21 | 18 | 15 | 14 |
| White Men | 41 | 41 | 40 | 42 | 44 | 44 | 44 | 43 | 44 | 46 | 45 | 7 | 9 | 11 | 13 | 10 | 10 | 9 | 8 | 6 | 5 | - |
| White Women | 5 | 6 | 6 | 6 | 6 | 8 | 8 | 6 | 6 | 6 | 7 | - | - | - | - | - | - | - | - | - | - | - |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 10 | 11 | 11 | 10 | 12 | 13 | 13 | 16 | 16 | 16 | 16 | 6 | 6 | 6 | 7 | 6 | 7 | 7 | 6 | 5 | 5 | 6 |
| Women of Color | - | - | - | - | - | - | - | - | - | 6 | 5 | - | - | - | - | - | - | - | - | - | - | - |
| Total Faculty of Color | 12 | 13 | 13 | 13 | 15 | 16 | 16 | 19 | 20 | 22 | 21 | 7 | 7 | 9 | 9 | 8 | 10 | 11 | 10 | 8 | 6 | 6 |
| Asian | 12 | 13 | 13 | 12 | 13 | 14 | 14 | 16 | 17 | 19 | 18 | 5 | - | 6 | 5 | 5 | 6 | 7 | 8 | 6 | - | - |
| Black | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | | | | | | | | | | | | | | | | | - | - | - | - | - | - |
| Multiracial | | | | | - | - | - | - | - | - | - | - | - | - | - | | | | | | | |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 79% | 78% | 73% | 72% | 76% | 76% | 77% | 76% | 80% | 83% | 84% | 21% | 22% | 27% | 28% | 24% | 24% | 23% | 24% | 20% | 17% | 16% |
| White Men | 71% | 68% | 68% | 69% | 68% | 65% | 65% | 63% | 63% | 62% | 62% | 47% | 53% | 50% | 54% | 50% | 48% | 45% | 38% | 33% | 33% | 29% |
| White Women | 9% | 10% | 10% | 10% | 9% | 12% | 12% | 9% | 9% | 8% | 10% | 7% | 6% | 9% | 8% | 10% | 5% | 0% | 14% | 22% | 27% | 29% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 17% | 18% | 19% | 16% | 18% | 19% | 19% | 24% | 23% | 22% | 22% | 40% | 35% | 27% | 29% | 30% | 33% | 35% | 29% | 28% | 33% | 43% |
| Women of Color | 3% | 3% | 3% | 5% | 5% | 4% | 4% | 4% | 6% | 8% | 7% | 7% | 6% | 14% | 8% | 10% | 14% | 20% | 19% | 17% | 7% | 0% |
| Total Faculty of Color | 21% | 22% | 22% | 21% | 23% | 24% | 24% | 28% | 29% | 30% | 29% | 47% | 41% | 41% | 38% | 40% | 48% | 55% | 48% | 44% | 40% | 43% |
| Asian | 21% | 22% | 22% | 20% | 20% | 21% | 21% | 24% | 24% | 26% | 25% | 33% | 24% | 27% | 21% | 25% | 29% | 35% | 38% | 33% | 27% | 29% |
| Black | 0% | 0% | 0% | 2% | 2% | 1% | 1% | 3% | 3% | 3% | 3% | 7% | 12% | 9% | 13% | 15% | 14% | 15% | 5% | 6% | 7% | 7% |
| Hispanic or Latino/a | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 5% | 5% | 5% | 6% | 7% | 7% |
| Multiracial | 0% | 0% | 0% | 0% | 2% | 1% | 1% | 1% | 1% | 1% | 1% | 7% | 6% | 5% | 4% | 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% |

See page 20 for notes on the data.

