

Task Force on Women Faculty

Ladder Faculty Demographic Trends at Harvard University

May 2005

ACKNOWLEDGMENTS:

This data report would not have been made possible without the invaluable support, hard work, and counsel from numerous individuals from Harvard Schools. The Task Force on Women Faculty would like to thank the faculty, data liaisons, and staff in each of the Harvard Schools for their assistance with collecting faculty-related data.

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Definitions

Inclusions / Exclusions

Schools Included

- Faculty of Arts and Sciences, Graduate School of Design, Graduate School of Education, Harvard Business School, Harvard Divinity School, Harvard Law School, Harvard Medical School, Harvard School of Public Health, Kennedy School of Government ⁽¹⁾

Faculty Included

- This analysis focuses on ladder faculty, which includes tenured and tenure-track faculty. The tenured category typically includes the ranks of Professor and University Professor. The tenure-track category typically includes Assistant Professors and Associate Professors. There is some variation by School in terms of ranks included in each category. School-specific definitions each category are captured in the end notes (at the end of this report).⁽²⁾

Note on Joint Appointments

- Jointly appointed faculty have been included once at each School in which they hold an academic appointment.
 - For example, if a Professor has appointments in the Divinity School and the Law School, then that Professor is included once in the Tenured Faculty counts of both Schools.
 - Faculty holding Joint Appointments across departments within a School are only counted once for that School. For example, if a Professor holds appointments in both the Math and the Economics departments of the Faculty of Arts and Sciences, he or she is only counted once in the FAS tally.

(1) Harvard School of Dental Medicine (HSDM) is not included in trend analysis (comparable data not available at time of publishing). HSDM is included in the 2005 snapshot which compares representation of women among ladder faculty by School. The data for HSDM for the purposes of this snapshot was taken from the Harvard University Fact Book (faculty headcounts for Fall 2004).

(2) Non-ladder faculty (i.e., fixed-contract faculty) have not been included at this time in the analysis of faculty headcount trends as data submitted by Schools in the very compressed timeframe was not comparable. Further work remains to be done in this area and will continue in the summer and fall of 2005. Results will be published as they become available.

Definitions

Terms Used Throughout the Report

- **University Faculty** – the term refers to all non Hospital-based faculty
 - **Hospital-Based Faculty** – the term refers to faculty who are located in affiliated hospital facilities and work in both research and clinical settings (in the Medical School)
-
- **Ladder Faculty** – Faculty designated as tenured or tenure-track faculty
 - **Tenured Faculty** – Faculty holding the ranks of University Professor, Professor, and, in the case of the Graduate School of Design, Professor of Practice.
 - **Tenure-Track Faculty** – Faculty holding the ranks of Associate Professor, Assistant Professor. In the case of the Faculty of Arts and Sciences, also includes Convertible Instructors. In the case of Harvard Medical School, includes Instructors.
 - **University Professors:** University Professors are special endowed positions and are the University's highest professorial distinction. These Professors are counted towards the Schools at which they were originally appointed.
-
- **Medical School Faculty**
 - **Quad-Based Medical Faculty** – Faculty who are located in Medical School facilities and work in primarily research-oriented settings.
 - **Full-Time Hospital-Based Faculty** – Faculty who are located in affiliated hospital facilities and work in both research and clinical settings, and hold the titles of Professor, Associate Professor, Assistant Professor and Instructor.
 - **Part-Time Hospital-Based Faculty** – Faculty located in affiliated hospital facilities who hold the titles of Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, and Clinical Instructor.
-
- **Minorities**
 - **Minority** – The category of Minority includes the following ethnicities: Black, Hispanic, Asian/Pacific Islander, American Indian/Alaskan Native.
 - **Under-Represented Minority** – The category of Under-Represented Minority includes the following ethnicities: Black, Hispanic, American Indian/Alaskan Native. [Note: Under-represented minorities are not broken out as a separate group in this report].

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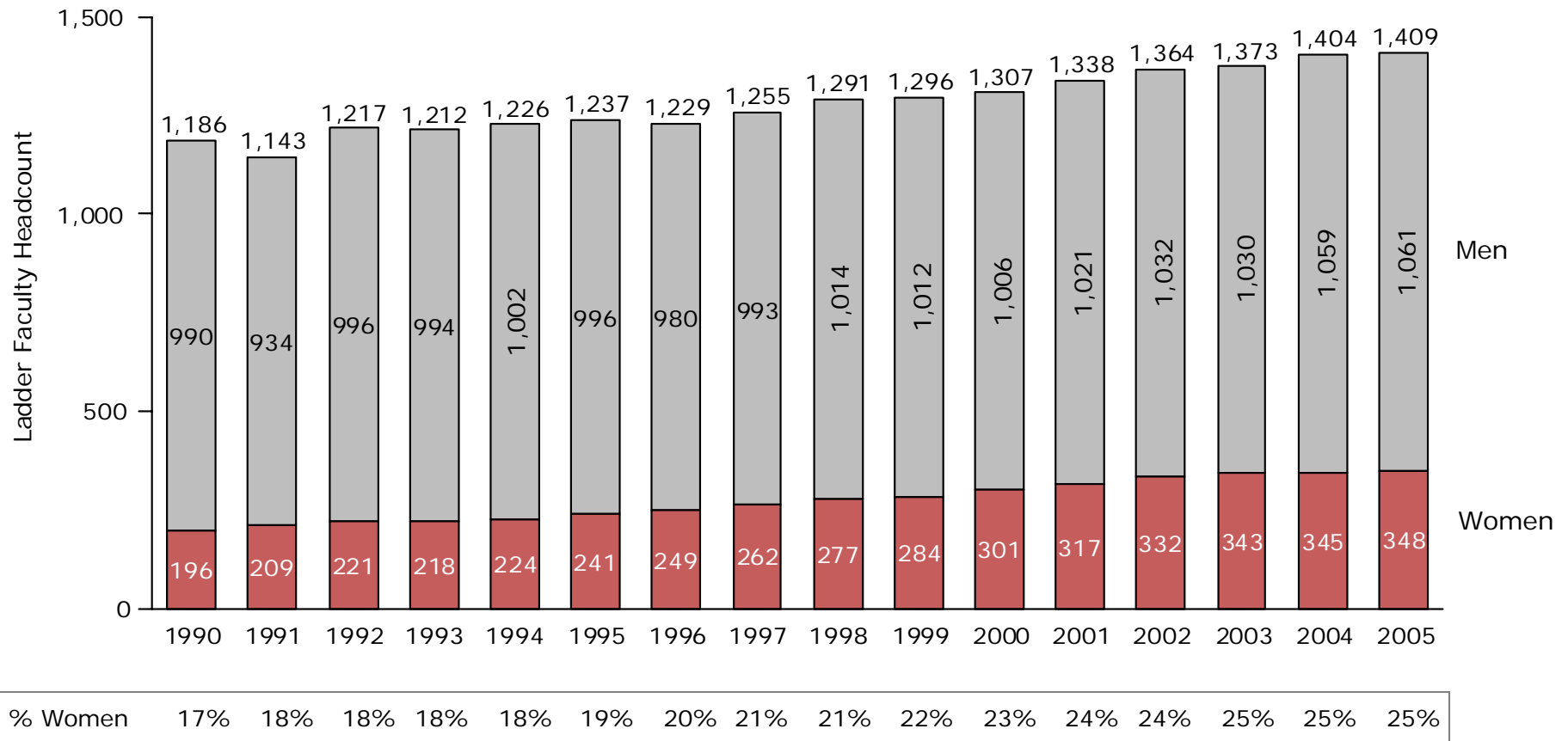
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Representation of Women

Ladder Faculty: University only ⁽¹⁾

Women Faculty and Men Faculty Trends (1990-2005)

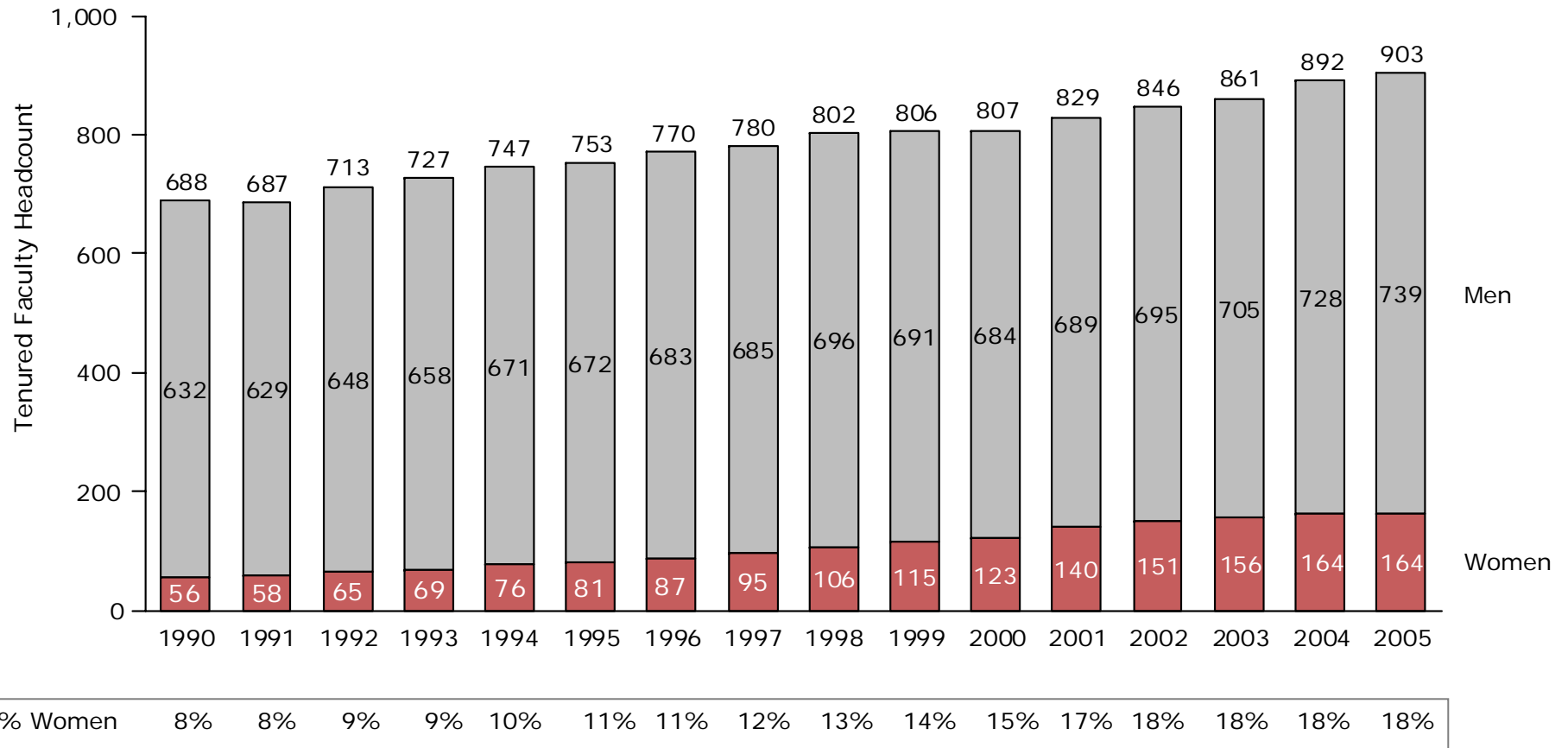


(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Excludes non-Quad faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

Representation of Women

Tenured Faculty: University only (1)

Women Faculty and Men Faculty Trends (1990-2005)

