Data on Certain Aspects of Diversity
at Harvard Kennedy School

AT HARVARD KENNEDY SCHOOL, fostering a diverse and inclusive community where everyone feels they belong is a matter of basic fairness consistent with our core values as an institution. It is also essential to our mission of improving public policy and leadership—because recruiting the best people and creating an environment where they can thrive make us better at what we do, because we learn more from people with different perspectives, and because we work in diverse groups and serve diverse societies.

Over time, many students, faculty members, staff members, and alumni at the Kennedy School have developed, advocated for, and implemented changes at the School to build a more diverse, inclusive, and welcoming community. One change, recommended by a faculty-staff-student task force several years ago, has been an annual report on basic information about our diversity. This report presents data on the aspects of diversity for which we collect data systematically, based on standards set by U.S. government agencies that collect data: nationality, gender, and race and ethnicity. We strive for diversity along other dimensions as well, but we do not have systematic data along those dimensions and therefore cannot present comparable information here.

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TABLE 1 Nationality of Students, Faculty, and Staff in 2021

The data presented here on faculty members reflect the fact that some faculty members who were born and initially educated in other countries have, over time, transferred out of visa status to become permanent residents and U.S. citizens. Therefore, our faculty are more international in their origins and experiences than these data suggest.

NATIONALITY	STUDENTS	% STUDENTS	FACULTY	% FACULTY	STAFF	% STAFF
U.S.	645	53%	140	81%	*	*
Non-U.S. *(incl. Perm. Res.)*	563	47%	32	19%	*	*
Total	1208		172		527	

* *For staff we do not have information on nationality, but since the great majority are U.S., we treat all staff as U.S. in Table 3.*

NOTES

The Kennedy School's degree-program students are enrolled in four master's degree programs and a few, much smaller, doctoral programs. This report excludes doctoral students—because they are formally enrolled at Harvard's Graduate School of Arts and Sciences—and presents statistics for all master's students and for students in each master's program.

The Kennedy School's faculty includes those appointed as full-time faculty members and adjunct or visiting faculty members, where the latter are outside experts whom we invite to teach generally one course per year. This report presents statistics for the entire faculty and for different types of faculty.

The Kennedy School's staff includes those who are "exempt" from being eligible for overtime pay because their scope of managerial control and salaries are above certain thresholds and those who are "non-exempt" and therefore eligible for overtime pay. This report presents statistics for the entire staff and for these two groups of staff.

TABLE 2 Gender of Students, Faculty, and Staff in 2021

The data presented here reflect a binary gender breakdown. Our application for student admission to degree programs offers the opportunity to declare a nonbinary gender identity along with a binary categorization; in some years not every student completes the binary categorization, but the nonbinary responses are too open-ended to summarize effectively here. For faculty and staff, the University's online personnel system offers a binary gender classification only and does not offer a broader gender identity field.

Summary

GENDER	STUDENTS	% STUDENTS	FACULTY	% FACULTY	STAFF	% STAFF
Female	594	49%	56	33%	385	73%
Male	614	51%	116	67%	142	27%
Total	1208		172		527	

Students *(by degree program)*

GENDER	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCMPA	% MCMPA
Female	288	52%	92	52%	110	42%	104	49%
Male	270	48%	84	48%	152	58%	108	51%
Total	558		176		262		212	

Faculty *(by type)*

GENDER	PROFESSOR	% PROFESSOR	ASST/ ASSOCIATE PROFESSOR	% ASST/ ASSOCIATE PROFESSOR	POP/SL	% POP/SL	LECTURER	% LECTURER	ADJUNCT	% ADJUNCT
Female	13	26%	4	33%	12	33%	6	43%	21	35%
Male	37	74%	8	67%	24	67%	8	57%	39	65%
Total	50		12		36		14		60	

POP: Professor of Practice   SL: Senior Lecturer   ADJUNCT: Includes visiting faculty

Staff *(by type)*

GENDER	EXEMPT	%	NON-EXEMPT	%
Female	225	71%	160	75%
Male	90	29%	52	25%
Total	315		212	

TABLE 3 Race and Ethnicity of U.S. Students, Faculty, and Staff in 2021

The data presented here on race and ethnicity are based on self-reporting by students, faculty, and staff. We use IPEDS classifications (https://nces.ed.gov/ipeds/about-ipeds) and report only on U.S. citizens because race and ethnicity are interpreted differently in different settings around the world. Roughly half of our students are domestic and roughly half come from (in a typical year) about 100 countries and territories. People who do not report race or ethnicity are labeled in IPEDS as "unknown."

