The profiles to follow present a summary of each school for academic year (AY) 2017/2018 with June 30, 2018 used as the anchor date for data used in the comprehensive ranking and weighting schema. Where possible presidential transitions beginning on or after July 1, 2018 are noted; these will be captured in next year’s comprehensive rank for academic year 2018/19. As noted in the methodology:

- Only deans of degree-granting programs are included in this data.
- Compensation data was not used to determine the overall rank but is included here for informational purposes.
- Only permanent past female presidents are included and receive points in the overall weighting. Interim presidents in AY2017/2018 are included and received fewer points than permanent presidents.
- For schools that do not have deans, we calculated the proportion of women among other senior leadership team members and applied that percentage to determine points.
- Board members do not include ex-officio or students with limited terms.
- For the University of Massachusetts (UMass) System, the board of the system was used as the board for each of the five UMass campuses.

**AMERICAN INTERNATIONAL COLLEGE**  
**PRIVATE, DOCTORAL**

<table>
<thead>
<tr>
<th>RANK</th>
<th>ENROLLMENT</th>
<th>BOARD CHAIR</th>
<th>WOMEN DEANS</th>
<th>HIGHEST SALARIED</th>
<th>PRESIDENT</th>
<th>WOMEN ON BOARD</th>
<th>PROVOST</th>
</tr>
</thead>
<tbody>
<tr>
<td>61</td>
<td>3,377</td>
<td>MALE</td>
<td>100% (3 OF 3)</td>
<td>43% WOMEN</td>
<td>VINCENT MANIACI</td>
<td>10% (2 OF 20)</td>
<td>MALE</td>
</tr>
</tbody>
</table>

**UNSATISFACTORY**

While American International College has a female provost and all three of their deans of degree-granting programs are women, the school ranks in the bottom half on gender leadership overall because their board and leadership are predominantly male and all past presidents have been male. American International College has a female enrollment of 71%, so we would expect to see more parity on their board as well as in their representation at the senior leadership level. Women comprise 43% of their most highly compensated professionals.

**AMHERST COLLEGE**  
**PRIVATE, BACHELOR’S**

<table>
<thead>
<tr>
<th>RANK</th>
<th>ENROLLMENT</th>
<th>BOARD CHAIR</th>
<th>WOMEN DEANS</th>
<th>HIGHEST SALARIED</th>
<th>PRESIDENT</th>
<th>WOMEN ON BOARD</th>
<th>PROVOST</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>1,849</td>
<td>MALE</td>
<td>52% (11 OF 21)</td>
<td>50% FEMALE</td>
<td>CAROLYN “BIDDY” MARTIN</td>
<td>27% (6 OF 22)</td>
<td>FEMALE</td>
</tr>
</tbody>
</table>

**STATUS QUO**

Amherst College scores points due to its female president and provost. However, they have fewer than 30% women on their board of trustees which keep them from parity. Women comprise 50% of the most highly compensated professionals.

**ANNA MARIA COLLEGE**  
**PRIVATE, MASTER’S**

<table>
<thead>
<tr>
<th>RANK</th>
<th>ENROLLMENT</th>
<th>BOARD CHAIR</th>
<th>WOMEN DEANS</th>
<th>HIGHEST SALARIED</th>
<th>PRESIDENT</th>
<th>WOMEN ON BOARD</th>
<th>PROVOST</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>1,386</td>
<td>MALE</td>
<td>N/A</td>
<td>67% FEMALE</td>
<td>MARY LOU RETELLE</td>
<td>52% (11 OF 21)</td>
<td>FEMALE</td>
</tr>
</tbody>
</table>

**SATISFACTORY**

As a former women’s college Anna Maria College ranks in the top with parity across categories. Women comprise 67% of the most highly compensated professionals. Of note, Anna Maria is a Catholic Institution.
ASSUMPTION COLLEGE  PRIVATE, MASTER'S
ENROLLMENT: 2,607  •  61% WOMEN  PRESIDENT: FRANCESCO CESAREO  •  MALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 28% (8 OF 29)  PROVOST: FEMALE
WOMEN DEANS: 100% (1 OF 1)  HIGHEST SALARIED: 30% FEMALE  EVP: MALE

UNSATISFACTORY
Assumption College ranks in the bottom group primarily because they have never had a female president and the board and leadership are heavily male. Assumption has a female enrollment of 61%, so we would expect to see more parity on their board, as well as representation at the senior leadership level. Women comprise 30% of their most highly compensated professionals. Of note, Assumption is a Catholic Institution and all presidents to date have been priests.

BABSON COLLEGE  PRIVATE, SPECIAL FOCUS
ENROLLMENT: 3,165  •  44% WOMEN  PRESIDENT: KERRY HEALEY  •  FEMALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: FEMALE  WOMEN ON BOARD: 23% (9 OF 40)  PROVOST: MALE
WOMEN DEANS: 0% (0 OF 2)  HIGHEST SALARIED: 50% FEMALE  EVP: FEMALE

STATUS QUO
Babson College receives points for having a woman president and board chair. However, their board is predominantly male, and none of their degree-granting deans are women. This keeps Babson from the top group of schools which have achieved parity. Women comprise 50% of the most highly compensated professionals.

BAY PATH UNIVERSITY  PRIVATE, MASTER'S
ENROLLMENT: 3,225  •  94% WOMEN  PRESIDENT: CAROL LEARY  •  FEMALE  PAST WOMEN PRESIDENTS: 1
BOARD CHAIR: FEMALE  WOMEN ON BOARD: 65% (22 OF 34)  PROVOST: FEMALE
WOMEN DEANS: 50% (1 OF 2)  HIGHEST SALARIED: 80% FEMALE  EVP: MALE

SATISFACTORY
Bay Path University ranks among the top five schools. Considering Bay Path's history as a women's college, and their 94% female enrollment, this level of parity is to be expected. Women comprise 80% of the most highly compensated professionals.

BAY STATE COLLEGE  PRIVATE, BACHELOR'S
ENROLLMENT: 889  •  72% WOMEN  PRESIDENT: INTERIM MARK DEFUSCO  •  MALE  PAST WOMEN PRESIDENTS: 1
BOARD CHAIR: FEMALE  WOMEN ON BOARD: 44% (4 OF 9)  PROVOST: MALE
WOMEN DEANS: 100% (1 OF 1)  HIGHEST SALARIED: NOT AVAILABLE  EVP: MALE

STATUS QUO
Bay State College receives points for having a female board chair along with the fact that their Dean of Nursing and Health Sciences, the only dean of a degree-granting program, is female. However, the school ranks status quo on gender leadership overall because their current president is male, all but one past president has been male, the top academic and financial officers are both male, and the majority of board members are male. With 72% female enrollment, we would expect to see more parity in their senior leadership as well as on their board. Of note, we could not obtain compensation data for this school.

BECKER COLLEGE  PRIVATE, BACHELOR'S
ENROLLMENT: 2,189  •  61% WOMEN  PRESIDENT: NANCY CRIMMIN  •  FEMALE  PAST WOMEN PRESIDENTS: 1
BOARD CHAIR: MALE  WOMEN ON BOARD: 38% (6 OF 16)  PROVOST: FEMALE
WOMEN DEANS: 75% (3 OF 4)  HIGHEST SALARIED: 50% FEMALE  EVP: MALE

STATUS QUO
Becker College just misses the parity mark and ranks high in this category. It scores well with a woman president and high representation of women in the senior leadership team. The board is predominantly male. Women comprise 50% of the most highly compensated professionals.
**Benjamin Franklin Institute of Technology**  
*Private, Special Focus*

- **Enrollment:** 573 • 17% Women
- **President:** Anthony Benoit • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 24% (4 of 17)
- **Women Deans:** N/A
- **Highest Salaried:** 25% Female

**Needs Urgent Attention**

Benjamin Franklin Institute of Technology is at the low end of the rank which is not surprising given female enrollment of 17%. However, to attract more women students, they should pursue greater female leadership representation. Women comprise 25% of their most highly compensated professionals.