Table 9: Harvard Business School

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 95 | 95 | 99 | 101 | 103 | 101 | 101 | 102 | 103 | 104 | 103 | 86 | 86 | 76 | 77 | 71 | 68 | 74 | 81 | 84 | 94 | 99 |
| White Men | 53 | 53 | 56 | 55 | 54 | 53 | 53 | 51 | 52 | 52 | 51 | 40 | 36 | 29 | 27 | 25 | 28 | 29 | 32 | 33 | 35 | 35 |
| White Women | 16 | 16 | 17 | 18 | 19 | 18 | 17 | 19 | 18 | 19 | 20 | 17 | 18 | 15 | 21 | 19 | 17 | 19 | 19 | 22 | 23 | 25 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 23 | 23 | 23 | 25 | 27 | 27 | 27 | 28 | 28 | 28 | 27 | 18 | 22 | 20 | 18 | 18 | 16 | 17 | 16 | 16 | 19 | 19 |
| Women of Color | - | - | - | - | - | - | - | - | 5 | 5 | 5 | 11 | 10 | 12 | 11 | 9 | 7 | 9 | 14 | 13 | 17 | 20 |
| Total Faculty of Color | 26 | 26 | 26 | 28 | 30 | 30 | 31 | 32 | 33 | 33 | 32 | 29 | 32 | 32 | 29 | 27 | 23 | 26 | 30 | 29 | 36 | 39 |
| Asian | 20 | 20 | 20 | 21 | 23 | 23 | 24 | 25 | 25 | 25 | 24 | 21 | 24 | 24 | 23 | 19 | 15 | 17 | 19 | 21 | 25 | 26 |
| Black | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 5 | - | - | - | - | 6 | 7 | 5 | 5 | 6 |
| Multiracial | | | | | | | | | | | | - | - | - | - | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 52% | 52% | 57% | 57% | 59% | 60% | 58% | 56% | 55% | 53% | 51% | 48% | 48% | 43% | 43% | 41% | 40% | 42% | 44% | 45% | 47% | 49% |
| White Men | 56% | 56% | 57% | 54% | 52% | 52% | 52% | 50% | 50% | 50% | 50% | 47% | 42% | 38% | 35% | 35% | 41% | 39% | 40% | 39% | 37% | 35% |
| White Women | 17% | 17% | 17% | 18% | 18% | 18% | 17% | 19% | 17% | 18% | 19% | 20% | 21% | 20% | 27% | 27% | 25% | 26% | 23% | 26% | 24% | 25% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 24% | 24% | 23% | 25% | 26% | 27% | 27% | 27% | 27% | 27% | 26% | 21% | 26% | 26% | 23% | 25% | 24% | 23% | 20% | 19% | 20% | 19% |
| Women of Color | 3% | 3% | 3% | 3% | 3% | 3% | 4% | 4% | 5% | 5% | 5% | 13% | 12% | 16% | 14% | 13% | 10% | 12% | 17% | 15% | 18% | 20% |
| Total Faculty of Color | 27% | 27% | 26% | 28% | 29% | 30% | 31% | 31% | 32% | 32% | 31% | 34% | 37% | 42% | 38% | 38% | 34% | 35% | 37% | 35% | 38% | 39% |
| Asian | 21% | 21% | 20% | 21% | 22% | 23% | 24% | 25% | 24% | 24% | 23% | 24% | 28% | 32% | 30% | 27% | 22% | 23% | 23% | 25% | 27% | 26% |
| Black | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 1% | 1% | 3% | 3% | 4% | 4% | 3% | 2% | 1% | 3% | 4% |
| Hispanic or Latino/a | 5% | 5% | 5% | 6% | 6% | 5% | 5% | 5% | 6% | 6% | 6% | 7% | 6% | 5% | 4% | 6% | 6% | 8% | 9% | 6% | 5% | 6% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 2% | 3% | 1% | 1% | 1% | 1% | 2% | 2% | 3% | 3% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

See page 20 for notes on the data.

Table 10: Harvard Graduate School of Design

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 34 | 36 | 35 | 34 | 34 | 34 | 30 | 30 | 29 | 27 | 25 | 20 | 19 | 18 | 23 | 23 | 24 | 22 | 23 | 22 | 21 | 21 |
| White Men | 22 | 22 | 21 | 20 | 20 | 20 | 18 | 17 | 16 | 15 | 14 | 7 | 6 | 7 | 10 | 11 | 10 | 8 | 7 | 6 | 6 | 6 |
| White Women | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 7 | 7 | 7 | 6 | 8 | 8 | 6 | 6 | 6 | 7 | 8 | 8 | 8 | 7 | 6 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 5 | 5 | 5 | 5 | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 5 | 5 |
| Women of Color | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total Faculty of Color | 7 | 8 | 8 | 8 | 8 | 8 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 7 | 6 | 7 | 6 | 8 | 8 | 8 | 9 |
| Asian | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Black | | | | | | | | | | | | | | | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | 5 | 5 | 5 | 5 | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Multiracial | | | | | | | | | | | | - | - | - | - | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 63% | 65% | 66% | 60% | 60% | 59% | 58% | 57% | 57% | 56% | 54% | 37% | 35% | 34% | 40% | 40% | 41% | 42% | 43% | 43% | 44% | 46% |
| White Men | 65% | 61% | 60% | 59% | 59% | 59% | 60% | 57% | 55% | 56% | 56% | 35% | 32% | 39% | 43% | 48% | 42% | 36% | 30% | 27% | 29% | 29% |
| White Women | 15% | 17% | 17% | 18% | 18% | 18% | 20% | 23% | 24% | 26% | 24% | 40% | 42% | 33% | 26% | 26% | 29% | 36% | 35% | 36% | 33% | 29% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 15% | 14% | 14% | 15% | 15% | 15% | 10% | 10% | 10% | 7% | 8% | 15% | 16% | 17% | 17% | 17% | 17% | 14% | 17% | 23% | 24% | 24% |
| Women of Color | 6% | 8% | 9% | 9% | 9% | 9% | 10% | 10% | 10% | 11% | 12% | 10% | 11% | 11% | 13% | 9% | 13% | 14% | 17% | 14% | 14% | 19% |
| Total Faculty of Color | 21% | 22% | 23% | 24% | 24% | 24% | 20% | 20% | 21% | 19% | 20% | 25% | 26% | 28% | 30% | 26% | 29% | 27% | 35% | 36% | 38% | 43% |
| Asian | 6% | 8% | 9% | 9% | 9% | 9% | 10% | 10% | 10% | 11% | 12% | 5% | 5% | 6% | 9% | 9% | 17% | 14% | 17% | 14% | 14% | 14% |
| Black | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 4% | 4% | 4% | 5% | 9% | 9% | 10% | 10% |
| Hispanic or Latino/a | 15% | 14% | 14% | 15% | 15% | 15% | 10% | 10% | 10% | 7% | 8% | 10% | 11% | 11% | 9% | 9% | 4% | 5% | 4% | 9% | 10% | 14% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 11% | 11% | 9% | 4% | 4% | 5% | 4% | 5% | 5% | 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% |

See page 20 for notes on the data.