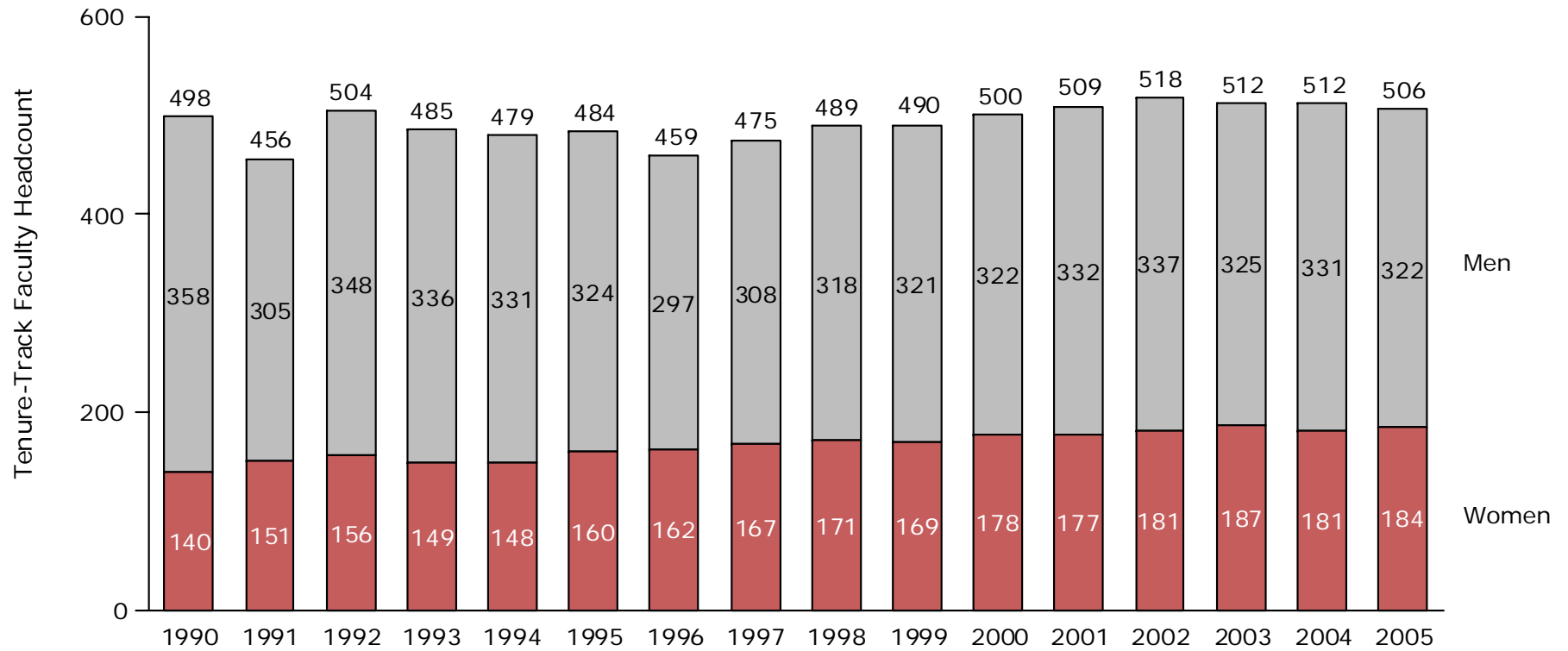


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Representation of Women

Tenure-Track Faculty: University only (1)

Women Faculty and Men Faculty Trends (1990-2005)



| % Women | 28% | 33% | 31% | 31% | 31% | 33% | 35% | 35% | 35% | 34% | 36% | 35% | 35% | 37% | 35% | 36% |
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|

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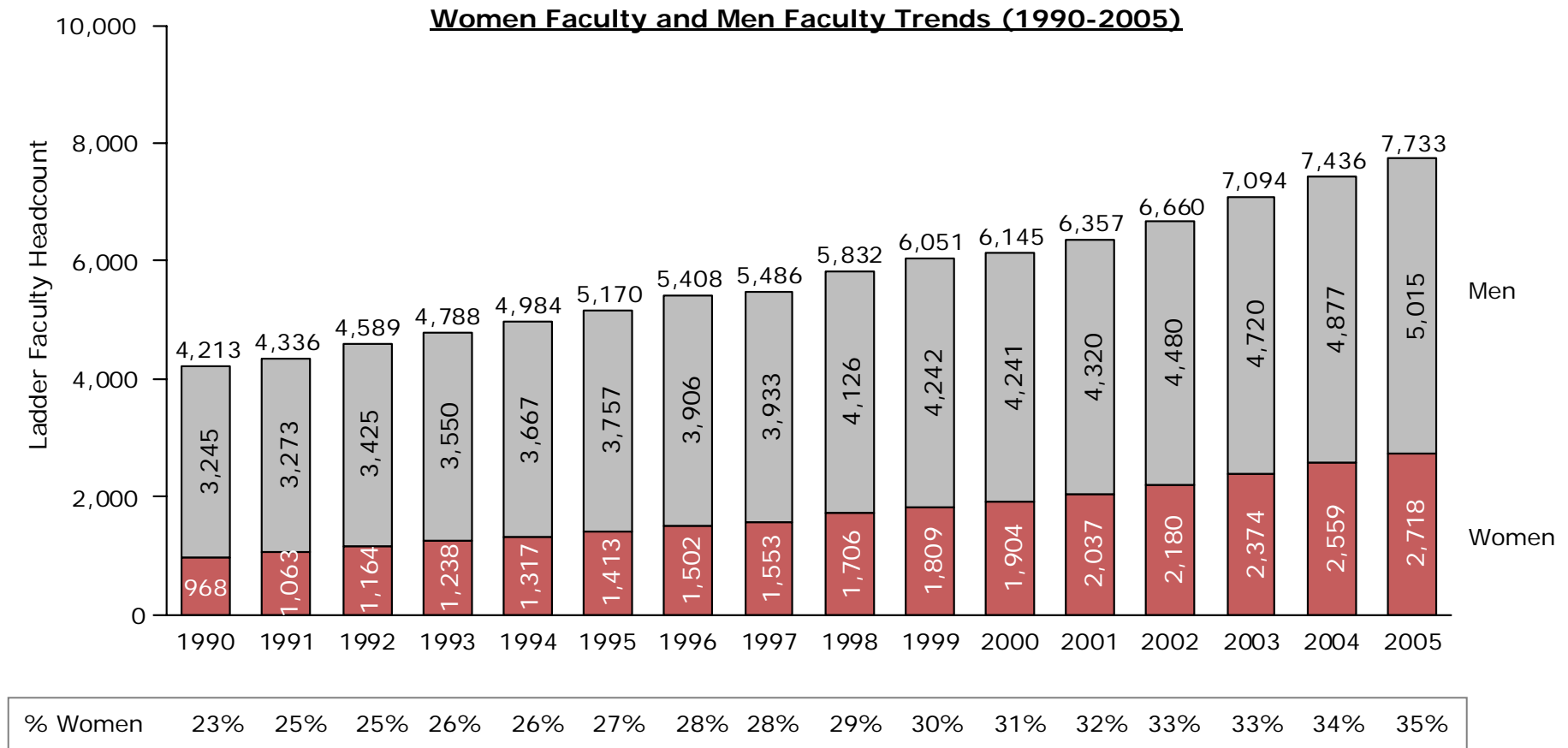
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Representation of Women

Ladder Faculty: University and Full-Time Hospital-Based (1)

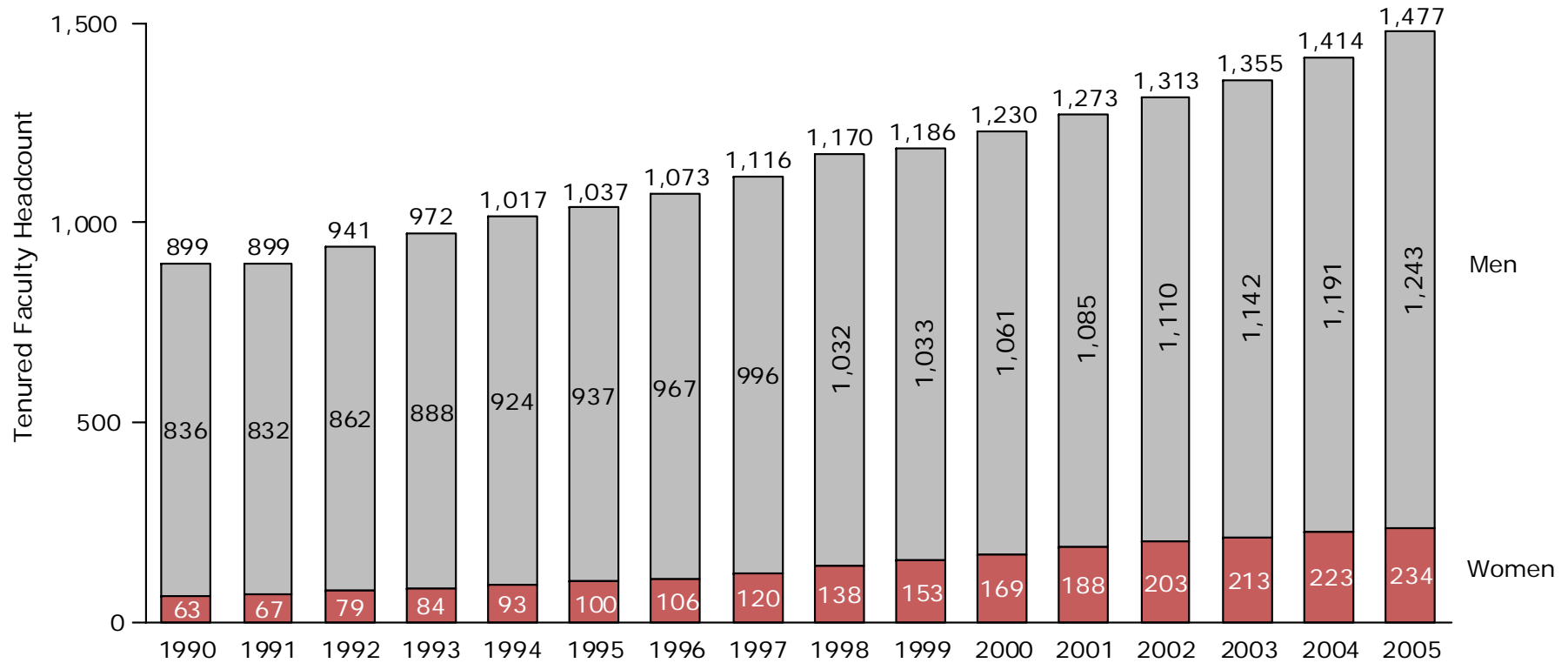


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Representation of Women

Tenured Faculty: University and Full-Time Hospital-Based (1)

Women Faculty and Men Faculty Trends (1990-2005)

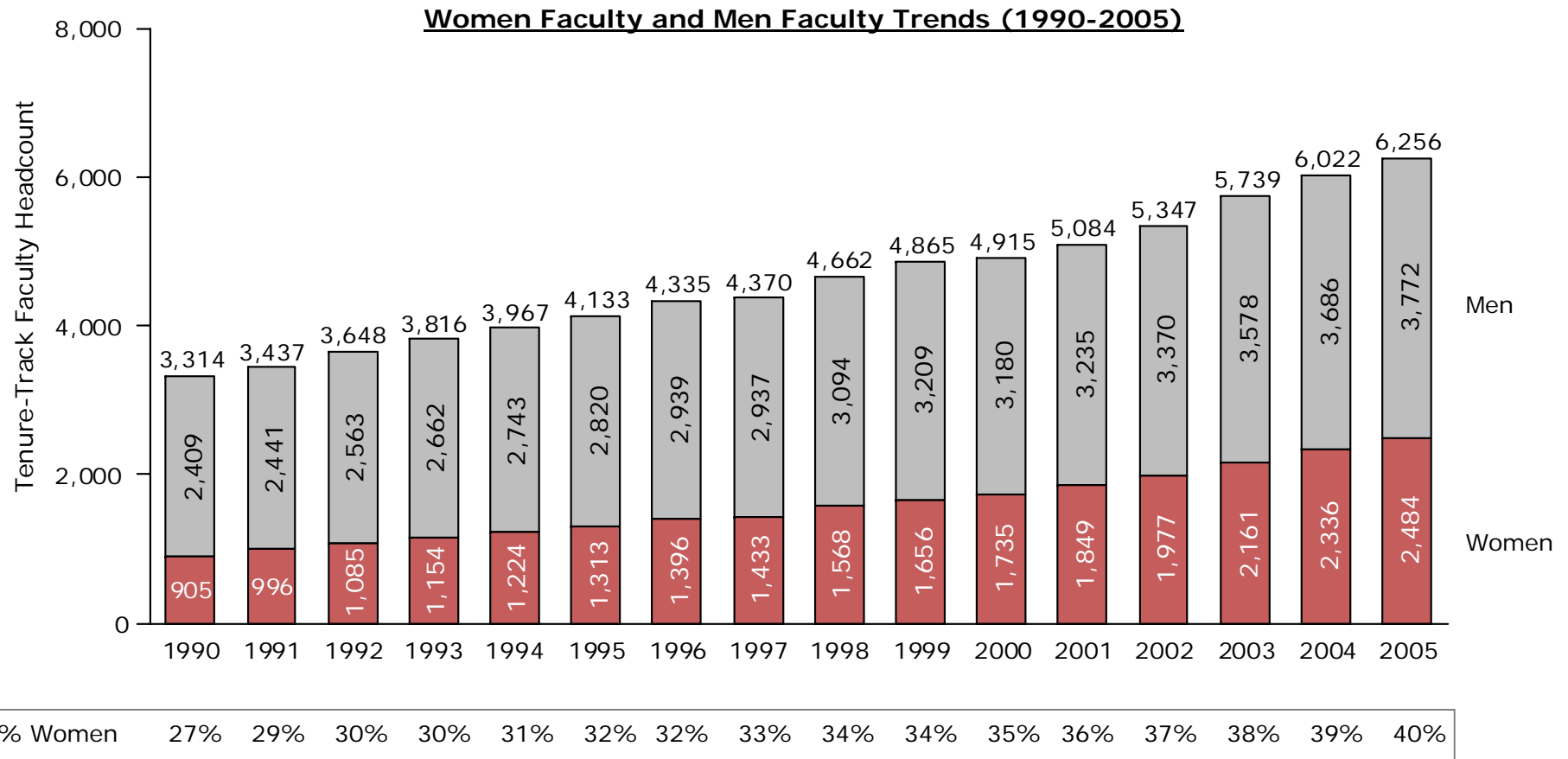


| % Women | 7% | 7% | 8% | 9% | 9% | 10% | 10% | 11% | 12% | 13% | 14% | 15% | 15% | 16% | 16% | 16% |
|---------|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | | | | | | | | | | | | | | | | |

