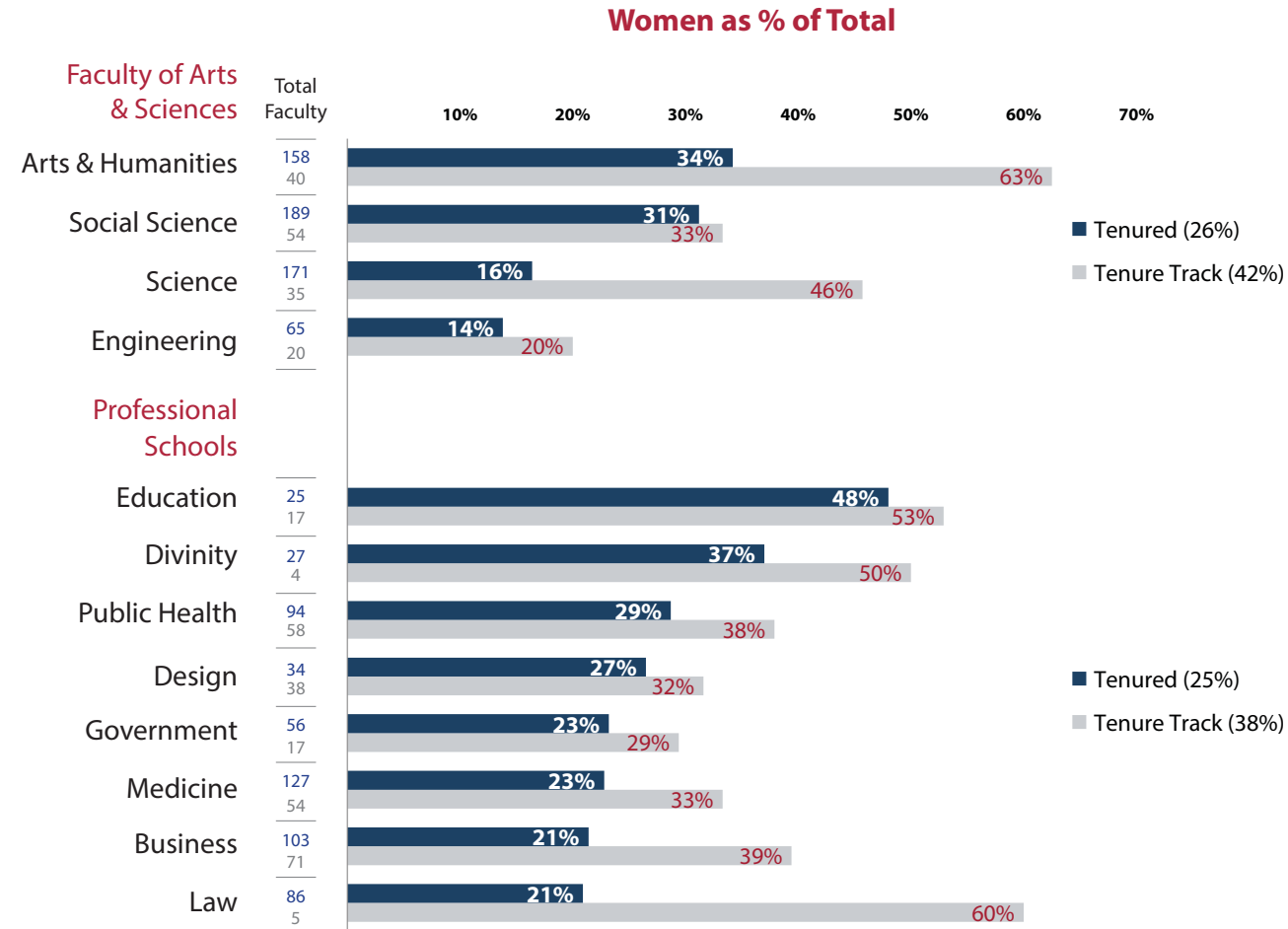


Women Ladder Faculty by Harvard School: 2017

Percentage of Women Faculty

Women represent 30% (N=438) of Harvard ladder faculty, but the percentage varies by both rank and School. Especially encouraging is the greater diversity in the tenure track ranks, where 39% of the faculty are women, and, in several Schools (Law, Education and Divinity) and FAS Divisions (Arts & Humanities and Science), these percentages are even higher.

These differentials by rank continue among newly appointed faculty: 45% of the new tenure track faculty are female as compared to 31% of the new tenured faculty.



