



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, but because Harvard's data-collection systems do not currently require consistent self-reporting along those dimensions, we cannot present comparable information here.



TABLE 1 Nationality of Students, Faculty, and Staff in 2023

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.	442	44%	156	86%	*	*
Non-U.S. (incl. Perm. Res.)	570	56%	25	14%	*	*
Total	1012		181		624	

** 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 2023

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	477	47%	58	32%	443	71%
Male	534	53%	122	67%	179	29%
Nonbinary	1	<1%	1	<1%	2	<1%
Total	1012		181		624	

Students *(by degree program)*

GENDER	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCMPIA	% MCMPIA
Female	230	52%	81	49%	77	47%	89	37%
Male	214	48%	86	51%	86	53%	148	62%
Total	444		167		163		237	

Faculty *(by type)*

GENDER	PROFESSOR	% PROFESSOR	ASST/ ASSOCIATE PROFESSOR	% ASST/ ASSOCIATE PROFESSOR	POP/SL	% POP/SL	LECTURER	% LECTURER	ADJUNCT	% ADJUNCT
Female	17	31%	6	38%	10	29%	4	33%	21	33%
Male	37	69%	10	63%	25	71%	8	67%	42	67%
Total	54		16		35		12		63	

Staff *(by type)*

GENDER	EXEMPT	%	NON-EXEMPT	%
Female	258	69%	185	74%
Male	115	31%	64	26%
Total	373		249	

Totals may not add to 100% due to rounding.



TABLE 3 Race and Ethnicity of U.S. Students, Faculty, and Staff in 2023

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. Following the IPEDS classifications, Hispanic/Latinx of all races are included in a single category while Non-Hispanic/Latinx races are separated into further categories including two or more races. 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	111	25%	12	8%	47	8%
Black or African American	31	7%	13	8%	40	6%
Hispanic/Latinx	43	10%	9	6%	54	9%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%
Two or More Races	21	5%	5	3%	18	3%
Unknown	9	2%	0	0%	4	<1%
White	227	51%	116	74%	460	74%
U.S. Total	442		156		624	

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%	0	0%
Asian	66	26%	8	38%	21	27%	16	18%
Black or African American	13	5%	0	0%	9	12%	9	10%
Hispanic/Latinx	17	7%	2	10%	13	17%	11	12%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%	0	0%
Two or More Races	16	6%	2	10%	2	3%	1	1%
Unknown	4	2%	1	5%	1	1%	3	3%
White	136	54%	8	38%	32	41%	51	56%
U.S. Total	252		21		78		91	

Totals may not add to 100% due to rounding.



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	5	10%	1	8%	0	0%	0	0%	6	11%
Black or African American	4	8%	0	0%	5	17%	1	10%	3	5%
Hispanic/Latinx	2	4%	2	15%	0	0%	1	10%	4	7%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%
Two or More Races	1	2%	1	8%	1	3%	0	0%	2	4%
Unknown	0	0%	0	0%	0	0%	0	0%	0	0%
White	36	75%	9	69%	24	80%	8	80%	39	71%
U.S. Total	48		13		30		10		55	

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	9%	12	5%
Black or African American	21	6%	19	8%
Hispanic/Latinx	21	6%	33	13%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%
Two or More Races	9	2%	9	4%
Unknown	1	<1%	3	1%
White	286	77%	174	70%
U.S. Total	374		250	

Totals may not add to 100% due to rounding.



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	2022	2023
53	57	55	53	48	44
47	43	45	47	52	56

Faculty (%)

2018	2019	2020	2021	2022	2023
82	84	84	81	83	86
18	16	16	19	17	14

NATIONALITY

U.S.

Non-U.S.

(including Permanent Residents)

Staff (%)

2018	2019	2020	2021	2022	2023
*	*	*	*	*	*
*	*	*	*	*	*

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

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 (%)

2018	2019	2020	2021	2022	2023
47	50	49	49	50	47
53	50	51	51	50	53
-	-	-	-	<1	<1

Faculty (%)

2018	2019	2020	2021	2022	2023
29	31	31	33	34	32
71	69	69	67	65	67
-	-	-	-	<1	<1

GENDER

Female

Male

Nonbinary

Staff (%)

2018	2019	2020	2021	2022	2023
70	70	70	73	71	71
30	30	30	27	29	29
-	-	-	-	<1	<1

GENDER

Female

Male

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. Following the IPEDS classifications, Hispanic/Latinx of all races are included in a single category while Non-Hispanic/Latinx races are separated into further categories including two or more races. People who do not report race or ethnicity are labeled in IPEDS as “unknown.”

Students (%)

2018	2019	2020	2021	2022	2023
0	0	<1	<1	0	0
18	17	18	18	23	25
7	8	8	11	9	7
8	11	14	13	12	10
0	0	<1	<1	0	0
5	5	4	5	5	5
1	1	1	1	<1	2
60	58	54	53	51	51

Faculty (%)

2018	2019	2020	2021	2022	2023
0	<1	<1	<1	<1	<1
7	7	6	6	7	8
5	6	7	6	6	8
3	4	5	4	3	6
0	0	0	0	0	0
2	2	2	3	3	3
0	0	0	0	<1	0
83	80	80	80	78	74

- RACE / ETHNICITY**
- American Indian / Alaska Native
 - Asian
 - Black / African American
 - Hispanic / Latinx
 - Native Hawaiian / Other Pacific Islander
 - Two or more races
 - Unknown
 - White

Staff (%)

2018	2019	2020	2021	2022	2023
<1	<1	<1	<1	<1	<1
7	8	8	8	8	8
6	7	6	6	6	6
7	8	8	8	9	9
<1	<1	0	0	0	0
3	2	2	2	3	3
1	<1	<1	<1	<1	<1
75	75	76	75	74	74

- RACE / ETHNICITY**
- American Indian / Alaska Native
 - Asian
 - Black / African American
 - Hispanic / Latinx
 - Native Hawaiian / Other Pacific Islander
 - Two or more races
 - Unknown
 - White