



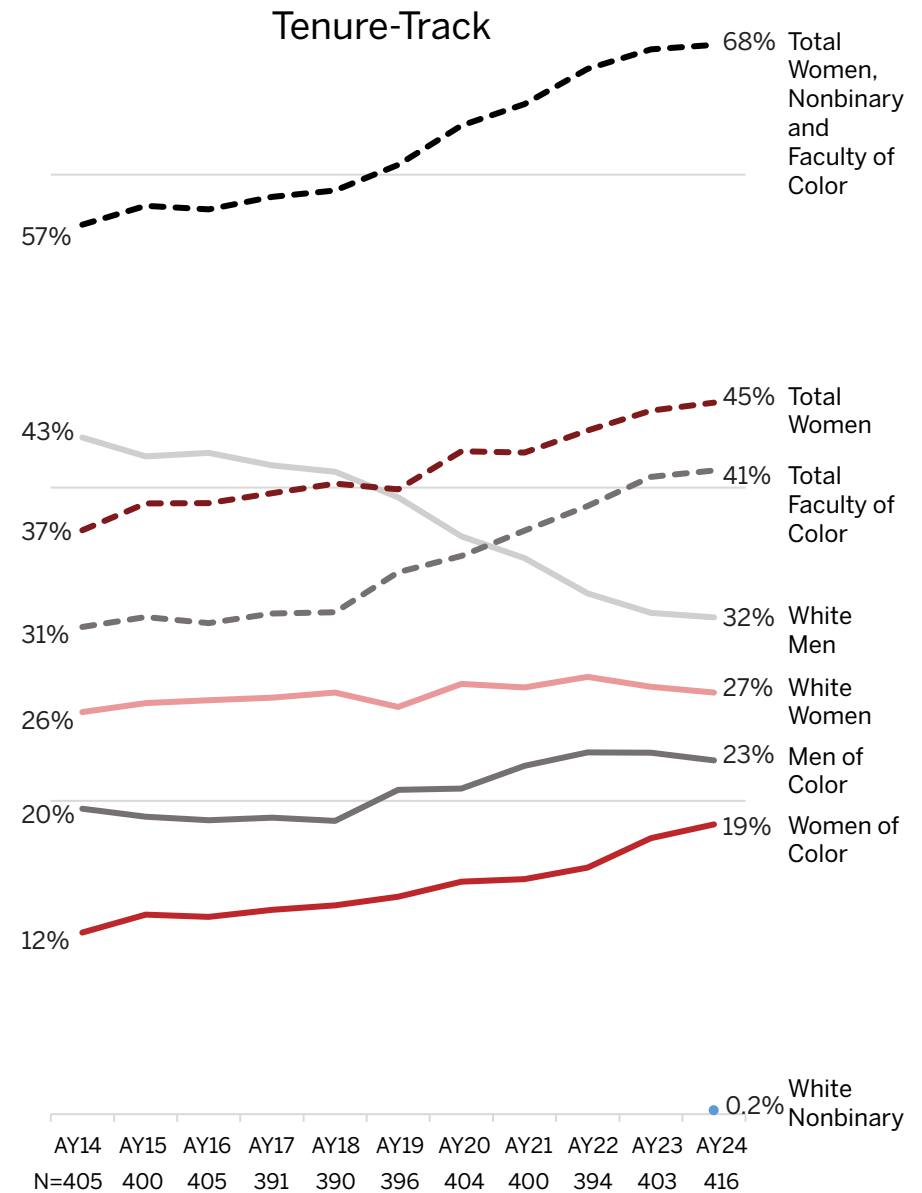
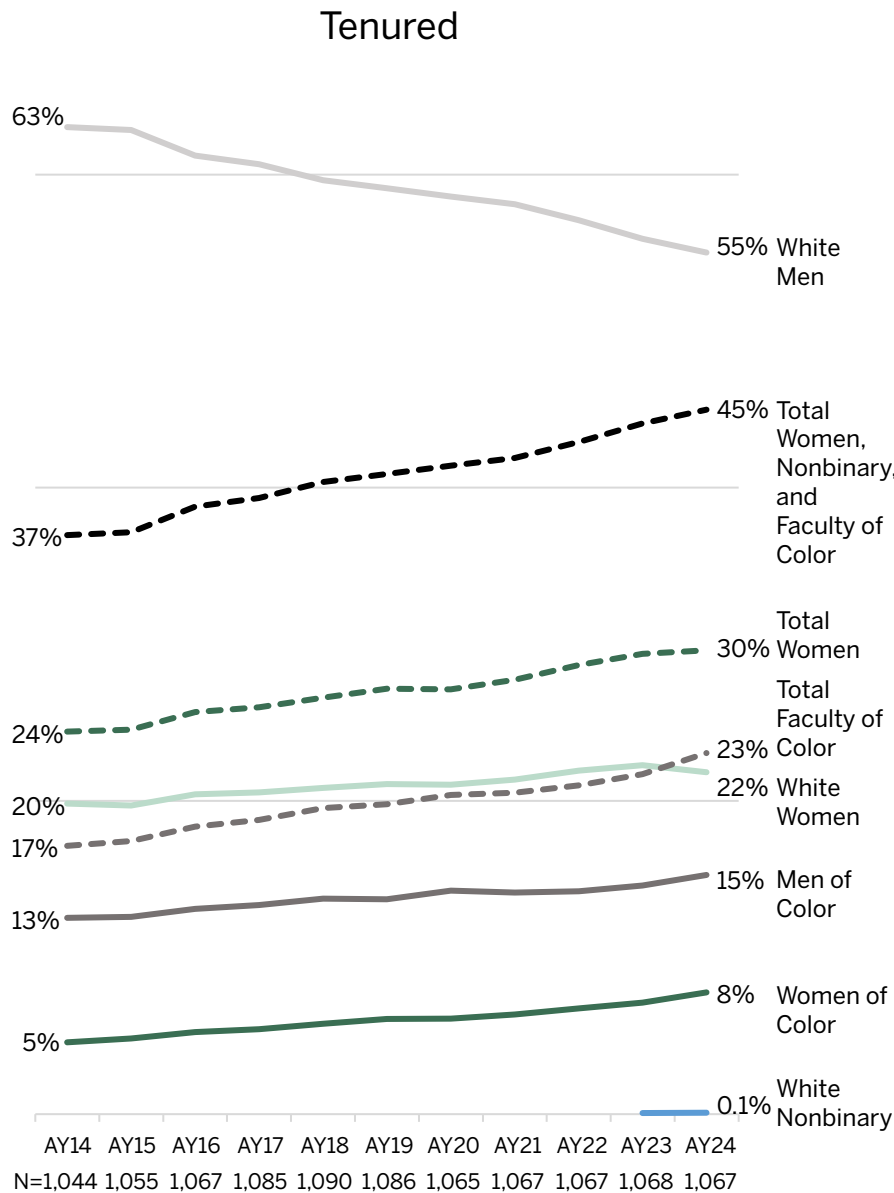
HARVARD UNIVERSITY | Office of the Senior Vice Provost