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**Bentley University**  
*Private, Master's*

- **Enrollment:** 5,506 • 45% Women
- **President:** Gloria Larson • Female
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 26% (6 of 23)
- **EVP:** Female
- **Women Deans:** 0% (0 of 2)
- **Provost:** Female
- **Highest Salaried:** 40% Female

**Status Quo**

Bentley University receives points for a female president. However, their board is predominantly male, and none of the deans of their degree-granting programs are women. Women comprise 40% of the most highly compensated professionals. Of note, a second woman president assumed office on July 1, 2018 with the beginning of the new academic year. This data will be incorporated into next year’s index.

---

**Berkshire Community College**  
*Public, Associate*

- **Enrollment:** 1,959 • 62% Women
- **President:** Ellen Kennedy • Female
- **Past Women Presidents:** 2
- **Board Chair:** Female
- **Women on Board:** 50% (5 of 10)
- **Women Deans:** 0% (0 of 3)
- **Provost:** Female
- **Highest Salaried:** 40% Female

**Satisfactory**

Berkshire Community College ranks in the top ten of all institutions. They are also one of the few public institutions with a female board chair. However, it is surprising that women only comprise 40% of the most highly compensated professionals given the composition of the senior leadership team.

---

**Boston Architectural College**  
*Private, Special Focus*

- **Enrollment:** 737 • 48% Women
- **President:** Glen Leroy • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 35% (7 of 20)
- **Women Deans:** 60% (3 of 5)
- **Provost:** Female
- **Highest Salaried:** 44% Female

**Unsatisfactory**

Boston Architectural College receives points for their female Interim Provost and gender parity amongst the deans of their degree-granting programs. However, the college is closer to the bottom overall because they have never had a female president. Women comprise 44% of the most highly compensated professionals.

---

**Boston College**  
*Private, Doctoral*

- **Enrollment:** 14,466 • 54% Women
- **President:** William Leahy • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 26% (13 of 50)
- **Women Deans:** 14% (1 of 7)
- **Provost:** Male
- **Highest Salaried:** 0% Female

**Needs Urgent Attention**

Boston College comes in at the bottom of the list along with two other schools. They have not reached critical mass or gender parity in any of the categories. With a female enrollment of 54%, they should make addressing gender parity a priority issue for the board and president’s office. Of note, Boston College is a Catholic Institution and all presidents to date have been priests.
**BRANDEIS UNIVERSITY**  
PRIVATE, DOCTORAL  

<table>
<thead>
<tr>
<th>Enrollment: 5,729 • 56% Women</th>
<th>President: Ronald Liebowitz • Male</th>
<th>Past Women Presidents: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Chair: Male</td>
<td>Women on Board: 29% (11 of 38)</td>
<td>Provost: Female</td>
</tr>
<tr>
<td>Women Deans: 35% (6 of 17)</td>
<td>Highest Salaried: 30% Female</td>
<td>EVP: Male</td>
</tr>
</tbody>
</table>

**Rating:** Needs Urgent Attention  
Brandeis University receives points for their past female president, their female provost and a critical mass of women deans. Their current president, VP for finance and administration, and board chair are men, and their board is predominantly male. A low percentage of women are represented among the institution’s top salaried professionals. Brandeis University has a female enrollment of 56%, so we would expect to see more parity in their senior leadership as well as on their board. Women comprise 30% of the most highly compensated professionals.

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**BRIDGEWATER STATE UNIVERSITY**  
PUBLIC, MASTER’S  

<table>
<thead>
<tr>
<th>Enrollment: 10,998 • 60% Women</th>
<th>President: Fred Clark • Male</th>
<th>Past Women Presidents: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Chair: Male</td>
<td>Women on Board: 50% (5 of 10)</td>
<td>Provost: Male</td>
</tr>
<tr>
<td>Women Deans: 83% (5 of 6)</td>
<td>Highest Salaried: 60% Female</td>
<td>EVP: Male</td>
</tr>
</tbody>
</table>

**Rating:** Unsatisfactory  
Bridgewater State University receives points for gender parity on their board and among degree-granting deans. Outside of the deans, the senior leadership team is all male. Bridgewater State University has a female enrollment of 60%, so we would expect to see more parity in their senior leadership as well as on their board. Women comprise 60% of the most highly compensated professionals.

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**BRISTOL COMMUNITY COLLEGE**  
PUBLIC, ASSOCIATE  

<table>
<thead>
<tr>
<th>Enrollment: 8,476 • 62% Women</th>
<th>President: Laura Douglas • Female</th>
<th>Past Women Presidents: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Chair: Male</td>
<td>Women on Board: 56% (5 of 9)</td>
<td>Provost: Male</td>
</tr>
<tr>
<td>Women Deans: 67% (4 of 6)</td>
<td>Highest Salaried: 30% Female</td>
<td>EVP: Male</td>
</tr>
</tbody>
</table>

**Rating:** Status Quo  
Bristol Community College ranks just 3 points shy of satisfactory and is clearly headed in the right direction. Women comprise 30% of the most highly paid professionals.

---

**BUNKER HILL COMMUNITY COLLEGE**  
PUBLIC, ASSOCIATE  

<table>
<thead>
<tr>
<th>Enrollment: 13,253 • 57% Women</th>
<th>President: Pam Eddinger • Female</th>
<th>Past Women Presidents: 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Chair: Male</td>
<td>Women on Board: 20% (2 of 10)</td>
<td>Provost: Male</td>
</tr>
<tr>
<td>Women Deans: 100% (3 of 3)</td>
<td>Highest Salaried: 70% Female</td>
<td>EVP: Male</td>
</tr>
</tbody>
</table>

**Rating:** Status Quo  
Bunker Hill Community College receives points for current and past female presidents, and for the high percentage of female deans of their degree-granting programs. Their board chair and the majority of their board members are male. Their president is one of only five women of color among the entire group. Women comprise 70% of the most highly compensated professionals.

---

**CAMBRIDGE COLLEGE**  
PRIVATE, MASTER’S  

<table>
<thead>
<tr>
<th>Enrollment: 2,430 • 74% Women</th>
<th>President: Deborah Jackson • Female</th>
<th>Past Women Presidents: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Chair: Female</td>
<td>Women on Board: 31% (4 of 13)</td>
<td>Provost: Female</td>
</tr>
<tr>
<td>Women Deans: 75% (3 of 4)</td>
<td>Highest Salaried: 50% Female</td>
<td>EVP: Male</td>
</tr>
</tbody>
</table>

**Rating:** Satisfactory  
Cambridge College ranks in the top with parity in all categories other than their board of trustees. Their president is one of only five women of color among the entire group. Women comprise 50% of the most highly compensated professionals.
## CAPE COD COMMUNITY COLLEGE
**Public, Associate**

- **Enrollment:** 3,319 • 59% Women
- **President:** John Cox • Male
- **Past Women Presidents:** 1
- **Board Chair:** Female
- **Women on Board:** 40% (4 of 10)
- **Provost:** Female
- **Women Deans:** 33% (1 of 3)
- **Highest Salaried:** 50% Female
- **EVP:** Female

**Status Quo:**
Cape Cod Community College is one of the few public institutions with a female board chair. They don’t quite make the top group due to lack of parity among their deans and board. Women comprise 50% of the most highly compensated professionals.

## CLARK UNIVERSITY
**Private, Doctoral**

- **Enrollment:** 3,298 • 60% Women
- **President:** David Angel • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 31% (8 of 26)
- **Provost:** Male
- **Women Deans:** 33% (1 of 3)
- **Highest Salaried:** 50% Female
- **EVP:** Female

**Needs Urgent Attention:**
Clark University ranks near the bottom across all categories. With female enrollment of 60%, we would expect to see them do better. Clark University should make gender parity a high priority. Women comprise 50% of the most highly compensated professionals.

