

## APPENDIX G — INSTITUTIONAL PROFILES

The profiles to follow present a summary of each school for academic year 2018/2019 with May 15, 2019 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, 2019 are noted; these will be captured in next year's comprehensive rank for academic year 2019/2020. As noted in the methodology:

- For doctoral universities, we weighted academic leadership (mainly academic deans) and administrative leadership separately, granting more points to the academic leadership given their portfolios running their individual schools.
- For all other institutions, we combined both academic and administrative into one group – senior leadership.
- For past female president weighting, only permanent past female presidents received points.
- For current presidents, both interim and permanent female presidents are included,

but interim receive fewer points than current permanent presidents.

- Board members do not include students with limited terms.

### Profile Key

- W - Woman/Women
- M - Man/Men
- MOC - Man of color
- WOC - Woman of color
- N/A - Not applicable
- \* Indicates women's college
- \*\* Indicates formerly a women's college
- † Indicates Catholic institution
- “—” Connotes that either the data was not submitted or not available.
- † Data reflects publicly available information that researchers made every attempt to validate.

**50** **AMERICAN INTERNATIONAL COLLEGE** *PRIVATE, DOCTORAL • 3,283 ENROLLED, 72% W*  
**RANK** **PRESIDENT:** VINCENT MANIACI • MAN **EVER WOMAN PRESIDENT:** NO  
**BOARD CHAIR:** FRANK COLACCINO • MAN **EVER WOMAN BOARD CHAIR:** –  
**PROVOST:** MELISSA NASH • WOMAN **% WOMEN TOP SALARIED:** 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
<b>BOARD</b>	22	14% (3)	0% (0)	27% (6)
<b>SR ACADEMIC</b>	3	100% (3)	0% (0)	0% (0)
<b>SR ADMINISTRATIVE</b>	10	50% (5)	10% (1)	0% (0)

#### STATUS QUO

AIC reached parity among senior academic and administrative teams and in terms of the number of women in the top ten most highly compensated. They have far too few women on their board of trustees,

and need both women and men of color in leadership. AIC is one of 30 schools that have never had a female president. *AIC validated all data.*

**31** **AMHERST COLLEGE** *PRIVATE, BACHELOR'S • 1,836 ENROLLED, 49% W*  
**RANK** **PRESIDENT:** BIDDY MARTIN • WOMAN **EVER WOMAN PRESIDENT:** YES  
**BOARD CHAIR:** ANDREW NUSSBAUM • MAN **EVER WOMAN BOARD CHAIR:** –  
**PROVOST:** CATHERINE EPSTEIN • WOMAN **% WOMEN TOP SALARIED:** 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
<b>BOARD</b>	24	29% (7)	–	–
<b>SR LEADERSHIP</b>	11	27% (3)	–	–

#### SATISFACTORY

Amherst scored well with a female president, provost, and with 60% women in the top ten highest compensated employees. However, we would expect

more women on the board and among the senior leadership team. *Amherst declined to validate this data.*†

**24**  
RANK

**ANNA MARIA COLLEGE\*\*†** PRIVATE, MASTER'S • 1,445 ENROLLED, 54% W

PRESIDENT: MARY LOU RETELLE • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: JOHN SPILLANE • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: CHRISTINE HOLMES • WOMAN

% WOMEN TOP SALARIED: 40% (2 OF 5)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	24	46% (11)	4% (1)	0% (0)
SR LEADERSHIP	9	56% (5)	11% (1)	0% (0)

**SATISFACTORY**

Anna Maria scored well with a female president, provost, and with 56% women among the senior leadership team. We would expect parity among

the most highly compensated employees and at the board level. Anna Maria counts few women and men of color in leadership. *Anna Maria validated this data.*

**63**  
RANK

**ASSUMPTION COLLEGE†** PRIVATE, MASTER'S • 2,481 ENROLLED, 61% W

PRESIDENT: FRANCESCO CESAREO • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: FRANCIS BEDARD • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: LOUISE CARROLL KEELEY • WOMAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	27	26% (7)	0% (0)	0% (0)
SR LEADERSHIP	10	40% (4)	0% (0)	0% (0)

**UNSATISFACTORY**

Assumption benefits from a female provost and is almost at parity with the leadership team, but falls behind in all other categories. With 61% female enrollment, we would expect to see greater parity in leadership. There are no people of color in any

leadership positions. Assumption is one of only six schools that have never had a female president, never had a female board chair, and counts fewer than 30% women on their board. *Assumption validated all data.*

**26**  
RANK

**BABSON COLLEGE** PRIVATE, SPECIAL FOCUS • 3,329 ENROLLED, 45% W

PRESIDENT: KERRY HEALEY • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: MARLA CAPOZZI • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: MARK RICE • MAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	37	24% (9)	–	–
SR LEADERSHIP	19	53% (10)	–	–