Faculty Development & Diversity

ANNUAL REPORT 2024

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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	1,044	1,055	1,067	1,085	1,090	1,086	1,065	1,067	1,067	1,068	1,067	405	400	405	391	390	396	404	400	394	403	416
White Men	658	663	653	658	650	642	624	620	609	597	587	175	168	171	162	160	156	149	142	131	129	132
White Women	207	208	218	223	227	229	224	228	234	238	233	104	105	107	104	105	103	111	109	110	110	112
White Nonbinary										-	-											-
Men of Color	131	133	140	145	150	149	152	151	152	156	163	79	76	76	74	73	82	84	89	91	93	94
Women of Color	48	51	56	59	63	66	65	68	72	76	83	47	51	51	51	52	55	60	60	62	71	77
Total Faculty of Color	179	184	196	204	213	215	217	219	224	232	246	126	127	127	125	125	137	144	149	153	164	171
Asian	103	106	110	115	119	123	127	127	132	134	142	75	76	77	76	77	81	84	91	91	93	97
Black	38	40	43	44	46	47	43	44	45	50	51	13	13	17	19	19	23	25	22	25	28	26
Hispanic or Latino/a	29	30	35	37	40	35	37	38	36	38	42	30	29	24	22	22	23	24	27	26	31	32
Multiracial	9	8	8	8	8	9	9	9	10	9	10	8	9	9	8	7	9	10	8	10	11	15
Native American						-	-	-	-	-	-						-	-	-	-	-	-
% of Faculty	72%	73%	72%	74%	74%	73%	72%	73%	73%	73%	72%	28%	27%	28%	26%	26%	27%	28%	27%	27%	27%	28%
White Men	63%	63%	61%	61%	60%	59%	59%	58%	57%	56%	55%	43%	42%	42%	41%	41%	39%	37%	36%	33%	32%	32%
White Women	20%	20%	20%	21%	21%	21%	21%	21%	22%	22%	22%	26%	26%	26%	27%	27%	26%	27%	27%	28%	27%	27%
White Nonbinary										0.1%	0.1%											0.2%
Men of Color	13%	13%	13%	13%	14%	14%	14%	14%	14%	15%	15%	20%	19%	19%	19%	19%	21%	21%	22%	23%	23%	23%
Women of Color	5%	5%	5%	5%	6%	6%	6%	6%	7%	7%	8%	12%	13%	13%	13%	13%	14%	15%	15%	16%	18%	19%
Total Faculty of Color	17%	17%	18%	19%	20%	20%	20%	21%	21%	22%	23%	31%	32%	31%	32%	32%	35%	36%	37%	39%	41%	41%
Asian	10%	10%	10%	11%	11%	11%	12%	12%	12%	13%	13%	19%	19%	19%	19%	20%	20%	21%	23%	23%	23%	23%
Black	4%	4%	4%	4%	4%	4%	4%	4%	4%	5%	5%	3%	3%	4%	5%	5%	6%	6%	6%	6%	7%	6%
Hispanic or Latino/a	3%	3%	3%	3%	4%	3%	3%	4%	3%	4%	4%	7%	7%	6%	6%	6%	6%	6%	7%	7%	8%	8%
Multiracial	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	2%	2%	2%	2%	2%	2%	2%	3%	3%	4%
Native American	0%	0%	0%	0%	0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0%	0%	0%	0%	0%	0.3%	0.2%	0.3%	0.3%	0.2%	0.2%

See page 20 for notes on the data.

Table 2: Faculty of Arts and Sciences

	Tenured Faculty											Tenure-Track Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	565	575	580	586	588	584	570	573	574	581	577	149	156	150	147	150	150	154	155	136	142	153
White Men	354	359	351	352	347	338	327	328	325	322	318	73	74	69	65	62	60	55	51	39	40	41
White Women	112	113	116	118	123	124	119	122	122	129	124	37	44	44	43	44	41	47	48	46	43	44
White Nonbinary																						-
Men of Color	73	76	79	82	84	86	88	87	86	87	89	24	23	22	20	23	25	28	32	30	35	40
Women of Color	26	27	34	34	34	36	36	36	41	43	46	15	15	15	19	21	24	24	24	21	24	27
Total Faculty of Color	99	103	113	116	118	122	124	123	127	130	135	39	38	37	39	44	49	52	56	51	59	67
Asian	57	61	64	66	66	67	71	71	75	76	81	23	24	24	27	30	31	31	35	32	34	36
Black	24	25	29	29	30	32	30	30	30	32	32	7	5	8	8	8	10	10	8	8	11	10
Hispanic or Latino/a	11	11	15	16	17	16	16	15	15	16	17	8	8	-	-	5	-	7	9	7	10	14
Multiracial	7	6	5	5	5	6	6	6	6	5	-	-	-	-	-	-	-	-	-	-	-	6
Native American						-	-	-	-	-	-						-	-	-	-	-	-
% of Faculty	79%	79%	79%	80%	80%	80%	79%	79%	81%	80%	79%	21%	21%	21%	20%	20%	20%	21%	21%	19%	20%	21%
White Men	63%	62%	61%	60%	59%	58%	57%	57%	57%	55%	55%	49%	47%	46%	44%	41%	40%	36%	33%	29%	28%	27%
White Women	20%	20%	20%	20%	21%	21%	21%	21%	21%	22%	21%	25%	28%	29%	29%	29%	27%	31%	31%	34%	30%	29%
White Nonbinary										0%	0%										0%	0.7%
Men of Color	13%	13%	14%	14%	14%	15%	15%	15%	15%	15%	15%	16%	15%	15%	14%	15%	17%	18%	21%	22%	25%	26%
Women of Color	5%	5%	6%	6%	6%	6%	6%	6%	7%	7%	8%	10%	10%	10%	13%	14%	16%	16%	15%	15%	17%	18%
Total Faculty of Color	18%	18%	19%	20%	20%	21%	22%	21%	22%	22%	23%	26%	24%	25%	27%	29%	33%	34%	36%	38%	42%	44%
Asian	10%	11%	11%	11%	11%	11%	12%	12%	13%	13%	14%	15%	15%	16%	18%	20%	21%	20%	23%	24%	24%	24%
Black	4%	4%	5%	5%	5%	5%	5%	5%	5%	6%	6%	5%	3%	5%	5%	5%	7%	6%	5%	6%	8%	7%
Hispanic or Latino/a	2%	2%	3%	3%	3%	3%	3%	3%	3%	3%	3%	5%	5%	3%	2%	3%	3%	5%	6%	5%	7%	9%
Multiracial	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	2%	2%	2%	2%	4%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.6%	0.6%	0.7%	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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	165	163	161	158	155	151	147	146	146	151	148	28	33	35	40	46	49	46	47	41	44	47
White Men	95	93	89	87	84	80	79	79	79	77	75	11	12	12	14	17	17	14	12	9	8	10
White Women	49	49	48	49	48	46	44	43	42	45	43	8	13	15	17	17	19	18	19	17	16	16
White Nonbinary																						
Men of Color	14	14	17	16	16	17	15	15	15	16	16	-	-	-	-	-	-	5	6	5	8	9
Women of Color	7	7	7	6	7	8	9	9	10	13	14	6	6	7	8	8	9	9	10	10	12	12
Total Faculty of Color	21	21	24	22	23	25	24	24	25	29	30	9	8	8	9	12	13	14	16	15	20	21
Asian	13	14	15	15	15	16	16	16	16	18	19	5	5	5	6	7	6	6	7	8	9	8
Black	-	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	-	-	-	5
Hispanic or Latino/a	5	-	6	5	6	7	7	6	6	7	8	-	-	-	-	-	-	-	-	-	5	5
Multiracial	-	-	-	-	-	-	-	-	-	-							-	-	-	-	-	-
Native American																	-	-	-	-	-	-
% of Faculty	85%	83%	82%	80%	77%	76%	76%	76%	78%	77%	76%	15%	17%	18%	20%	23%	25%	24%	24%	22%	23%	24%
White Men	58%	57%	55%	55%	54%	53%	54%	54%	54%	51%	51%	39%	36%	34%	35%	37%	35%	30%	26%	22%	18%	21%
White Women	30%	30%	30%	31%	31%	30%	30%	29%	29%	30%	29%	29%	39%	43%	43%	37%	39%	39%	40%	41%	36%	34%
White Nonbinary										0%	0%										0%	0%
Men of Color	8%	9%	11%	10%	10%	11%	10%	10%	10%	11%	11%	11%	6%	3%	3%	9%	8%	11%	13%	12%	18%	19%
Women of Color	4%	4%	4%	4%	5%	5%	6%	6%	7%	9%	9%	21%	18%	20%	20%	17%	18%	20%	21%	24%	27%	26%
Total Faculty of Color	13%	13%	15%	14%	15%	17%	16%	16%	17%	19%	20%	32%	24%	23%	23%	26%	27%	30%	34%	37%	45%	45%
Asian	8%	9%	9%	9%	10%	11%	11%	11%	11%	12%	13%	18%	15%	14%	15%	15%	12%	13%	15%	20%	20%	17%
Black	1%	1%	1%	1%	1%	1%	0%	1%	1%	2%	2%	4%	0%	3%	3%	4%	6%	9%	9%	7%	9%	11%
Hispanic or Latino/a	3%	2%	4%	3%	4%	5%	5%	4%	4%	5%	5%	11%	9%	6%	5%	7%	4%	4%	6%	5%	11%	11%
Multiracial	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	0%	0%	0%	0%	0%	2%	2%	2%	2%	2%	4%
Native American	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%	2.1%