(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Excludes part-time faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

Representation of Women

Tenure-Track Faculty: University and Full-Time Hospital-Based (1)



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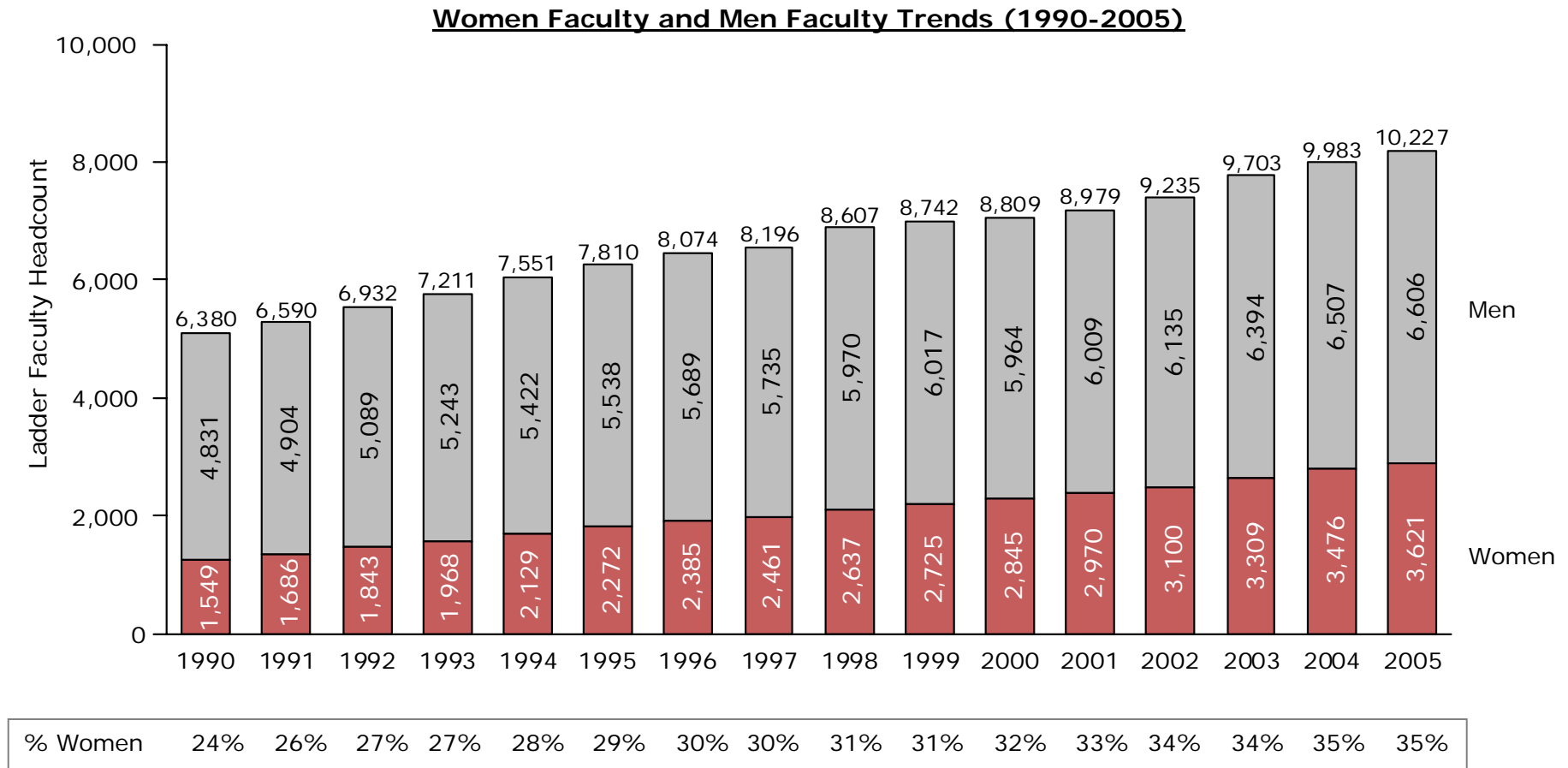
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Representation of Women

Ladder Faculty: University and All Hospital-Based (1)

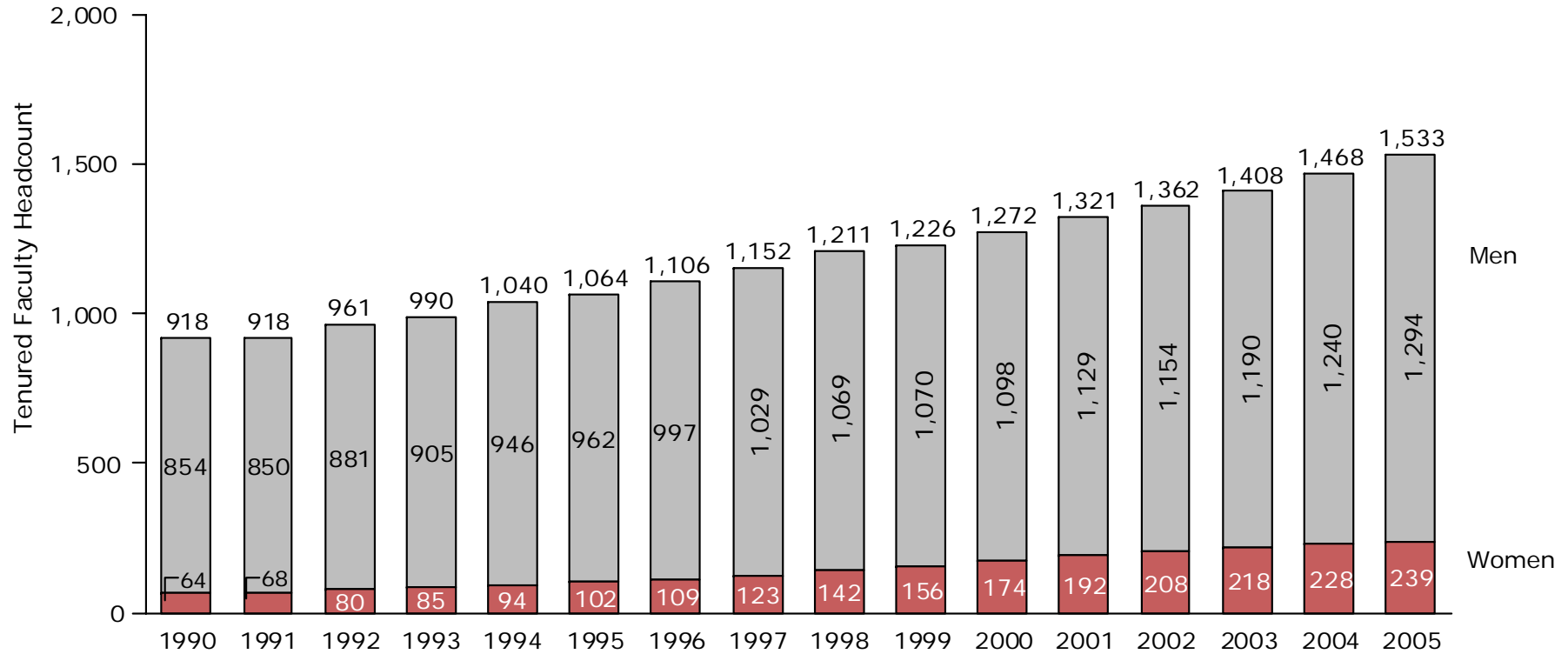


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Representation of Women

Tenured Faculty: University and All Hospital-Based (1)

Women Faculty and Men Faculty Trends (1990-2005)

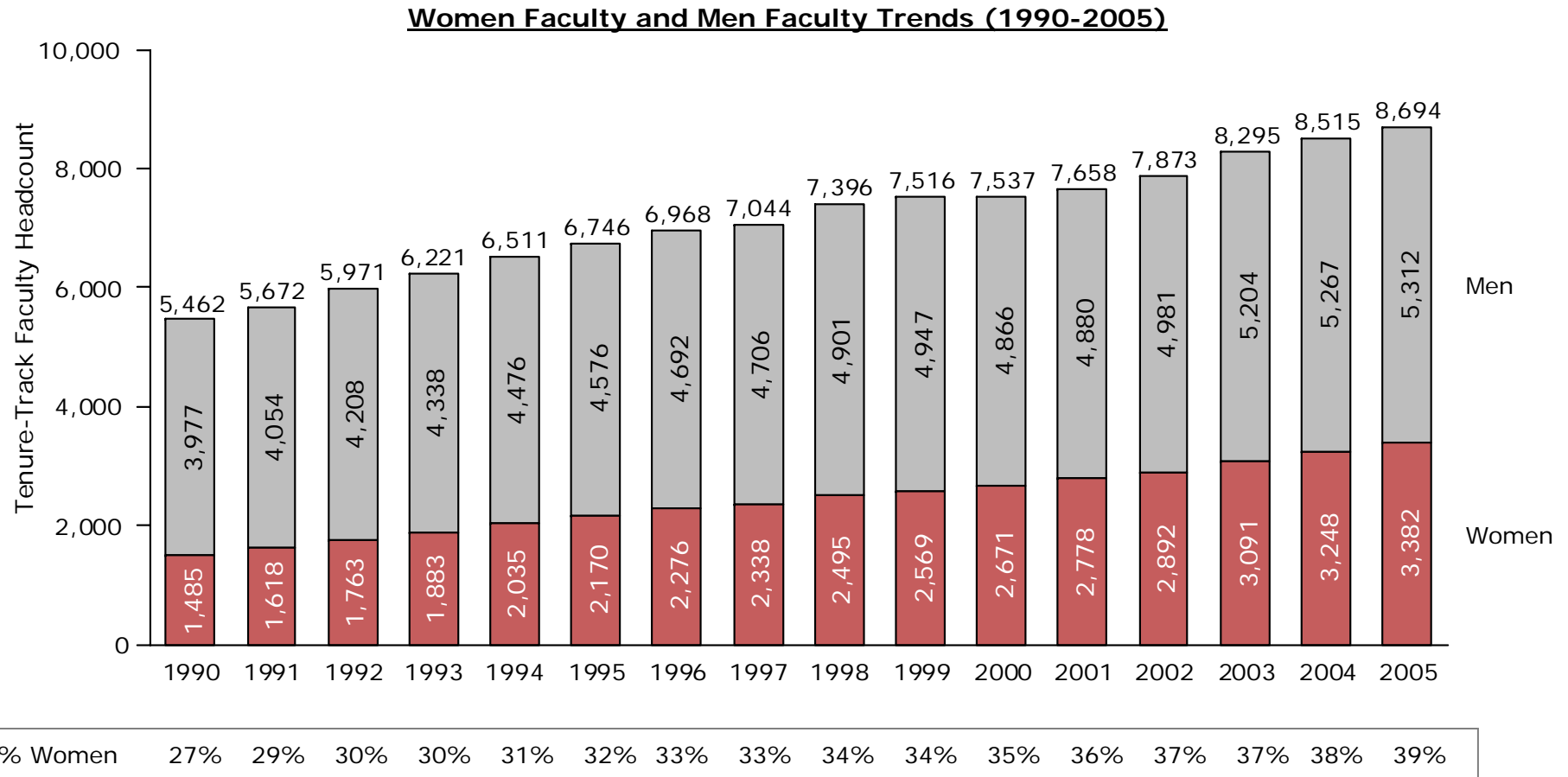


| Year | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| % Women | 7% | 7% | 8% | 9% | 9% | 10% | 10% | 11% | 12% | 13% | 14% | 15% | 15% | 15% | 16% | 16% |

(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Includes part-time faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

Representation of Women

Tenure-Track Faculty: University and All Hospital-Based (1)



(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Includes part-time faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