**SATISFACTORY**

Babson scored well across all categories of gender parity. The only area in which they fall short is on the percentage of women on their board. Kerry Healey

was replaced by a male, Stephen Spinelli, after July 1, 2019. *Babson did not respond to the request to validate this data.*

**1**  
RANK

**BAY PATH UNIVERSITY\*** PRIVATE, MASTER'S • 3,298 ENROLLED, 94% W

PRESIDENT: CAROL LEARY • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: PATRICIA PIERCE • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: MELISSA MORRISS-OLSON • WOMAN

% WOMEN TOP SALARIED: 78% (7 OF 9)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	33	61% (20)	6% (2)	9% (3)
SR LEADERSHIP	10	80% (8)	0% (0)	0% (0)

**SATISFACTORY**

Bay Path received points across all categories in this study. As a women's college, we expect to see strong representation of women in leadership roles, and

at Bay Path, this is the case. However, the institution counts few women and men of color in leadership. *Bay Path validated all data.*

**70**  
RANK

**BAY STATE COLLEGE** PRIVATE, BACHELOR'S • 717 ENROLLED, 71% W

PRESIDENT: MARK DEFUSCO • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: ALTHEA BLACKFORD • WOC

EVER WOMAN BOARD CHAIR: YES

PROVOST: WILLIAM CARROLL • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	7	71% (5)	57% (4)	0% (0)
SR LEADERSHIP	6	33% (2)	0% (0)	0% (0)

**UNSATISFACTORY**

Bay State counts a woman of color as board chair and has strong female representation on their board, but falls behind in other categories. With women's enrollment of 71%, we would expect to see greater

parity in leadership and among top compensated employees. The institution counts few women and men of color in leadership. *Bay State validated all but salary data.*

**11**  
RANK

**BECKER COLLEGE** PRIVATE, BACHELOR'S • 1,892 ENROLLED, 58% W

PRESIDENT: NANCY CRIMMIN • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: CHRISTINE CASSIDY • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: AMBER VAILL • WOMAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	17	29% (5)	0% (0)	6% (1)
SR LEADERSHIP	12	67% (8)	8% (1)	0% (0)

**SATISFACTORY**

Becker scored well with a female president, provost, 67% women among senior leadership, and 50% women among the top most highly compensated

employees. They do not have gender parity at the board level and count few women and men of color in leadership. *Becker validated all data.*

**66**  
RANK

**BENJAMIN FRANKLIN INSTITUTE OF TECH** PRIVATE, SPECIAL FOCUS • 609 ENROLLED, 14% W

PRESIDENT: ANTHONY BENOIT • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: JED NOSAL • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: JEFF VAN DREASON • MAN

% WOMEN TOP SALARIED: 50% (3 OF 6)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	18	28% (5)	6% (1)	17% (3)
SR LEADERSHIP	9	67% (6)	33% (3)	11% (1)

**UNSATISFACTORY**

Benjamin Franklin reached parity among the senior leadership team and the most highly compensated employees, but falls behind in all other categories. The institution is one of 30 schools that have never

had a female president. At top levels of leadership, they count few women and men of color. *Benjamin Franklin validated all data.*

**17**  
RANK

**BENTLEY UNIVERSITY** PRIVATE, MASTER'S • 5,543 ENROLLED, 45% W

PRESIDENT: ALISON DAVIS-BLAKE • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: ROBERT BADAVAS • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: DONNA MARIA BLANCERO • WOC

% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	24	29% (7)	—	—
SR LEADERSHIP	16	63% (10)	—	—

**SATISFACTORY**

Bentley scored well with a female president, provost, and with 63% women among senior leadership. However, they have not reached parity among top compensated employees, have never had a female

board chair, and are far from gender parity on their board. *Bentley did not respond to the request to validate this data.*

**71**  
RANK

**BERKLEE COLLEGE OF MUSIC** PRIVATE, SPECIAL FOCUS • 6,762 ENROLLED, 39% W

PRESIDENT: ROGER BROWN • MAN  
BOARD CHAIR: SUSAN WHITEHEAD • WOMAN  
PROVOST: LARRY SIMPSON • MOC  
EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	39	28% (11)	13% (5)	8% (3)
SR LEADERSHIP	32	44% (14)	3% (1)	6% (2)

**UNSATISFACTORY**

Berklee benefits from a female board chair and near parity on the senior leadership team, but falls behind in other categories. Women comprise fewer than 30% of board members and only 30% of the most

highly compensated employees. Berklee is one of 30 schools that have never had a female president. Berklee validated all data.