See page 20 for notes on the data.

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

	Tenured Faculty											Tenure-Track Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	159	164	168	173	175	171	163	167	163	162	162	53	49	36	33	30	30	34	39	38	37	41
White Men	111	113	111	114	112	108	102	103	97	95	94	26	23	18	14	12	13	11	12	12	12	13
White Women	18	19	21	21	24	26	24	27	27	29	29	12	13	10	10	10	8	12	13	14	12	10
White Nonbinary																						
Men of Color	26	27	28	30	31	29	29	29	29	29	29	9	9	5	-	-	-	5	8	8	9	12
Women of Color	-	5	8	8	8	8	8	8	10	9	10	6	-	-	5	5	6	6	6	-	-	6
Total Faculty of Color	30	32	36	38	39	37	37	37	39	38	39	15	13	8	9	8	9	11	14	12	13	18
Asian	22	24	28	29	30	29	29	29	31	30	31	10	9	6	7	6	7	7	10	8	9	11
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-				-	-	-	-	-	-	-	-
Native American																						
% of Faculty	75%	77%	82%	84%	85%	85%	83%	81%	81%	81%	80%	25%	23%	18%	16%	15%	15%	17%	19%	19%	19%	20%
White Men	70%	69%	66%	66%	64%	63%	63%	62%	60%	59%	58%	49%	47%	50%	42%	40%	43%	32%	31%	32%	32%	32%
White Women	11%	12%	13%	12%	14%	15%	15%	16%	17%	18%	18%	23%	27%	28%	30%	33%	27%	35%	33%	37%	32%	24%
White Nonbinary										0%	0%										0%	0%
Men of Color	16%	16%	17%	17%	18%	17%	18%	17%	18%	18%	18%	17%	18%	14%	12%	10%	10%	15%	21%	21%	24%	29%
Women of Color	3%	3%	5%	5%	5%	5%	5%	5%	6%	6%	6%	11%	8%	8%	15%	17%	20%	18%	15%	11%	11%	15%
Total Faculty of Color	19%	20%	21%	22%	22%	22%	23%	22%	24%	23%	24%	28%	27%	22%	27%	27%	30%	32%	36%	32%	35%	44%
Asian	14%	15%	17%	17%	17%	17%	18%	17%	19%	19%	19%	19%	18%	17%	21%	20%	23%	21%	26%	21%	24%	27%
Black	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	4%	2%	3%	3%	3%	3%	3%	0%	0%	0%	0%
Hispanic or Latino/a	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	6%	6%	3%	0%	0%	0%	6%	8%	8%	8%	10%
Multiracial	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	0%	0%	3%	3%	3%	3%	3%	3%	3%	7%
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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	85	89	90	94	94	91	84	84	82	82	80	34	31	22	20	18	17	21	24	24	24	26
White Men	57	58	57	60	59	57	52	52	48	47	45	15	12	9	7	6	7	7	8	9	9	9
White Women	13	14	15	15	16	17	15	15	15	16	15	9	10	7	6	5	-	6	7	8	7	6
White Nonbinary																						
Men of Color	13	13	13	14	14	12	12	12	12	12	12	5	5	-	-	-	-	-	5	5	6	8
Women of Color	-	-	5	5	5	5	5	5	7	7	8	5	-	-	5	5	5	5	-	-	-	-
Total Faculty of Color	15	17	18	19	19	17	17	17	19	19	20	10	9	6	7	7	7	8	9	7	8	11
Asian	10	11	12	12	12	11	11	11	13	13	14	6	6	-	5	5	5	-	6	-	5	7
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-	-	-	-	-
Multiracial															-	-	-	-	-	-	-	-
Native American																						
% of Faculty	71%	74%	80%	82%	84%	84%	80%	78%	77%	77%	75%	29%	26%	20%	18%	16%	16%	20%	22%	23%	23%	25%
White Men	67%	65%	63%	64%	63%	63%	62%	62%	59%	57%	56%	44%	39%	41%	35%	33%	41%	33%	33%	38%	38%	35%
White Women	15%	16%	17%	16%	17%	19%	18%	18%	18%	20%	19%	26%	32%	32%	30%	28%	18%	29%	29%	33%	29%	23%
White Nonbinary										0%	0%										0%	0%
Men of Color	15%	15%	14%	15%	15%	13%	14%	14%	15%	15%	15%	15%	16%	14%	10%	11%	12%	14%	21%	21%	25%	31%
Women of Color	2%	4%	6%	5%	5%	5%	6%	6%	9%	9%	10%	15%	13%	14%	25%	28%	29%	24%	17%	8%	8%	12%
Total Faculty of Color	18%	19%	20%	20%	20%	19%	20%	20%	23%	23%	25%	29%	29%	27%	35%	39%	41%	38%	38%	29%	33%	42%
Asian	12%	12%	13%	13%	13%	12%	13%	13%	16%	16%	18%	18%	19%	18%	25%	28%	29%	19%	25%	17%	21%	27%
Black	2%	3%	3%	3%	3%	3%	4%	4%	4%	4%	4%	6%	3%	5%	5%	6%	6%	5%	0%	0%	0%	0%
Hispanic or Latino/a	4%	3%	3%	4%	4%	3%	4%	4%	4%	4%	4%	6%	6%	5%	0%	0%	0%	10%	8%	8%	8%	8%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	6%	6%	5%	4%	4%	4%	8%
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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	74	75	78	79	81	80	79	83	81	80	82	19	18	14	13	12	13	13	15	14	13	15
White Men	54	55	54	54	53	51	50	51	49	48	49	11	11	9	7	6	6	-	-	-	-	-
White Women	5	5	6	6	8	9	9	12	12	13	14	-	-	-	-	5	5	6	6	6	5	-
White Nonbinary																						
Men of Color	13	14	15	16	17	17	17	17	17	17	17	-	-	-	-	-	-	-	-	-	-	-
Women of Color	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Faculty of Color	15	15	18	19	20	20	20	20	20	19	19	5	4	2	2	1	2	3	5	5	5	7
Asian	12	13	16	17	18	18	18	18	18	17	17	-	-	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a																			-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-											-
Native American																						
% of Faculty	80%	81%	85%	86%	87%	86%	86%	85%	85%	86%	85%	20%	19%	15%	14%	13%	14%	14%	15%	15%	14%	15%