## COLLEGE OF OUR LADY OF THE ELMS
**Private, Master's**

- **Enrollment:** 1,604 • 76% Women
- **President:** Harry Dumay • Male
- **Past Women Presidents:** 4
- **Board Chair:** Female
- **Women on Board:** 62% (21 of 34)
- **Provost:** Male
- **Women Deans:** 100% (2 of 2)
- **Highest Salaried:** 71% Female
- **EVP:** Female

**Satisfactory:**
College of Our Lady of the Elms ranks in the top group which is not surprising given their past as a women’s school. Women comprise 71% of the most highly compensated professionals. Of note, College of Our Lady of the Elms is a Catholic Institution.

## COLLEGE OF THE HOLY CROSS
**Private, Bachelor's**

- **Enrollment:** 2,720 • 51% Women
- **President:** Philip Boroughs • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 28% (11 of 40)
- **Provost:** Female
- **Women Deans:** N/A
- **Highest Salaried:** 30% Female
- **EVP:** Female

**Unsatisfactory:**
College of the Holy Cross ranks in the bottom half due to low scores in the presidency and board categories. Women comprise 30% of the most highly compensated professionals. Of note, Holy Cross is a Catholic Institution and all presidents to date have been priests.

## CURRY COLLEGE
**Private, Master's**

- **Enrollment:** 2,926 • 59% Women
- **President:** Kenneth Quigley, Jr. • Male
- **Past Women Presidents:** 2
- **Board Chair:** Male
- **Women on Board:** 25% (1 of 4)
- **Provost:** Male
- **Women Deans:** 100% (1 of 1)
- **Highest Salaried:** 25% Female
- **EVP:** Male

**Unsatisfactory:**
Curry College ranks in the bottom half of schools in this study. With two female past presidents, it is surprising they have not achieved and maintained greater parity. The institution’s one dean is a female; she leads the School of Nursing. Women comprise 25% of the most highly compensated professionals.

## DEAN COLLEGE
**Private, Bachelor's**

- **Enrollment:** 1,339 • 53% Women
- **President:** Paula Rooney • Female
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 18% (4 of 22)
- **Provost:** Male
- **Women Deans:** 33% (1 of 3)
- **Highest Salaried:** 43% Female
- **EVP:** Male

**Unsatisfactory:**
Dean College ranks near the bottom because, while they get points for their present female president, most others in senior leadership are male, and the board doesn’t reach a critical mass of women. Women comprise 43% of the most highly compensated professionals.
<table>
<thead>
<tr>
<th>College</th>
<th>Rank</th>
<th>Enrollment</th>
<th>% Women</th>
<th>President</th>
<th>Gender</th>
<th>Past Women Presidents</th>
<th>Board Chair</th>
<th>Women on Board</th>
<th>Women Deans</th>
<th>Highest Salaried</th>
<th>EVP</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EMERSON COLLEGE</strong></td>
<td>30</td>
<td>4,442</td>
<td>62%</td>
<td>Lee Pelton</td>
<td>Male</td>
<td>1</td>
<td>Male</td>
<td>31% (8 of 26)</td>
<td>50% (2 of 4)</td>
<td>60% Female</td>
<td>Female</td>
<td>Female</td>
</tr>
<tr>
<td><strong>EMMANUEL COLLEGE - BOSTON</strong></td>
<td>3</td>
<td>2,190</td>
<td>75%</td>
<td>Sister Janet Eisner</td>
<td>Female</td>
<td>11</td>
<td>Female</td>
<td>64% (16 of 25)</td>
<td>N/A</td>
<td>80% Female</td>
<td>Female</td>
<td>Female</td>
</tr>
<tr>
<td><strong>ENDICOTT COLLEGE</strong></td>
<td>16</td>
<td>4,835</td>
<td>65%</td>
<td>Interim Kathleen Barnes</td>
<td>Female</td>
<td>2</td>
<td>Female</td>
<td>55% (7 of 31)</td>
<td>50% (5 of 10)</td>
<td>60% Female</td>
<td>Male</td>
<td>Male</td>
</tr>
<tr>
<td><strong>FISHER COLLEGE</strong></td>
<td>47</td>
<td>2,030</td>
<td>73%</td>
<td>Alan Ray</td>
<td>Male</td>
<td>0</td>
<td>Female</td>
<td>29% (4 of 14)</td>
<td>50% (1 of 2)</td>
<td>44% Female</td>
<td>Male</td>
<td>Male</td>
</tr>
<tr>
<td><strong>FITCHBURG STATE UNIVERSITY</strong></td>
<td>61</td>
<td>6,763</td>
<td>63%</td>
<td>Richard Lapidus</td>
<td>Male</td>
<td>0</td>
<td>Male</td>
<td>70% (7 of 10)</td>
<td>50% (2 of 4)</td>
<td>20% Female</td>
<td>Male</td>
<td>Male</td>
</tr>
</tbody>
</table>

**Eastern Nazarene College** receives points for their past female president and for the fact that their most senior person in charge of finances is a woman. However, the school ranks in the bottom on gender leadership overall because the rest of the senior leadership is male, and their board is predominantly male. Women comprise 33% of the most highly compensated professionals.

**Emerson College** scores high points for having achieved gender parity in their senior leadership team. However, women have not yet reached parity on the board of trustees, keeping Emerson out of the top category. Women comprise 60% of the most highly compensated professionals.

As a former women’s college, Endicott College ranks in the top category with gender parity across all categories of leadership. Women comprise 60% of the most highly compensated professionals.

**Emmanuel College - Boston** ranks in the top five with gender parity across all leadership categories. Women comprise 80% of the most highly compensated professionals. Of note, Emmanuel is a Catholic Institution.

Fisher College has a female enrollment of 73%, we would expect to see Fisher College score much higher on gender parity. While women are well represented on the senior leadership team, they have never had a female president and their board of trustees hasn’t reached critical mass. Women comprise 44% of the most highly compensated professionals.

Fitchburg State University was expected to have much greater parity overall given the fact that the board is dominated by women and women comprise 63% of all students. However, the school ranks in the bottom half because their senior leadership is all male, and all their past presidents have been male. Women comprise 20% of the most highly compensated professionals.
FRANKLIN W. OLIN COLLEGE OF ENGINEERING  
**PRIVATE, SPECIAL FOCUS**  
**ENROLLMENT:** 378 • 49% WOMEN  
**PRESIDENT:** RICHARD MILLER • MALE  
**PAST WOMEN PRESIDENTS:** 0  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 21% (3 OF 14)  
**PROVOST:** MALE  
**WOMEN DEANS:** 40% (2 OF 5)  
**HIGHEST SALARIED:** 50% FEMALE  
**EVP:** MALE  

**NEEDS URGENT ATTENTION**  
Franklin W Olin College of Engineering ranks near the bottom having not reached gender parity across all categories. With 49% women's enrollment, they should take immediate steps to increase women's representation in their leadership. Women comprise 50% of the most highly compensated professionals.

GORDON COLLEGE  
**PRIVATE, BACHELOR'S**  
**ENROLLMENT:** 2,004 • 65% WOMEN  
**PRESIDENT:** MICHAEL LINDSAY • MALE  
**PAST WOMEN PRESIDENTS:** 0  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 37% (10 OF 27)  
**PROVOST:** FEMALE  
**WOMEN DEANS:** 40% (2 OF 5)  
**HIGHEST SALARIED:** 20% FEMALE  
**EVP:** MALE  

**NEEDS URGENT ATTENTION**  
Gordon College has 65% female enrollment, we would expect this institution to rank much higher. Though they have a female provost, they come in low in all categories and have never had a female president. Women comprise 20% of the most highly compensated professionals.

