So Many Women PhDs, So Few Women Leaders

**130 ELITE (R1) UNIVERSITIES (106 BOARDS) as of 9/15/21**

**FAST FACTS**

**Is It a Glass or Concrete Ceiling?**

- **ACADEMIC DEANS**
  - 61% (Women) 39% (Men)

- **PROVOSTS**
  - 62% (Women) 38% (Men)

- **PRESIDENTS**
  - 78% (Women) 22% (Men)

- **SYSTEM PRESIDENTS**
  - 90% (Women) 10% (Men)

**Major Gaps for Women of Color Presidents**

- **Asian**: 2
- **Black**: 2
- **Hispanic**: 2
- **East Asian**: 0
- **Indigenous**: 0

**Boards Are Lagging**

- Only **26%** of board chairs are women
- Only **8%** of boards have gender parity

**6 schools have had at least 3 women presidents**

- UC-Santa Cruz • CUNY Graduate School •
- U of Colorado Boulder • U of Iowa • U of New Hampshire • U of Wisconsin-Madison

**60 schools have had ZERO**

That's nearly 50%!
A Tale of Two States

73%  
8 of 11  
CA Universities have had a woman president

38%  
3 of 8  
MA Universities have had a woman president, and currently ZERO have a woman president

Progress for Black Men
Since 2020, Black male presidents have doubled
...yet Black women didn’t see similar gains

Publics Outpace Privates for Diversity of Presidents

PRIVATE  
14% White women 3% WOC 5% MOC 22%

PUBLIC  
18% White women 6% WOC 23% MOC 47%

Out of Step with Corporate America
62% of institutions refused to disclose board diversity data

More Paths to the Top for Men

Traditional path 74%
Nontraditional path 26%

The Women’s Power Gap at Elite Universities: Scaling the Ivory Tower • 2022 STUDY