

# Instructional Faculty Appointments

Snapshot Date: July 1, 2008

Includes both primary and secondary appointments; individuals are counted once in each school in which they hold a teaching appointment

Technical notes on following page

	Head Count			Payroll	Head Count			Payroll	Head Count			Payroll
	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE
<b>Arts and Sciences</b>												
Professor	444	19	463	443.3	48	2	50	45.2	96	-	96	93.6
Associate Professor	65	1	66	66.0	9	-	9	9.0	37	-	37	37.0
Assistant Professor / Convertible Instructor	116	5	121	115.0	9	-	9	9.0	52	-	52	52.0
<b>Total Ladder Faculty</b>	<b>625</b>	<b>25</b>	<b>650</b>	<b>624.3</b>	<b>66</b>	<b>2</b>	<b>68</b>	<b>63.2</b>	<b>185</b>	<b>-</b>	<b>185</b>	<b>182.6</b>
Professor of Practice, Non-Ladder	16	-	16	13.0	2	-	2	1.5	16	1	17	15.0
Clinical Faculty	2	-	2	1.0	-	-	-	-	-	-	-	-
Other Instructional Faculty	255	83	338	206.0	6	3	9	4.0	24	6	30	19.9
Visiting and Adjunct Instructional Faculty	32	5	37	30.8	1	-	1	0.5	3	5	8	3.0
<b>Total Instructional Faculty</b>	<b>930</b>	<b>113</b>	<b>1,043</b>	<b>875.1</b>	<b>75</b>	<b>5</b>	<b>80</b>	<b>69.2</b>	<b>228</b>	<b>12</b>	<b>240</b>	<b>220.5</b>

	Design				Divinity				Education			
	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE
Professor (includes Prof of Practice for Design)	26	2	28	23.5	20	2	22	19.5	26	-	26	24.3
Associate Professor	14	-	14	11.9	2	-	2	2.0	9	-	9	9.3
Assistant Professor / Convertible Instructor	10	-	10	10.0	4	-	4	4.5	11	-	11	13.0
<b>Total Ladder Faculty</b>	<b>50</b>	<b>2</b>	<b>52</b>	<b>45.4</b>	<b>26</b>	<b>2</b>	<b>28</b>	<b>26.0</b>	<b>46</b>	<b>-</b>	<b>46</b>	<b>46.6</b>
Professor of Practice, Non-Ladder	-	-	-	-	5	-	5	4.3	5	-	5	4.6
Clinical Faculty	-	-	-	-	-	-	-	-	-	-	-	-
Other Instructional Faculty	16	17	33	9.7	3	6	9	3.8	28	50	78	26.2
Visiting and Adjunct Instructional Faculty	10	2	12	6.2	13	3	16	10.3	3	18	21	9.5
<b>Total Instructional Faculty</b>	<b>76</b>	<b>21</b>	<b>97</b>	<b>61.3</b>	<b>47</b>	<b>11</b>	<b>58</b>	<b>44.4</b>	<b>82</b>	<b>68</b>	<b>150</b>	<b>86.9</b>

	Government				Law				Public Health			
	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE
Professor	47	5	52	43.9	80	1	81	77.9	65	12	77	60.3
Associate Professor	13	-	13	13.0	-	-	-	-	24	8	32	23.7
Assistant Professor / Convertible Instructor	8	1	9	7.5	10	-	10	10.0	30	7	37	28.3
<b>Total Ladder Faculty</b>	<b>68</b>	<b>6</b>	<b>74</b>	<b>64.4</b>	<b>90</b>	<b>1</b>	<b>91</b>	<b>87.9</b>	<b>119</b>	<b>27</b>	<b>146</b>	<b>112.3</b>
Professor of Practice, Non-Ladder	8	-	8	7.2	1	-	1	1.0	-	-	-	-
Clinical Faculty	-	-	-	-	9	-	9	9.0	-	-	-	-
Other Instructional Faculty	38	23	61	41.2	15	25	40	11.4	61	194	255	45.7
Visiting and Adjunct Instructional Faculty	20	28	48	15.8	3	27	30	12.6	14	91	105	5.7
<b>Total Instructional Faculty</b>	<b>134</b>	<b>57</b>	<b>191</b>	<b>128.6</b>	<b>118</b>	<b>53</b>	<b>171</b>	<b>121.9</b>	<b>194</b>	<b>312</b>	<b>506</b>	<b>163.7</b>