GREENFIELD COMMUNITY COLLEGE  
**PUBLIC, ASSOCIATE**  
**ENROLLMENT:** 1,957 • 61% WOMEN  
**PRESIDENT:** ROBERT PURA • MALE  
**PAST WOMEN PRESIDENTS:** 1  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 70% (7 OF 10)  
**PROVOST:** FEMALE  
**WOMEN DEANS:** 33% (1 OF 3)  
**HIGHEST SALARIED:** 40% FEMALE  
**EVP:** FEMALE  

**STATUS QUO**  
Greenfield Community College ranks in the second category. They just miss the top category because women aren’t as well represented in their leadership with both a male president and board chair. Women comprise 40% of the most highly compensated professionals. Of note, for the new academic year beginning July 1, 2018, a woman of color was appointed the next president of GCC.

HAMPDEN S syracuse UNIVERSITY  
**PRIVATE, BACHELOR'S**  
**ENROLLMENT:** 1,321 • 62% WOMEN  
**PRESIDENT:** JONATHAN LASH • MALE  
**PAST WOMEN PRESIDENTS:** 1  
**BOARD CHAIR:** FEMALE  
**WOMEN ON BOARD:** 41% (11 OF 27)  
**PROVOST:** FEMALE  
**WOMEN DEANS:** 80% (4 OF 5)  
**HIGHEST SALARIED:** 50% FEMALE  
**EVP:** FEMALE  

**SATISFACTORY**  
Hampden Sydney College ranks in the top with gender parity across all categories. Women comprise 40% of the most highly compensated professionals. Of note, a woman assumed office as the university’s president for the new academic year beginning July 2018. This data will be incorporated into next year’s index.

HARVARD UNIVERSITY  
**PRIVATE, DOCTORAL**  
**ENROLLMENT:** 29,908 • 49% WOMEN  
**PRESIDENT:** DREW GILPIN FAUST • FEMALE  
**PAST WOMEN PRESIDENTS:** 0  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 54% (7 OF 13)  
**PROVOST:** MALE  
**WOMEN DEANS:** 21% (3 OF 14)  
**HIGHEST SALARIED:** 20% FEMALE  
**EVP:** FEMALE  

**STATUS QUO**  
Harvard University receives points for their female president and female EVP. Gender parity on their board also contributes to this rank. The board chair is a man and deans of degree-granting programs are predominantly male. Women comprise 20% of the most highly compensated professionals. Of note, a man took office as president at the beginning of the new academic year on July 1, 2018. This data will be incorporated into next year’s index.
**Holyoke Community College**  
**Public, Associate**  
**Rank:** 21  
**Enrollment:** 5,890  
**President:** Christina Royal  
**Gender:** Female  
**Past Women Presidents:** 0  
**Board Chair:** Male  
**Women on Board:** 56% (5 of 9)  
**Women Deans:** 80% (4 of 5)  
**Highest Salaried:** 70% Female  
**EVP:** Male  

**Status Quo**  
Holyoke Community College is just a few points shy of the top group, receiving points for their female president, provost, as well as for their gender parity on their board and among their deans of degree-granting programs. Of note, the president of the college is a woman of color, one of only five in the entire group. Women comprise 70% of the most highly compensated professionals.

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**Hult International Business School**  
**Private, Special Focus**  
**Rank:** 85  
**Enrollment:** 2,843  
**President:** Stephen Hodges  
**Gender:** Male  
**Past Women Presidents:** 0  
**Board Chair:** Male  
**Women on Board:** 25% (3 of 12)  
**Women Deans:** 100% (1 of 1)  
**Highest Salaried:** 0% Female  
**EVP:** Male  

**Needs Urgent Attention**  
Hult International Business School ranks near the bottom with only one woman on their senior leadership team. The school’s president is male, and their board is predominantly male. Of the five highest salaried employees, none are women.

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**Labouré College**  
**Private, Special Focus**  
**Rank:** 17  
**Enrollment:** 750  
**President:** Jack Calareso  
**Gender:** Male  
**Past Women Presidents:** 4  
**Board Chair:** Female  
**Women on Board:** 38% (5 of 13)  
**Women Deans:** N/A  
**Highest Salaried:** 70% Female  
**EVP:** Male  

**Satisfactory**  
Labouré College ranks in the top group with points in every category which is expected as Labouré is a special focus institution teaching nursing and healthcare education, traditionally female professions, and has a female enrollment of 91%. Women comprise 70% of the most highly compensated professionals. Of note, Labouré is a Catholic institution.

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**Lasell College**  
**Private, Master’s**  
**Rank:** 89  
**Enrollment:** 2,064  
**President:** Michael Alexander  
**Gender:** Male  
**Past Women Presidents:** 0  
**Board Chair:** Male  
**Women on Board:** 46% (11 of 24)  
**Women Deans:** N/A  
**Highest Salaried:** 50% Female  
**EVP:** Male  

**Needs Urgent Attention**  
Lasell College is near the bottom of the group which is surprising given that it was formerly a women’s college. The senior leadership and board chair are all men and the school has never had a permanent female president. Women comprise 50% of the most highly compensated professionals.

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**Lesley University**  
**Private, Doctoral**  
**Rank:** 41  
**Enrollment:** 4,865  
**President:** Jeff Weiss  
**Gender:** Male  
**Past Women Presidents:** 3  
**Board Chair:** Male  
**Women on Board:** 57% (13 of 23)  
**Women Deans:** 0% (0 of 4)  
**Highest Salaried:** 60% Female  
**EVP:** Female  

**Status Quo**  
Lesley University scores significantly lower than we would have expected given its history as a women’s college and with female enrollment of 83%. Senior leadership is dominated by men, though the board has reached parity. Women comprise 60% of the most highly compensated professionals.

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**Massachusetts Bay Community College**  
**Public, Associate**  
**Rank:** 47  
**Enrollment:** 4,855  
**President:** David Podel  
**Gender:** Male  
**Past Women Presidents:** 1  
**Board Chair:** Male  
**Women on Board:** 40% (4 of 10)  
**Women Deans:** 60% (3 of 5)  
**Highest Salaried:** 60% Female  
**EVP:** Male  

**Unsatisfactory**  
Massachusetts Bay Community College receives points for their past female president, female provost, and for the gender parity among their deans of degree-granting programs. The institution’s current president, board chair, and VP for administration and finance are all male, and their board is predominantly men. Women comprise 60% of the most highly compensated professionals.
19 RANK

MASSACHUSETTS COLLEGE OF ART AND DESIGN  
PUBLIC, MASTER'S

ENROLLMENT: 1,982  •  71% WOMEN  
BOARD CHAIR: FEMALE  
WOMEN DEANS: 0% (0 OF 1)

PRESIDENT: DAVID NELSON  •  MALE  
WOMEN ON BOARD: 82% (9 OF 11)

PAST WOMEN PRESIDENTS: 2

PROVOST: FEMALE

HIGHEST SALARIED: 40% FEMALE  
EVP: MALE

STATUS QUO

Massachusetts College of Art and Design receives points for their past female presidents, their female provost, board chair, and gender parity on their board. The institution's senior leadership is predominately male, including their only dean of a granting program.

Massachusetts College of Art and Design has a female enrollment of 71%, so we would expect to see greater overall gender parity among the school's leadership. Women comprise 40% of the most highly compensated professionals.
MCPHS UNIVERSITY  PRIVATE, SPECIAL FOCUS
ENROLLMENT: 7,095  •  69% WOMEN  
BOARD CHAIR: MALE  
WOMEN ON BOARD: 42% (8 OF 19)  
WOMEN DEANS: 63% (5 OF 8)  
HIGHEST SALARIED: 30% FEMALE  
PROVOST: MALE
PRESIDENT: CHARLES MONAHAN JR.  •  MALE  
PAST WOMEN PRESIDENTS: 0

UNSATISFACTORY
The Massachusetts College of Pharmacy and Health Sciences scores much lower than we would expect given that 69% of their students are female. While they have good parity numbers in their senior leadership team, the institution has had no female presidents and their current president and board chair are men. Women comprise 30% of the most highly compensated professionals.