Table 11: Harvard Divinity School

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 21 | 20 | 22 | 23 | 27 | 28 | 26 | 23 | 21 | 20 | 23 | 6 | 8 | 9 | 8 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| White Men | 9 | 8 | 9 | 10 | 13 | 13 | 12 | 12 | 11 | 9 | 10 | - | - | - | - | | | | | | - | - |
| White Women | 8 | 8 | 9 | 9 | 9 | 9 | 9 | 7 | 6 | 6 | 5 | | | - | - | - | - | - | - | - | - | - |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | - | - | - | - | - | - | - | - | - | - | 5 | - | - | - | - | - | - | - | - | - | - | - |
| Women of Color | | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total Faculty of Color | 4 | 4 | 4 | 4 | 5 | 6 | 5 | 4 | 4 | 5 | 8 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| Asian | | | | | | | | | | | - | | | | | | | | | - | - | - |
| Black | - | - | - | - | - | - | - | - | - | - | - | | | | | | - | - | - | - | - | - |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | | | | | |
| Multiracial | | | | | | | | | | - | - | - | - | - | - | - | - | - | - | - | | |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 78% | 71% | 71% | 74% | 87% | 88% | 87% | 85% | 84% | 83% | 82% | 22% | 29% | 29% | 26% | 13% | 13% | 13% | 15% | 16% | 17% | 18% |
| White Men | 43% | 40% | 41% | 43% | 48% | 46% | 46% | 52% | 52% | 45% | 43% | 50% | 50% | 44% | 38% | 0% | 0% | 0% | 0% | 0% | 25% | 20% |
| White Women | 38% | 40% | 41% | 39% | 33% | 32% | 35% | 30% | 29% | 30% | 22% | 0% | 0% | 11% | 13% | 25% | 25% | 25% | 25% | 25% | 25% | 20% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 19% | 20% | 18% | 17% | 15% | 14% | 15% | 13% | 14% | 20% | 22% | 17% | 25% | 22% | 25% | 50% | 50% | 50% | 50% | 50% | 25% | 40% |
| Women of Color | 0% | 0% | 0% | 0% | 4% | 7% | 4% | 4% | 5% | 5% | 13% | 33% | 25% | 22% | 25% | 25% | 25% | 25% | 25% | 25% | 25% | 20% |
| Total Faculty of Color | 19% | 20% | 18% | 17% | 19% | 21% | 19% | 17% | 19% | 25% | 35% | 50% | 50% | 44% | 50% | 75% | 75% | 75% | 75% | 75% | 50% | 60% |
| Asian | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 25% | 25% | 20% |
| Black | 14% | 15% | 14% | 13% | 11% | 11% | 12% | 9% | 10% | 10% | 17% | 0% | 0% | 0% | 0% | 0% | 25% | 25% | 25% | 25% | 25% | 40% |
| Hispanic or Latino/a | 5% | 5% | 5% | 4% | 7% | 11% | 8% | 9% | 10% | 10% | 9% | 33% | 25% | 22% | 25% | 25% | 0% | 0% | 0% | 0% | 0% | 0% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 5% | 4% | 17% | 25% | 22% | 25% | 50% | 50% | 50% | 50% | 25% | 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% |

See page 20 for notes on the data.

Table 12: Harvard Graduate School of Education

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 26 | 24 | 23 | 23 | 25 | 30 | 31 | 29 | 29 | 27 | 28 | 20 | 19 | 18 | 19 | 17 | 14 | 15 | 13 | 12 | 16 | 14 |
| White Men | 12 | 13 | 12 | 9 | 11 | 11 | 11 | 10 | 10 | 9 | 9 | 5 | 5 | 5 | 6 | - | 5 | - | - | - | - | - |
| White Women | 10 | 8 | 7 | 8 | 8 | 9 | 10 | 10 | 10 | 11 | 11 | 6 | 6 | 6 | 6 | 5 | - | - | - | - | 5 | - |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | - | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 5 | 5 | 5 | 5 |
| Women of Color | - | - | - | - | - | 6 | 6 | 5 | 5 | 5 | 6 | 5 | - | - | - | - | - | - | - | - | - | - |
| Total Faculty of Color | 4 | 3 | 4 | 6 | 6 | 10 | 10 | 9 | 9 | 7 | 8 | 9 | 8 | 7 | 7 | 8 | 5 | 8 | 7 | 6 | 8 | 7 |
| Asian | - | | - | - | - | - | - | - | - | - | - | 5 | - | - | - | - | - | - | - | | | |
| Black | - | - | - | 5 | 5 | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | 5 | - |
| Hispanic or Latino/a | | | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Multiracial | | | | | | | | | | | | | | | | | | | | | | |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 57% | 56% | 56% | 55% | 60% | 68% | 67% | 69% | 71% | 63% | 67% | 43% | 44% | 44% | 45% | 40% | 32% | 33% | 31% | 29% | 37% | 33% |
| White Men | 46% | 54% | 52% | 39% | 44% | 37% | 35% | 34% | 34% | 33% | 32% | 25% | 26% | 28% | 32% | 24% | 36% | 27% | 23% | 25% | 19% | 21% |
| White Women | 38% | 33% | 30% | 35% | 32% | 30% | 32% | 34% | 34% | 41% | 39% | 30% | 32% | 33% | 32% | 29% | 29% | 20% | 23% | 25% | 31% | 29% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 4% | 0% | 4% | 9% | 8% | 13% | 13% | 14% | 14% | 7% | 7% | 20% | 21% | 17% | 16% | 24% | 14% | 33% | 38% | 42% | 31% | 36% |
| Women of Color | 12% | 13% | 13% | 17% | 16% | 20% | 19% | 17% | 17% | 19% | 21% | 25% | 21% | 22% | 21% | 24% | 21% | 20% | 15% | 8% | 19% | 14% |
| Total Faculty of Color | 15% | 13% | 17% | 26% | 24% | 33% | 32% | 31% | 31% | 26% | 29% | 45% | 42% | 39% | 37% | 47% | 36% | 53% | 54% | 50% | 50% | 50% |
| Asian | 4% | 0% | 4% | 4% | 4% | 7% | 6% | 7% | 7% | 7% | 7% | 25% | 21% | 17% | 16% | 18% | 14% | 13% | 8% | 0% | 0% | 0% |
| Black | 12% | 13% | 13% | 22% | 20% | 17% | 16% | 14% | 14% | 11% | 14% | 10% | 5% | 6% | 5% | 6% | 7% | 27% | 31% | 33% | 31% | 29% |
| Hispanic or Latino/a | 0% | 0% | 0% | 0% | 0% | 10% | 10% | 10% | 10% | 7% | 7% | 10% | 16% | 17% | 16% | 24% | 14% | 13% | 15% | 17% | 19% | 21% |
| 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% |