	Medical (HMS-based)				Dental (HSDM-based)				University Total (excl. affiliates)			
	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE	Paid	Non-Paid	Total	FTE
Professor	91	21	112	89.6	7	-	7	7.0	952	69	1,021	932.6
Associate Professor	22	4	26	21.8	5	1	6	5.0	200	14	214	198.7
Assistant Professor / Convertible Instructor	35	3	38	34.3	9	1	10	9.0	294	17	311	292.6
<b>Total Ladder Faculty</b>	<b>148</b>	<b>28</b>	<b>176</b>	<b>145.7</b>	<b>21</b>	<b>2</b>	<b>23</b>	<b>21.0</b>	<b>1,446</b>	<b>100</b>	<b>1,546</b>	<b>1,423.9</b>
Professor of Practice, Non-Ladder	-	-	-	-	-	-	-	-	53	1	54	46.6
Clinical Faculty	-	3	3	-	9	153	162	3.2	20	156	176	13.2
Other Instructional Faculty	72	62	134	69.8	26	30	56	24.8	545	504	1,049	464.5
Visiting and Adjunct Instructional Faculty	6	14	20	6.0	-	2	2	-	105	195	300	100.4
<b>Total Instructional Faculty</b>	<b>226</b>	<b>107</b>	<b>333</b>	<b>221.5</b>	<b>56</b>	<b>187</b>	<b>243</b>	<b>49.0</b>	<b>2,169</b>	<b>956</b>	<b>3,125</b>	<b>2,048.6</b>

Unduplicated, Paid Instructional Faculty Count: **2,107**

	Medical (Affiliate-based)			Dental (Affiliate-based)		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Professor	719	12	731	7	1	8
Associate Professor	1,139	5	1,144	11	-	11
Assistant Professor	1,761	18	1,779	5	-	5
Instructor	3,812	-	3,812	12	-	12
Clinical Titles, Ladder	75	-	75	3	-	3
<b>Total Ladder Faculty</b>	<b>7,506</b>			<b>38</b>		
Clinical Titles, Non-Ladder	5	2,200	2,205	-	37	37
Other Instructional Faculty, Non-Ladder	327	341	668	-	1	1
Visiting and Adjunct Instructional Faculty	59	1	60	1	-	1
<b>TOTAL FACULTY</b>	<b>7,897</b>	<b>2,577</b>	<b>10,474</b>	<b>39</b>	<b>39</b>	<b>78</b>

**Notes on Medical Affiliates:**

- Affiliated institutions are excluded from the University total shown above.
- Only full-time faculty are considered ladder.
- Instructors are considered ladder in the affiliates.
- "Clinical Ladder" includes the following job descriptions: Professor, Clinical; Associate Professor, Clinical; Assistant Professor, Clinical; Instructor, Clinical.
- The following page includes a list of the affiliated medical institutions.