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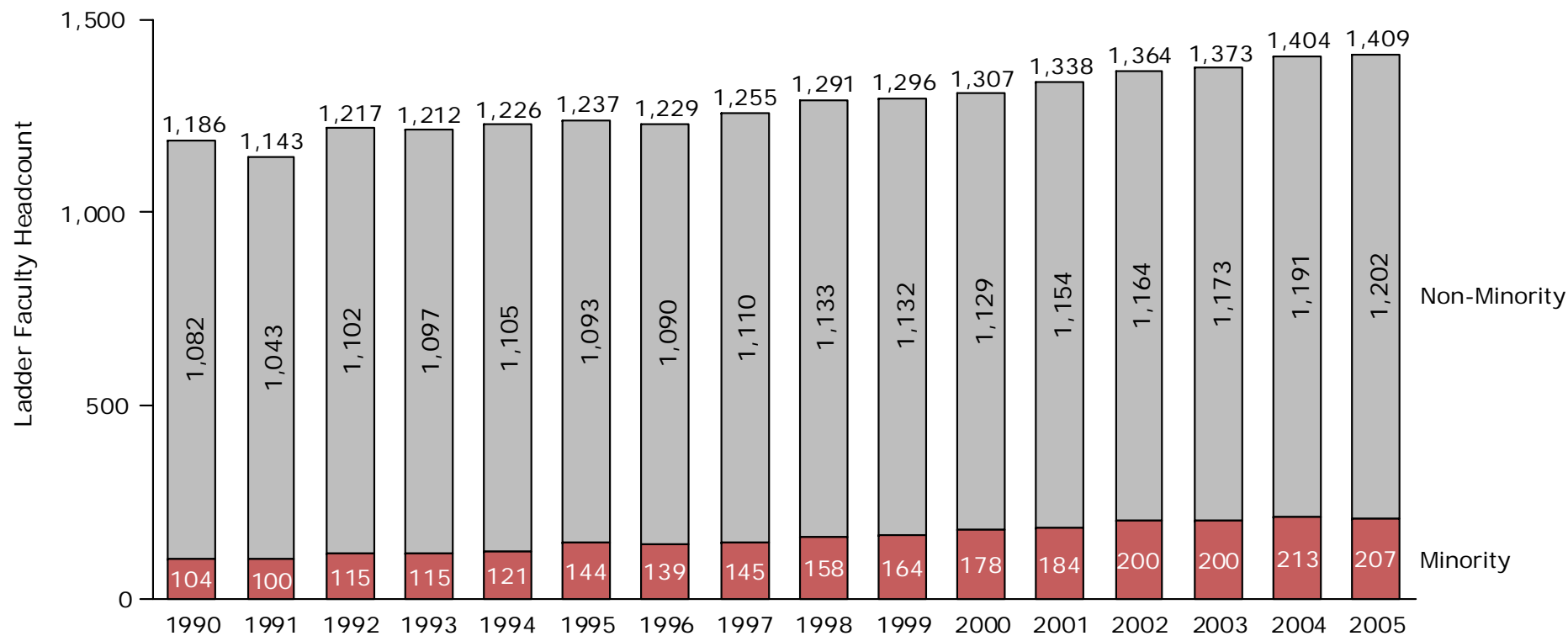
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Representation of Minorities

Ladder Faculty: University only (1)

Minority Faculty Trends (1990-2005)



| | | | | | | | | | | | | | | | | |
|---------------------------|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 9% | 9% | 9% | 9% | 10% | 12% | 11% | 12% | 12% | 13% | 14% | 14% | 15% | 15% | 15% | 15% |
| % Wom Min. ⁽²⁾ | 2% | 2% | 2% | 2% | 2% | 3% | 3% | 4% | 3% | 4% | 4% | 4% | 5% | 5% | 5% | 5% |

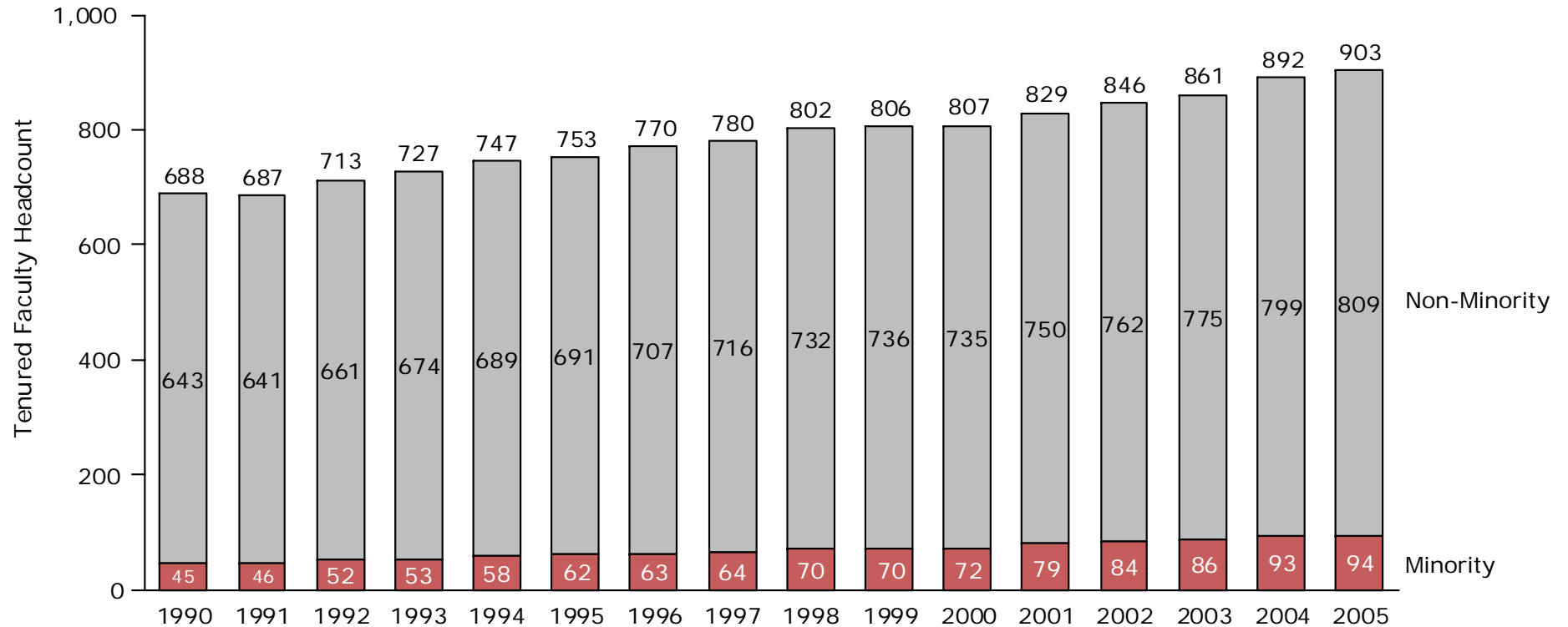
(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Excludes non-Quad faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

(2) All minority groups, not just under-represented minorities.

Representation of Minorities

Tenured Faculty: University only (1)

Minority Faculty Trends (1990-2005)



| | | | | | | | | | | | | | | | | |
|---------------------------|-----|-----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 7% | 7% | 7% | 7% | 8% | 8% | 8% | 8% | 9% | 9% | 9% | 10% | 10% | 10% | 10% | 10% |
| % Wom Min. ⁽²⁾ | <1% | <1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 2% | 2% | 2% | 2% |

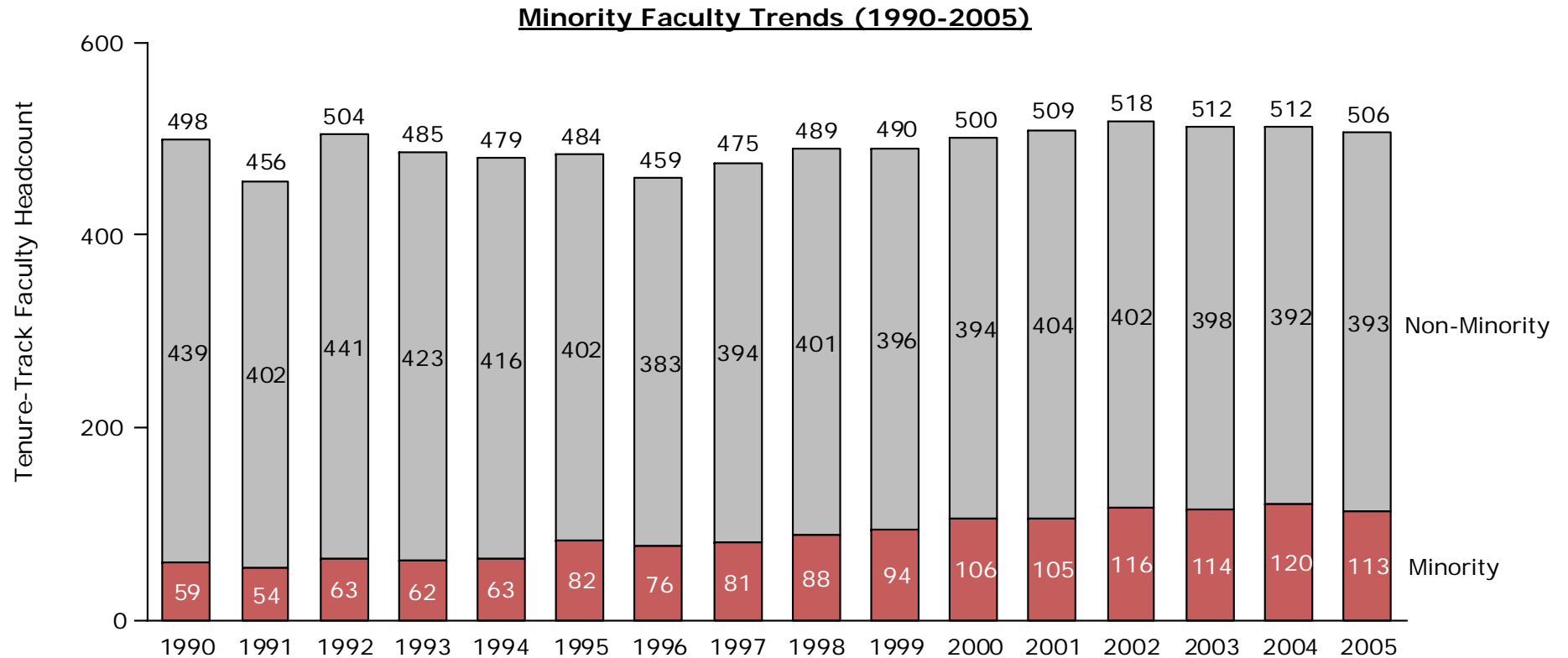
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(2) All minority groups, not just under-represented minorities.

Source: Submitted by individual Schools

Representation of Minorities

Tenure-Track Faculty: University only (1)



| | | | | | | | | | | | | | | | | |
|---------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 12% | 12% | 13% | 13% | 13% | 17% | 17% | 17% | 18% | 19% | 21% | 21% | 22% | 22% | 23% | 22% |
| % Wom Min. ⁽²⁾ | 5% | 4% | 5% | 4% | 4% | 6% | 7% | 8% | 7% | 8% | 9% | 8% | 9% | 9% | 11% | 10% |

(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Excludes non-Quad faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

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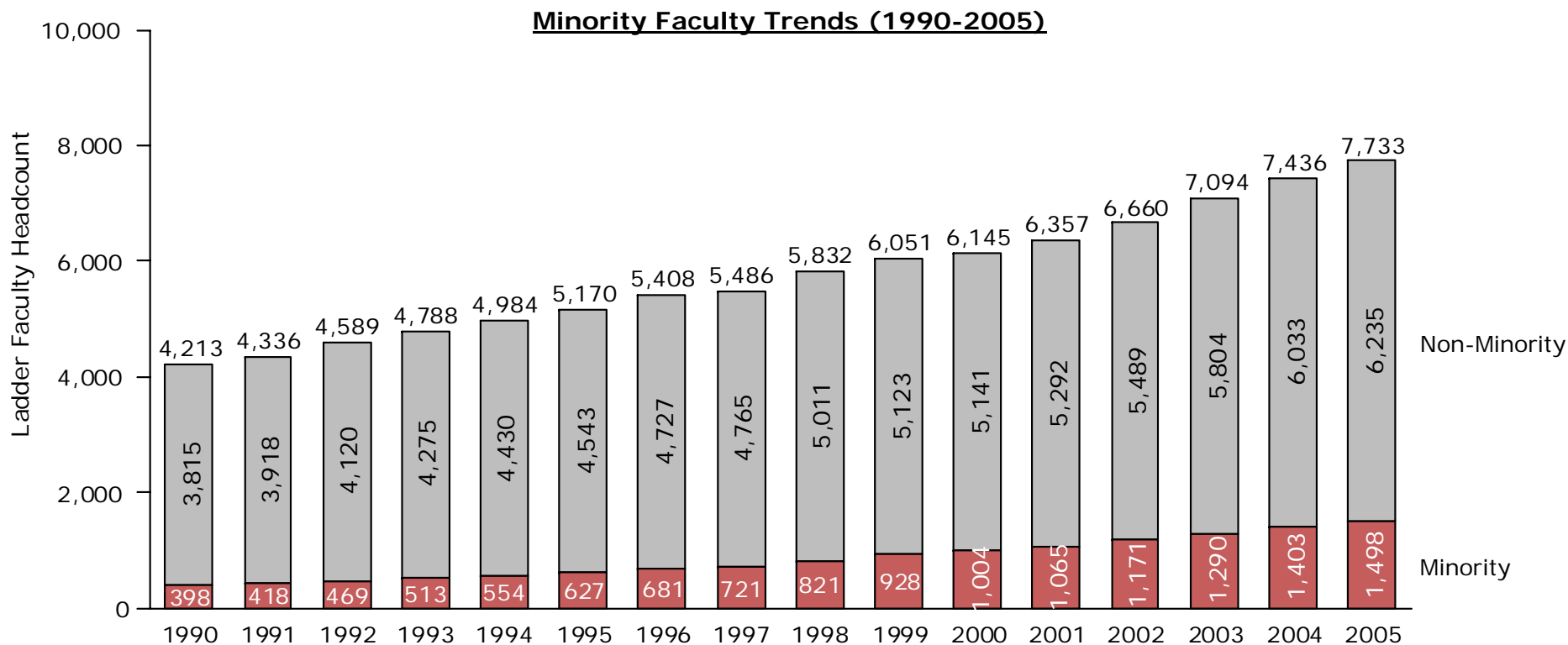
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Representation of Minorities

Ladder Faculty: University and Full-Time Hospital-Based (1)



| | | | | | | | | | | | | | | | | |
|---------------------------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 9% | 10% | 10% | 11% | 11% | 12% | 13% | 13% | 14% | 15% | 16% | 17% | 18% | 19% | 19% | 19% |
| % W. Min. ⁽²⁾ | 3% | 3% | 4% | 4% | 4% | 4% | 4% | 4% | 5% | 5% | 6% | 6% | 7% | 7% | 8% | 8% |

(1) Does not include Harvard School of Dental Medicine (comparable data not available at time of publishing). Excludes part-time faculty based in hospitals. For full description of data inclusions/exclusions, please see notes at the end of this document.