MERRIMACK COLLEGE  PRIVATE, MASTER'S
ENROLLMENT: 4,014  •  54% WOMEN  
BOARD CHAIR: MALE  
WOMEN ON BOARD: 17% (4 OF 24)  
WOMEN DEANS: 60% (3 OF 5)  
HIGHEST SALARIED: 22% FEMALE  
PROVOST: MALE
PRESIDENT: CHRISTOPHER HOPEY  •  MALE  
PAST WOMEN PRESIDENTS: 0
WOMEN ON BOARD: 17% (4 OF 24)

NEEDS URGENT ATTENTION
Merrimack College ranks near the bottom only receiving points for gender parity among their deans. They have never had a female president, the board chair, provost, and EVP roles are all men, and their board counts just 17% women. Merrimack College has a female enrollment of 54%, so we would expect to see more parity in their senior leadership and on their board. Women comprise 22% of the most highly compensated professionals. Of note, Merrimack is a Catholic Institution, yet they do allow lay people to serve as president.

MGH INSTITUTE OF HEALTH PROFESSIONALS  PRIVATE, SPECIAL FOCUS
ENROLLMENT: 1,167  •  82% WOMEN  
BOARD CHAIR: FEMALE  
WOMEN ON BOARD: 58% (11 OF 19)  
WOMEN DEANS: 100% (2 OF 2)  
HIGhest SALARIED: 60% FEMALE  
PROVOST: MALE
PRESIDENT: PAULA MILONE-NUZZO  •  FEMALE  
PAST WOMEN PRESIDENTS: 3

SATISFACTORY
MGH Institute of Health Professions ranks near the top with parity across all leadership categories. Women comprise 60% of the most highly compensated professionals.

MIDDLESEX COMMUNITY COLLEGE - BEDFORD  PUBLIC, ASSOCIATE
ENROLLMENT: 8,617  •  58% WOMEN  
BOARD CHAIR: MALE  
WOMEN ON BOARD: 70% (7 OF 10)  
WOMEN DEANS: 100% (5 OF 5)  
HIGHEST SALARIED: 40% FEMALE  
PROVOST: MALE
PRESIDENT: JAMES MABRY  •  MALE  
PAST WOMEN PRESIDENTS: 1

UNSATISFACTORY
Middlesex Community College receives points for their past female president, for gender parity on their board, and for the fact that all their deans of degree-granting programs are women. The institution’s president, board chair, provost, and EVP are all men. With a female enrollment of 58%, we would expect to see more parity in their senior leadership outside of the deans. Women comprise 40% of the most highly compensated professionals.

MONTSERRAT COLLEGE OF ART  PRIVATE, SPECIAL FOCUS
ENROLLMENT: 377  •  74% WOMEN  
BOARD CHAIR: FEMALE  
WOMEN ON BOARD: 50% (5 OF 10)  
WOMEN DEANS: 0% (0 OF 1)  
HIGHEST SALARIED: 25% FEMALE  
PROVOST: FEMALE
PRESIDENT: STEPHEN IMMERMAN  •  MALE  
PAST WOMEN PRESIDENTS: 0

UNSATISFACTORY
Montserrat College of Art ranks lower than we would expect from a school with 74% women students. They have parity on their board and it is chaired by a woman, but do not reach parity in other categories and surprisingly, have never had a permanent female president. Women comprise 25% of the most highly compensated professionals.

MOUNT HOLYOKE COLLEGE  PRIVATE, BACHELOR'S
ENROLLMENT: 2,327  •  99% WOMEN  
BOARD CHAIR: FEMALE  
WOMEN ON BOARD: 94% (30 OF 32)  
WOMEN DEANS: N/A  
HIGHEST SALARIED: 70% FEMALE  
PROVOST: MALE
PRESIDENT: INTERIM SONYA STEPHENS  •  FEMALE  
PAST WOMEN PRESIDENTS: 8

SATISFACTORY
Mount Holyoke College is among the top-ranked institutions in this study with parity in all leadership categories. Women comprise 70% of the most highly compensated professionals. Of note, Mount Holyoke is a women’s college.
### Mount Wachusett Community College  
**Public, Associate**

- **Enrollment:** 3,961 • 65% Women
- **President:** James Vander Hooven • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 67% (6 of 9)
- **Provost:** Male
- **Women Deans:** 100% (3 of 3)
- **Highest Salaried:** 60% Female
- **EVP:** Male

**Unsatisfactory**  
Mount Wachusett Community College receives points for the gender parity on their board and among their deans of degree-granting programs. However, the school ranks in the bottom half on gender leadership overall because their senior leadership is all male, and all their past presidents have been men. Mount Wachusett Community College has a female enrollment of 65%, so we would expect to see more parity in their senior leadership. Women comprise 60% of the most highly compensated professionals.

### New England College of Business and Finance  
**Private, Special Focus**

- **Enrollment:** 1,131 • 74% Women
- **President:** Howard Horton • Male
- **Past Women Presidents:** 0
- **Board Chair:** Male
- **Women on Board:** 42% (5 of 12)
- **Provost:** Female
- **Women Deans:** 100% (1 of 1)
- **Highest Salaried:** Not Available
- **EVP:** Male

**Unsatisfactory**  
New England College of Business and Finance receives points for their female provost and that their only dean of a degree-granting program is a woman. However, the school ranks in the bottom half on gender leadership overall because their current president and all past presidents have been male, they have a male board chair and their board is predominantly male. New England College of Business and Finance has a female enrollment of 74%, so we would expect to see more parity across all categories of leadership. Of note, we could not obtain compensation data for this school.

### New England College of Optometry  
**Private, Special Focus**

- **Enrollment:** 533 • 71% Women
- **President:** Clifford Scott • Male
- **Past Women Presidents:** 1
- **Board Chair:** Male
- **Women on Board:** 26% (5 of 19)
- **Provost:** Female
- **Women Deans:** 100% (1 of 1)
- **Highest Salaried:** 40% Female

**Status Quo**  
New England College of Optometry ranks in the top half on gender leadership overall due to their past female president and the high proportion of women in the senior leadership team. Their board is predominantly male, and their current president is male. New England College of Optometry has a female enrollment of 71%, so we would expect to see more parity on their board. Women comprise 40% of the most highly compensated professionals.

### New England Law - Boston  
**Private, Special Focus**

- **Enrollment:** 622 • 57% Women
- **President:** John O’Brien • Male
- **Past Women Presidents:** 1
- **Board Chair:** N/A
- **Women on Board:** N/A
- **Provost:** Female
- **Women Deans:** N/A
- **Highest Salaried:** 22% Female

**Status Quo**  
New England Law - Boston receives points for their past female president and senior leadership team. Board information was not available through public sources. Women comprise 22% of the most highly compensated professionals.

### Newbury College  
**Private, Bachelor’s**

- **Enrollment:** 751 • 58% Women
- **President:** Joseph Chillo • Male
- **Past Women Presidents:** 1
- **Board Chair:** Female
- **Women on Board:** 17% (2 of 12)
- **Provost:** Male
- **Women Deans:** 100% (1 of 1)
- **Highest Salaried:** 40% Female
- **EVP:** Female

**Status Quo**  
Newbury College receives points for their past female president, female board chair, and balanced senior leadership team. The school’s board is predominantly male which is surprising since they have a female enrollment of 58%. Women comprise 40% of the most highly compensated professionals.
NICHOLS COLLEGE  PRIVATE, SPECIAL FOCUS
ENROLLMENT: 1,480 • 42% WOMEN  PRESIDENT: SUSAN WEST ENGELKEMEYER • FEMALE  PAST WOMEN PRESIDENTS: 1
BOARD CHAIR: MALE  WOMEN ON BOARD: 28% (8 OF 29)  PROVOST: MALE
WOMEN DEANS: N/A  HIGHEST SALARIED: 30% WOMEN  EVP: MALE

UNSATISFACTORY
Nichols College receives points for their current and past female presidents. The senior leadership team is comprised of men and women do not reach a critical mass on their board. Women comprise 30% of the most highly compensated professionals.