## Instructional Faculty Appointments - Technical Notes

- Unduplicated instructional faculty count is limited to paid, primary appointments. It excludes administrative staff who may have a secondary teaching appointment. This University-wide faculty count is the most appropriate count for general reporting purposes.
- This year's faculty counts are based entirely on a query of the Harvard Data Warehouse (HR data loaded nightly from PeopleSoft). Because of technical limitations, prior versions of the Fact Book's faculty counts were based on a combination of PeopleSoft data and data collected directly from various offices across the University. As a result, inclusion criteria tended to be somewhat inconsistent across Harvard's faculties. Since the criteria have been standardized for this year's Fact Book, counts for certain faculties may not be directly comparable to those of previous year's. The paid vs non-paid distinction is based on PeopleSoft coding.
- University Professors are included in the totals of the Schools in which they were originally appointed:
  - Arts & Sciences (16)
  - Business (two)
  - Government (one)
  - Law (two).
- Ladder counts include a small number of non-tenured Professors.
- Counts exclude emeritus faculty.
- Professors of Practice are included in the Professor total for the Design School, but in the non-ladder totals for all other Schools. Adjunct Associate Professors and Adjunct Assistant Professors at the Design School are counted as tenure track faculty in this exhibit.
- Assistant Professor counts include Convertible Instructors. Benjamin Pierce Assistant Professors and Convertible Instructors are counted under "Other Instructional Faculty."
- University Total includes a small number of faculty in the Radcliffe Institute for Advanced Study, University Health Services and Memorial Church.
- At the medical affiliates, only full-time faculty are considered to be ladder faculty. Full-time Instructors are considered tenure-track in the affiliates.
- Business School total for "Other Non-Ladder Instructional Faculty" includes 7 Baker Foundation Professors.
- Public Health total for "Other Non-Ladder Instructional Faculty" includes "secondary" and "term" faculty.
- The HMS-based and HSDM-based counts for Medical School faculty are limited to individuals that are physically located at HMS (as opposed to an affiliated institution) and that have an appointment in one of the basic and social science departments.
- Affiliated Institutions are excluded from the University totals on the previous page and comprise the following:
  - Beth Israel Deaconess Medical Center
  - Brigham and Women's Hospital
  - Cambridge Health Alliance
  - Children's Hospital Boston
  - Dana-Farber Cancer Institute
  - The Forsyth Institute
  - Harvard Pilgrim Health Care
  - Hebrew SeniorLife
  - Joslin Diabetes Center
  - Judge Baker Children's Center
  - McLean Hospital
  - Massachusetts Eye and Ear Infirmary
  - Massachusetts General Hospital
  - Mount Auburn Hospital
  - Schepens Eye Research Institute
  - Spaulding Rehabilitation Hospital
  - VA Boston Healthcare System
- The following HR system (PeopleSoft) job descriptions are included in the instructional faculty counts and are categorized as follows:

### Professor

Professor, University  
Professor, Chaired  
Professor

### Associate Professor

Professor, Associate  
Professor, Associate Chaired

### Assistant Professor

Instructor, Convertible  
Professor, Assistant  
Professor, Assistant Chaired

### Professor of Practice

Professor of Practice  
Professor of Practice, Chaired

### Clinical Faculty

Professor, Clinical  
Professor, Associate Clinical  
Professor, Assistant Clinical  
Instructor, Clinical (Oth Fac)  
Assistant, Clinical

### Other Instructional Faculty

Lecturer, Senior  
Lecturer (Faculty)  
Lecturer  
Lecturer, Annual  
Instructor  
Instructor, Language Drill  
Preceptor  
Preceptor, Senior (Faculty)  
Preceptor (Faculty)  
Preceptor (Other Faculty)  
Critic  
Teaching Associate (Hospitals)  
Associate, Principal  
Associate, Academic  
Member of Faculty  
Temporary Academic

### Visiting and Adjuncts

Professor, Visiting  
Professor, Visiting Assistant  
Professor, Visiting Associate  
Professor, Associate Adjunct  
Professor, Assistant Adjunct  
Professor of Practice, Visiting  
Professor, Adjunct  
Professor, Clinical Adjunct  
Professor, Assoc Clinical Adj  
Professor, Assist Clinical Adj  
Lecturer, Adjunct  
Lecturer, Clinical Adjunct  
Lecturer, Visiting  
Instructor, Clinical Adjunct  
Instructor, Adjunct  
Visiting - HMS (Other Faculty)