See page 20 for notes on the data.

Table 13: Harvard John F. Kennedy School of Government

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 53 | 52 | 51 | 54 | 56 | 57 | 58 | 52 | 54 | 54 | 52 | 21 | 20 | 22 | 21 | 17 | 18 | 19 | 13 | 15 | 12 | 14 |
| White Men | 34 | 32 | 32 | 35 | 36 | 38 | 38 | 34 | 36 | 33 | 31 | 14 | 12 | 12 | 12 | 10 | 11 | 10 | 6 | 6 | 6 | 5 |
| White Women | 8 | 9 | 8 | 8 | 9 | 8 | 8 | 7 | 6 | 8 | 8 | - | - | - | - | - | - | - | - | - | - | - |
| White Nonbinary | | | | | | | | | | | - | | | | | | | | | | | |
| Men of Color | 8 | 8 | 8 | 7 | 7 | 7 | 7 | 6 | 6 | 7 | 6 | - | - | - | - | - | - | - | - | - | - | - |
| Women of Color | - | - | - | - | - | - | 5 | 5 | 6 | 6 | 6 | - | - | 6 | 5 | - | - | - | - | - | - | - |
| Total Faculty of Color | 11 | 11 | 11 | 11 | 11 | 11 | 12 | 11 | 12 | 13 | 12 | 6 | 6 | 8 | 7 | 5 | 5 | 6 | 4 | 6 | 4 | 5 |
| Asian | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | - | - | - | - | - | - | - | - | - | - | - |
| Black | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 72% | 72% | 70% | 72% | 77% | 76% | 75% | 80% | 78% | 82% | 79% | 28% | 28% | 30% | 28% | 23% | 24% | 25% | 20% | 22% | 18% | 21% |
| White Men | 64% | 62% | 63% | 65% | 64% | 67% | 66% | 65% | 67% | 61% | 60% | 67% | 60% | 55% | 57% | 59% | 61% | 53% | 46% | 40% | 50% | 36% |
| White Women | 15% | 17% | 16% | 15% | 16% | 14% | 14% | 13% | 11% | 15% | 15% | 5% | 10% | 9% | 10% | 12% | 11% | 16% | 23% | 20% | 17% | 29% |
| White Nonbinary | | | | | | | | | | | 2% | | | | | | | | | | | 0% |
| Men of Color | 15% | 15% | 16% | 13% | 13% | 12% | 12% | 12% | 11% | 13% | 12% | 14% | 10% | 9% | 10% | 12% | 6% | 11% | 8% | 13% | 17% | 21% |
| Women of Color | 6% | 6% | 6% | 7% | 7% | 7% | 9% | 10% | 11% | 11% | 12% | 14% | 20% | 27% | 24% | 18% | 22% | 21% | 23% | 27% | 17% | 14% |
| Total Faculty of Color | 21% | 21% | 22% | 20% | 20% | 19% | 21% | 21% | 22% | 24% | 23% | 29% | 30% | 36% | 33% | 29% | 28% | 32% | 31% | 40% | 33% | 36% |
| Asian | 9% | 10% | 10% | 11% | 11% | 11% | 10% | 10% | 9% | 11% | 12% | 10% | 10% | 9% | 5% | 0% | 6% | 11% | 15% | 20% | 25% | 21% |
| Black | 2% | 2% | 2% | 2% | 4% | 4% | 5% | 4% | 6% | 6% | 6% | 0% | 0% | 5% | 5% | 6% | 6% | 5% | 8% | 7% | 0% | 0% |
| Hispanic or Latino/a | 8% | 8% | 8% | 6% | 4% | 4% | 3% | 6% | 6% | 6% | 4% | 14% | 15% | 18% | 19% | 18% | 17% | 16% | 8% | 13% | 8% | 14% |
| Multiracial | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 5% | 5% | 5% | 5% | 6% | 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% |

See page 20 for notes on the data.