**7**  
RANK

**BERKSHIRE COMMUNITY COLLEGE** PUBLIC, ASSOCIATE'S • 1,847 ENROLLED, 62% W

PRESIDENT: ELLEN KENNEDY • WOMAN  
BOARD CHAIR: DARLENE RODOWICZ • WOMAN  
PROVOST: JENNIFER BERNE • WOMAN  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	11	64% (7)	9% (1)	0% (0)
SR LEADERSHIP	8	38% (3)	0% (0)	0% (0)

**SATISFACTORY**

Berkshire receives points across almost all categories, and at rank #7, leads all 29 of our Massachusetts public institutions. Berkshire needs

to increase the representation of women and men of color on the board and senior leadership team. Berkshire validated all data.

**49**  
RANK

**BOSTON ARCHITECTURAL COLLEGE** PRIVATE, SPECIAL FOCUS • 695 ENROLLED, 49% W

PRESIDENT: GLEN LEROY • MAN  
BOARD CHAIR: RICHARD MARTINI • MAN  
PROVOST: SUSAN DUNTON • WOMAN  
EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 44% (4 OF 9)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	20	40% (8)	0% (0)	5% (1)
SR LEADERSHIP	11	45% (5)	18% (2)	0% (0)

**STATUS QUO**

BAC benefits from a female provost and is approaching gender parity on their senior leadership team as well as for the top compensated positions. However, the institution is one of 30 schools that

have never had a female president. BAC needs more women and men of color on their board and senior leadership team. Glen LeRoy was replaced by Mahesh Daas (male) after July 1, 2019. BAC validated all data.

**87**  
RANK

**BOSTON COLLEGE†** PRIVATE, DOCTORAL • 14,628 ENROLLED, 54% W

PRESIDENT: WILLIAM LEAHY • MAN  
BOARD CHAIR: PETER MARKELL • MAN  
PROVOST: DAVID QUIGLEY • MAN  
EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 0% (0 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	52	27% (14)	8% (4)	2% (1)
SR ACADEMIC	8	13% (1)	0% (0)	25% (2)
SR ADMINISTRATIVE	16	25% (4)	13% (2)	6% (1)

**NEEDS URGENT ATTENTION**

BC comes in last in this year's ranking due to a lack of parity across all categories. BC is the only university with no women among the ten most highly compensated employees and our data shows that the most highly compensated woman at BC is number

17. The institution is one of 30 schools which have never had a female president. With 54% women's enrollment, BC should make addressing gender parity a matter of urgency. BC did not respond to the request to validate this data.†

65  
RANK**BOSTON UNIVERSITY** PRIVATE, DOCTORAL • 33,355 ENROLLED, 59% W

PRESIDENT: ROBERT BROWN • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: KENNETH FELD • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: JEAN MORRISON • WOMAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	40	28% (11)	10% (4)	15% (6)
SR ACADEMIC	17	35% (6)	6% (1)	18% (3)
SR ADMINISTRATIVE	19	47% (9)	5% (1)	11% (2)

**UNSATISFACTORY**

BU receives points for parity on their senior leadership team, particularly the critical role of provost. However, there is room for growth for women among the academic deans. Compared to other doctoral universities, BU does relatively well with

representation of women and men of color in senior leadership. BU is one of only six schools which have never had either a female president or board chair, and count fewer than 30% women on their board. *BU validated all data.*

58  
RANK**BRANDEIS UNIVERSITY** PRIVATE, DOCTORAL • 5,721 ENROLLED, 58% W

PRESIDENT: RONALD LIEBOWITZ • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: MEYER KOPLOW • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: LISA LYNCH • WOMAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	39	41% (16)	3% (1)	3% (1)
SR ACADEMIC	5	60% (3)	0% (0)	0% (0)
SR ADMINISTRATIVE	20	25% (5)	5% (1)	5% (1)

**STATUS QUO**

Brandeis has strong representation of women among its five academic deans as well as a female provost. However, with women counting 58% of their student body, we would expect to see greater parity in senior administrative team and among most highly

compensated employees. Brandeis has never had a female board chair, and counts few women and men of color in senior leadership and on the board. *Brandeis validated all data except historical board information.<sup>r</sup>*

56  
RANK**BRIDGEWATER STATE UNIVERSITY** PUBLIC, MASTER'S • 11,019 ENROLLED, 61% W

PRESIDENT: FREDERICK CLARK • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: EUGENE DURGIN, JR. • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: KARIM ISMAILI • MOC

% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	50% (5)	0% (0)	10% (1)
SR LEADERSHIP	17	65% (11)	12% (2)	0% (0)

**STATUS QUO**

Bridgewater reached gender parity both on their board and among senior leadership; women also count 60% of the most highly compensated employees. However, all three individual leadership

positions – president, provost, and board chair – are held by men. They have no women of color on their board and count few people of color on their senior leadership team. *Bridgewater validated all data.*

12  
RANK

## BRISTOL COMMUNITY COLLEGE PUBLIC, ASSOCIATE'S • 7,637 ENROLLED, 63% W

PRESIDENT: LAURA DOUGLAS • WOMAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: JOAN MEDEIROS • WOMAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: SUZANNE BUGLIONE • WOMAN	% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	50% (5)	–	–
SR LEADERSHIP	23	57% (13)	–	–