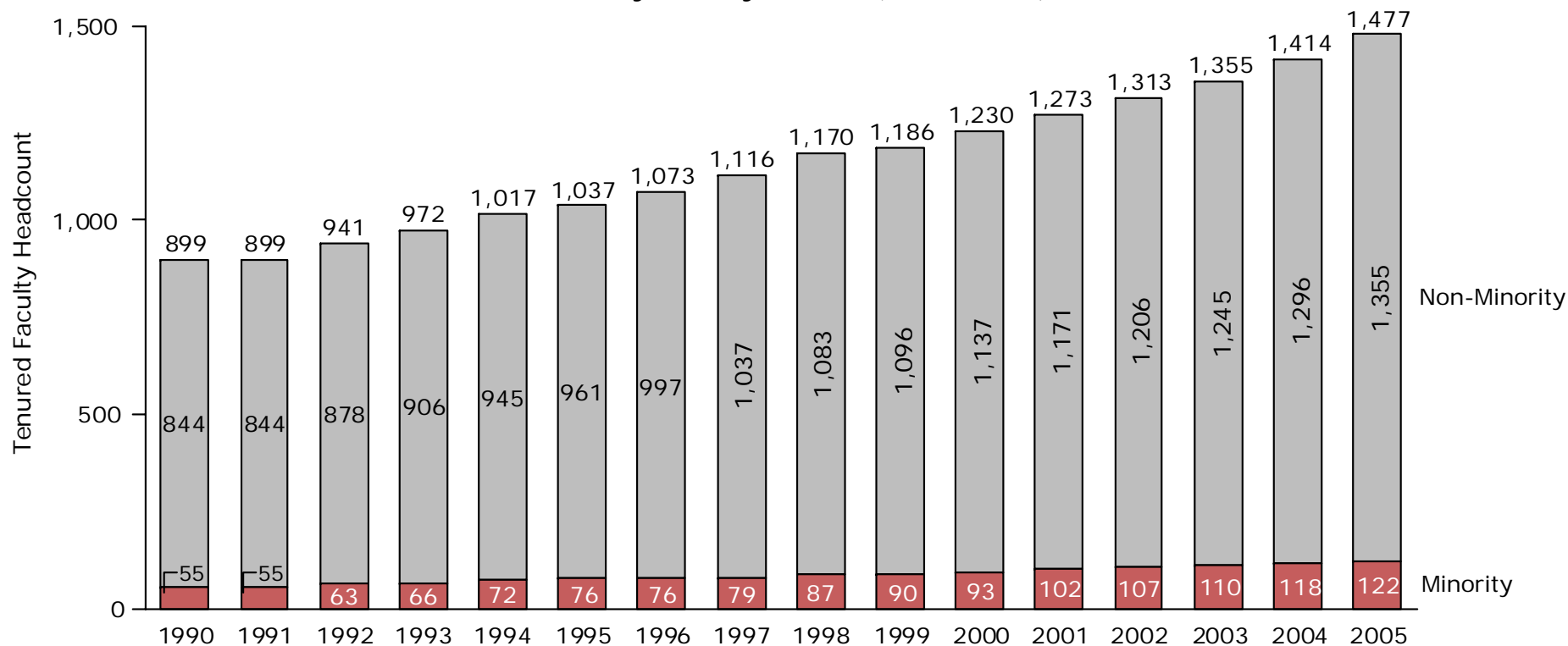
(2) All minority groups, not just under-represented minorities.

Source: Submitted by individual Schools

Representation of Minorities

Tenured Faculty: University and Full-Time Hospital-Based (1)

Minority Faculty Trends (1990-2005)



| | | | | | | | | | | | | | | | | |
|---------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| % Minority ⁽²⁾ | 6% | 6% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 8% | 8% | 8% | 8% | 8% | 8% | 8% |
| % W. Min. ⁽²⁾ | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 2% | 2% | 2% | 3% | 3% | 3% | 3% |

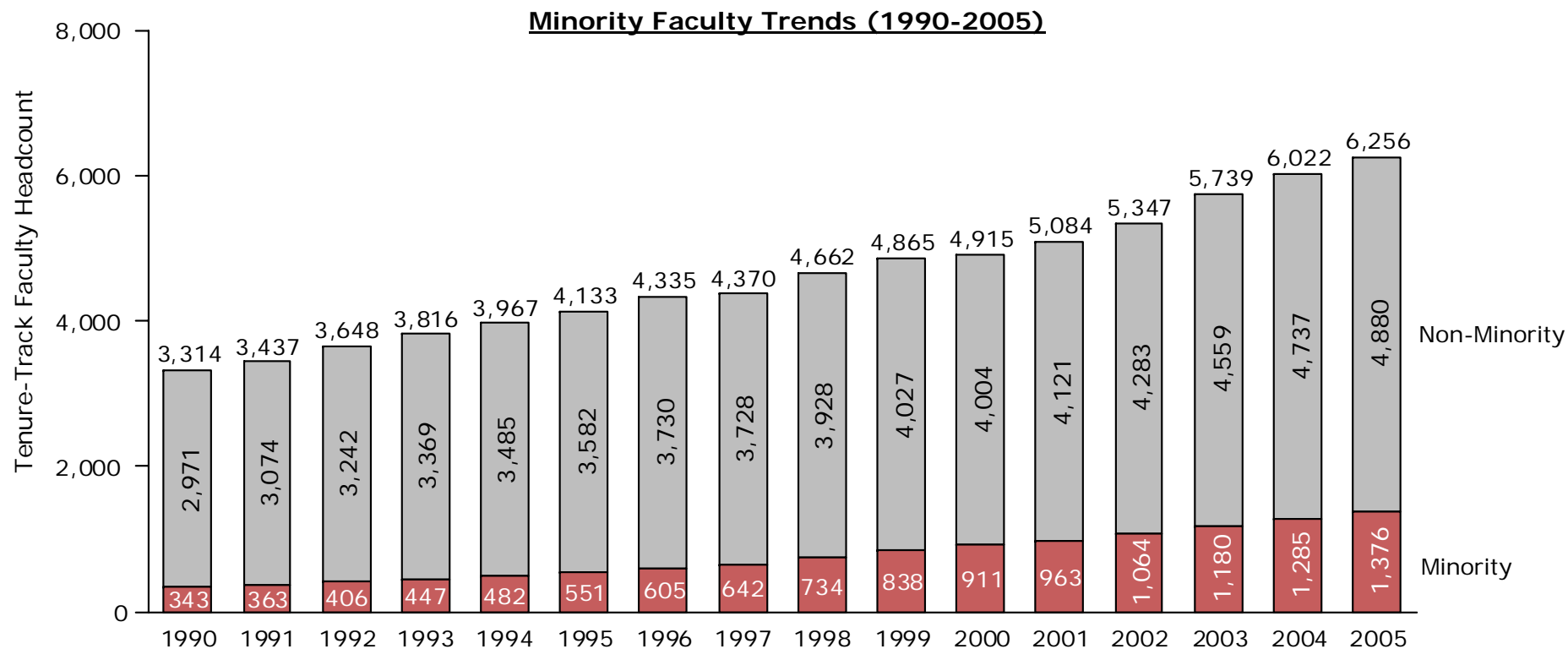
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Representation of Minorities

Tenure-Track Faculty: University and Full-Time Hospital-Based (1)



| | | | | | | | | | | | | | | | | |
|---------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 10% | 11% | 11% | 12% | 12% | 13% | 14% | 15% | 16% | 17% | 19% | 19% | 20% | 21% | 21% | 22% |
| % W. Min. ⁽²⁾ | 4% | 4% | 4% | 4% | 4% | 5% | 5% | 5% | 5% | 6% | 7% | 7% | 8% | 8% | 9% | 9% |

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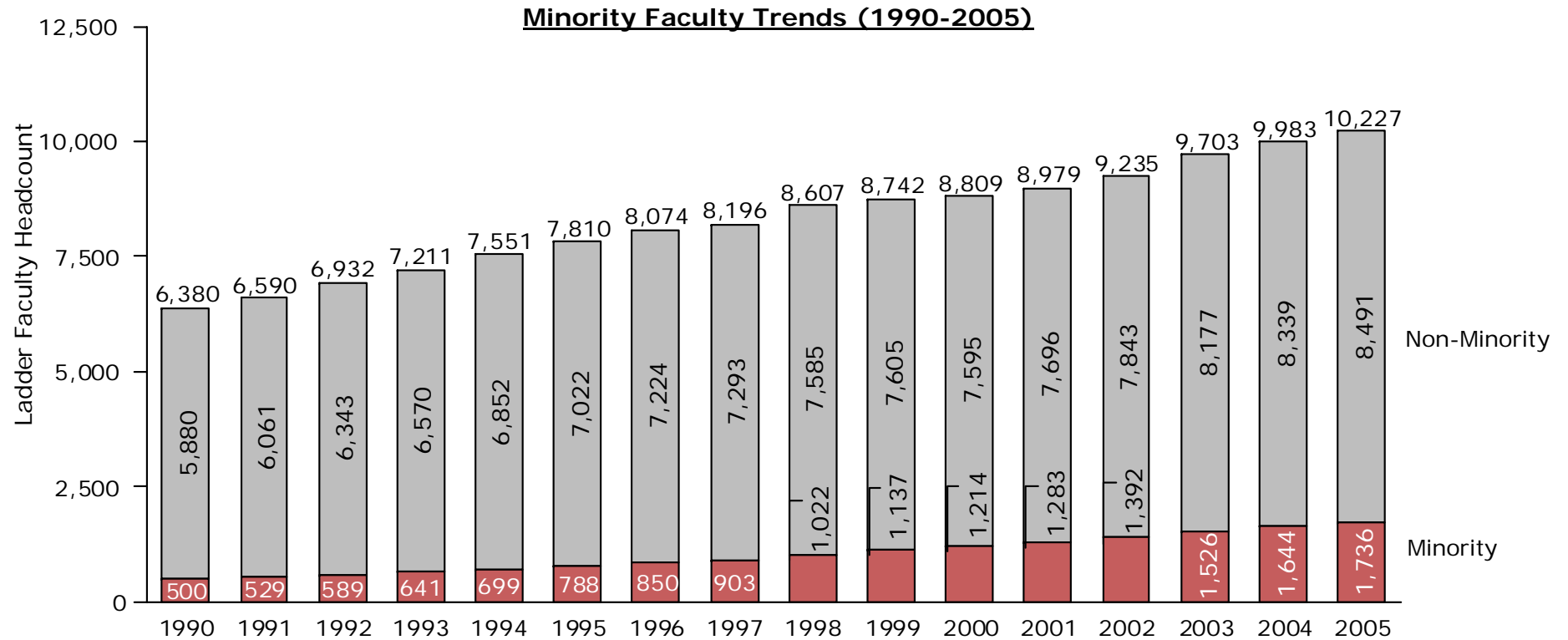
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Representation of Minorities

Ladder Faculty: University and All Hospital-Based (1)



| | | | | | | | | | | | | | | | | |
|---------------------------|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 8% | 8% | 8% | 9% | 9% | 10% | 11% | 11% | 12% | 13% | 14% | 14% | 15% | 16% | 16% | 17% |
| % W. Min. ⁽²⁾ | 3% | 3% | 3% | 3% | 3% | 4% | 4% | 4% | 4% | 5% | 5% | 5% | 6% | 6% | 7% | 7% |