NORTH SHORE COMMUNITY COLLEGE  PUBLIC, ASSOCIATE
ENROLLMENT: 6,315 • 61% WOMEN  PRESIDENT: PATRICIA GENTILE • FEMALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 45% (5 OF 11)  PROVOST: FEMALE
WOMEN DEANS: 75% (3 OF 4)  HIGHEST SALARIED: 50% FEMALE  EVP: MALE

STATUS QUO
While in the status quo category, North Shore Community College is very close to the top category and receives points for their female president and the proportion of women on the senior leadership team. Their board is not quite at parity but very close with 45%. Women comprise 50% of the most highly compensated professionals.

NORTHEASTERN UNIVERSITY  PRIVATE, DOCTORAL
ENROLLMENT: 20,381 • 49% WOMEN  PRESIDENT: JOSEPH AOUN • MALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 31% (12 OF 39)  PROVOST: MALE
WOMEN DEANS: 63% (5 OF 8)  HIGHEST SALARIED: 20% FEMALE  EVP: MALE

UNSATISFACTORY
Northeastern receives points for having a high percentage of female deans. The institution’s president, board chair, provost and EVP, as well the majority of the board are men, and Northeastern has never had a female president. With a female enrollment of 49% we would expect to see greater gender parity across leadership roles at Northeastern. Women comprise 20% of the most highly compensated professionals.

NORTHERN ESSEX COMMUNITY COLLEGE  PUBLIC, ASSOCIATE
ENROLLMENT: 5,976 • 60% WOMEN  PRESIDENT: LANE GLENN • MALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 50% (5 OF 10)  PROVOST: MALE
WOMEN DEANS: 100% (3 OF 3)  HIGHEST SALARIED: 40% WOMEN  EVP: MALE

UNSATISFACTORY
Northern Essex Community College receives points for having a gender balanced board, and for their three academic deans who are all women. The institution has never had a female president and their board chair, and the remaining members of the senior leadership team are all men. Northern Essex Community College has a female enrollment of 60% so we would expect to see greater gender parity among all leadership positions. Women comprise 40% of the most highly compensated professionals.

PINE MANOR COLLEGE  PRIVATE, BACHELOR’S
ENROLLMENT: 490 • 53% WOMEN  PRESIDENT: THOMAS O’REILLY • MALE  PAST WOMEN PRESIDENTS: 4
BOARD CHAIR: MALE  WOMEN ON BOARD: 50% (5 OF 10)  PROVOST: FEMALE
WOMEN DEANS: 100% (1 OF 1)  HIGHEST SALARIED: N/A  EVP: MALE

STATUS QUO
Pine Manor College receives points for having multiple past women presidents, as well as for their female provost and gender balanced board. The sole academic dean is also female. The institution’s president and board chair, the two most powerful positions are both men. Of note, we could not obtain compensation data for this school.
**QUINCY COLLEGE  PRIVATE, ASSOCIATE**

**ENROLLMENT:** 5,009  •  67% WOMEN  
**PRESIDENT:** INTERIM THOMAS KOCH  •  MALE  
**PAST WOMEN PRESIDENTS:** 2  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 33% (3 OF 9)  
**WOMEN DEANS:** 25% (1 OF 4)  
**HIGHEST SALARIED:** 80% WOMEN  
**EVP:** MALE  

**UNSATISFACTORY**
Quincy College receives points for having a female provost, as well as multiple past women presidents. The institution’s Interim president, EVP and board chair are all men, as are the majority of deans and members of the board. Quincy College has a female enrollment of 67% so we would expect to see greater gender parity among their leadership. Of note, we could not obtain compensation data for this school.

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**QUINSIGAMOND COMMUNITY COLLEGE  PUBLIC, ASSOCIATE**

**ENROLLMENT:** 7,696  •  57% WOMEN  
**PRESIDENT:** LUIS PEDRAJA  •  MALE  
**PAST WOMEN PRESIDENTS:** 2  
**BOARD CHAIR:** FEMALE  
**WOMEN ON BOARD:** 67% (6 OF 9)  
**WOMEN DEANS:** 25% (1 OF 4)  
**HIGHEST SALARIED:** 80% WOMEN  
**EVP:** MALE  

**STATUS QUO**
Quinsigamond Community College ranks very close to the cutoff for the top category and is one of the few public institutions with a female board chair. They are just about there with parity. Women comprise 80% of the most highly compensated professionals.

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**REGIS COLLEGE  PRIVATE, MASTER’S**

**ENROLLMENT:** 1,847  •  82% WOMEN  
**PRESIDENT:** ANTOINETTE HAYS  •  FEMALE  
**PAST WOMEN PRESIDENTS:** 9  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 60% (18 OF 30)  
**WOMEN DEANS:** 75% (3 OF 4)  
**HIGHEST SALARIED:** 57% FEMALE  
**EVP:** MALE  

**SATISFACTORY**
Regis College receives points for having a female president, as well as a strong history of women presidents. Both the board and academic deans are majority female. The institution’s board chair, provost and EVP are men. With 82% women enrolled and the school’s history as women’s college, we would expect them to have this level of parity among senior leadership. Women comprise 57% of the most highly compensated professionals. Of note, Regis is a Catholic Institution.

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**ROXBURY COMMUNITY COLLEGE  PUBLIC, ASSOCIATE**

**ENROLLMENT:** 2,106  •  69% WOMEN  
**PRESIDENT:** VALERIE ROBERSON  •  FEMALE  
**PAST WOMEN PRESIDENTS:** 2  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 50% (5 OF 10)  
**WOMEN DEANS:** 50% (1 OF 2)  
**HIGHEST SALARIED:** 60% WOMEN  
**EVP:** MALE  

**SATISFACTORY**
Roxbury Community College scores near the top with gender parity across all leadership categories. Their president is one of only five women of color among the entire group. Women comprise 60% of the most highly compensated professionals.

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**SALEM STATE UNIVERSITY  PUBLIC, MASTER’S**

**ENROLLMENT:** 9,001  •  64% WOMEN  
**PRESIDENT:** JOHN KEENAN  •  MALE  
**PAST WOMEN PRESIDENTS:** 2  
**BOARD CHAIR:** MALE  
**WOMEN ON BOARD:** 70% (7 OF 10)  
**WOMEN DEANS:** 60% (3 OF 5)  
**HIGHEST SALARIED:** 40% FEMALE  
**EVP:** MALE  

**STATUS QUO**
Salem State receives points for its past female presidents and high percentage of female representation on the board and among their academic deans. The institution’s president, board chair, provost, and VP of finance and facilities are men. Women comprise 40% of the most highly compensated professionals.
SIMMONS COLLEGE  PRIVATE, MASTER’S
ENROLLMENT: 6,111 • 91% WOMEN  PRESIDENT: HELEN DRINAN • FEMALE  PAST WOMEN PRESIDENTS: 2
BOARD CHAIR: FEMALE  WOMEN ON BOARD: 78% (18 OF 23)  PROVOST: FEMALE
WOMEN DEANS: 75% (3 OF 4)  HIGHEST SALARIED: 80% FEMALE  EVP: FEMALE

SATISFACTORY
Simmons College received points across all categories in this study and holds the top spot in this year’s ranking. As a women’s college, we expect to see strong representation of women in leadership roles, and at Simmons, this is the case. Women comprise 80% of the most highly compensated professionals.

SMITH COLLEGE  PRIVATE, BACHELOR’S
ENROLLMENT: 2,896 • 98% WOMEN  PRESIDENT: KATHLEEN MCCARTNEY • FEMALE  PAST WOMEN PRESIDENTS: 4
BOARD CHAIR: FEMALE  WOMEN ON BOARD: 93% (27 OF 29)  PROVOST: FEMALE
WOMEN DEANS: 100% (2 OF 2)  HIGHEST SALARIED: 60% FEMALE  EVP: MALE

SATISFACTORY
Smith College receives the number two rank in this year’s study, receiving points for strong representation of women throughout their leadership team. As a women’s college, we expect to see this level of female leadership across the institution. Women comprise 60% of the most highly compensated professionals.