Table 14: Harvard Law School

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 89 | 88 | 88 | 87 | 86 | 85 | 84 | 87 | 86 | 87 | 90 | 5 | 3 | 3 | 6 | 5 | 6 | 6 | 6 | 4 | 4 | 2 |
| White Men | 63 | 63 | 61 | 60 | 60 | 58 | 56 | 56 | 53 | 53 | 53 | - | - | - | - | | | | - | - | - | - |
| White Women | 13 | 13 | 14 | 14 | 14 | 15 | 15 | 16 | 18 | 18 | 19 | | | | - | - | - | - | - | - | - | |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 8 | 8 | 8 | 8 | 8 | 7 | 8 | 9 | 9 | 10 | 12 | - | - | - | - | - | - | - | - | - | - | - |
| Women of Color | 5 | - | 5 | 5 | - | 5 | 5 | 6 | 6 | 6 | 6 | | | - | - | - | - | - | | | | |
| Total Faculty of Color | 13 | 12 | 13 | 13 | 12 | 12 | 13 | 15 | 15 | 16 | 18 | 1 | 1 | 2 | 3 | 3 | 3 | 3 | 1 | 1 | 2 | 1 |
| Asian | - | - | - | - | - | - | - | 5 | 5 | 5 | 5 | - | - | - | - | - | - | - | | | | |
| Black | 8 | 8 | 9 | 9 | 8 | 8 | 8 | 8 | 8 | 9 | 10 | | | | | | | - | - | - | - | |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | | | | - | - | - | - | | | | |
| Multiracial | | | | | | | | | | | | | | | | | | | | | - | - |
| Native American | - | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 95% | 97% | 97% | 94% | 95% | 93% | 93% | 94% | 96% | 96% | 98% | 5% | 3% | 3% | 6% | 5% | 7% | 7% | 6% | 4% | 4% | 2% |
| White Men | 71% | 72% | 69% | 69% | 70% | 68% | 67% | 64% | 62% | 61% | 59% | 80% | 67% | 33% | 17% | 0% | 0% | 0% | 17% | 25% | 25% | 50% |
| White Women | 15% | 15% | 16% | 16% | 16% | 18% | 18% | 18% | 21% | 21% | 21% | 0% | 0% | 0% | 33% | 40% | 50% | 50% | 67% | 50% | 25% | 0% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 9% | 9% | 9% | 9% | 9% | 8% | 10% | 10% | 10% | 11% | 13% | 20% | 33% | 33% | 33% | 40% | 33% | 33% | 17% | 25% | 50% | 50% |
| Women of Color | 6% | 5% | 6% | 6% | 5% | 6% | 6% | 7% | 7% | 7% | 7% | 0% | 0% | 33% | 17% | 20% | 17% | 17% | 0% | 0% | 0% | 0% |
| Total Faculty of Color | 15% | 14% | 15% | 15% | 14% | 14% | 15% | 17% | 17% | 18% | 20% | 20% | 33% | 67% | 50% | 60% | 50% | 50% | 17% | 25% | 50% | 50% |
| Asian | 3% | 3% | 3% | 3% | 3% | 4% | 5% | 6% | 6% | 6% | 6% | 20% | 33% | 67% | 33% | 40% | 33% | 17% | 0% | 0% | 0% | 0% |
| Black | 9% | 9% | 10% | 10% | 9% | 9% | 10% | 9% | 9% | 10% | 11% | 0% | 0% | 0% | 0% | 0% | 0% | 17% | 17% | 25% | 25% | 0% |
| Hispanic or Latino/a | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 3% | 0% | 0% | 0% | 17% | 20% | 17% | 17% | 0% | 0% | 0% | 0% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 25% | 50% |
| Native American | 1.1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

See page 20 for notes on the data.

Table 15: Harvard Medical School

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 127 | 123 | 121 | 122 | 129 | 134 | 138 | 135 | 135 | 138 | 135 | 53 | 52 | 54 | 53 | 53 | 54 | 52 | 54 | 53 | 54 | 52 |
| White Men | 98 | 93 | 92 | 90 | 93 | 94 | 95 | 93 | 93 | 94 | 90 | 26 | 21 | 20 | 22 | 23 | 21 | 20 | 20 | 18 | 18 | 16 |
| White Women | 21 | 21 | 22 | 24 | 25 | 26 | 27 | 26 | 26 | 27 | 26 | 13 | 15 | 15 | 11 | 12 | 13 | 12 | 13 | 14 | 16 | 16 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 6 | 7 | 5 | 5 | 7 | 9 | 10 | 10 | 10 | 11 | 13 | 9 | 12 | 14 | 15 | 13 | 16 | 16 | 17 | 17 | 18 | 16 |
| Women of Color | - | - | - | - | - | 5 | 6 | 6 | 6 | 6 | 6 | 5 | - | 5 | 5 | 5 | - | - | - | - | - | - |
| Total Faculty of Color | 8 | 9 | 7 | 8 | 11 | 14 | 16 | 16 | 16 | 17 | 19 | 14 | 16 | 19 | 20 | 18 | 20 | 20 | 21 | 21 | 20 | 20 |
| Asian | 6 | 7 | 5 | 5 | 6 | 9 | 11 | 11 | 11 | 12 | 14 | 10 | 12 | 14 | 15 | 15 | 16 | 15 | 15 | 16 | 14 | 12 |
| Black | - | - | - | - | - | - | - | - | - | - | - | | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 5 |
| Multiracial | | | | | | | | | | | | | | - | - | - | - | - | - | | - | - |
| Native American | | | | | | | - | - | - | - | - | | | | | | | | | | | |
| % of Faculty | 71% | 70% | 69% | 70% | 71% | 71% | 73% | 71% | 72% | 72% | 72% | 29% | 30% | 31% | 30% | 29% | 29% | 27% | 29% | 28% | 28% | 28% |
| White Men | 77% | 76% | 76% | 74% | 72% | 70% | 69% | 69% | 69% | 68% | 67% | 49% | 40% | 37% | 42% | 43% | 39% | 38% | 37% | 34% | 33% | 31% |
| White Women | 17% | 17% | 18% | 20% | 19% | 19% | 20% | 19% | 19% | 20% | 19% | 25% | 29% | 28% | 21% | 23% | 24% | 23% | 24% | 26% | 30% | 31% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 5% | 6% | 4% | 4% | 5% | 7% | 7% | 7% | 7% | 8% | 10% | 17% | 23% | 26% | 28% | 25% | 30% | 31% | 31% | 32% | 33% | 31% |
| Women of Color | 2% | 2% | 2% | 2% | 3% | 4% | 4% | 4% | 4% | 4% | 4% | 9% | 8% | 9% | 9% | 9% | 7% | 8% | 7% | 8% | 4% | 8% |
| Total Faculty of Color | 6% | 7% | 6% | 7% | 9% | 10% | 12% | 12% | 12% | 12% | 14% | 26% | 31% | 35% | 38% | 34% | 37% | 38% | 39% | 40% | 37% | 38% |
| Asian | 5% | 6% | 4% | 4% | 5% | 7% | 8% | 8% | 8% | 9% | 10% | 19% | 23% | 26% | 28% | 28% | 30% | 29% | 28% | 30% | 26% | 23% |
| Black | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 0% | 2% | 2% | 2% | 2% | 2% | 4% | 4% | 4% | 2% | 2% |
| Hispanic or Latino/a | 1% | 1% | 1% | 2% | 3% | 3% | 2% | 2% | 2% | 2% | 2% | 8% | 6% | 6% | 6% | 2% | 4% | 4% | 6% | 6% | 7% | 10% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 2% | 2% | 2% | 2% | 2% | 0% | 2% | 4% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0.7% | 0.7% | 0.7% | 0.7% | 0.7% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