### SATISFACTORY

Bristol benefits from a female president, a female board chair, and a female provost. The institution achieved gender parity on their board and senior

leadership team. However, women are only 30% of the most highly compensated employees. *Bristol declined to validate this data.*<sup>r</sup>

19  
RANK

## BUNKER HILL COMMUNITY COLLEGE PUBLIC, ASSOCIATE'S • 11,881 ENROLLED, 57% W

PRESIDENT: PAM EDDINGER • WOC	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: WILLIAM WALCZAK • MAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: JAMES CANNIFF • MAN	% WOMEN TOP SALARIED: 80% (8 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	9	33% (3)	22% (2)	44% (4)
SR LEADERSHIP	9	78% (7)	22% (2)	0% (0)

### SATISFACTORY

Bunker Hill is one of only six schools led by a woman of color and scores points across the board. Women make up 80% of their ten most highly compensated employees. Bunker Hill has also done well with

women and men of color on the board, and women of color in senior leadership. *Bunker Hill validated all data.*

14  
RANK

## CAMBRIDGE COLLEGE PRIVATE: MASTER'S • 2,261 ENROLLED, 74% W

PRESIDENT: DEBORAH JACKSON • WOC	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: SUSAN IFILL • WOC	EVER WOMAN BOARD CHAIR: YES
PROVOST: JERRY ICE • MAN	% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	14	36% (5)	29% (4)	21% (3)
SR LEADERSHIP	13	62% (8)	31% (4)	8% (1)

### SATISFACTORY

Cambridge College is one of only six schools led by a woman of color. Their board chair is also a woman of color. They score well for both gender and

racial/ethnic diversity across all categories, except the board which could use a few more women. *Cambridge College validated all data.*

23  
RANK

## CAPE COD COMMUNITY COLLEGE PUBLIC, ASSOCIATE'S • 3,221 ENROLLED, 61% W

PRESIDENT: JOHN COX • MAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: TAMMY GLIVINSKI-SABEN • WOMAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: ARLENE RODRIGUEZ • WOC	% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	40% (4)	0% (0)	0% (0)
SR LEADERSHIP	9	44% (4)	11% (1)	11% (1)

### SATISFACTORY

CCCC scored well with a female board chair, provost, and with 50% women among the most highly compensated employees. However, neither the board

nor the senior leadership team have reached gender parity. *CCCC validated all data with the exception of the board composition.*<sup>r</sup>



**81**  
RANK

## CLARK UNIVERSITY PRIVATE, DOCTORAL • 3,153 ENROLLED, 60% W

PRESIDENT: DAVID ANGEL • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: STEVEN SWAIN • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: DAVIS BAIRD • MAN

% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	28	32% (9)	0% (0)	7% (2)
SR ACADEMIC	3	33% (1)	0% (0)	0% (0)
SR ADMINISTRATIVE	10	70% (7)	30% (3)	0% (0)

### UNSATISFACTORY

Clark has reached parity on its senior administrative team, including three women of color. However, all three individual leadership positions – president, provost, and board chair – are held by men, and

they are one of 30 schools which have never had a female president. Women and men of color are poorly represented on their board and among the academic deans. *Clark University validated all data.*

**34**  
RANK

## COLLEGE OF OUR LADY OF THE ELMS\*\*† PRIVATE: MASTER'S • 1,580 ENROLLED, 75% W

PRESIDENT: HARRY DUMAY • MOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: CYNTHIA LYONS • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: WALTER BREAU • MAN

% WOMEN TOP SALARIED: 71% (5 OF 7)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	33	58% (19)	3% (1)	6% (2)
SR LEADERSHIP	8	88% (7)	0% (0)	0% (0)

### SATISFACTORY

Elms College is one of only 14 institutions led by a president who is a person of color. They reached gender parity on their board and have a strong representation of women on senior leadership team.

In addition, women comprise 71% of the most highly compensated employees. However, their senior leadership team lacks both women and men of color. *Elms College validated all data.*

**52**  
RANK

## COLLEGE OF THE HOLY CROSS† PRIVATE, BACHELOR'S • 2,855 ENROLLED, 51% W

PRESIDENT: PHILIP BOROUGHS • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: RICHARD PATTERSON • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: MARGARET FREIJE • WOMAN

% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	43	26% (11)	–	–
SR LEADERSHIP	11	55% (6)	–	–

### STATUS QUO

Holy Cross benefits from a female provost and has reached gender parity on the senior leadership team, but falls behind in all other categories. Holy Cross is one of 30 schools that have never had a female

president. In addition, their board counts fewer than 30% women. *Holy Cross did not respond to the request to validate data.*