Summary

RACE/ETHNICITY	STUDENTS	% STUDENTS	FACULTY	% FACULTY	STAFF	% STAFF
American Indian or Alaska Native	1	<1%	1	1%	1	< 1%
Asian	113	18%	9	6%	44	8%
Black or African American	68	11%	8	6%	33	6%
Hispanic/Latinx	83	13%	3	2%	41	8%
Native Hawaiian or Other Pacific Islander	1	<1%	0	0%	0	0%
Two or More Races	31	5%	7	5%	13	2%
Unknown	9	1%	0	0%	1	< 1%
White	339	53%	112	80%	394	75%
U.S. Total	**645**		**140**		**527**	

Students *(by degree program)*

RACE/ETHNICITY	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCMPA	% MCMPA
American Indian or Alaska Native	0	0%	0	0%	0	0%	1	1%
Asian	74	19%	7	33%	25	18%	7	8%
Black or African American	35	9%	0	0%	24	17%	9	10%
Hispanic/Latinx	49	13%	2	10%	15	11%	17	18%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	1	1%	0	0%
Two or More Races	20	5%	3	14%	6	4%	2	2%
Unknown	7	2%	0	0%	1	1%	1	1%
White	206	52%	9	43%	68	48%	56	60%
U.S. Total	**391**		**21**		**140**		**93**	

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Faculty *(by type)*

RACE/ETHNICITY	PROFESSOR	% PROFESSOR	ASST/ ASSOCIATE PROFESSOR	% ASST/ ASSOCIATE PROFESSOR	POP/SL	% POP/SL	LECTURER	% LECTURER	ADJUNCT	% ADJUNCT
American Indian or Alaska Native	0	0%	0	0%	0	0%	0	0%	1	2%
Asian	4	9%	1	14%	0	0%	0	0%	4	8%
Black or African American	2	5%	0	0%	2	7%	3	23%	1	2%
Hispanic/Latinx	1	2%	0	0%	0	0%	0	0%	2	4%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%
Two or More Races	3	7%	1	14%	1	3%	0	0%	2	4%
Unknown	0	0%	0	0%	0	0%	0	0%	0	0%
White	33	77%	5	71%	26	90%	10	77%	38	79%
U.S. Total	**43**		**7**		**29**		**13**		**48**	

POP: Professor of Practice   SL: Senior Lecturer   ADJUNCT: Includes visiting faculty

Staff *(by type)*

RACE/ETHNICITY	EXEMPT	% EXEMPT	NON-EXEMPT	% NON-EXEMPT
American Indian or Alaska Native	1	<1%	0	0%
Asian	30	10%	14	7%
Black or African American`	17	5%	16	8%
Hispanic/Latinx	15	5%	26	12%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%
Two or More Races	9	3%	4	2%
Unknown	1	<1%	0	0%
White	242	77%	152	72%
U.S. Total	**315**		**212**	

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TABLE 4 Nationality of Students, Faculty, and Staff Over Time

The data presented here on faculty members reflect the fact that some faculty members who were born and initially educated in other countries have, over time, transferred out of visa status to become permanent residents and U.S. citizens. Therefore, our faculty are more international in their origins and experiences than these data suggest.

Students (%)

2018	2019	2020	2021
53	57	55	53
47	43	45	47

Faculty (%)

2018	2019	2020	2021
82	84	84	81
18	16	16	19

Staff (%)

2018	2019	2020	2021	NATIONALITY
*	*	*	*	U.S.
*	*	*	*	Non-U.S. *(including Permanent Residents)*

* *For staff we do not have information on nationality, but since the great majority are U.S., we treat all staff as U.S. in Table 6.*

TABLE 5 Gender of Students, Faculty, and Staff Over Time

The data presented here reflect a binary gender breakdown. Our application for student admission to degree programs offers the opportunity to declare a nonbinary gender identity along with a binary categorization; in some years not every student completes the binary categorization, but the nonbinary responses are too open-ended to summarize effectively here. For faculty and staff, the University's online personnel system offers a binary gender classification only and does not offer a broader gender identity field.

Students (%)

2018	2019	2020	2021
47	50	49	49
53	50	51	51

Faculty (%)

2018	2019	2020	2021
29	31	31	33
71	69	69	67

Staff (%)

2018	2019	2020	2021	GENDER
70	70	70	73	Female
30	30	30	27	Male

TABLE 6 Race and Ethnicity of U.S. Students, Faculty, and Staff Over Time

The data presented here on race and ethnicity are based on self-reporting by students, faculty, and staff. We use IPEDS classifications (https://nces.ed.gov/ipeds/about-ipeds) and report only on U.S. citizens because race and ethnicity are interpreted differently in different settings around the world. Roughly half of our students are domestic and roughly half come from (in a typical year) about 100 countries and territories. People who do not report race or ethnicity are labeled in IPEDS as "unknown."

Students (%)

2018	2019	2020	2021
0	0	<1	<1
18	17	18	18
7	8	8	11
8	11	14	13
0	0	<1	<1
5	5	4	5
1	1	1	1
60	58	54	53

Faculty (%)

2018	2019	2020	2021
0	1	1	1
7	7	6	6
5	6	7	6
2	2	3	2
0	0	0	0
3	4	4	5
0	0	0	0
83	80	80	80

Staff (%)

2018	2019	2020	2021	RACE / ETHNICITY
<1	<1	<1	<1	American Indian or Alaska Native
7	8	8	8	Asian
6	7	6	6	Black or African American
7	8	8	8	Hispanic/Latinx
<1	<1	0	0	Native Hawaiian or Other Pacific Islander
3	2	2	2	Two or more races
1	<1	<1	<1	Unknown
75	75	76	75	White