See page 20 for notes on the data.

Table 16: Harvard T.H. Chan School of Public Health

| | Tenured Faculty | | | | | | | | | | | Tenure-Track Faculty | | | | | | | | | | |
|-------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 80 | 85 | 89 | 94 | 94 | 90 | 91 | 90 | 90 | 89 | 83 | 64 | 57 | 51 | 55 | 58 | 55 | 56 | 59 | 57 | 60 | 60 |
| White Men | 49 | 51 | 54 | 54 | 52 | 47 | 49 | 49 | 47 | 45 | 40 | 24 | 20 | 20 | 25 | 26 | 24 | 25 | 25 | 25 | 24 | 23 |
| White Women | 15 | 16 | 15 | 18 | 19 | 20 | 20 | 19 | 21 | 22 | 22 | 21 | 19 | 16 | 14 | 14 | 14 | 13 | 14 | 10 | 12 | 14 |
| White Nonbinary | | | | | | | | | | | | | | | | | | | | | | |
| Men of Color | 11 | 13 | 14 | 16 | 15 | 15 | 14 | 14 | 14 | 14 | 14 | 14 | 12 | 10 | 10 | 10 | 8 | 11 | 11 | 11 | 11 | 9 |
| Women of Color | 5 | 5 | 6 | 6 | 8 | 8 | 8 | 8 | 8 | 8 | 7 | 5 | 6 | 5 | 6 | 8 | 9 | 7 | 9 | 11 | 13 | 14 |
| Total Faculty of Color | 16 | 18 | 20 | 22 | 23 | 23 | 22 | 22 | 22 | 22 | 21 | 19 | 18 | 15 | 16 | 18 | 17 | 18 | 20 | 22 | 24 | 23 |
| Asian | 11 | 12 | 13 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 12 | 12 | 10 | 8 | 9 | 10 | 9 | 12 | 13 | 14 | 14 | 15 |
| Black | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Hispanic or Latino/a | - | - | - | - | - | - | - | - | - | - | - | 5 | 5 | - | - | - | - | - | - | 5 | 5 | - |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | | | | - | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| % of Faculty | 56% | 60% | 64% | 63% | 62% | 62% | 62% | 60% | 61% | 60% | 58% | 44% | 40% | 36% | 37% | 38% | 38% | 38% | 40% | 39% | 40% | 42% |
| White Men | 61% | 60% | 61% | 57% | 55% | 52% | 54% | 54% | 52% | 51% | 48% | 38% | 35% | 39% | 45% | 45% | 44% | 45% | 42% | 44% | 40% | 38% |
| White Women | 19% | 19% | 17% | 19% | 20% | 22% | 22% | 21% | 23% | 25% | 27% | 33% | 33% | 31% | 25% | 24% | 25% | 23% | 24% | 18% | 20% | 23% |
| White Nonbinary | | | | | | | | | | | 0% | | | | | | | | | | | 0% |
| Men of Color | 14% | 15% | 16% | 17% | 16% | 17% | 15% | 16% | 16% | 16% | 17% | 22% | 21% | 20% | 18% | 17% | 15% | 20% | 19% | 19% | 18% | 15% |
| Women of Color | 6% | 6% | 7% | 6% | 9% | 9% | 9% | 9% | 9% | 9% | 8% | 8% | 11% | 10% | 11% | 14% | 16% | 13% | 15% | 19% | 22% | 23% |
| Total Faculty of Color | 20% | 21% | 22% | 23% | 24% | 26% | 24% | 24% | 24% | 25% | 25% | 30% | 32% | 29% | 29% | 31% | 31% | 32% | 34% | 39% | 40% | 38% |
| Asian | 14% | 14% | 15% | 15% | 15% | 16% | 15% | 16% | 16% | 16% | 14% | 19% | 18% | 16% | 16% | 17% | 16% | 21% | 22% | 25% | 23% | 25% |
| Black | 3% | 2% | 2% | 3% | 4% | 4% | 3% | 3% | 3% | 3% | 4% | 3% | 5% | 6% | 5% | 7% | 5% | 2% | 3% | 4% | 7% | 7% |
| Hispanic or Latino/a | 3% | 4% | 4% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 5% | 8% | 9% | 8% | 5% | 5% | 7% | 7% | 7% | 9% | 8% | 5% |
| Multiracial | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 0% | 0% | 0% | 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% |

See page 20 for notes on the data.

