



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 a few 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: 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.

The Kennedy School community usually includes about 1000 students across four master's degree programs and a much smaller number in doctoral programs. The total number of master's students is smaller this year—about 900—because more students than usual have taken leaves of absence or deferred the beginnings of their education due to the ongoing pandemic. This report excludes doctoral students—because they are formally enrolled at Harvard's Graduate School of Arts and Sciences even though they are important members of our community—and presents statistics for all master's students and for students in each master's program.

Our community also includes roughly 175 faculty members and just over 550 staff members. Of the total number of faculty, about 55 are outside experts whom we invite as adjunct or visiting faculty to teach generally one course per year, and the remaining roughly 120 are appointed as full-time faculty members. This report presents statistics for the entire faculty and for different types of faculty. Of the total number of staff, more than 300 are “exempt” from being eligible for overtime pay because their scope of managerial control and salaries are above a certain threshold, and nearly 250 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 1 Nationality of Students, Faculty, and Staff

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 visas and into permanent residency and into U.S. citizenship. Therefore, our faculty are more international in their origins and experiences than these data suggest.

NATIONALITY	STUDENTS	% STUDENTS	FACULTY	% FACULTY	STAFF	% STAFF
U.S.	501	55%	147	84%	*	*
Non-U.S. (incl. Perm. Res.)	414	45%	29	16%	*	*
Total	915		176		564	

* 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.



TABLE 2 Gender of Students, Faculty, and Staff

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, and 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	444	49%	55	31%	396	70%
Male	471	51%	121	69%	168	30%
Total	915		176		564	

Students *(by degree program)*

GENDER	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCMPA	% MCMPA
Female	246	53%	60	47%	59	41%	79	45%
Male	222	47%	67	53%	84	59%	98	55%
Total	468		127		143		177	

Faculty *(by type)*

GENDER	PROFESSOR	% PROFESSOR	ASST/ ASSOCIATE PROFESSOR	% ASST/ ASSOCIATE PROFESSOR	POP/SL	% POP/SL	LECTURER	% LECTURER	ADJUNCT	% ADJUNCT
Female	11	22%	7	47%	12	32%	9	45%	16	30%
Male	40	78%	8	53%	25	68%	11	55%	37	70%
Total	51		15		37		20		53	

POP: Professor of Practice

SL: Senior Lecturer

ADJUNCT: Includes visiting faculty

Staff *(by type)*

GENDER	EXEMPT	%	NON-EXEMPT	%
Female	225	69%	171	72%
Male	101	31%	67	28%
Total	326		238	



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

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. 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%	2	<1%
Asian	92	18%	9	6%	43	8%
Black or African American	41	8%	10	7%	35	6%
Hispanic/Latinx	68	14%	4	3%	44	8%
Native Hawaiian or Other Pacific Islander	1	<1%	0	0%	0	0%
Two or More Races	22	4%	6	4%	13	2%
Unknown	7	1%	0	0%	1	<1%
White	269	54%	117	80%	426	76%
U.S. Total	501		147		564	

Students *(by degree program)*

RACE/ETHNICITY	MPP	% MPP	MPAID	% MPAID	MPA2	% MPA2	MCMPA	% MCMPA
American Indian or Alaska Native	1	<1%	0	0%	0	0%	0	0%
Asian	58	18%	7	41%	19	26%	8	9%
Black or African American	30	9%	0	0%	6	8%	5	6%
Hispanic/Latinx	36	11%	3	18%	12	17%	17	19%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	1	1%	0	0%
Two or More Races	13	4%	2	12%	2	3%	5	6%
Unknown	4	1%	0	0%	0	0%	3	3%
White	182	56%	5	29%	32	44%	50	57%
U.S. Total	324		17		72		88	



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	11%	0	0%	0	0%	4	9%
Black or African American	2	5%	1	11%	2	7%	3	18%	2	4%
Hispanic/Latinx	1	2%	0	0%	0	0%	0	0%	3	7%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%
Two or More Races	3	7%	1	11%	1	3%	0	0%	1	2%
Unknown	0	0%	0	0%	0	0%	0	0%	0	0%
White	34	77%	6	67%	28	93%	14	82%	35	76%
U.S. Total	44		9		31		17		46	

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%	1	<1%
Asian	26	8%	17	7%
Black or African American	14	4%	21	9%
Hispanic/Latinx	15	5%	29	12%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%
Two or More Races	9	3%	4	2%
Unknown	0	0%	1	<1%
White	261	80%	165	69%
U.S. Total	326		238	