



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 Harvard requires self-reporting on a consistent basis (in the PeopleSoft and my.harvard software) 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, including sexual orientation, veteran status, disability status, and others; however, Harvard's data-collection systems do not currently require consistent self-reporting along those dimensions, and therefore we cannot present comparable information here.



TABLE 1 Nationality of Students, Faculty, and Staff in 2022

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.	537	48%	147	83%	*	*
Non-U.S. (incl. Perm. Res.)	593	52%	31	17%	*	*
Total	1130		178		584	

** 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 as 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 2022

Harvard’s collection of gender data for students now includes the options to identify oneself as “nonbinary,” “in transition,” or “unknown,” and there is a separate question about gender identity. Harvard’s collection of gender data for faculty and staff now includes the option to identify oneself as “nonbinary”; data on gender identity are not available yet. In this report, we show anyone who provided a nonbinary gender identity or a gender of “nonbinary,” “in transition,” or “unknown” as having a nonbinary gender, and we do not show data on nonbinary gender for different programs, faculty types, or staff types to protect the privacy of people in very small groups.

Summary

GENDER	STUDENTS	% STUDENTS	FACULTY	% FACULTY	STAFF	% STAFF
Female	564	50%	61	34%	412	71%
Male	565	50%	116	65%	169	29%
Nonbinary	1	<1%	1	<1%	3	<1%
Total	1130		178		584	

Students *(by degree program)*

GENDER	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCMPA	% MCMPA
Female	262	54%	87	49%	103	47%	112	45%
Male	222	46%	89	51%	117	53%	137	55%
Total	484		176		220		249	

Faculty *(by type)*

GENDER	PROFESSOR	% PROFESSOR	ASST/ ASSOCIATE PROFESSOR	% ASST/ ASSOCIATE PROFESSOR	POP/SL	% POP/SL	LECTURER	% LECTURER	ADJUNCT	% ADJUNCT
Female	13	28%	6	43%	12	33%	5	38%	25	37%
Male	34	72%	8	57%	24	67%	8	62%	42	63%
Total	47		14		36		13		67	

Staff *(by type)*

GENDER	EXEMPT	%	NON-EXEMPT	%
Female	246	70%	166	72%
Male	104	30%	65	28%
Total	350		231	



TABLE 3 Race and Ethnicity of U.S. Students, Faculty, and Staff in 2022

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; we show the distribution of students' home countries in the map being shown around the School when this report is released. 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	0	0%	1	< 1%	1	< 1%
Asian	123	23%	11	7%	46	8%
Black or African American	50	9%	9	6%	35	6%
Hispanic/Latinx	62	12%	5	3%	51	9%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
Two or More Races	27	5%	5	3%	15	3%
Unknown	3	<1%	1	< 1%	3	< 1%
White	272	51%	115	78%	433	74%
U.S. Total	537		147		584	

Students *(by degree program)*

RACE/ETHNICITY	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCPMA	% MCPMA
American Indian or Alaska Native	0	0%	0	0%	0	0%	0	0%
Asian	70	23%	14	58%	29	25%	10	11%
Black or African American	22	7%	0	0%	19	16%	9	9%
Hispanic/Latinx	32	11%	4	17%	13	11%	13	14%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%	0	0%
Two or More Races	19	6%	2	8%	3	3%	3	3%
Unknown	2	1%	1	4%	0	0%	0	0%
White	156	52%	3	13%	53	45%	60	63%
U.S. Total	301		24		117		95	



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	10%	1	10%	0	0%	0	0%	6	11%
Black or African American	2	5%	0	0%	3	10%	2	17%	2	4%
Hispanic/Latinx	2	5%	1	10%	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	1	3%	1	10%	1	3%	0	0%	2	4%
Unknown	0	0%	0	0%	0	0%	0	0%	1	2%
White	31	78%	7	70%	25	86%	10	83%	42	75%
U.S. Total	40		10		29		12		56	

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	35	10%	11	5%
Black or African American	18	5%	17	7%
Hispanic/Latinx	21	6%	30	13%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%
Two or More Races	11	3%	4	2%
Unknown	1	<1%	2	<1%
White	265	75%	168	72%
U.S. Total	352		232	



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 (%)					Faculty (%)					Staff (%)					NATIONALITY
2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	
53	57	55	53	48	82	84	84	81	83	*	*	*	*	*	U.S.
47	43	45	47	52	18	16	16	19	17	*	*	*	*	*	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

Beginning in 2022, Harvard’s collection of gender data for students includes the options to identify oneself as “nonbinary,” “in transition,” or “unknown,” and there is a separate question about gender identity. Also beginning in 2022, Harvard’s collection of gender data for faculty and staff includes the option to identify oneself as “nonbinary”; data on gender identity are not available yet. In this report, we show anyone who provided a nonbinary gender identity or a gender of “nonbinary,” “in transition,” or “unknown” as having a nonbinary gender.

Students (%)					Faculty (%)					Staff (%)					GENDER
2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	
47	50	49	49	50	29	31	31	33	34	70	70	70	73	71	Female
53	50	51	51	50	71	69	69	67	65	30	30	30	27	29	Male
-	-	-	-	<1	-	-	-	-	<1	-	-	-	-	<1	Nonbinary



TABLE 6 Race & 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	2022
0	0	<1	<1	0
18	17	18	18	23
7	8	8	11	9
8	11	14	13	12
0	0	<1	<1	0
5	5	4	5	5
1	1	1	1	<1
60	58	54	53	51

Faculty (%)

2018	2019	2020	2021	2022	RACE / ETHNICITY
0	<1	<1	<1	<1	American Indian / Alaska Native
7	7	6	6	7	Asian
5	6	7	6	6	Black / African American
3	4	5	4	3	Hispanic / Latinx
0	0	0	0	0	Native Hawaiian / Other Pacific Islander
2	2	2	3	3	Two or more races
0	0	0	0	<1	Unknown
83	80	80	80	78	White

Staff (%)

2018	2019	2020	2021	2022	RACE / ETHNICITY
<1	<1	<1	<1	<1	American Indian / Alaska Native
7	8	8	8	8	Asian
6	7	6	6	6	Black / African American
7	8	8	8	9	Hispanic / Latinx
<1	<1	0	0	0	Native Hawaiian / Other Pacific Islander
3	2	2	2	3	Two or more races
1	<1	<1	<1	<1	Unknown
75	75	76	75	74	White