**78**  
RANK

## CURRY COLLEGE PRIVATE, MASTER'S • 2,799 ENROLLED, 59% W

PRESIDENT: KENNETH QUIGLEY, JR. • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: W. PATRICK HUGHES • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: DAVID SZCZERBACKI • MAN

% WOMEN TOP SALARIED: 38% (3 OF 8)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	18	22% (4)	–	–
SR LEADERSHIP	12	67% (8)	–	–

### UNSATISFACTORY

Curry College has achieved gender parity on their senior leadership team but falls behind in all other categories. All 3 individual leadership positions – president, provost, and board chair – are held by

men. Their board counts fewer than 30% women, and there are only 38% women among their most highly compensated employees. *Curry College declined to validate this data.*

**27**  
RANK

**DEAN COLLEGE** PRIVATE, BACHELOR'S • 1,301 ENROLLED, 54% W

**PRESIDENT:** PAULA ROONEY • WOMAN  
**BOARD CHAIR:** MARK BOYCE • MAN  
**PROVOST:** MICHAEL FISHBEIN • MAN

**EVER WOMAN PRESIDENT:** YES  
**EVER WOMAN BOARD CHAIR:** YES  
**% WOMEN TOP SALARIED:** 43% (3 OF 7)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	25	20% (5)	0% (0)	0% (0)
SR LEADERSHIP	19	47% (9)	0% (0)	0% (0)

**SATISFACTORY**

Dean College benefits from a woman president and near parity on their senior leadership team. However, the board counts fewer than 30% women, and there

are no people of color on the board nor among their senior leadership team. *Dean College validated all data.*

**80**  
RANK

**EASTERN NAZARENE COLLEGE** PRIVATE, MASTER'S • 848 ENROLLED, 60% W

**PRESIDENT:** JACK CONNELL • MAN  
**BOARD CHAIR:** RUSSELL LONG • MAN  
**PROVOST:** TIMOTHY WOOSTER • MAN

**EVER WOMAN PRESIDENT:** YES  
**EVER WOMAN BOARD CHAIR:** –  
**% WOMEN TOP SALARIED:** 25% (2 OF 8)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	44	23% (10)	–	–
SR LEADERSHIP	6	33% (2)	–	–

**UNSATISFACTORY**

Eastern Nazarene College receives points for their past female president, but ranks near the bottom in all other categories. All three individual leadership positions – president, provost, and board chair – are

held by men. Women are poorly represented on the board and among the most highly compensated employees. *Eastern Nazarene College did not respond to the request to validate data.*

**30**  
RANK

**EMERSON COLLEGE** PRIVATE, MASTER'S • 4,459 ENROLLED, 62% W

**PRESIDENT:** M. LEE PELTON • MOC  
**BOARD CHAIR:** JEFFREY GREENHAWT • MAN  
**PROVOST:** MICHAEL WHELAN • WOMAN

**EVER WOMAN PRESIDENT:** YES  
**EVER WOMAN BOARD CHAIR:** YES  
**% WOMEN TOP SALARIED:** 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	30	37% (11)	7% (2)	10% (3)
SR LEADERSHIP	20	60% (12)	10% (2)	0% (0)

**SATISFACTORY**

Emerson College is one of only 14 institutions led by a president who is a person of color. The institution scored well with a female provost and gender parity among the senior leadership team. In addition, 60% of their ten most highly compensated employees

are women. However, Emerson's board has yet to reach gender parity, and needs greater racial/ethnic diversity among the senior leadership team. *Emerson College validated all data.*

**3**  
RANK

**EMMANUEL COLLEGE\*\*†** PRIVATE, BACHELOR'S • 2,083 ENROLLED, 74% W

**PRESIDENT:** JANET EISNER • WOMAN  
**BOARD CHAIR:** MARGARET MCKENNA • WOMAN  
**PROVOST:** JOSEF KURTZ • MAN

**EVER WOMAN PRESIDENT:** YES  
**EVER WOMAN BOARD CHAIR:** YES  
**% WOMEN TOP SALARIED:** 86% (6 OF 7)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	27	63% (17)	7% (2)	0% (0)
SR LEADERSHIP	18	78% (14)	0% (0)	0% (0)

**SATISFACTORY**

Women are represented well at Emmanuel College with a woman president who is the longest-serving female college president in the country. They have a female board chair as well as gender parity on both their board and senior leadership team. In addition,

86% of their most highly compensated employees are women. However, people of color are not well represented on the senior leadership team or the board. *Emmanuel College validated all data.*



**43**  
RANK

**ENDICOTT COLLEGE\*\*** PRIVATE, MASTER'S • 4,795 ENROLLED, 66% W

**PRESIDENT:** KATHLEEN BARNES (INTERIM) • WOMAN **EVER WOMAN PRESIDENT:** YES  
**BOARD CHAIR:** CYNTHIA MERKLE • WOMAN **EVER WOMAN BOARD CHAIR:** YES  
**PROVOST:** JOHN CARON • MAN **% WOMEN TOP SALARIED:** 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	30	53% (16)	0% (0)	0% (0)
SR LEADERSHIP	24	58% (14)	8% (2)	4% (1)