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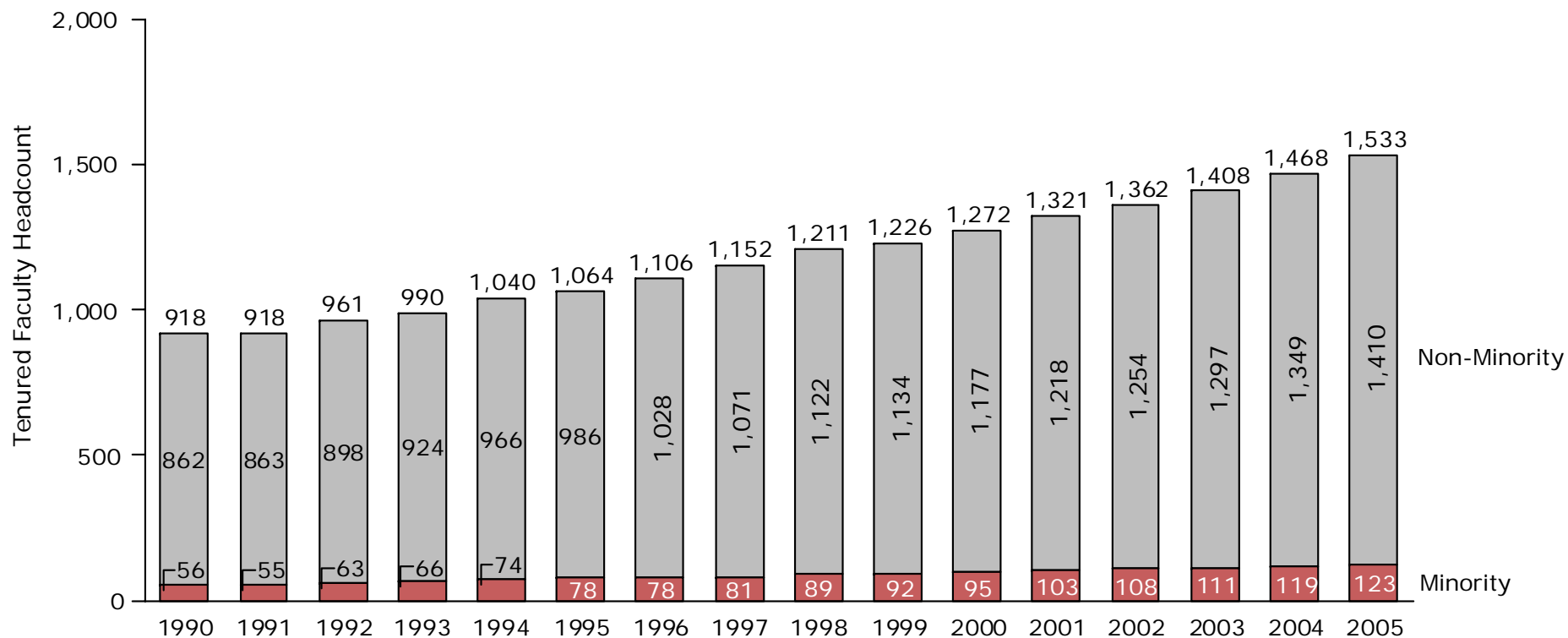
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Representation of Minorities

Tenured Faculty: University and All Hospital-Based (1)

Minority Faculty Trends (1990-2005)



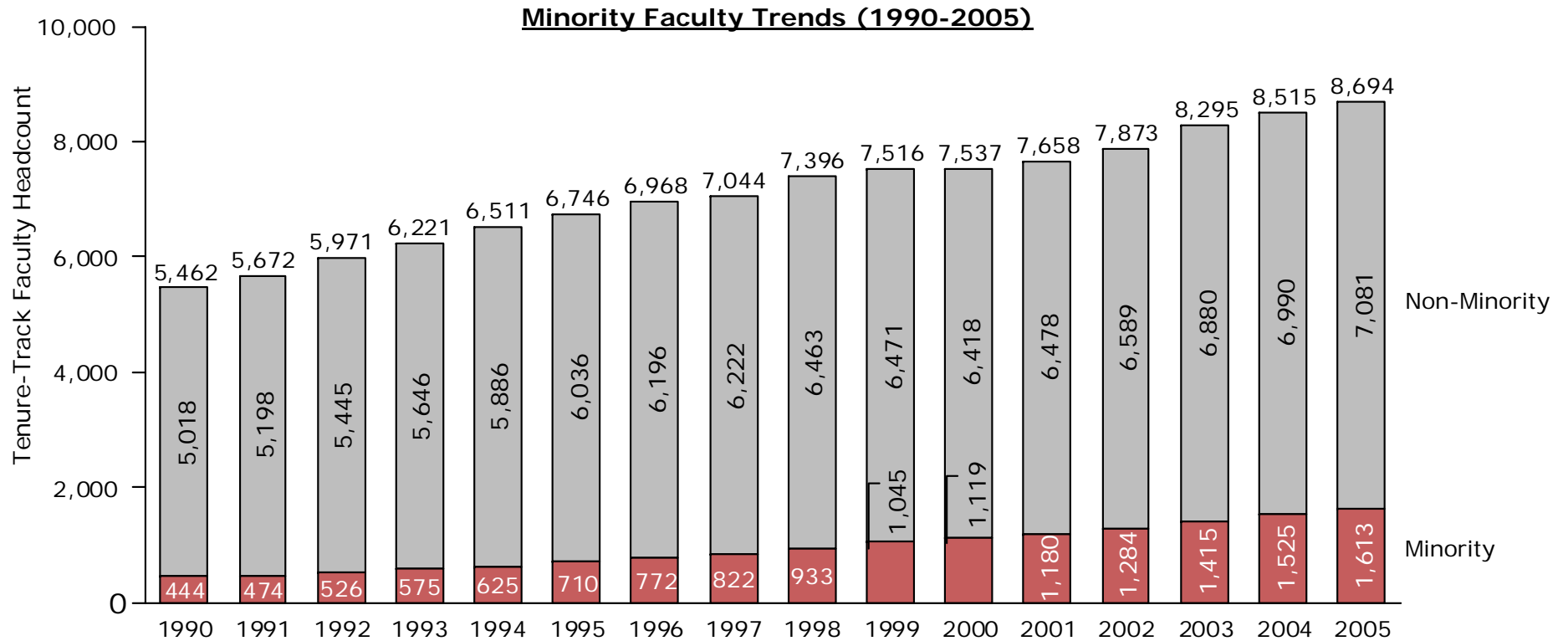
| | | | | | | | | | | | | | | | | |
|---------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| % Minority ⁽²⁾ | 6% | 6% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 8% | 7% | 8% | 8% | 8% | 8% | 8% |
| % W. Min. ⁽²⁾ | 1% | 1% | 1% | 1% | 1% | 2% | 1% | 1% | 1% | 2% | 2% | 2% | 3% | 3% | 3% | 3% |

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Representation of Minorities

Tenure-Track Faculty: University and All Hospital-Based (1)



| | | | | | | | | | | | | | | | | |
|---------------------------|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| % Minority ⁽²⁾ | 8% | 8% | 9% | 9% | 10% | 11% | 11% | 12% | 13% | 14% | 15% | 15% | 16% | 17% | 18% | 19% |
| % W. Min. ⁽²⁾ | 3% | 3% | 3% | 3% | 3% | 4% | 4% | 4% | 4% | 5% | 6% | 6% | 7% | 7% | 8% | 8% |

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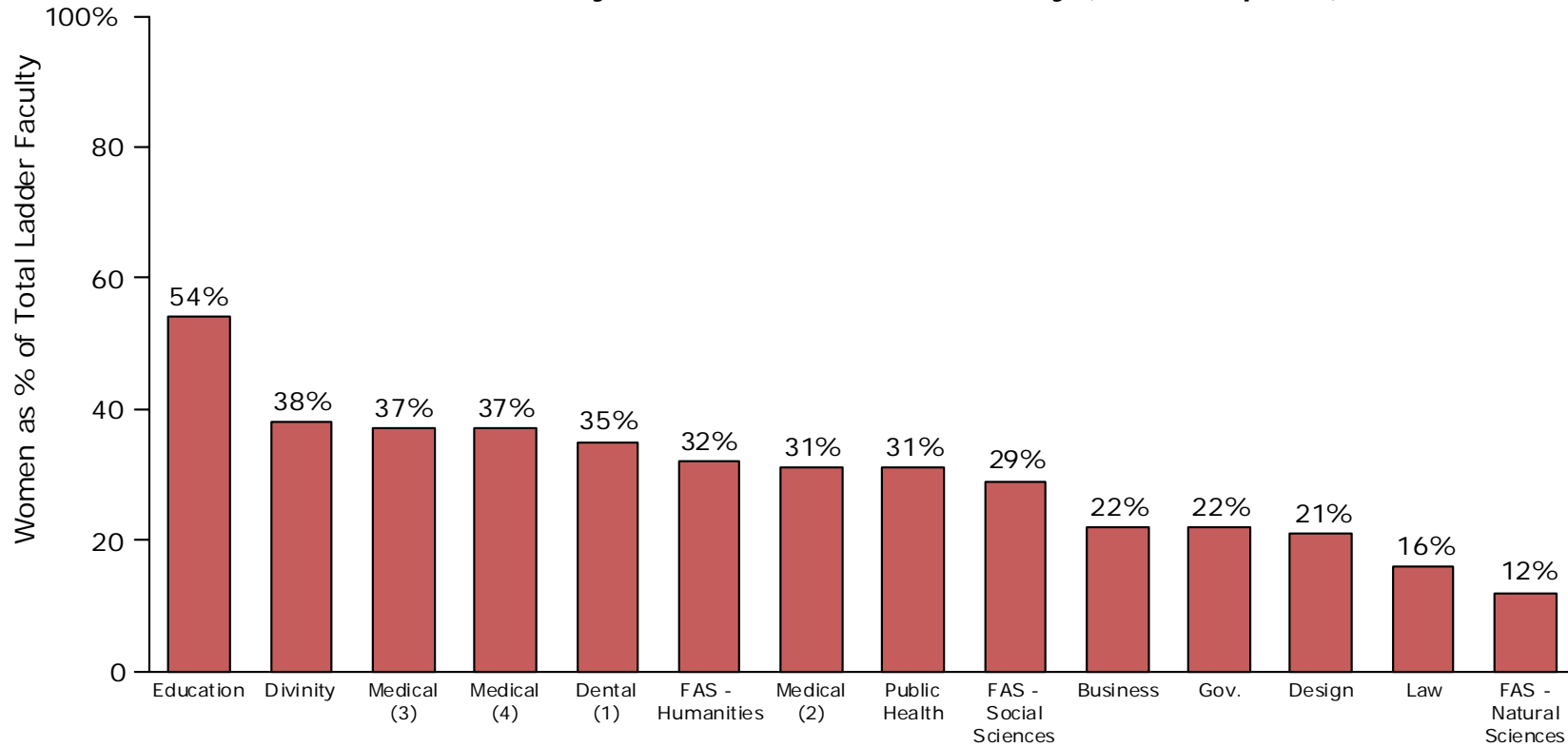
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Representation of Women (2005)

Ladder Faculty

Women Ladder Faculty as % of Total Ladder Faculty (2005 Snapshot)



| | | | | | | | | | | | | | | |
|---------|----|---|-------|-------|---|----|----|----|----|----|----|----|----|----|
| # Women | 19 | 9 | 2,414 | 3,317 | 8 | 66 | 44 | 47 | 70 | 39 | 16 | 10 | 13 | 25 |
|---------|----|---|-------|-------|---|----|----|----|----|----|----|----|----|----|

(1) Harvard School of Dental Medicine figures are from the Harvard University Fact Book 2004-05. Faculty headcount is for fall of 2004.