White Men	73%	73%	69%	68%	65%	64%	63%	61%	60%	60%	60%	58%	61%	64%	54%	50%	46%	31%	27%	21%	23%	27%
White Women	7%	7%	8%	8%	10%	11%	11%	14%	15%	16%	17%	16%	17%	21%	31%	42%	38%	46%	40%	43%	38%	27%
White Nonbinary										0%	0%										0%	0%
Men of Color	18%	19%	19%	20%	21%	21%	22%	20%	21%	21%	21%	21%	22%	14%	15%	8%	8%	15%	20%	21%	23%	27%
Women of Color	3%	1%	4%	4%	4%	4%	4%	4%	4%	3%	2%	5%	0%	0%	0%	0%	8%	8%	13%	14%	15%	20%
Total Faculty of Color	20%	20%	23%	24%	25%	25%	25%	24%	25%	24%	23%	26%	22%	14%	15%	8%	15%	23%	33%	36%	38%	47%
Asian	16%	17%	21%	22%	22%	23%	23%	22%	22%	21%	21%	21%	17%	14%	15%	8%	15%	23%	27%	29%	31%	27%
Black	1%	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%	6%	0%	0%	0%	0%	0%	7%	7%	8%	13%
Multiracial	3%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	181	189	190	190	190	194	192	190	191	195	194	51	52	55	54	53	51	53	51	42	47	44
White Men	107	113	109	107	107	106	103	102	103	105	105	27	28	26	27	23	21	22	21	13	16	14
White Women	39	39	41	42	43	44	45	46	47	48	45	16	16	17	14	16	14	14	12	11	11	12
White Nonbinary																						-
Men of Color	22	24	24	24	24	27	28	27	26	26	27	6	6	9	9	9	11	12	13	12	12	10
Women of Color	13	13	16	17	16	17	16	15	15	16	17	-	-	-	-	5	5	5	5	6	8	7
Total Faculty of Color	35	37	40	41	40	44	44	42	41	42	44	8	8	12	13	14	16	17	18	18	20	17
Asian	9	10	9	9	7	8	10	9	9	10	13	-	-	8	9	11	11	10	12	12	12	9
Black	20	20	23	23	24	26	24	23	22	23	22	-	-	-	-	-	-	-	-	-	6	5
Hispanic or Latino/a	-	-	6	7	7	6	6	6	6	6	6	-	-	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-						-	-	-	-	-	-
Native American						-	-	-	-	-	-											
% of Faculty	78%	78%	78%	78%	78%	79%	78%	79%	82%	81%	82%	22%	22%	22%	22%	22%	21%	22%	21%	18%	19%	18%
White Men	59%	60%	57%	56%	56%	55%	54%	54%	54%	54%	54%	53%	54%	47%	50%	43%	41%	42%	41%	31%	34%	32%
White Women	22%	21%	22%	22%	23%	23%	23%	24%	25%	25%	23%	31%	31%	31%	26%	30%	27%	26%	24%	26%	23%	27%
White Nonbinary										0%	0%										0%	2%
Men of Color	12%	13%	13%	13%	13%	14%	15%	14%	14%	13%	14%	12%	12%	16%	17%	17%	22%	23%	25%	29%	26%	23%
Women of Color	7%	7%	8%	9%	8%	9%	8%	8%	8%	8%	9%	4%	4%	5%	7%	9%	10%	9%	10%	14%	17%	16%
Total Faculty of Color	19%	20%	21%	22%	21%	23%	23%	22%	21%	22%	23%	16%	15%	22%	24%	26%	31%	32%	35%	43%	43%	39%
Asian	5%	5%	5%	5%	4%	4%	5%	5%	5%	5%	7%	8%	8%	15%	17%	21%	22%	19%	24%	29%	26%	20%
Black	11%	11%	12%	12%	13%	13%	13%	12%	12%	12%	11%	4%	4%	5%	6%	4%	6%	8%	6%	10%	13%	11%
Hispanic or Latino/a	2%	2%	3%	4%	4%	3%	3%	3%	3%	3%	3%	4%	4%	2%	2%	2%	2%	4%	4%	2%	2%	5%
Multiracial	2%	2%	1%	1%	1%	2%	2%	2%	2%	1%	1%	0%	0%	0%	0%	0%	2%	2%	2%	2%	2%	2%
Native American	0%	0%	0%	0%	0%	0.5%	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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	60	59	61	65	68	68	68	70	74	73	73	17	22	24	20	21	20	21	18	15	14	21
White Men	41	40	42	44	44	44	43	44	46	45	44	9	11	13	10	10	9	8	6	5	-	-
White Women	6	6	6	6	8	8	6	6	6	7	7	-	-	-	-	-	-	-	-	-	-	6
White Nonbinary																						
Men of Color	11	11	10	12	13	13	16	16	16	16	17	6	6	7	6	7	7	6	5	5	6	9
Women of Color	-	-	-	-	-	-	-	-	6	5	5	-	-	-	-	-	-	-	-	-	-	-
Total Faculty of Color	13	13	13	15	16	16	19	20	22	21	22	7	9	9	8	10	11	10	8	6	6	11
Asian	13	13	12	13	14	14	16	17	19	18	18	-	6	5	5	6	7	8	6	-	-	8
Black			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hispanic or Latino/a																-	-	-	-	-	-	-
Multiracial				-	-	-	-	-	-	-	-	-	-	-								
Native American																						
% of Faculty	78%	73%	72%	76%	76%	77%	76%	80%	83%	84%	78%	22%	27%	28%	24%	24%	23%	24%	20%	17%	16%	22%
White Men	68%	68%	69%	68%	65%	65%	63%	63%	62%	62%	60%	53%	50%	54%	50%	48%	45%	38%	33%	33%	29%	19%
White Women	10%	10%	10%	9%	12%	12%	9%	9%	8%	10%	10%	6%	9%	8%	10%	5%	0%	14%	22%	27%	29%	29%
White Nonbinary										0%	0%										0%	0%
Men of Color	18%	19%	16%	18%	19%	19%	24%	23%	22%	22%	23%	35%	27%	29%	30%	33%	35%	29%	28%	33%	43%	43%
Women of Color	3%	3%	5%	5%	4%	4%	4%	6%	8%	7%	7%	6%	14%	8%	10%	14%	20%	19%	17%	7%	0%	10%
Total Faculty of Color	22%	22%	21%	23%	24%	24%	28%	29%	30%	29%	30%	41%	41%	38%	40%	48%	55%	48%	44%	40%	43%	53%
Asian	22%	22%	20%	20%	21%	21%	24%	24%	26%	25%	25%	24%	27%	21%	25%	29%	35%	38%	33%	27%	29%	38%
Black	0%	0%	2%	2%	1%	1%	3%	3%	3%	3%	4%	12%	9%	13%	15%	14%	15%	5%	6%	7%	7%	0%
Hispanic or Latino/a	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	5%	5%	6%	7%	7%	14%
Multiracial	0%	0%	0%	2%	1%	1%	1%	1%	1%	1%	1%	6%	5%	4%	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 9: Harvard Business School