**STATUS QUO**

Endicott College benefits from gender parity on their board, senior leadership team, and among the most highly compensated employees. However, the current president is an interim and they have not had a permanent female president since 1987,

so they get few points in the presidential category. Endicott College appointed a man, Steven DiSalvo, as president effective as of July 1, 2019. *Endicott College validated partial data.*

**35**  
RANK

**FISHER COLLEGE** PRIVATE, BACHELOR'S • 1,923 ENROLLED, 73% W

**PRESIDENT:** ALAN RAY • MAN **EVER WOMAN PRESIDENT:** NO  
**BOARD CHAIR:** ALEXANDRA BARTSCH • WOMAN **EVER WOMAN BOARD CHAIR:** YES  
**PROVOST:** JANET KUSER • WOMAN **% WOMEN TOP SALARIED:** 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	15	27% (4)	0% (0)	13% (2)
SR LEADERSHIP	7	71% (5)	14% (1)	0% (0)

**SATISFACTORY**

Fisher College receives points for a female provost, board chair, and gender parity on their senior leadership team. 50% of their ten most highly compensated employees are women. Yet, Fisher is one of 30 schools that have never had a female

president. With fewer than 30% women on their board and lack of racial/ethnic diversity on all levels of leadership, Fisher has further work to do. *Fisher College validated all data.*

**79**  
RANK

**FITCHBURG STATE UNIVERSITY** PUBLIC, MASTER'S • 7,075 ENROLLED, 62% W

**PRESIDENT:** RICHARD LAPIDUS • MAN **EVER WOMAN PRESIDENT:** NO  
**BOARD CHAIR:** DONALD IRVING • MAN **EVER WOMAN BOARD CHAIR:** YES  
**PROVOST:** ALBERTO CARDELLE • MOC **% WOMEN TOP SALARIED:** 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	60% (6)	10% (1)	0% (0)
SR LEADERSHIP	13	54% (7)	0% (0)	8% (1)

**UNSATISFACTORY**

Fitchburg reached parity on their board and senior leadership team but falls behind in other categories. They are one of 30 schools that have never had a female president, and only two of the most highly

compensated employees are women. In addition, Fitchburg lacks people of color on their board and among senior leaders. *Fitchburg validated all data.*

**39**  
RANK

## FRAMINGHAM STATE UNIVERSITY

PUBLIC, MASTER'S • 5,691 ENROLLED, 65% W

PRESIDENT: F. JAVIER CEVALLOS • MOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: KEVIN FOLEY • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: LINDA VADEN-GOAD • WOMAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	9	44% (4)	0% (0)	11% (1)
SR LEADERSHIP	15	47% (7)	13% (2)	7% (1)

### STATUS QUO

Framingham is one of only 14 institutions led by a president who is a person of color. The institution benefits from a female provost and parity achieved among the top most highly compensated employees.

While the senior leadership team and board are approaching parity, both groups count few people of color. *Framingham validated all data.*

**69**  
RANK

## FRANKLIN W OLIN COLLEGE OF ENGINEERING

PRIVATE, SPECIAL FOCUS • 380 ENROLLED, 48% W

PRESIDENT: RICHARD MILLER • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: KENNETH STOKES • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: VINCENT MANNO • MAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	17	24% (4)	0% (0)	6% (1)
SR LEADERSHIP	10	70% (7)	0% (0)	0% (0)

### UNSATISFACTORY

Olin College has achieved gender parity on their senior leadership team and 50% of their ten most highly compensated employees are women. However, Olin College is one of 30 schools that have never had a female president. Their board counts fewer

than 30% women and the institution lacks people of color at all levels of leadership. *Olin College validated all data with the exception of the board's racial composition.*

**77**  
RANK

## GORDON COLLEGE

PRIVATE, BACHELOR'S • 1,963 ENROLLED, 66% W

PRESIDENT: MICHAEL LINDSAY • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: HERMAN SMITH, JR. • MOC

EVER WOMAN BOARD CHAIR: –

PROVOST: JANEL CURRY • WOMAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	28	32% (9)	4% (1)	11% (3)
SR LEADERSHIP	7	29% (2)	0% (0)	0% (0)

### UNSATISFACTORY

Gordon College benefits from a female provost, but falls behind in all other categories. While women count 66% of all students, Gordon is one of 30 schools that have never had a female president. In addition, both their board and senior leadership team

are far from gender parity, and their senior leadership team is lacking in people of color. *Gordon College validated all data with the exception of board historical information.*

**25**  
RANK

## GREENFIELD COMMUNITY COLLEGE

PUBLIC, ASSOCIATE'S • 1,830 ENROLLED, 61% W

PRESIDENT: YVES SALOMON-FERNÁNDEZ • WOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: ROBERT COHN • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: MARY ELLEN FYDENKEVEZ • WOMAN

% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	70% (7)	0% (0)	0% (0)
SR LEADERSHIP	10	70% (7)	0% (0)	10% (1)

### SATISFACTORY

Greenfield is one of only six schools that have presidents who are women of color. The institution scored points for a female provost, as well. In addition, both their board and senior leadership team have reached gender parity. However, with no people

of color on the board and only one man of color among senior leadership team, Greenfield has further work to do on racial/ethnic diversity. *Greenfield validated all data with the exception of the board's racial composition.*

**44**  
RANK

## HAMPSHIRE COLLEGE

PRIVATE, BACHELOR'S • 1,268 ENROLLED, 63% W

PRESIDENT: KENNETH ROSENTHAL (INTERIM) • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: LUIS HERNANDEZ • MOC

EVER WOMAN BOARD CHAIR: YES

PROVOST: EVA RUESCHMANN • WOMAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	19	47% (9)	–	–
SR LEADERSHIP	14	86% (12)	–	–

### STATUS QUO

Hampshire College benefits from a female provost. In addition, women are well represented among the senior leadership, and the institution reached parity among the ten most highly compensated employees.

However, their board has not yet reached gender parity. Kenneth Rosenthal was replaced by Edward Wingenbach after July 1, 2019. *Hampshire College declined to validate this data.*

**62**  
RANK

## HARVARD UNIVERSITY

PRIVATE, DOCTORAL • 31,120 ENROLLED, 49% W

PRESIDENT: LAWRENCE BACOW • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: WILLIAM LEE • MOC

EVER WOMAN BOARD CHAIR: –

PROVOST: ALAN GARBER • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	13	46% (6)	0% (0)	15% (2)
SR ACADEMIC	14	36% (5)	29% (4)	14% (2)
SR ADMINISTRATIVE	20	55% (11)	5% (1)	0% (0)

### UNSATISFACTORY

Harvard is one of few doctoral universities with significant representation of women of color among their academic deans (senior academic leadership). They have reached parity among the senior administrative leadership team, and their board is close to parity, but they fall behind in all

other categories. Of the three individual leadership positions – president, provost, and board chair, all are men. Only 30% among the most highly compensated employees are women. *Harvard validated partial data and historical board information was not available.*

**20**  
RANK

**HOLYOKE COMMUNITY COLLEGE** PUBLIC, ASSOCIATE'S • 5,565 ENROLLED, 62% W

PRESIDENT: CHRISTINA ROYAL • WOC  
BOARD CHAIR: ROBERT GILBERT, JR. • MAN  
PROVOST: MONICA PEREZ • WOC  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	50% (5)	30% (3)	10% (1)
SR LEADERSHIP	12	67% (8)	17% (2)	17% (2)

**SATISFACTORY**

Holyoke is one of only six schools that have a female president of color. The institution received points for a female provost, as well. Additionally, 60% of their

ten most highly compensated employees are women, and both their board and senior leadership team have achieved gender parity. *Holyoke validated all data.*

**84**  
RANK

**HULT INTERNATIONAL BUSINESS SCHOOL** PRIVATE, SPECIAL FOCUS • 2,798 ENROLLED, 42% W

PRESIDENT: STEPHEN HODGES • MAN  
BOARD CHAIR: CHRISTOPHER AHLBERG • MAN  
PROVOST: JOHAN ROOS • MAN  
EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: –  
% WOMEN TOP SALARIED: 29% (2 OF 7)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	11	27% (3)	–	–
SR LEADERSHIP	3	33% (1)	–	–

**NEEDS URGENT ATTENTION**

Hult is one of four schools in the Needs Urgent Attention category. The institution has never had a female president and only 29% of their most highly compensated employees are women. In addition,

neither their board nor their senior leadership team have achieved gender parity. *Hult did not respond to the request to validate this data.*

**21**  
RANK

**LABOURÉ COLLEGE** PRIVATE, SPECIAL FOCUS • 870 ENROLLED, 89% W

PRESIDENT: DEBRA TOWNSLEY • WOMAN  
BOARD CHAIR: DAMIEN DEVASTO • MAN  
PROVOST: MARILYN GARDNER • WOMAN  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 70% (7 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	40% (4)	–	–
SR LEADERSHIP	12	42% (5)	–	–

**SATISFACTORY**

Labouré College benefits from a female president and provost, and 70% of their ten most highly compensated employees are women. Their board and senior leadership team have not yet reached gender

parity, though they are close. Debra Townsley was replaced by a woman of color, Lily Hsu, after July 1, 2019. *Labouré College declined to validate this data.*