SPRINGFIELD COLLEGE  PRIVATE, MASTER’S
ENROLLMENT: 3,144 • 57% WOMEN  PRESIDENT: MARY BETH COOPER • FEMALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 41% (13 OF 32)  PROVOST: FEMALE
WOMEN DEANS: 80% (4 OF 5)  HIGHEST SALARIED: 40% WOMEN  EVP: MALE

STATUS QUO
Springfield College receives points for their female president, female provost, and high percentage of women deans. The institution’s board chair is male as is the EVP and majority of the school’s board. Women comprise 40% of the most highly compensated professionals.

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE  PUBLIC, ASSOCIATE
ENROLLMENT: 5,622 • 57% WOMEN  PRESIDENT: JOHN COOK • MALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 36% (4 OF 11)  PROVOST: FEMALE
WOMEN DEANS: 40% (2 OF 5)  HIGHEST SALARIED: NOT AVAILABLE  EVP: MALE

NEEDS URGENT ATTENTION
Springfield Technical Community College is in the bottom category. The institution does receive points for having a female provost and for having a critical mass of women deans and board members. However, the college has never had a female president, their president and board chair are men, and the of majority of board members are male. Springfield Technical Community College has a female enrollment of 57%, and we would expect greater gender parity among the school’s leadership. Of note, we could not obtain compensation data for this school.

STONEHILL COLLEGE  PRIVATE, BACHELOR’S
ENROLLMENT: 2,481 • 60% WOMEN  PRESIDENT: REV. JOHN DENNING • MALE  PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE  WOMEN ON BOARD: 24% (8 OF 33)  PROVOST: MALE
WOMEN DEANS: 50% (1 OF 2)  HIGHEST SALARIED: 40% FEMALE  EVP: FEMALE

NEEDS URGENT ATTENTION
Stonehill College is in the bottom category. The institution’s EVP is a woman and it does have balanced representation among its two deans. The president and board chair are both men as is the provost and the majority of the board. Women comprise 40% of the most highly compensated professionals. Of note, Stonehill College is a Catholic Institution and their by-laws dictate that a priest must serve as president and that 50% of their board members must be priests.
SUFFOLK UNIVERSITY
PRIVATE, DOCTORAL
ENROLLMENT: 7,461 • 56% WOMEN
PRESIDENT: MARISA KELLY • FEMALE
PAST WOMEN PRESIDENTS: 1
BOARD CHAIR: MALE
WOMEN ON BOARD: 48% (11 OF 23)
PROVOST: MALE
WOMEN DEANS: 33% (1 OF 3)
HIGHEST SALARIED: 50% FEMALE
EVP: FEMALE

STATUS QUO
Suffolk University receives the majority of its points for having a current and past female president. The institution is just under 50% women for board representation. The board chair is a man as is the provost and the majority of the institution’s academic deans. Women comprise 50% of the most highly compensated professionals.

THE NEW ENGLAND CONSERVATORY OF MUSIC
PRIVATE SPECIAL, FOCUS
ENROLLMENT: 819 • 46% WOMEN
PRESIDENT: INTERIM THOMAS NOVAK • MALE
PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE
WOMEN ON BOARD: 35% (8 OF 23)
PROVOST: MALE
WOMEN DEANS: N/A
HIGHEST SALARIED: 22% FEMALE
EVP: MALE

NEEDS URGENT ATTENTION
The New England Conservatory of Music is very close to the bottom with only three points from the critical mass of women on its board. The institution has a female enrollment of 46%, so we would expect more gender parity overall. Women comprise 22% of the most highly compensated professionals. Of note: A woman will take office as the university’s first female president in January 2019. This data will be incorporated into next year’s index.

TUFTS UNIVERSITY
PRIVATE, DOCTORAL
ENROLLMENT: 11,489 • 55% WOMEN
PRESIDENT: ANTHONY MONACO • MALE
PAST WOMEN PRESIDENTS: 0
BOARD CHAIR: MALE
WOMEN ON BOARD: 38% (15 OF 39)
PROVOST: MALE
WOMEN DEANS: 27% (3 OF 11)
HIGHEST SALARIED: 40% FEMALE
EVP: FEMALE

NEEDS URGENT ATTENTION
Tufts University is in the bottom category. The institution has never had a female president, their board chair is a man, and their board and deans of degree-granting programs are predominantly male. The institution’s EVP is a woman. Women comprise 40% of the most highly compensated professionals.

UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL
PUBLIC, DOCTORAL
ENROLLMENT: 1,108 • 59% WOMEN
CHANCELLOR: MICHAEL COLLINS • MALE
PAST WOMEN CHANCELLORS: 0
BOARD CHAIR: MALE
WOMEN ON BOARD: 24% (1 OF 2)
PROVOST: MALE
WOMEN DEANS: 100% (2 OF 2)
HIGHEST SALARIED: 20% FEMALE
EVP: MALE

NEEDS URGENT ATTENTION
The University of Massachusetts Medical school is in the bottom category. They only receive points for their deans, both of whom are women. Beyond that, the institution doesn’t achieve parity in any category which is surprising as women comprise 59% of their students. UMass Medical has never had a female chancellor and is the lowest ranking institution in the University of Massachusetts System. Women comprise 20% of the most highly compensated professionals. Of note, as part of the UMass System, UMass Medical does not have an individual board or board chair and assumes the UMass System’s board and chair.

UNIVERSITY OF MASSACHUSETTS - AMHERST
PUBLIC, DOCTORAL
ENROLLMENT: 30,037 • 49% WOMEN
CHANCELLOR: KUMBLE SUBBASWAMY • MALE
PAST WOMEN CHANCELLORS: 1
BOARD CHAIR: MALE
WOMEN ON BOARD: 24% (5 OF 9)
PROVOST: MALE
WOMEN DEANS: 56% (5 OF 9)
HIGHEST SALARIED: 10% FEMALE
EVP: MALE

UNSATISFACTORY
UMass Amherst receives points for its past female chancellor and parity among its degree-granting deans. Other leadership categories are dominated by men. Women comprise 10% of the most highly compensated professionals. Of note, as part of the UMass System, UMass Amherst does not have an individual board or board chair and assumes the UMass System’s board and chair.
**UNIVERSITY OF MASSACHUSETTS - BOSTON**

**Rank:** 51

**Enrollment:** 16,847 • 57% Women

**Chancellor:** Barry Mills • Male

**Past Women Chancellors:** 2

**Board Chair:** Male

**Women on Board:** 24%

**Women Deans:** 30% (3 of 10)

**Highest Salaried:** 20% Female

**EVP:** Female

**Status:** Unsatisfactory

UMass Boston receives points for its past female chancellors, provost and vice chancellor for administration and finance. The institution's deans are predominantly male. Women comprise 20% of the most highly compensated professionals. Of note, Katherine Newman took office as the university’s interim chancellor for the new academic year in July 2018. This data will be incorporated into next year’s index and likely improve UMass Boston’s overall rank. Also, as part of the UMass System, UMass Boston does not have an individual board or board chair and assumes the UMass System’s board and chair.

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**UNIVERSITY OF MASSACHUSETTS - DARTMOUTH**

**Rank:** 75

**Enrollment:** 8,647 • 50% Women

**Chancellor:** Robert Johnson • Male

**Past Women Chancellors:** 2

**Board Chair:** Male

**Women on Board:** 24%

**Women Deans:** 43% (3 of 7)

**Highest Salaried:** 20% Female

**EVP:** Male

**Status:** Needs Urgent Attention

UMass Dartmouth receives points for its past female chancellors, as well as the number of female deans. The other leadership categories are male dominated. Women comprise 20% of the most highly compensated professionals. Of note, as part of the UMass System, UMass Dartmouth does not have an individual board or board chair and assumes the UMass System’s board and chair.