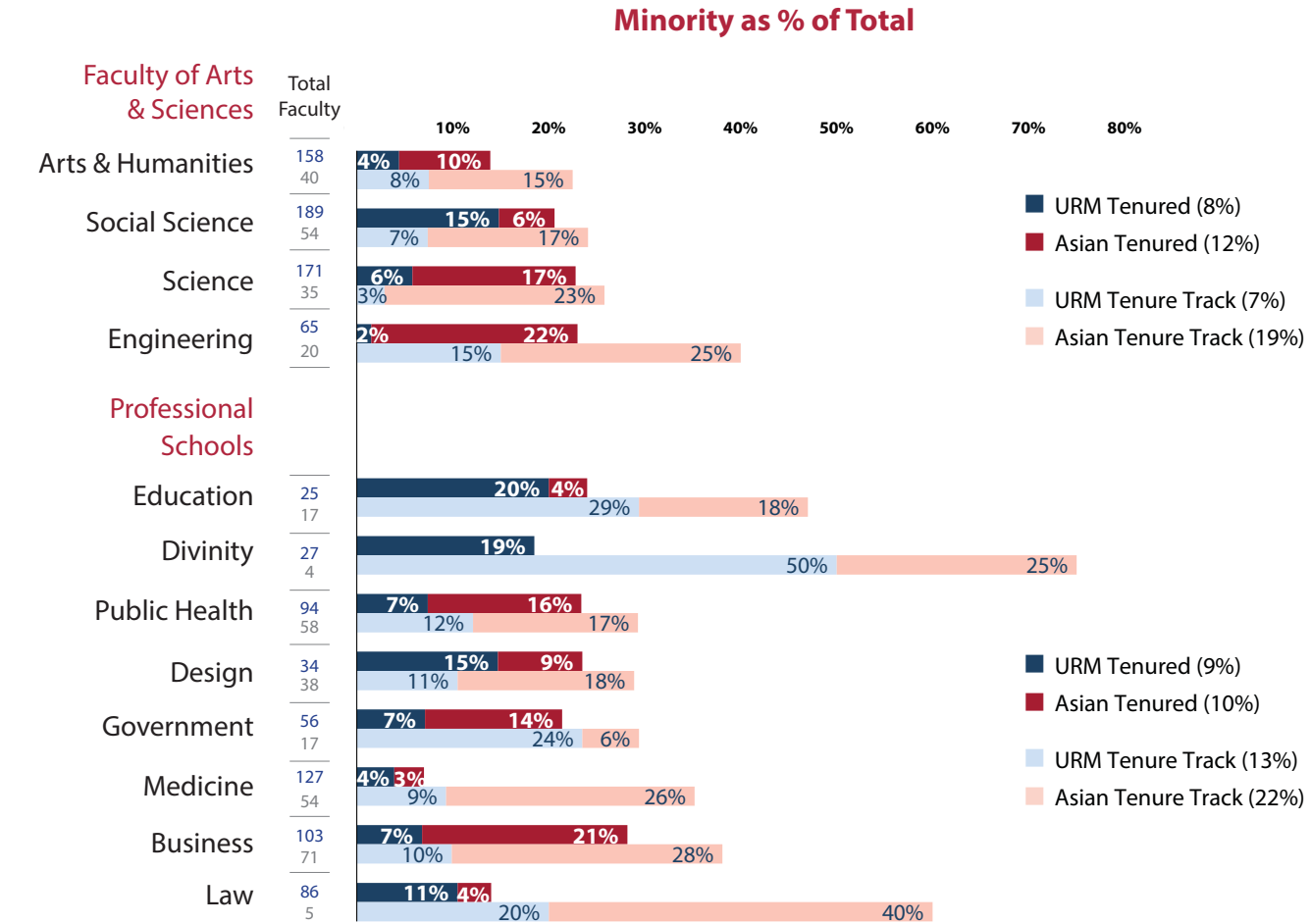
1) Ladder faculty counts are as of 9/1/16 and may vary from those published by individual Schools due to differences in when data are pulled.
 2) Ladder faculty with multiple appointments are counted once at the University level and once within each of their Schools. As such, the sum of the School counts will be greater than that of the University.

Minority Ladder Faculty by Harvard School: 2017

Percentage of Minority Faculty

Minorities represent 22% (N=332) of Harvard ladder faculty: 61% (N=203) are Asian and 39% (N=129) are URM. As with gender, these percentages vary by rank and School. The Education and Divinity Schools have made the greatest progress in appointing URM faculty: they constitute 20% (and 19%) of these Schools' tenured faculty and even greater percentages of their tenure track faculty. URM faculty also represent more than 10% of the tenured faculty in FAS Social Science, Design, and Law.

Among the newly appointed tenured faculty, 19% are Asian and 14% are URMs. The comparable statistics for new tenure track faculty are 27% and 8%.



3) Tenured faculty include the ranks of tenured Professor, tenured Professor in Practice (in the Graduate School of Design), and Professor in Residence.
 4) Tenure track faculty include the ranks of Convertible Instructor, Assistant Professor, Associate Professor, Assistant Professor in Practice, and Associate Professor in Practice.
 5) Clinical and hospital-affiliated faculty in the Medical and Dental Schools are listed in our full annual report at www.faculty.harvard.edu.