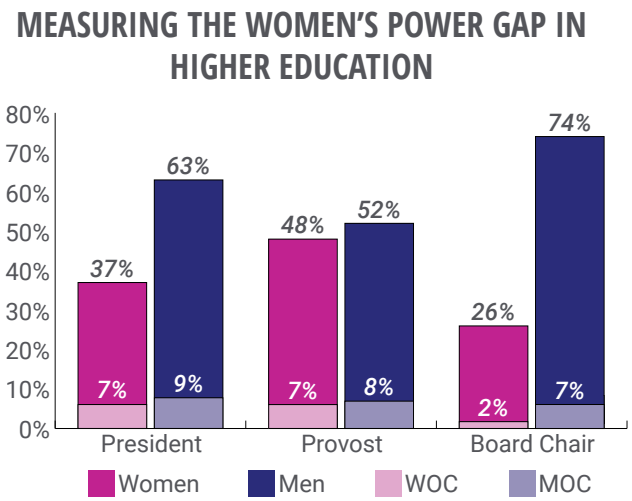
II. MEASURING THE WOMEN'S POWER GAP IN HIGHER EDUCATION

The Women's Power Gap measures how far women have to go to reach gender parity with men. To quantify it, we measure it by calculating the difference between the percentage of men and women in leadership positions in any sector or any group such as a board of directors. As you see in Figure 2, the largest gap in the top three leadership positions is that of board chair with a 48% power gap. This is followed by a power gap of 26% for presidents and just 4% for provosts. In addition, for the first time, we include diversity data, showing the significant power gap for women and men of color. The starkest data point is that women of color chair only two (2%) of the boards of all the colleges and universities in our state.

FIGURE 2



III. COMPREHENSIVE GENDER LEADERSHIP RANKING

The comprehensive leadership ranking tells us where the institutions lie along a spectrum of progress on gender parity. We only ranked 87 of the 92 schools in the comprehensive index below because the five University of Massachusetts (UMass) schools do not have their own fiduciary boards. The UMass campuses are ranked separately, although the UMass-system appears in comprehensive rank.[3]

To break down the data, we assigned each school to one of four categories, based on their total weighting out of 125 points.

- **Satisfactory:** Institutions that have 80 or more total points
- **Status Quo:** Institutions that have between 60 – 79 total points
- **Unsatisfactory:** Institutions that have between 40 – 59 total points
- **Needs Urgent Attention:** Institutions that have less than 40 total points

We chose 80 points as the minimum for a satisfactory level of gender parity based on our analysis of points and the total number needed to reflect a balanced leadership structure across presidents, senior team, compensation, and board. For the UMass schools which do not have fiduciary boards, the levels were decreased by 20 points. See Appendix E for details on the methodology.

It is important to note that the ranking should not be interpreted to suggest that among the schools who have reached the category of "satisfactory," a school ranked number one has more parity than a school ranked number 21. In fact, the highest ranked institutions are primarily women's schools and have significantly more women in leadership than men, and consequently are beyond parity. If an institution is in our satisfactory category, we believe they have achieved gender balance. Now, the challenge is to sustain it, which requires intentionality, systems, and vigilance.

The ranking for the remaining three categories — status quo, unsatisfactory, and needs urgent attention — indicates how far we believe each school must go to reach gender balance.

3. Refer to Appendix B for detail on how UMass was addressed in this study.

TABLE 2

COMPREHENSIVE GENDER LEADERSHIP RANKING OF ALL INSTITUTIONS

RANK	INSTITUTION NAME	ENROLLMENT/ %WOMEN	WEIGHTING					TOTAL POINTS
			PRESIDENT	PROVOST	SR. TEAM	BOARD	SALARY	
1	Bay Path University*	3,298 / 94%	40	15	30	20	20	125
2	Simmons University*	6,283 / 91%	32	15	30	20	20	117
3	Emmanuel College**ł	2,083 / 74%	40	0	30	20	20	110
3	Wellesley College*	2,508 / 98%	40	0	30	20	20	110
5	Mount Holyoke College*	2,334 / 99%	39	0	30	20	20	109
5	Smith College*	2,918 / 98%	39	0	30	20	20	109
7	Berkshire Community College	1,847 / 62%	31	15	23	20	16	105
8	MGH Institute of Health Professions	1,215 / 84%	40	0	23	20	20	103
9	Quinsigamond Community College	7,368 / 58%	18	15	30	20	20	103
10	Roxbury Community College	1,928 / 70%	28	15	30	9	20	102
11	Becker College	1,892 / 58%	21	15	30	16	20	102
12	Bristol Community College	7,637 / 63%	23	15	30	20	12	100
12	Regis College**ł	2,166 / 83%	40	0	30	10	20	100
14	Cambridge College	2,261 / 74%	32	0	30	17	20	99
15	North Shore Community College	6,087 / 62%	24	15	30	9	20	98
16	Springfield College	3,246 / 56%	25	15	30	8	20	98
17	Bentley University	5,543 / 45%	31	15	30	6	16	98
18	Massachusetts College of Liberal Arts	1,588 / 62%	12	15	30	20	20	97
19	Bunker Hill Community College	11,881 / 57%	40	0	30	7	20	97
20	Holyoke Community College	5,565 / 62%	21	15	30	10	20	96
21	Labouré Collegeł	870 / 89%	27	15	25	8	20	95
21	Massasoit Community College	7,154 / 56%	20	15	30	10	20	95
23	Cape Cod Community College	3,221 / 61%	14	15	27	18	20	94
24	Anna Maria College**ł	1,445 / 54%	23	15	30	9	16	93
25	Greenfield Community College	1,830 / 61%	20	15	30	10	16	91
26	Babson College	3,329 / 45%	25	0	30	15	20	90
27	Dean College	1,301 / 54%	40	0	28	4	17	90
28	Mass College of Art and Design	2,064 / 70%	16	15	30	20	8	89
29	Wentworth Institute of Technology	4,457 / 21%	33	0	30	4	20	87
30	Emerson College	4,459 / 62%	13	15	30	7	20	85
31	Amherst College	1,836 / 49%	27	15	16	6	20	84
32	Lesley University**	4,732 / 82%	9	15	30	10	20	84
32	Worcester State University	6,434 / 61%	9	15	30	10	20	84
34	College of Our Lady of the Elms**ł	1,580 / 75%	11	0	30	20	20	81
35	Fisher College	1,923 / 73%	0	15	30	15	20	80
36	Mass Bay Community College	4,629 / 52%	7	15	30	8	20	80
37	Salem State University	8,702 / 64%	19	0	30	10	20	79
37	Wheaton College**	1,688 / 61%	6	15	30	20	8	79
39	Framingham State University	5,691 / 65%	7	15	28	9	20	79
40	Pine Manor College**	450 / 49%	14	15	30	9	10	78
41	Nichols College	1,634 / 40%	39	0	23	6	9	77
42	Williams College	2,134 / 48%	20	0	30	10	16	76
43	Endicott College**	4,795 / 66%	5	0	30	20	20	75