	Tenured Faculty											Tenure-Track Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	95	99	101	103	101	101	102	103	104	103	105	86	76	77	71	68	74	81	84	94	99	103
White Men	53	56	55	54	53	53	51	52	52	51	49	36	29	27	25	28	29	32	33	35	35	36
White Women	16	17	18	19	18	17	19	18	19	20	20	18	15	21	19	17	19	19	22	23	25	27
White Nonbinary																						
Men of Color	23	23	25	27	27	27	28	28	28	27	30	22	20	18	18	16	17	16	16	19	19	18
Women of Color	-	-	-	-	-	-	-	5	5	5	6	10	12	11	9	7	9	14	13	17	20	22
Total Faculty of Color	26	26	28	30	30	31	32	33	33	32	36	32	32	29	27	23	26	30	29	36	39	40
Asian	20	20	21	23	23	24	25	25	25	24	26	24	24	23	19	15	17	19	21	25	26	27
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	5	5	6	6	5	5	5	6	6	6	7	5	-	-	-	-	6	7	5	5	6	6
Multiracial											-	-	-	-	-	-	-	-	-	-	-	-
Native American																						
% of Faculty	52%	57%	57%	59%	60%	58%	56%	55%	53%	51%	50%	48%	43%	43%	41%	40%	42%	44%	45%	47%	49%	50%
White Men	56%	57%	54%	52%	52%	52%	50%	50%	50%	50%	47%	42%	38%	35%	35%	41%	39%	40%	39%	37%	35%	35%
White Women	17%	17%	18%	18%	18%	17%	19%	17%	18%	19%	19%	21%	20%	27%	27%	25%	26%	23%	26%	24%	25%	26%
White Nonbinary										0%	0%										0%	0%
Men of Color	24%	23%	25%	26%	27%	27%	27%	27%	27%	26%	29%	26%	26%	23%	25%	24%	23%	20%	19%	20%	19%	17%
Women of Color	3%	3%	3%	3%	3%	4%	4%	5%	5%	5%	6%	12%	16%	14%	13%	10%	12%	17%	15%	18%	20%	21%
Total Faculty of Color	27%	26%	28%	29%	30%	31%	31%	32%	32%	31%	34%	37%	42%	38%	38%	34%	35%	37%	35%	38%	39%	39%
Asian	21%	20%	21%	22%	23%	24%	25%	24%	24%	23%	25%	28%	32%	30%	27%	22%	23%	23%	25%	27%	26%	26%
Black	1%	1%	1%	1%	2%	2%	2%	2%	2%	2%	2%	1%	3%	3%	4%	4%	3%	2%	1%	3%	4%	4%
Hispanic or Latino/a	5%	5%	6%	6%	5%	5%	5%	6%	6%	6%	7%	6%	5%	4%	6%	6%	8%	9%	6%	5%	6%	6%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	2%	3%	1%	1%	1%	1%	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%

See page 20 for notes on the data.

Table 10: Harvard Graduate School of Design

	Tenured Faculty											Tenure-Track Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	36	35	34	34	34	30	30	29	27	25	25	19	18	23	23	24	22	23	22	21	21	19
White Men	22	21	20	20	20	18	17	16	15	14	14	6	7	10	11	10	8	7	6	6	6	6
White Women	6	6	6	6	6	6	7	7	7	6	6	8	6	6	6	7	8	8	8	7	6	-
White Nonbinary	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/	/
Men of Color	5	5	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	5	-
Women of Color	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
Total Faculty of Color	8	8	8	8	8	6	6	6	5	5	5	5	5	7	6	7	6	8	8	8	9	9
Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Black														-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	5	5	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial												-	-	-	-	-	-	-	-	-	-	-
Native American																						
% of Faculty	65%	66%	60%	60%	59%	58%	57%	57%	56%	54%	57%	35%	34%	40%	40%	41%	42%	43%	43%	44%	46%	43%
White Men	61%	60%	59%	59%	59%	60%	57%	55%	56%	56%	56%	32%	39%	43%	48%	42%	36%	30%	27%	29%	29%	32%
White Women	17%	17%	18%	18%	18%	20%	23%	24%	26%	24%	24%	42%	33%	26%	26%	29%	36%	35%	36%	33%	29%	21%
White Nonbinary	/	/	/	/	/	/	/	/	/	0%	0%	/	/	/	/	/	/	/	/	/	0%	0%
Men of Color	14%	14%	15%	15%	15%	10%	10%	10%	7%	8%	8%	16%	17%	17%	17%	17%	14%	17%	23%	24%	24%	21%
Women of Color	8%	9%	9%	9%	9%	10%	10%	10%	11%	12%	12%	11%	11%	13%	9%	13%	14%	17%	14%	14%	19%	26%
Total Faculty of Color	22%	23%	24%	24%	24%	20%	20%	21%	19%	20%	20%	26%	28%	30%	26%	29%	27%	35%	36%	38%	43%	47%
Asian	8%	9%	9%	9%	9%	10%	10%	10%	11%	12%	12%	5%	6%	9%	9%	17%	14%	17%	14%	14%	14%	16%
Black	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	4%	4%	5%	9%	9%	10%	10%	16%
Hispanic or Latino/a	14%	14%	15%	15%	15%	10%	10%	10%	7%	8%	8%	11%	11%	9%	9%	4%	5%	4%	9%	10%	14%	11%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	11%	9%	4%	4%	5%	4%	5%	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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	20	22	23	27	28	26	23	21	20	23	23	8	9	8	4	4	4	4	4	4	5	4
White Men	8	9	10	13	13	12	12	11	9	10	10	-	-	-						-	-	-
White Women	8	9	9	9	9	9	7	6	6	5	5		-	-	-	-	-	-	-	-	-	-
White Nonbinary																						
Men of Color	-	-	-	-	-	-	-	-	-	5	5	-	-	-	-	-	-	-	-	-	-	-
Women of Color				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Faculty of Color	4	4	4	5	6	5	4	4	5	8	8	4	4	4	3	3	3	3	3	2	3	2
Asian										-	-								-	-	-	-
Black	-	-	-	-	-	-	-	-	-	-	-					-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
Multiracial									-	-	-	-	-	-	-	-	-	-	-			
Native American																						
% of Faculty	71%	71%	74%	87%	88%	87%	85%	84%	83%	82%	85%	29%	29%	26%	13%	13%	13%	15%	16%	17%	18%	15%
White Men	40%	41%	43%	48%	46%	46%	52%	52%	45%	43%	43%	50%	44%	38%	0%	0%	0%	0%	0%	25%	20%	25%
White Women	40%	41%	39%	33%	32%	35%	30%	29%	30%	22%	22%	0%	11%	13%	25%	25%	25%	25%	25%	25%	20%	25%
White Nonbinary										0%	0%										0%	0%
Men of Color	20%	18%	17%	15%	14%	15%	13%	14%	20%	22%	22%	25%	22%	25%	50%	50%	50%	50%	50%	25%	40%	50%
Women of Color	0%	0%	0%	4%	7%	4%	4%	5%	5%	13%	13%	25%	22%	25%	25%	25%	25%	25%	25%	25%	20%	0%
Total Faculty of Color	20%	18%	17%	19%	21%	19%	17%	19%	25%	35%	35%	50%	44%	50%	75%	75%	75%	75%	75%	50%	60%	50%
Asian	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	4%	0%	0%	0%	0%	0%	0%	0%	25%	25%	20%	25%
Black	15%	14%	13%	11%	11%	12%	9%	10%	10%	17%	17%	0%	0%	0%	0%	25%	25%	25%	25%	25%	40%	25%
Hispanic or Latino/a	5%	5%	4%	7%	11%	8%	9%	10%	10%	9%	9%	25%	22%	25%	25%	0%	0%	0%	0%	0%	0%	0%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	5%	4%	4%	25%	22%	25%	50%	50%	50%	50%	25%	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 12: Harvard Graduate School of Education