(2) Headcount includes University faculty only

(3) Headcount includes University faculty and full-time hospital-affiliated faculty

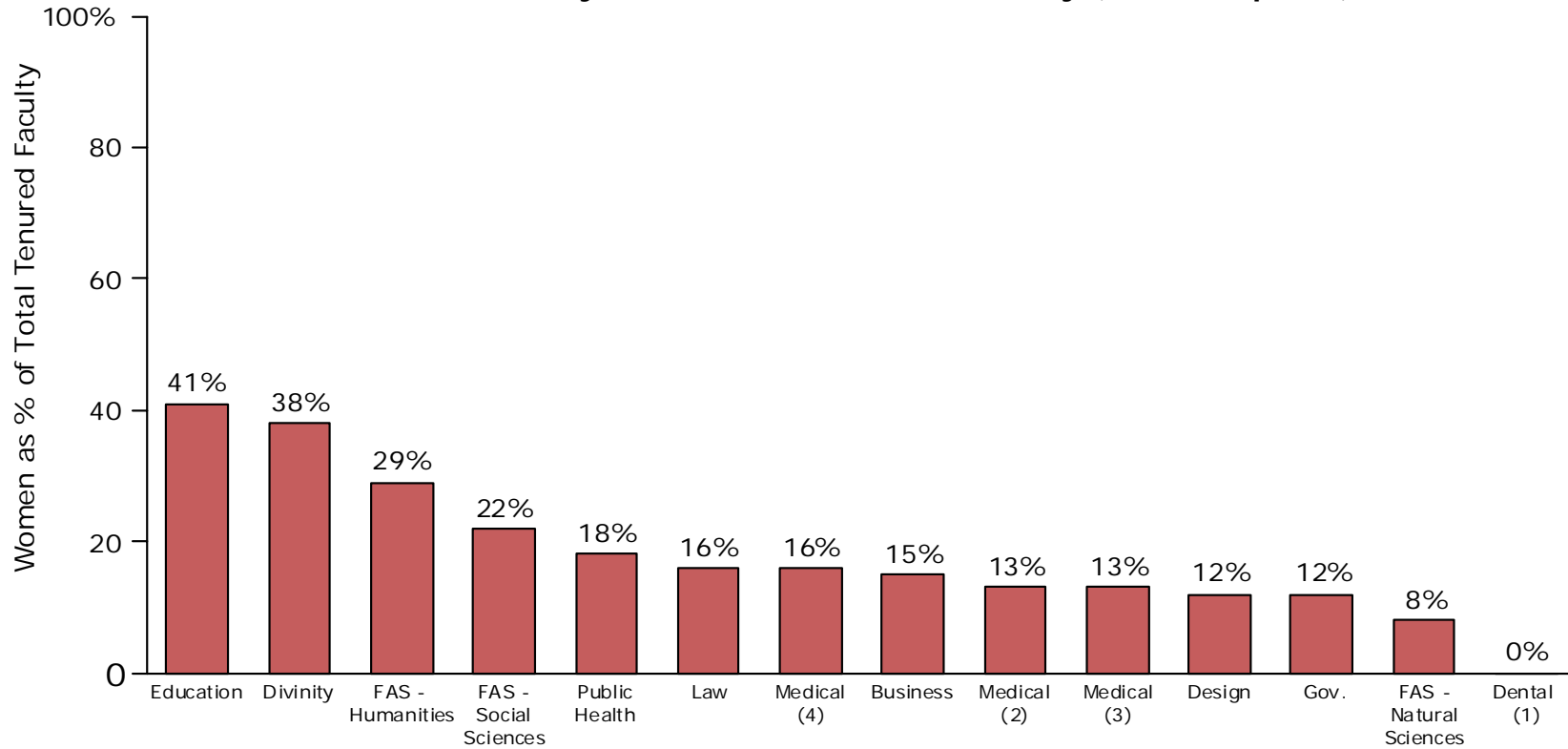
(4) Headcount includes University faculty, full-time hospital-affiliated faculty and part-time hospital-affiliated faculty

Source: Submitted by individual Schools

Representation of Women (2005)

Tenured Faculty

Women Ladder Faculty as % of Total Tenured Faculty (2005 Snapshot)



| | | | | | | | | | | | | | | |
|---------|---|---|----|----|----|----|----|----|----|----|---|---|----|---|
| # Women | 9 | 6 | 41 | 37 | 12 | 12 | 91 | 14 | 16 | 86 | 3 | 5 | 13 | 0 |
|---------|---|---|----|----|----|----|----|----|----|----|---|---|----|---|

(1) Harvard School of Dental Medicine figures are from the Harvard University Fact Book 2004-05. Faculty headcount is for fall of 2004.

(2) Headcount includes University faculty only

(3) Headcount includes University faculty and full-time hospital-affiliated faculty

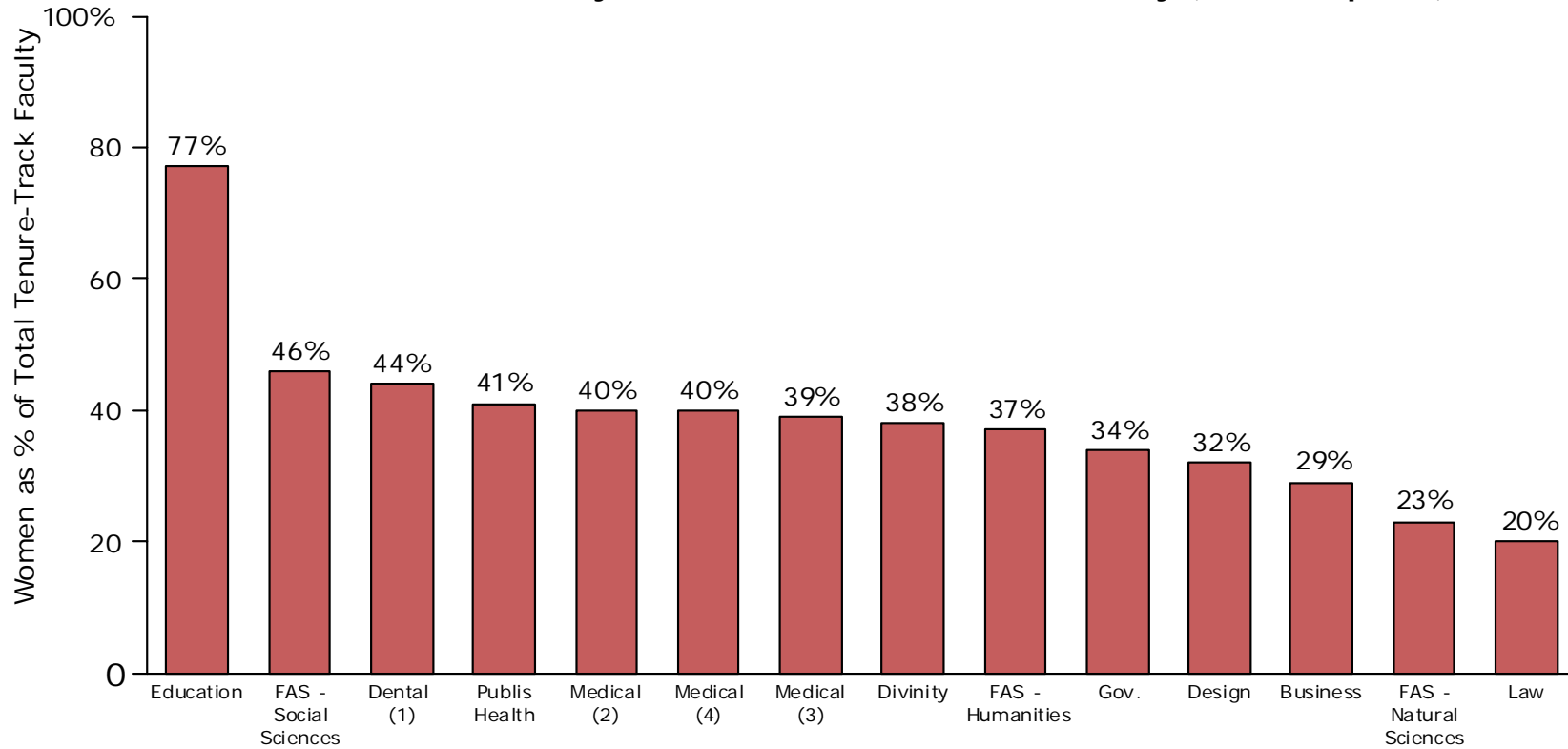
(4) Headcount includes University, full-time hospital-affiliated faculty and part-time hospital-affiliated faculty

Source: Submitted by individual Schools

Representation of Women (2005)

Tenure-Track Faculty

Women Ladder Faculty as % of Total Tenure-Track Faculty (2005 Snapshot)



| | | | | | | | | | | | | | | |
|---------|----|----|---|----|----|-------|-------|---|----|----|---|----|----|---|
| # Women | 10 | 33 | 8 | 35 | 28 | 3,226 | 2,328 | 3 | 25 | 11 | 7 | 25 | 12 | 1 |
|---------|----|----|---|----|----|-------|-------|---|----|----|---|----|----|---|

(1) Harvard School of Dental Medicine figures are from the Harvard University Fact Book 2004-05. Faculty headcount is for fall of 2004.

(2) Headcount includes University faculty only

(3) Headcount includes University faculty and full-time hospital-affiliated faculty

(4) Headcount includes University, full-time hospital-affiliated faculty and part-time hospital-affiliated faculty

Source: Submitted by individual Schools

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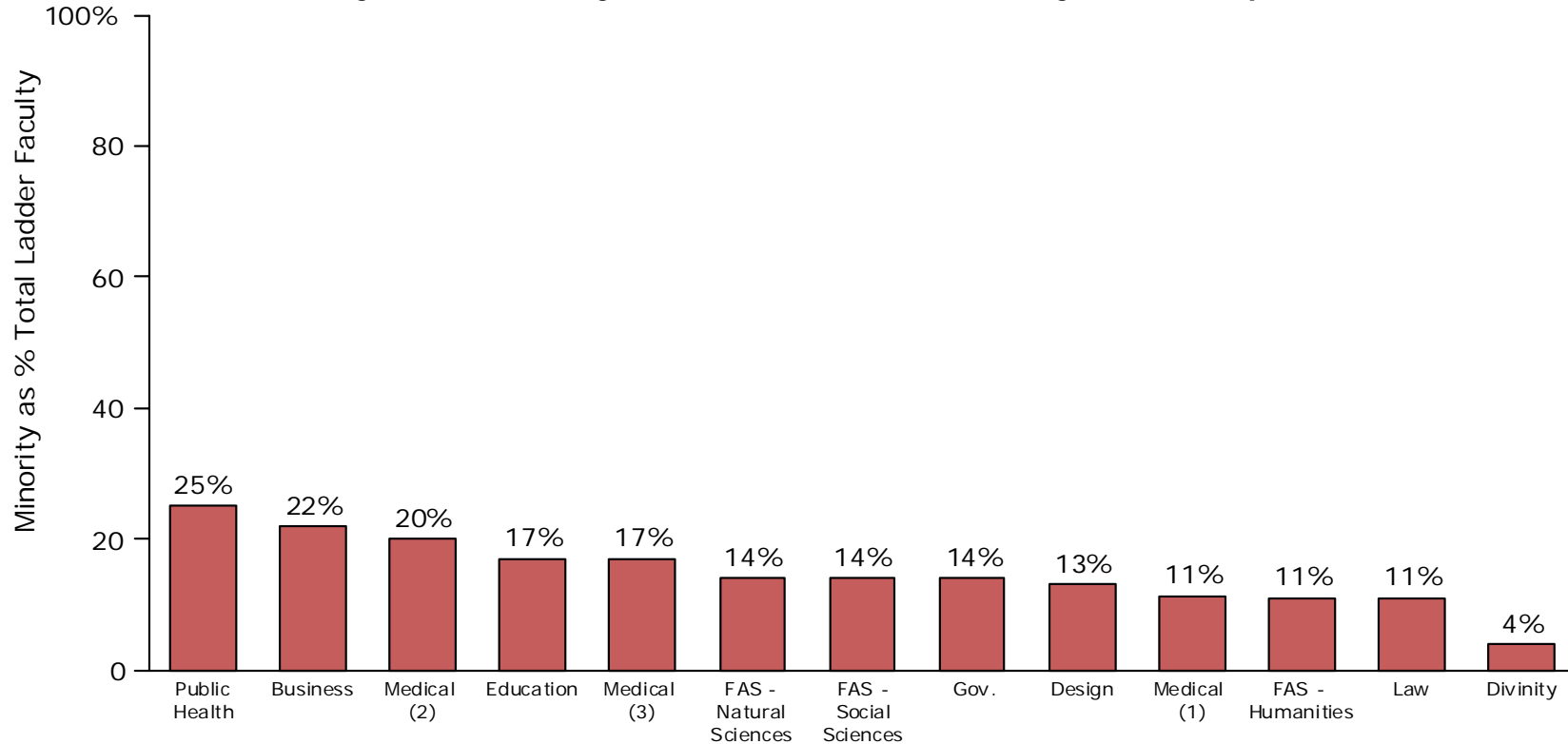
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Representation of Minorities (2005)

Ladder Faculty

Minority Ladder Faculty as % of Total Ladder Faculty (2005 Snapshot)



| | | | | | | | | | | | | | |
|------------------|----|----|-------|-----|-------|----|----|----|----|----|----|----|----|
| % Women Min. | 8% | 5% | 8% | 14% | 7% | 1% | 7% | 3% | 4% | 8% | 3% | 3% | 0% |
| # Women Min. | 12 | 9 | 516 | 5 | 622 | 3 | 18 | 2 | 2 | 14 | 7 | 2 | 0 |
| # Total Minority | 38 | 38 | 1,310 | 6 | 1,548 | 30 | 34 | 10 | 6 | 19 | 22 | 9 | 1 |