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**UNIVERSITY OF MASSACHUSETTS - LOWELL**

**Rank:** 36

**Enrollment:** 17,849 • 40% Women

**Chancellor:** Jacqui Maloney • Female

**Past Women Chancellors:** 0

**Board Chair:** Male

**Women on Board:** 24%

**Women Deans:** 57% (4 of 7)

**Highest Salaried:** 40% Female

**EVP:** Female

**Status:** Status Quo

UMass Lowell ranks the highest among the UMass campuses even though it has the smallest percentage of women enrolled among the system's campuses. It receives points for its current female chancellor, senior vice president for finance, and the percentage of women deans. Women comprise 40% of the most highly compensated professionals. Of note, as part of the UMass System, UMass Lowell does not have an individual board or board chair and assumes the UMass System’s board and chair.

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**URBAN COLLEGE OF BOSTON**

**Rank:** 45

**Enrollment:** 860 • 95% Women

**President:** Michael Taylor • Male

**Past Women Presidents:** 1

**Board Chair:** Male

**Women on Board:** 64% (9 of 14)

**Women Deans:** N/A

**Highest Salaried:** 0% Female

**EVP:** N/A

**Status:** Unsatisfactory

Urban College of Boston receives points for their one past female president, high percentage of women on the board, and female Vice President of Academic Affairs. The institution’s two most powerful positions of president and board chair are both men. Urban College of Boston has a female enrollment of 95% so we would expect to see more representation among the institution’s most influential leadership positions. Women are not represented among the two highest salaried positions publicly available. Of note, this school does not have an EVP or deans.

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**WELLESLEY COLLEGE**

**Rank:** 3

**Enrollment:** 2,482 • 98% Women

**President:** Paula Johnson • Female

**Past Women Presidents:** 13

**Board Chair:** Female

**Women on Board:** 76% (22 of 29)

**Women Deans:** 100% (1 of 1)

**Highest Salaried:** 60% Female

**EVP:** Female

**Status:** Satisfactory

As a women’s school, Wellesley College ranks among the top three institutions with parity across all categories. Their president is one of only five women of color among the entire group. Women comprise 60% of the most highly compensated professionals.
### Wentworth Institute of Technology

**Rank:** 72  
**Type:** Private, Master’s  
**Enrollment:** 4,526 • 21% Women  
**President:** Zorica Pantic • Female  
**Past Women Presidents:** 0  
**Board Chair:** Male  
**Women on Board:** 15% (4 of 26)  
**Provost:** Male  
**Women Deans:** 0% (0 of 3)  
**Highest Salaried:** 50% Female  
**EVP:** Male

**Unsatisfactory**  
Wentworth receives points for having a female president, however still scores in the bottom group given that all the other categories are male dominated. Wentworth is an engineering school, and currently has only 21% women enrolled, but with the efforts to improve representation of women in STEM, it is likely the percentage will increase. As such, we would expect the institution to have move towards having more women in leadership and board positions in the future. Women comprise 50% of the most highly compensated professionals.

### Western New England University

**Rank:** 57  
**Type:** Private, Master’s  
**Enrollment:** 3,810 • 44% Women  
**President:** Anthony Caprio • Male  
**Past Women Presidents:** 1  
**Board Chair:** Male  
**Women on Board:** 34% (12 of 35)  
**Provost:** Female  
**Women Deans:** 0% (0 of 5)  
**Highest Salaried:** 13% Female  
**EVP:** Male

**Unsatisfactory**  
Western New England University receives points for having one past woman president and a female provost. The remaining members of the leadership team are male. Women comprise 13% of the most highly compensated professionals.

### Westfield State University

**Rank:** 61  
**Type:** Public, Master’s  
**Enrollment:** 6,335 • 55% Women  
**President:** Ramon Torrecilha • Male  
**Past Women Presidents:** 1  
**Board Chair:** Male  
**Women on Board:** 30% (3 of 10)  
**Provost:** Male  
**Women Deans:** 100% (6 of 6)  
**Highest Salaried:** 50% Female  
**EVP:** Male

**Unsatisfactory**  
Westfield State receives points for having one past woman president, 30% women on their board, and all women academic deans. Their president, board chair, provost and VP of administration and finance are all men. With 55% women enrolled we would expect to see greater gender parity among senior leadership and on the board. Women comprise 50% of the most highly compensated professionals.

### Wheaton College

**Rank:** 12  
**Type:** Private, Bachelor’s  
**Enrollment:** 1,651 • 62% Women  
**President:** Dennis Hanno • Male  
**Past Women Presidents:** 2  
**Board Chair:** Female  
**Women on Board:** 56% (18 of 31)  
**Provost:** Female  
**Women Deans:** N/A  
**Highest Salaried:** 30% Female  
**EVP:** Male

**Satisfactory**  
Wheaton College receives points for their history of women presidents, female board chair, provost, and for having a majority of women on their board. The institution’s president and Executive Vice President for Finance and Administration are men. Wheaton was a women’s college until 1987 and with 62% women enrolled we would expect to see this level of representation of women in leadership. It is surprising that women only comprise 30% of the most highly compensated professionals.

### William James College

**Rank:** 93  
**Type:** Private, Special Focus  
**Enrollment:** 703 • 76% Women  
**President:** Nicholas Covino • Male  
**Past Women Presidents:** 0  
**Board Chair:** Male  
**Women on Board:** 19% (3 of 16)  
**Provost:** Male  
**Women Deans:** N/A  
**Highest Salaried:** 38% Female  
**EVP:** Male

**Needs Urgent Attention**  
William James College comes in at the bottom with two other schools. The institution has never had a woman president, their current president is a man, as are all senior leadership positions and the majority of board members. With 76% women enrolled we would expect to see far greater gender parity across all categories. Women comprise 38% of the most highly compensated professionals.
Williams College receives points for their female dean and parity of women on their board. The institution’s president is a man as are the board chair, provost, and Vice President for Finance & Administration and Treasurer. With 49% women enrolled, we would expect to see greater gender diversity among senior leadership. Women comprise 20% of the most highly compensated professionals. Of note, as of the new academic year starting July 1, 2018, a woman became the new president. This data will be incorporated into next year’s index.

Worcester Polytechnic Institute receives points for having a current female president and for counting a critical mass of women deans. The board chair is male as are the provost and EVP, as well as the majority of members of the board. WPI is an engineering school and has made efforts to increase the number of women students in the last few years. As such, we would expect WPI to move towards having more women in leadership and board positions in the future. Women comprise 20% of the most highly compensated professionals.

Worcester State University scores at the top of this category receiving points for their past female president and a significant proportion of their senior leadership team and board are women. The president and board chair, the two most influential positions, are both held by men. Women comprise 60% of their most highly compensated professionals.

Higher Education Institutions in Massachusetts

We began with 114 institutions in Massachusetts based on the Carnegie Classification Institutions of Higher Education, and 20 institutions were eliminated from the initial list: institutions without a board of trustees and/or president/chancellor, schools whose board and/or president were located outside of Massachusetts, seminaries, institutions that were closed or merged during the 2017/2018 academic year, and small institutions with limited senior leadership teams and/or missing data across multiple leadership categories. The resulting final data set comprises 94 institutions (with the UMass System factored into tables representing president and board data).

After a thorough process of determining which leadership categories and selected positions should be included, researchers constructed a database based on publicly available information about such positions from university and college websites. In addition, institutional data, including enrollment figures broken down by gender, acceptance rate, and institutional accreditation, among other variables, were taken from the Integrated Postsecondary Education Data System (IPEDS), the National Center for Education Statistics, and the Carnegie Classification. To compare institutions similar to one another, a total of six schools including Regis College,