	Tenured Faculty											Tenure-Track Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	24	23	23	25	30	31	29	29	27	28	30	19	18	19	17	14	15	13	12	16	14	11
White Men	13	12	9	11	11	11	10	10	9	9	9	5	5	6	-	5	-	-	-	-	-	-
White Women	8	7	8	8	9	10	10	10	11	11	12	6	6	6	5	-	-	-	-	5	-	-
White Nonbinary																						
Men of Color		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	5	5	5	-
Women of Color	-	-	-	-	6	6	5	5	5	6	6	-	-	-	-	-	-	-	-	-	-	-
Total Faculty of Color	3	4	6	6	10	10	9	9	7	8	9	8	7	7	8	5	8	7	6	8	7	5
Asian		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Black	-	-	5	5	5	5	-	-	-	-	5	-	-	-	-	-	-	-	-	5	-	-
Hispanic or Latino/a					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial																						
Native American																						
% of Faculty	56%	56%	55%	60%	68%	67%	69%	71%	63%	67%	73%	44%	44%	45%	40%	32%	33%	31%	29%	37%	33%	27%
White Men	54%	52%	39%	44%	37%	35%	34%	34%	33%	32%	30%	26%	28%	32%	24%	36%	27%	23%	25%	19%	21%	27%
White Women	33%	30%	35%	32%	30%	32%	34%	34%	41%	39%	40%	32%	33%	32%	29%	29%	20%	23%	25%	31%	29%	27%
White Nonbinary										0%	0%										0%	0%
Men of Color	0%	4%	9%	8%	13%	13%	14%	14%	7%	7%	10%	21%	17%	16%	24%	14%	33%	38%	42%	31%	36%	27%
Women of Color	13%	13%	17%	16%	20%	19%	17%	17%	19%	21%	20%	21%	22%	21%	24%	21%	20%	15%	8%	19%	14%	18%
Total Faculty of Color	13%	17%	26%	24%	33%	32%	31%	31%	26%	29%	30%	42%	39%	37%	47%	36%	53%	54%	50%	50%	50%	45%
Asian	0%	4%	4%	4%	7%	6%	7%	7%	7%	7%	7%	21%	17%	16%	18%	14%	13%	8%	0%	0%	0%	0%
Black	13%	13%	22%	20%	17%	16%	14%	14%	11%	14%	17%	5%	6%	5%	6%	7%	27%	31%	33%	31%	29%	18%
Hispanic or Latino/a	0%	0%	0%	0%	10%	10%	10%	10%	7%	7%	7%	16%	17%	16%	24%	14%	13%	15%	17%	19%	21%	27%
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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	52	51	54	56	57	58	52	54	54	52	57	20	22	21	17	18	19	13	15	12	14	16
White Men	32	32	35	36	38	38	34	36	33	31	32	12	12	12	10	11	10	6	6	6	5	6
White Women	9	8	8	9	8	8	7	6	8	8	10	-	-	-	-	-	-	-	-	-	-	-
White Nonbinary										-	-											
Men of Color	8	8	7	7	7	7	6	6	7	6	7	-	-	-	-	-	-	-	-	-	-	-
Women of Color	-	-	-	-	-	5	5	6	6	6	7	-	6	5	-	-	-	-	-	-	-	-
Total Faculty of Color	11	11	11	11	11	12	11	12	13	12	14	6	8	7	5	5	6	4	6	4	5	6
Asian	5	5	6	6	6	6	5	5	6	6	7	-	-	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Native American																						
% of Faculty	72%	70%	72%	77%	76%	75%	80%	78%	82%	79%	78%	28%	30%	28%	23%	24%	25%	20%	22%	18%	21%	22%
White Men	62%	63%	65%	64%	67%	66%	65%	67%	61%	60%	56%	60%	55%	57%	59%	61%	53%	46%	40%	50%	36%	38%
White Women	17%	16%	15%	16%	14%	14%	13%	11%	15%	15%	18%	10%	9%	10%	12%	11%	16%	23%	20%	17%	29%	25%
White Nonbinary										2%	2%										0%	0%
Men of Color	15%	16%	13%	13%	12%	12%	12%	11%	13%	12%	12%	10%	9%	10%	12%	6%	11%	8%	13%	17%	21%	25%
Women of Color	6%	6%	7%	7%	7%	9%	10%	11%	11%	12%	12%	20%	27%	24%	18%	22%	21%	23%	27%	17%	14%	13%
Total Faculty of Color	21%	22%	20%	20%	19%	21%	21%	22%	24%	23%	25%	30%	36%	33%	29%	28%	32%	31%	40%	33%	36%	38%
Asian	10%	10%	11%	11%	11%	10%	10%	9%	11%	12%	12%	10%	9%	5%	0%	6%	11%	15%	20%	25%	21%	19%
Black	2%	2%	2%	4%	4%	5%	4%	6%	6%	6%	7%	0%	5%	5%	6%	6%	5%	8%	7%	0%	0%	0%
Hispanic or Latino/a	8%	8%	6%	4%	4%	3%	6%	6%	6%	4%	4%	15%	18%	19%	18%	17%	16%	8%	13%	8%	14%	13%
Multiracial	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	5%	5%	5%	6%	0%	0%	0%	0%	0%	0%	6%
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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	88	88	87	86	85	84	87	86	87	90	90	3	3	6	5	6	6	6	4	4	2	4
White Men	63	61	60	60	58	56	56	53	53	53	53	-	-	-				-	-	-	-	-
White Women	13	14	14	14	15	15	16	18	18	19	19			-	-	-	-	-	-	-		-
White Nonbinary																						
Men of Color	8	8	8	8	7	8	9	9	10	12	12	-	-	-	-	-	-	-	-	-	-	-
Women of Color	-	5	5	-	5	5	6	6	6	6	6		-	-	-	-	-					
Total Faculty of Color	12	13	13	12	12	13	15	15	16	18	18	1	2	3	3	3	3	1	1	2	1	2
Asian	-	-	-	-	-	-	5	5	5	5	5	-	-	-	-	-	-					
Black	8	9	9	8	8	8	8	8	9	10	10						-	-	-	-		-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-			-	-	-	-					
Multiracial																				-	-	-
Native American																						
% of Faculty	97%	97%	94%	95%	93%	93%	94%	96%	96%	98%	96%	3%	3%	6%	5%	7%	7%	6%	4%	4%	2%	4%
White Men	72%	69%	69%	70%	68%	67%	64%	62%	61%	59%	59%	67%	33%	17%	0%	0%	0%	17%	25%	25%	50%	25%
White Women	15%	16%	16%	16%	18%	18%	18%	21%	21%	21%	21%	0%	0%	33%	40%	50%	50%	67%	50%	25%	0%	25%
White Nonbinary										0%	0%										0%	0%
Men of Color	9%	9%	9%	9%	8%	10%	10%	10%	11%	13%	13%	33%	33%	33%	40%	33%	33%	17%	25%	50%	50%	50%
Women of Color	5%	6%	6%	5%	6%	6%	7%	7%	7%	7%	7%	0%	33%	17%	20%	17%	17%	0%	0%	0%	0%	0%
Total Faculty of Color	14%	15%	15%	14%	14%	15%	17%	17%	18%	20%	20%	33%	67%	50%	60%	50%	50%	17%	25%	50%	50%	50%
Asian	3%	3%	3%	3%	4%	5%	6%	6%	6%	6%	6%	33%	67%	33%	40%	33%	17%	0%	0%	0%	0%	0%
Black	9%	10%	10%	9%	9%	10%	9%	9%	10%	11%	11%	0%	0%	0%	0%	0%	17%	17%	25%	25%	0%	25%
Hispanic or Latino/a	1%	1%	1%	1%	1%	1%	2%	2%	2%	3%	3%	0%	0%	17%	20%	17%	17%	0%	0%	0%	0%	0%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	50%	25%
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 15: Harvard Medical School