Table 17: Harvard School of Dental Medicine - Affiliates and Clinical Departments

| | Senior Faculty | | | | | | | | | | | Junior Faculty | | | | | | | | | | |
|-------------------------------|----------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 13 | 12 | 12 | 14 | 14 | 15 | 14 | 14 | 13 | 15 | 16 | 269 | 265 | 277 | 244 | 124 | 121 | 115 | 117 | 113 | 107 | 101 |
| White Men | 11 | 10 | 9 | 9 | 9 | 10 | 10 | 10 | 10 | 10 | 10 | 122 | 119 | 126 | 110 | 53 | 51 | 46 | 46 | 46 | 44 | 40 |
| White Women | - | - | - | - | - | - | - | - | - | - | - | 49 | 51 | 50 | 46 | 30 | 27 | 27 | 27 | 23 | 20 | 18 |
| Men of Color | | | | | | | | | | - | - | 44 | 41 | 42 | 37 | 16 | 15 | 17 | 19 | 19 | 17 | 15 |
| Women of Color | | | | - | - | - | - | - | - | - | - | 49 | 48 | 53 | 46 | 22 | 26 | 23 | 23 | 23 | 24 | 25 |
| Total Faculty of Color | | | | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 93 | 89 | 95 | 83 | 38 | 41 | 40 | 42 | 42 | 41 | 40 |
| Asian | | | | - | - | - | - | - | - | - | - | 61 | 58 | 61 | 53 | 29 | 32 | 30 | 31 | 28 | 28 | 29 |
| Black | | | | | | | | | | | | 12 | 12 | 12 | 10 | - | - | - | - | - | - | - |
| Hispanic or Latino/a | | | | | | | | | | | | 17 | 17 | 18 | 17 | - | 5 | 6 | 7 | 9 | 7 | 6 |
| Multiracial | | | | | | | | | | | | - | - | - | - | - | - | - | - | - | - | - |
| Native American | | | | | | | | | | | | | | | | | | | | | | |
| Hawaiian / Pac. Isl. | | | | | | | | | | | | - | - | - | - | | | | | | | - |
| Unknown* | | | | | | | | | | | | 5 | 6 | 6 | 5 | - | - | - | - | - | - | - |
| % of Faculty | 5% | 4% | 4% | 5% | 10% | 11% | 11% | 11% | 10% | 12% | 14% | 95% | 96% | 96% | 95% | 90% | 89% | 89% | 89% | 90% | 88% | 86% |
| White Men | 85% | 83% | 75% | 64% | 64% | 67% | 71% | 71% | 77% | 67% | 63% | 45% | 45% | 45% | 45% | 43% | 42% | 40% | 39% | 41% | 41% | 40% |
| White Women | 15% | 17% | 25% | 29% | 29% | 27% | 21% | 21% | 15% | 20% | 19% | 18% | 19% | 18% | 19% | 24% | 22% | 23% | 23% | 20% | 19% | 18% |
| Men of Color | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 7% | 6% | 16% | 15% | 15% | 15% | 13% | 12% | 15% | 16% | 17% | 16% | 15% |
| Women of Color | 0% | 0% | 0% | 7% | 7% | 7% | 7% | 7% | 8% | 7% | 13% | 18% | 18% | 19% | 19% | 18% | 21% | 20% | 20% | 20% | 22% | 25% |
| Total Faculty of Color | 0% | 0% | 0% | 7% | 7% | 7% | 7% | 7% | 8% | 13% | 19% | 35% | 34% | 34% | 34% | 31% | 34% | 35% | 36% | 37% | 38% | 40% |
| Asian | 0% | 0% | 0% | 7% | 7% | 7% | 7% | 7% | 8% | 13% | 19% | 23% | 22% | 22% | 22% | 23% | 26% | 26% | 26% | 25% | 26% | 29% |
| Black | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 4% | 5% | 4% | 4% | 2% | 2% | 2% | 2% | 2% | 3% | 1% |
| Hispanic or Latino/a | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 6% | 6% | 6% | 7% | 3% | 4% | 5% | 6% | 8% | 7% | 6% |
| Multiracial | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 1% | 2% | 2% | 2% | 2% | 3% | 3% | 3% |
| 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% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| Unknown* | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% |

See page 20 for notes on the data.