RANK	INSTITUTION NAME	ENROLLMENT/ %WOMEN	WEIGHTING PRESIDENT	PROVOST	SR. TEAM	BOARD	SALARY	TOTAL POINTS
44	Hampshire College	1,268 / 63%	0	15	30	9	20	74
45	Westfield State University	6,237 / 55%	2	15	30	6	20	73
46	Middlesex Community College	8,206 / 57%	16	0	30	10	16	72
47	New England Conservatory of Music	844 / 47%	20	0	30	9	12	71
48	Springfield Tech Community College	5,343 / 59%	0	15	28	6	20	69
49	Boston Architectural College	695 / 49%	0	15	27	8	18	68
50	American International College	3,283 / 72%	0	15	30	3	20	68
51	MCPHS University	7,208 / 70%	0	15	30	6	16	67
52	College of the Holy Cross†	2,855 / 51%	0	15	30	5	16	66
53	Montserrat College of Art	368 / 74%	0	0	30	20	16	66
54	Worcester Polytechnic Institute	6,642 / 35%	24	0	26	7	8	65
55	Suffolk University	7,201 / 56%	22	0	23	9	12	65
56	Bridgewater State University	11,019 / 61%	4	0	30	10	20	64
56	Urban College of Boston	812 / 93%	9	15	30	10	0	64
58	Brandeis University	5,721 / 58%	0	15	25	8	12	60
59	Mount Wachusett Community College	3,854 / 65%	0	0	30	10	20	60
60	Tufts University	11,449 / 55%	0	15	19	8	16	58
61	Lasell College**	2,055 / 64%	0	0	30	7	20	57
62	Harvard University	31,120 / 49%	11	0	24	9	12	57
63	Assumption College†	2,481 / 61%	0	15	24	5	12	56
64	University of Mass-system***	74,571 / 51%	0	15	27	6	8	56
65	Boston University	33,355 / 59%	0	15	24	6	12	56
66	Benjamin Franklin Institute of Tech	609 / 14%	0	0	30	6	20	56
67	Western New England University	3,776 / 43%	0	15	20	5	15	55
68	NE College of Business and Finance	1,175 / 72%	0	15	30	10	0	55
69	Franklin W Olin College of Engineering	380 / 48%	0	0	30	5	20	55
70	Bay State College	717 / 71%	2	0	20	20	12	54
71	Berklee College of Music	6,762 / 39%	0	0	26	16	12	54
72	Quincy College	5,343 / 68%	5	0	28	9	12	54
73	New England College of Optometry	527 / 74%	3	0	30	8	12	53
74	Northern Essex Community College	5,726 / 61%	0	0	30	10	12	52
75	Stonehill College†	2,498 / 59%	0	0	27	5	20	51
76	William James College	748 / 78%	0	0	30	6	15	51
77	Gordon College	1,963 / 66%	0	15	17	6	12	51
78	Curry College	2,799 / 59%	0	0	30	4	15	49
79	Fitchburg State University	7,075 / 62%	0	0	30	10	8	48
80	Eastern Nazarene College	848 / 60%	12	0	20	5	10	47
81	Clark University	3,153 / 60%	0	0	23	6	16	46
82	Massachusetts Maritime Academy	1,780 / 14%	0	0	24	6	12	42
83	Northeastern University	21,489 / 48%	0	0	24	5	12	41
84	Hult International Business School	2,798 / 42%	0	0	20	5	11	37
85	Merrimack College†	4,191 / 54%	0	0	23	5	8	35
86	Mass Institute of Technology	11,466 / 39%	8	0	15	7	4	35
87	Boston College†	14,628 / 54%	0	0	10	5	0	15

*Note: Enrollment sourced from IPEDS and reflects 2017 data. Schools that list the same total point value but show a difference in rank, indicate a difference in decimal point; total points are rounded up for display purposes. * Indicates women's college. ** Indicates formerly a women's college. *** As there is only one board for the entire UMass-system, the UMass entry represents aggregated data for the five campuses and central office. † Indicates Catholic institution.*