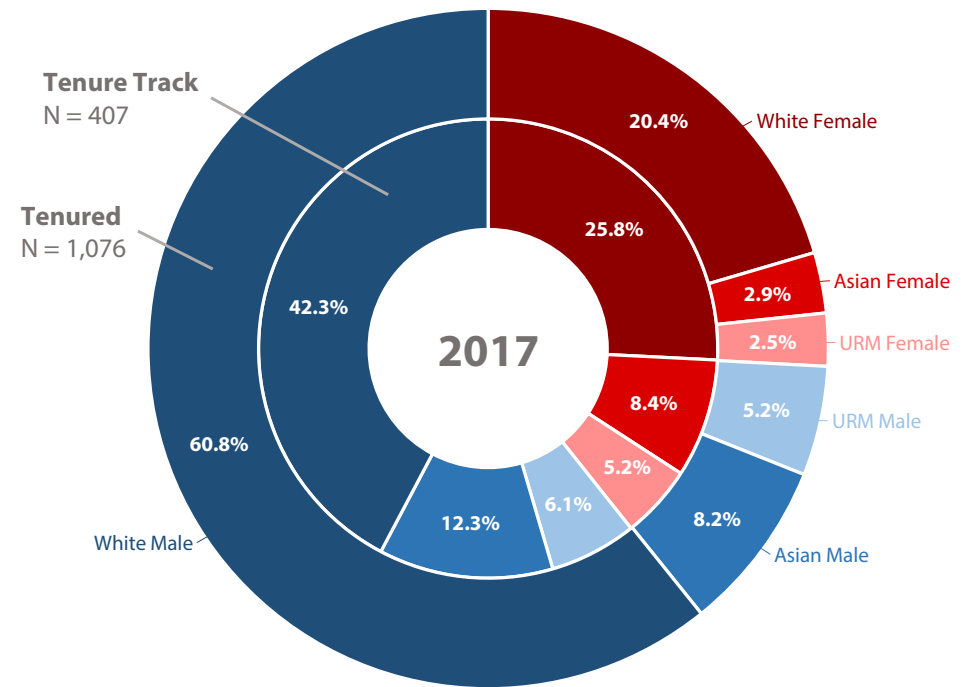
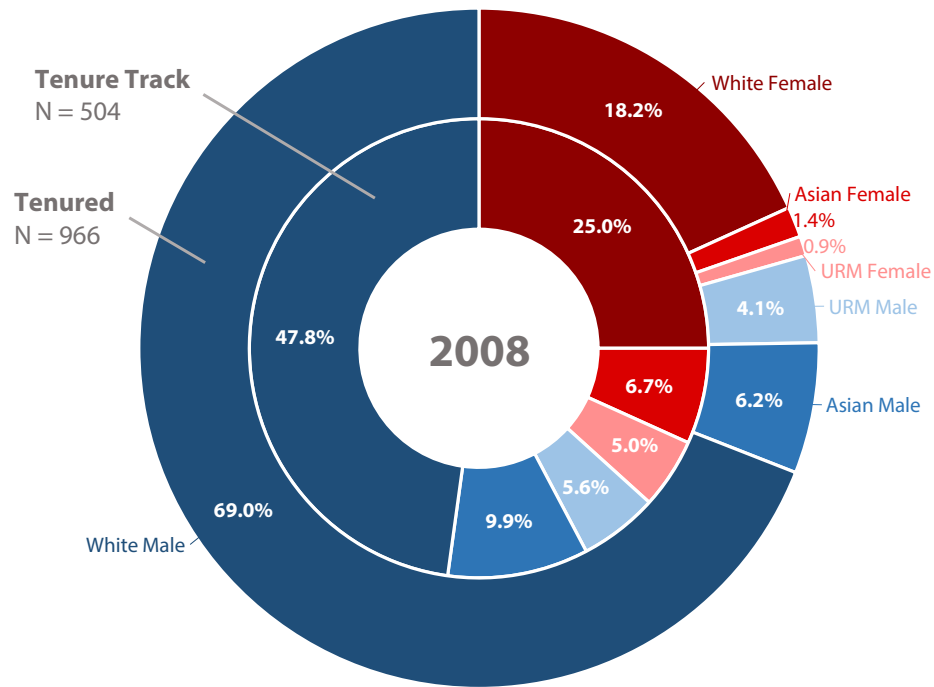




Ladder Faculty Demographics: 2008 to 2017

This year we present ladder faculty demographics by gender and race/ethnicity simultaneously. This provides greater insight as we seek to diversify the faculty across both these dimensions while continuing to enhance academic excellence.

These two snapshots were taken ten years apart. Over this period, the number of ladder faculty has remained virtually unchanged (1,470 vs 1,483), while the percentage tenured has increased substantially (66% vs 73%) due to the move to a tenure track.



URM = underrepresented minority. Separate statistics for Black and Latino faculty are presented in the online version of this report at www.faculty.harvard.edu

Larger increases—from admittedly smaller bases—in the proportions of minority men and women, especially in the tenured ranks. Among tenure track faculty, the percentages of minority men and women increased to all-time highs of 18% and 14%. Among tenured faculty, these percentages—although lower—increased proportionately more, by 29% and 126% respectively, to 13% and 5%.

Modest to negligible increases in proportions of white women. The percentage of white women increased modestly at the tenured level and negligibly at the tenure track level; both are at all-time highs of 20% and 26%.

Smaller proportions of white men. Increasing diversity has led to a decline in the percentage of white men among the tenured and tenure track faculty; both now stand at all-time lows of 61% and 42%.