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

Table 18: Harvard Medical School - Affiliates and Clinical Departments

| | Senior Faculty | | | | | | | | | | | Junior Faculty | | | | | | | | | | |
|-------------------------------|----------------|------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 | AY20 | AY21 | AY22 | AY23 |
| Total Faculty | 910 | 950 | 994 | 1,023 | 1,033 | 1,070 | 1,101 | 1,130 | 1,168 | 1,183 | 1,191 | 9,958 | 10,097 | 10,217 | 9,814 | 9,220 | 9,190 | 9,252 | 9,353 | 9,573 | 9,758 | 9,768 |
| White Men | 703 | 727 | 750 | 752 | 744 | 747 | 763 | 771 | 779 | 781 | 779 | 4,113 | 4,109 | 4,061 | 3,820 | 3,528 | 3,418 | 3,368 | 3,348 | 3,364 | 3,344 | 3,253 |
| White Women | 126 | 141 | 145 | 157 | 165 | 184 | 194 | 201 | 217 | 218 | 218 | 3,210 | 3,307 | 3,370 | 3,228 | 3,022 | 3,027 | 3,077 | 3,133 | 3,194 | 3,240 | 3,228 |
| Men of Color | 65 | 65 | 79 | 88 | 96 | 102 | 107 | 112 | 120 | 128 | 132 | 1,352 | 1,358 | 1,398 | 1,398 | 1,342 | 1,365 | 1,396 | 1,425 | 1,475 | 1,537 | 1,580 |
| Women of Color | 14 | 15 | 17 | 21 | 22 | 30 | 30 | 39 | 43 | 47 | 52 | 1,088 | 1,130 | 1,196 | 1,176 | 1,142 | 1,188 | 1,209 | 1,232 | 1,316 | 1,398 | 1,437 |
| Total Faculty of Color | 79 | 80 | 96 | 109 | 118 | 132 | 137 | 151 | 163 | 175 | 184 | 2,440 | 2,488 | 2,594 | 2,574 | 2,484 | 2,553 | 2,605 | 2,657 | 2,791 | 2,935 | 3,016 |
| Asian | 55 | 52 | 63 | 75 | 81 | 90 | 94 | 109 | 119 | 130 | 135 | 1,797 | 1,823 | 1,876 | 1,851 | 1,800 | 1,864 | 1,897 | 1,924 | 2,012 | 2,113 | 2,177 |
| Black | 6 | 7 | 8 | 8 | 8 | 10 | 10 | 9 | 10 | 10 | 11 | 202 | 204 | 227 | 224 | 202 | 199 | 193 | 193 | 202 | 220 | 224 |
| Hispanic or Latino/a | 15 | 18 | 20 | 21 | 23 | 26 | 27 | 26 | 27 | 28 | 30 | 344 | 353 | 364 | 365 | 352 | 357 | 368 | 383 | 411 | 434 | 440 |
| Multiracial | - | - | - | - | - | - | - | - | - | - | - | 26 | 30 | 31 | 38 | 42 | 43 | 47 | 57 | 64 | 72 | 82 |
| Native American | | | | | | | | - | - | - | - | 13 | 13 | 17 | 19 | 17 | 15 | 18 | 17 | 17 | 14 | 14 |
| Hawaiian / Pac. Isl. | - | - | - | - | - | - | - | - | - | - | - | 58 | 65 | 79 | 77 | 71 | 75 | 82 | 83 | 85 | 82 | 79 |
| Unknown* | - | - | - | 5 | 6 | 7 | 7 | 7 | 9 | 9 | 10 | 195 | 193 | 192 | 192 | 186 | 192 | 202 | 215 | 224 | 239 | 270 |
| % of Faculty | 8% | 9% | 9% | 9% | 10% | 10% | 11% | 11% | 11% | 11% | 11% | 92% | 91% | 91% | 91% | 90% | 90% | 89% | 89% | 89% | 89% | 89% |
| White Men | 77% | 77% | 75% | 74% | 72% | 70% | 69% | 68% | 67% | 66% | 65% | 41% | 41% | 40% | 39% | 38% | 37% | 36% | 36% | 35% | 34% | 33% |
| White Women | 14% | 15% | 15% | 15% | 16% | 17% | 18% | 18% | 19% | 18% | 18% | 32% | 33% | 33% | 33% | 33% | 33% | 33% | 33% | 33% | 33% | 33% |
| Men of Color | 7% | 7% | 8% | 9% | 9% | 10% | 10% | 10% | 10% | 11% | 11% | 14% | 13% | 14% | 14% | 15% | 15% | 15% | 15% | 15% | 16% | 16% |
| Women of Color | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 3% | 4% | 4% | 4% | 11% | 11% | 12% | 12% | 12% | 13% | 13% | 13% | 14% | 14% | 15% |
| Total Faculty of Color | 9% | 8% | 10% | 11% | 11% | 12% | 12% | 13% | 14% | 15% | 15% | 25% | 25% | 25% | 26% | 27% | 28% | 28% | 28% | 29% | 30% | 31% |
| Asian | 6% | 5% | 6% | 7% | 8% | 8% | 9% | 10% | 10% | 11% | 11% | 18% | 18% | 18% | 19% | 20% | 20% | 21% | 21% | 21% | 22% | 22% |
| Black | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% |
| Hispanic or Latino/a | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 3% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 5% |
| Multiracial | 0.1% | 0.1% | 0.2% | 0.2% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.4% | 0.5% | 0.5% | 1% | 1% | 1% | 1% | 1% |
| Native American | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% | 0.2% | 0.1% | 0.1% |
| Hawaiian / Pac. Isl. | 0.2% | 0.2% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| Unknown* | 0.2% | 0.2% | 0.3% | 0.5% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 3% |

See page 20 for notes on the data.

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

Notes for Tables 1 through 18

- 1) The source of these data is PeopleSoft/Harvard Data Warehouse. 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 percentage of tenured or tenure track faculty relative 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 - .
- 12) Non-binary faculty at the University were not reported prior to 2022.

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

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 faculty and faculty of color 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