(1) Headcount includes University faculty only

(2) Headcount includes University faculty and full-time hospital-affiliated faculty

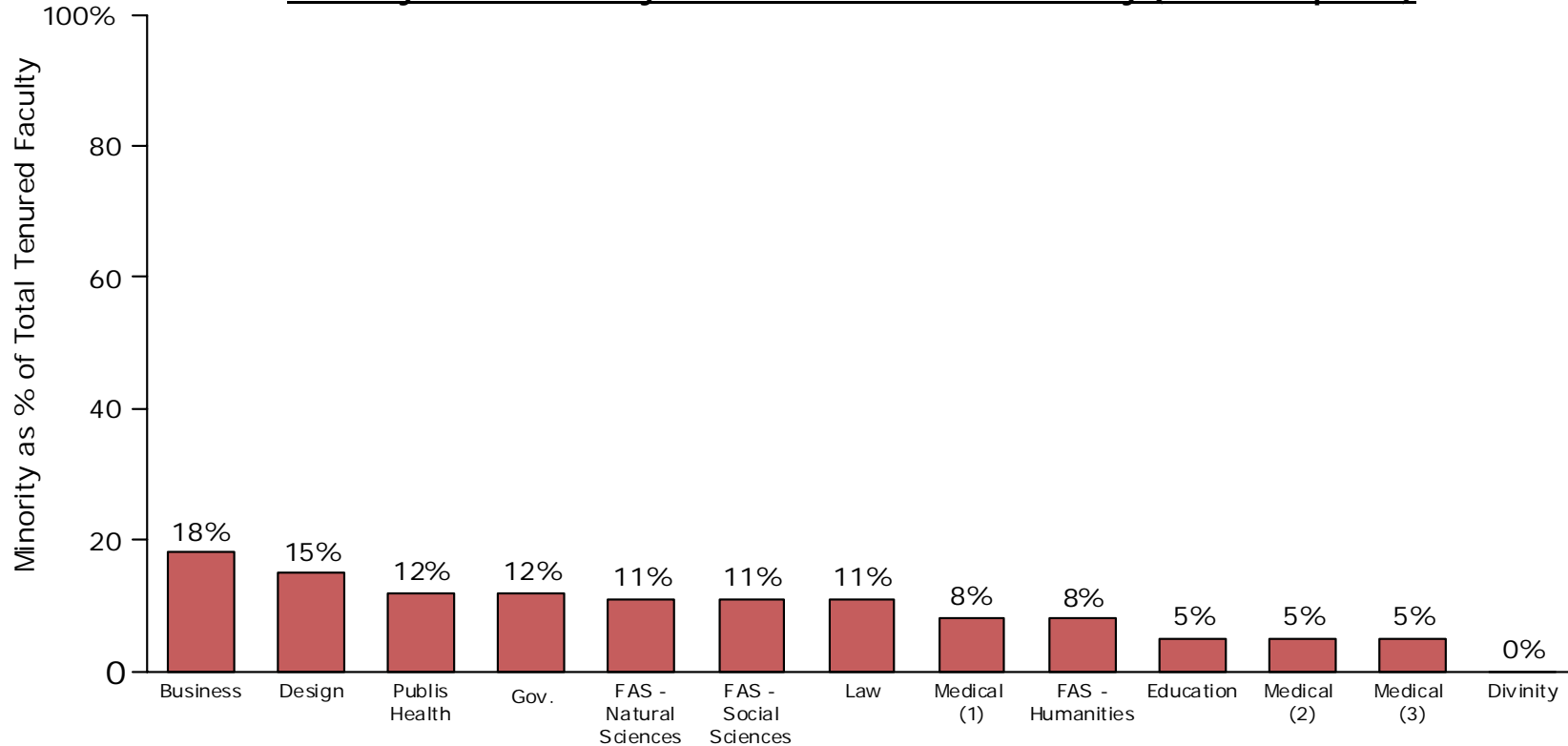
(3) Headcount includes University faculty, full-time hospital-affiliated faculty and part-time hospital-affiliated faculty

Source: Submitted by individual Schools

Representation of Minorities (2005)

Tenured Faculty

Minority Ladder Faculty as % of Total Tenured Faculty (2005 Snapshot)



| | | | | | | | | | | | | | |
|------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|
| % Women Min. | 1% | 4% | 1% | 2% | 1% | 4% | 3% | 3% | 1% | 5% | 1% | 1% | 0% |
| # Women Min. | 1 | 1 | 1 | 1 | 1 | 6 | 1 | 3 | 2 | 1 | 7 | 7 | 0 |
| # Total Minority | 16 | 4 | 8 | 5 | 18 | 18 | 8 | 8 | 11 | 1 | 36 | 37 | 0 |

(1) Headcount includes University faculty only

(2) Headcount includes University faculty and full-time hospital-affiliated faculty

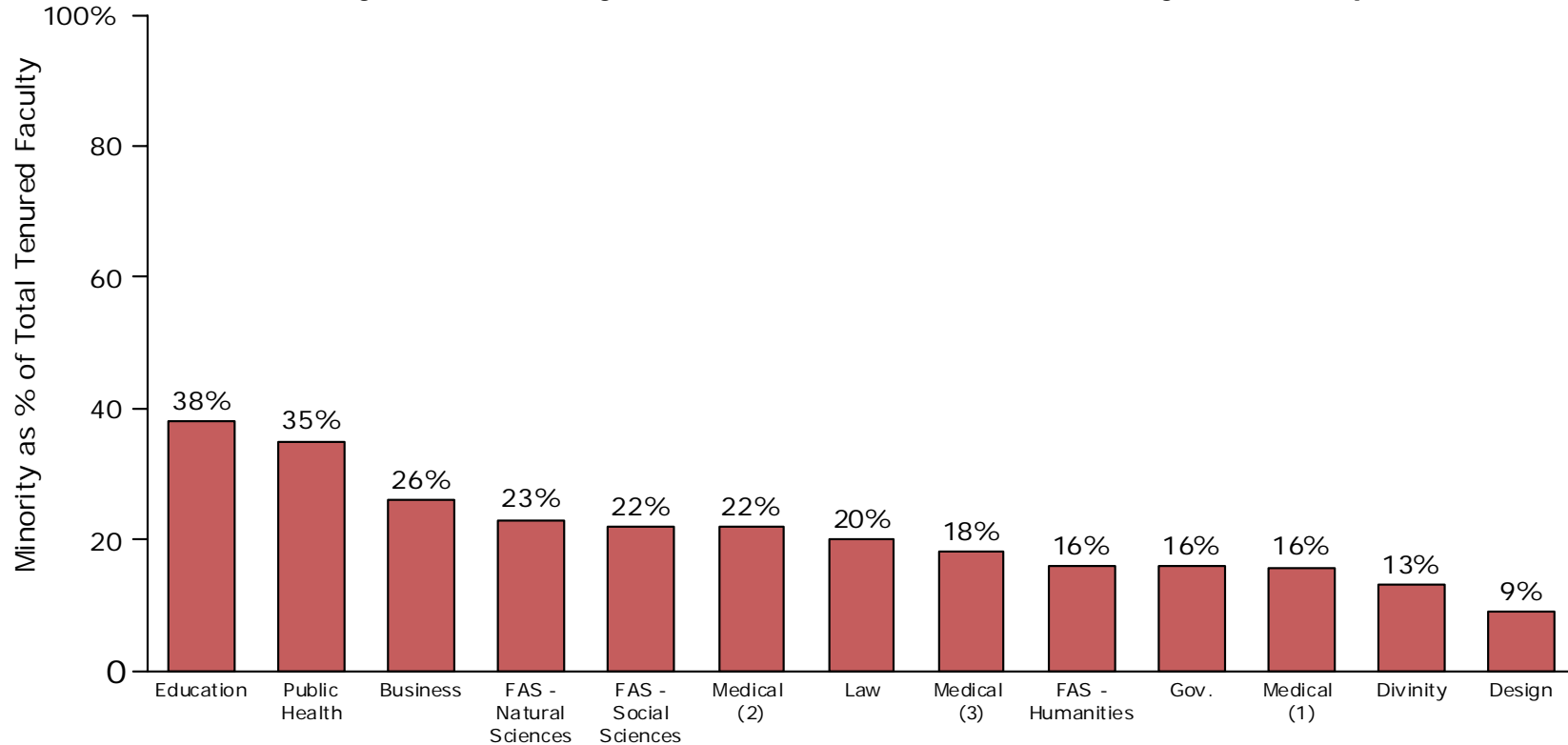
(3) Headcount includes University, full-time hospital-affiliated faculty and part-time hospital-affiliated faculty

Source: Submitted by individual Schools

Representation of Minorities (2005)

Tenure-Track Faculty

Minority Ladder Faculty as % of Total Tenure-Track Faculty (2005 Snapshot)



| | | | | | | | | | | | | | |
|------------------|-----|-----|----|----|-----|-------|----|-------|----|----|----|----|----|
| % Women Min. | 31% | 13% | 9% | 4% | 17% | 9% | 0% | 11% | 7% | 3% | 1% | 0% | 5% |
| # Women Min. | 4 | 11 | 8 | 2 | 12 | 509 | 0 | 615 | 5 | 1 | 7 | 0 | 1 |
| # Total Minority | 5 | 30 | 22 | 12 | 16 | 1,274 | 1 | 1,511 | 11 | 5 | 2 | 1 | 2 |

(1) Headcount includes University faculty only

(2) Headcount includes University faculty and full-time hospital-affiliated faculty

(3) Headcount includes University, full-time hospital-affiliated faculty and part-time hospital-affiliated faculty

Source: Submitted by individual Schools

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End Notes

Ladder Faculty Demographic Trends at Harvard University

- **Faculty of Arts and Sciences**

- Snapshot Date: January 1
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor, Convertible Instructor
- Paid/Unpaid: Both paid and unpaid faculty have been included in this head count.
- Part Time/Full Time: Both part time and full time faculty have been included in this head count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

- **Graduate School of Design**

- Snapshot Date: dates vary within October of every year.
- Ranks/Titles: University Professor, Professor, Professor of Practice, Associate Professor, Assistant Professor.
- Paid/Unpaid: The data presented represents a headcount, with all faculty at the GSD accounted for, paid or otherwise.
- Part Time/Full Time: Both part time and full time faculty have been included in this count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

- **Graduate School of Education**

- Snapshot Date: October 31 (coincides with Harvard University Fact Book).
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor.
- Paid/Unpaid: Only faculty paid by GSE have been included in headcounts.
- Part Time/Full Time: Both part time and full time faculty have been included in head count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

End Notes

Ladder Faculty Demographic Trends at Harvard University

- **Harvard Business School**

- Snapshot Date: January 1
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor.
- Paid/Unpaid: Both paid and unpaid faculty have been included in the headcounts.
- Part Time/Full Time: Both part time and full time faculty have been included in this count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

- **Harvard Divinity School**

- Snapshot Date: dates vary within August and September, just prior to each academic year.
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor.
- Paid/Unpaid: Only faculty paid by HDS have been included in headcounts.
- Part Time/Full Time: Only full time faculty have been included in the headcounts.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once. Those professors with joint appointments across Schools have been included if a portion of their salary is paid by HDS.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

- **Harvard Law School**

- Snapshot Date: July 1 (March 17, for 2005 snapshot)
- Ranks/Titles: University Professor, Professor, Assistant Professor.
- Paid/Unpaid: Only paid faculty.
- Part Time/Full Time: Only full time faculty included.
- Joint Appointments: No Joint Appointments included.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

End Notes

Ladder Faculty Demographic Trends at Harvard University

- **Harvard Medical School**

- Snapshot Date: January 1
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor, Instructor, Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Clinical Instructor. Though Hospital-based Professors are counted under the “Tenured” category, they do not technically receive Tenure.
- Paid/Unpaid: Both paid and unpaid faculty have been included in the headcounts.
- Part Time/Full Time: Both Full and Part Time (Hospital-based) faculty have been included in this count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

- **Harvard School of Public Health**

- Snapshot Date: January 1
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor, Convertible Instructor.
- Paid/Unpaid: A number of faculty listed in HSPH headcounts are unpaid by the University. This explains the discrepancy in Harvard University Fact Book/Headcount numbers.
- Part Time/Full Time: Both part time and full time faculty have been included in this count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.

- **Kennedy School of Government**

- Snapshot Date: dates vary within May, at the end of each academic year.
- Ranks/Titles: University Professor, Professor, Associate Professor, Assistant Professor.
- Paid/Unpaid: Unpaid are included. Not all faculty who teach at the KSG are counted, however. KSG excludes faculty who are tenured at another School but have voting privileges at KSG as well as faculty who teach a class listed as a joint KSG course either at KSG or at their home School.
- Part Time/Full Time: Both part time and full time faculty have been included in this count.
- Joint Appointments: Faculty jointly appointed across departments are counted once and only once.
- Leadership: The Dean and other leadership positions (with faculty appointments) were included in the counts.