	Tenured Faculty											Tenure-Track Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	123	121	122	129	134	138	135	135	138	135	137	52	54	53	53	54	52	54	53	54	52	49
White Men	93	92	90	93	94	95	93	93	94	90	91	21	20	22	23	21	20	20	18	18	16	14
White Women	21	22	24	25	26	27	26	26	27	26	26	15	15	11	12	13	12	13	14	16	16	17
White Nonbinary																						
Men of Color	7	5	5	7	9	10	10	10	11	13	13	12	14	15	13	16	16	17	17	18	16	14
Women of Color	-	-	-	-	5	6	6	6	6	6	7	-	5	5	5	-	-	-	-	-	-	-
Total Faculty of Color	9	7	8	11	14	16	16	16	17	19	20	16	19	20	18	20	20	21	21	20	20	18
Asian	7	5	5	6	9	11	11	11	12	14	13	12	14	15	15	16	15	15	16	14	12	12
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	5	-
Multiracial													-	-	-	-	-	-		-	-	-
Native American						-	-	-	-	-	-											
% of Faculty	70%	69%	70%	71%	71%	73%	71%	72%	72%	72%	74%	30%	31%	30%	29%	29%	27%	29%	28%	28%	28%	26%
White Men	76%	76%	74%	72%	70%	69%	69%	69%	68%	67%	66%	40%	37%	42%	43%	39%	38%	37%	34%	33%	31%	29%
White Women	17%	18%	20%	19%	19%	20%	19%	19%	20%	19%	19%	29%	28%	21%	23%	24%	23%	24%	26%	30%	31%	35%
White Nonbinary										0%	0%										0%	0%
Men of Color	6%	4%	4%	5%	7%	7%	7%	7%	8%	10%	9%	23%	26%	28%	25%	30%	31%	31%	32%	33%	31%	29%
Women of Color	2%	2%	2%	3%	4%	4%	4%	4%	4%	4%	5%	8%	9%	9%	9%	7%	8%	7%	8%	4%	8%	8%
Total Faculty of Color	7%	6%	7%	9%	10%	12%	12%	12%	12%	14%	15%	31%	35%	38%	34%	37%	38%	39%	40%	37%	38%	37%
Asian	6%	4%	4%	5%	7%	8%	8%	8%	9%	10%	9%	23%	26%	28%	28%	30%	29%	28%	30%	26%	23%	24%
Black	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	2%	2%	2%	2%	4%	4%	4%	2%	2%	2%
Hispanic or Latino/a	1%	1%	2%	3%	3%	2%	2%	2%	2%	2%	4%	6%	6%	6%	2%	4%	4%	6%	6%	7%	10%	6%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	2%	2%	2%	2%	2%	0%	2%	4%	4%
Native American	0%	0%	0%	0%	0%	0.7%	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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	85	89	94	94	90	91	90	90	89	83	82	57	51	55	58	55	56	59	57	60	60	63
White Men	51	54	54	52	47	49	49	47	45	40	38	20	20	25	26	24	25	25	25	24	23	25
White Women	16	15	18	19	20	20	19	21	22	22	21	19	16	14	14	14	13	14	10	12	14	14
White Nonbinary																						
Men of Color	13	14	16	15	15	14	14	14	14	14	14	12	10	10	10	8	11	11	11	11	9	9
Women of Color	5	6	6	8	8	8	8	8	8	7	9	6	5	6	8	9	7	9	11	13	14	15
Total Faculty of Color	18	20	22	23	23	22	22	22	22	21	23	18	15	16	18	17	18	20	22	24	23	24
Asian	12	13	14	14	14	14	14	14	14	12	13	10	8	9	10	9	12	13	14	14	15	16
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic or Latino/a	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	5	5	-	-
Multiracial	-	-	-	-	-	-	-	-	-	-	-			-	-	-	-	-	-	-	-	-
Native American																						
% of Faculty	60%	64%	63%	62%	62%	62%	60%	61%	60%	58%	57%	40%	36%	37%	38%	38%	38%	40%	39%	40%	42%	43%
White Men	60%	61%	57%	55%	52%	54%	54%	52%	51%	48%	46%	35%	39%	45%	45%	44%	45%	42%	44%	40%	38%	40%
White Women	19%	17%	19%	20%	22%	22%	21%	23%	25%	27%	26%	33%	31%	25%	24%	25%	23%	24%	18%	20%	23%	22%
White Nonbinary										0%	0%										0%	0%
Men of Color	15%	16%	17%	16%	17%	15%	16%	16%	16%	17%	17%	21%	20%	18%	17%	15%	20%	19%	19%	18%	15%	14%
Women of Color	6%	7%	6%	9%	9%	9%	9%	9%	9%	8%	11%	11%	10%	11%	14%	16%	13%	15%	19%	22%	23%	24%
Total Faculty of Color	21%	22%	23%	24%	26%	24%	24%	24%	25%	25%	28%	32%	29%	29%	31%	31%	32%	34%	39%	40%	38%	38%
Asian	14%	15%	15%	15%	16%	15%	16%	16%	16%	14%	16%	18%	16%	16%	17%	16%	21%	22%	25%	23%	25%	25%
Black	2%	2%	3%	4%	4%	3%	3%	3%	3%	4%	4%	5%	6%	5%	7%	5%	2%	3%	4%	7%	7%	6%
Hispanic or Latino/a	4%	4%	3%	3%	3%	3%	3%	3%	3%	5%	5%	9%	8%	5%	5%	7%	7%	7%	9%	8%	5%	5%
Multiracial	1%	1%	2%	2%	2%	2%	2%	2%	2%	2%	4%	0%	0%	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%

See page 20 for notes on the data.

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

	Senior Faculty											Junior Faculty										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	12	12	14	14	15	14	14	13	15	16	14	265	277	244	124	121	115	117	113	107	101	94
White Men	10	9	9	9	10	10	10	10	10	10	8	119	126	110	53	51	46	46	46	44	40	34
White Women	-	-	-	-	-	-	-	-	-	-	-	51	50	46	30	27	27	27	23	20	18	18
Men of Color									-	-	-	41	42	37	16	15	17	19	19	17	15	18
Women of Color			-	-	-	-	-	-	-	-	-	48	53	46	22	26	23	23	23	24	25	23
Total Faculty of Color			1	1	1	1	1	1	2	3	3	89	95	83	38	41	40	42	42	41	40	41
Asian			-	-	-	-	-	-	-	-	-	58	61	53	29	32	30	31	28	28	29	30
Black												12	12	10	-	-	-	-	-	-	-	
Hispanic or Latino/a												17	18	17	-	5	6	7	9	7	6	7
Multiracial												-	-	-	-	-	-	-	-	-	-	-
Native American																						-
Hawaiian / Pac. Isl.												-	-	-							-	-
Unknown*												6	6	5	-	-	-	-	-	-	-	-
% of Faculty	4%	4%	5%	10%	11%	11%	11%	10%	12%	14%	13%	96%	96%	95%	90%	89%	89%	89%	90%	88%	86%	87%
White Men	83%	75%	64%	64%	67%	71%	71%	77%	67%	63%	57%	45%	45%	45%	43%	42%	40%	39%	41%	41%	40%	36%
White Women	17%	25%	29%	29%	27%	21%	21%	15%	20%	19%	21%	19%	18%	19%	24%	22%	23%	23%	20%	19%	18%	19%
Men of Color	0%	0%	0%	0%	0%	0%	0%	0%	7%	6%	7%	15%	15%	15%	13%	12%	15%	16%	17%	16%	15%	19%
Women of Color	0%	0%	7%	7%	7%	7%	7%	8%	7%	13%	14%	18%	19%	19%	18%	21%	20%	20%	20%	22%	25%	24%
Total Faculty of Color	0%	0%	7%	7%	7%	7%	7%	8%	13%	19%	21%	34%	34%	34%	31%	34%	35%	36%	37%	38%	40%	44%
Asian	0%	0%	7%	7%	7%	7%	7%	8%	13%	19%	21%	22%	22%	22%	23%	26%	26%	26%	25%	26%	29%	32%
Black	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	4%	4%	2%	2%	2%	2%	2%	3%	1%	0%
Hispanic or Latino/a	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	6%	7%	3%	4%	5%	6%	8%	7%	6%	7%
Multiracial	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	2%	2%	2%	2%	3%	3%	3%	2%
Native American	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Hawaiian / Pac. Isl.	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%
Unknown*	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	2%	2%	2%	2%	2%	2%	2%	2%	3%	1%

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										
	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24	AY14	AY15	AY16	AY17	AY18	AY19	AY20	AY21	AY22	AY23	AY24
Total Faculty	950	994	1,023	1,033	1,070	1,101	1,130	1,168	1,183	1,191	1,195	10,097	10,217	9,814	9,220	9,190	9,252	9,353	9,573	9,758	9,768	9,868
White Men	727	750	752	744	747	763	771	779	781	779	760	4,109	4,061	3,820	3,528	3,418	3,368	3,348	3,364	3,344	3,253	3,225
White Women	141	145	157	165	184	194	201	217	218	218	223	3,307	3,370	3,228	3,022	3,027	3,077	3,133	3,194	3,240	3,228	3,234
White Nonbinary																						-
Men of Color	65	79	88	96	102	107	112	120	128	132	141	1,358	1,398	1,398	1,342	1,365	1,396	1,425	1,475	1,537	1,580	1,597
Women of Color	15	17	21	22	30	30	39	43	47	52	60	1,130	1,196	1,176	1,142	1,188	1,209	1,232	1,316	1,398	1,437	1,495
Total Faculty of Color	80	96	109	118	132	137	151	163	175	184	201	2,488	2,594	2,574	2,484	2,553	2,605	2,657	2,791	2,935	3,016	3,092
Asian	52	63	75	81	90	94	109	119	130	135	151	1,823	1,876	1,851	1,800	1,864	1,897	1,924	2,012	2,113	2,177	2,202
Black	7	8	8	8	10	10	9	10	10	11	11	204	227	224	202	199	193	193	202	220	224	238
Hispanic or Latino/a	18	20	21	23	26	27	26	27	28	30	31	353	364	365	352	357	368	383	411	434	440	466
Multiracial	-	-	-	-	-	-	-	-	-	-	-	30	31	38	42	43	47	57	64	72	82	97
Native American							-	-	-	-	-	13	17	19	17	15	18	17	17	14	14	15
Hawaiian / Pac. Isl.	-	-	-	-	-	-	-	-	-	-	-	65	79	77	71	75	82	83	85	82	79	74
Unknown*	-	-	5	6	7	7	7	9	9	10	11	193	192	192	186	192	202	215	224	239	271	316
% of Faculty	9%	9%	9%	10%	10%	11%	11%	11%	11%	11%	11%	91%	91%	91%	90%	90%	89%	89%	89%	89%	89%	89%
White Men	77%	75%	74%	72%	70%	69%	68%	67%	66%	65%	64%	41%	40%	39%	38%	37%	36%	36%	35%	34%	33%	33%
White Women	15%	15%	15%	16%	17%	18%	18%	19%	18%	18%	19%	33%	33%	33%	33%	33%	33%	33%	33%	33%	33%	33%
White Nonbinary										0%	0%										0%	0.01%
Men of Color	7%	8%	9%	9%	10%	10%	10%	10%	11%	11%	12%	13%	14%	14%	15%	15%	15%	15%	15%	16%	16%	16%
Women of Color	2%	2%	2%	2%	3%	3%	3%	4%	4%	4%	5%	11%	12%	12%	12%	13%	13%	13%	14%	14%	15%	15%
Total Faculty of Color	8%	10%	11%	11%	12%	12%	13%	14%	15%	15%	17%	25%	25%	26%	27%	28%	28%	28%	29%	30%	31%	31%
Asian	5%	6%	7%	8%	8%	9%	10%	10%	11%	11%	13%	18%	18%	19%	20%	20%	21%	21%	21%	22%	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%	3%	3%	3%	4%	4%	4%	4%	4%	4%	4%	4%	5%	5%
Multiracial	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%	0.5%	0.6%	0.7%	0.7%	0.8%	1%
Native American	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%	0.2%
Hawaiian / Pac. Isl.	0.2%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.6%	0.8%	0.8%	0.8%	0.8%	0.9%	0.9%	0.9%	0.8%	0.8%	0.7%
Unknown*	0.2%	0.3%	0.5%	1%	1%	1%	1%	1%	1%	1%	1%	2%	2%	2%	2%	2%	2%	2%	2%	2%	3%	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.

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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 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