**61**  
RANK

**LASELL UNIVERSITY\*\*** PRIVATE, MASTER'S • 2,055 ENROLLED, 64% W

PRESIDENT: MICHAEL ALEXANDER • MAN  
BOARD CHAIR: KEON HOLMES • MOC  
PROVOST: JAMES OSTROW • MAN  
EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 50% (4 OF 8)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	21	33% (7)	–	–
SR LEADERSHIP	14	57% (8)	–	–

**UNSATISFACTORY**

Lasell has reached gender parity on their senior leadership team, and 50% of their most highly compensated employees are women. However, as a former women's school, and with 64% female enrollment, it is of great concern that they score as unsatisfactory. Lasell is one of 30 schools that

have never had a female president, their board has not reached gender parity, and all three individual leadership positions – president, provost, and board chair – are held by men. *Lasell did not respond to the request to validate data.*

**32**  
RANK

**LESLEY UNIVERSITY\*\*** PRIVATE, DOCTORAL • 4,732 ENROLLED, 82% W

PRESIDENT: RICHARD HANSEN (INTERIM) • MAN  
BOARD CHAIR: HANS STRAUCH • MAN  
PROVOST: MARGARET EVERETT • WOMAN  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	23	57% (13)	13% (3)	0% (0)
SR ACADEMIC	4	50% (2)	25% (1)	0% (0)
SR ADMINISTRATIVE	10	60% (6)	10% (1)	20% (2)

**SATISFACTORY**

Lesley benefits from a female provost and gender parity among the senior leadership team, academic deans, and on the board. In addition, 50% of the most highly compensated employees are women. However,

at the top levels of leadership, they count few women and men of color. Richard Hansen was replaced by a female president, Janet Steinmayer, after July 1, 2019. *Lesley validated all data.*

**36**  
RANK

**MASSACHUSETTS BAY COMMUNITY COLLEGE** PUBLIC, ASSOCIATE'S • 4,629 ENROLLED, 52% W

PRESIDENT: DAVID PODELL • MAN  
BOARD CHAIR: THOMAS PEISCH • MAN  
PROVOST: LYNN HUNTER • WOMAN  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	40% (4)	10% (1)	0% (0)
SR LEADERSHIP	20	60% (12)	20% (4)	10% (2)

**SATISFACTORY**

Mass Bay scored well with a female provost and gender parity on their senior leadership team. In addition, 60% of their most highly compensated

employees are women. However, their board has not reached gender parity and lacks racial/ethnic diversity. *Mass Bay validated all data.*

**28**  
RANK

**MASSACHUSETTS COLLEGE OF ART AND DESIGN** PUBLIC, MASTER'S • 2,064 ENROLLED, 70% W

PRESIDENT: DAVID NELSON • MAN  
BOARD CHAIR: PAMELA PARISI • WOMAN  
PROVOST: KYMBERLY PINDER • WOC  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	9	67% (6)	11% (1)	11% (1)
SR LEADERSHIP	11	55% (6)	9% (1)	9% (1)

**SATISFACTORY**

MassArt scored well with a female board chair and a female provost, as well as gender parity on both their board and senior leadership team. However, only 20%

of their ten most highly compensated employees are women. *MassArt validated all data.*

**18**  
RANK

**MASSACHUSETTS COLLEGE OF LIBERAL ARTS** PUBLIC, MASTER'S • 1,588 ENROLLED, 62% W

PRESIDENT: JAMES BIRGE • MAN  
BOARD CHAIR: DENISE MARSHALL • WOMAN  
PROVOST: EMILY WILLIAMS • WOC  
EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	50% (5)	0% (0)	10% (1)
SR LEADERSHIP	8	63% (5)	13% (1)	13% (1)

**SATISFACTORY**

MCLA benefits from a female board chair and a female provost. In addition, 50% of their most highly compensated employees are women. They have also

reached gender parity on both their board and senior leadership team, but their board is lacking women of color. *MCLA validated all data.*



**86**  
RANK

## MASSACHUSETTS INSTITUTE OF TECHNOLOGY

PRIVATE, DOCTORAL • 11,466 ENROLLED, 39% W

PRESIDENT: L. RAFAEL REIF • MOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: ROBERT MILLARD • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: MARTIN SCHMIDT • MAN

% WOMEN TOP SALARIED: 10% (1 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	66	36% (24)	11% (7)	12% (8)
SR ACADEMIC	6	17% (1)	17% (1)	17% (1)
SR ADMINISTRATIVE	14	43% (6)	7% (1)	21% (3)

### NEEDS URGENT ATTENTION

MIT is one of only 14 institutions led by a president who is a person of color. MIT is close to gender parity on their senior administrative team, but falls behind in all other categories and consequently, ranks close to the bottom. All three of the top leadership positions

— president, provost, and board chair — are held by men; women are only 17% of their senior academic leadership and only 1 woman appears in the top 10 most highly compensated employees. *MIT validated all data.*

**82**  
RANK

## MASSACHUSETTS MARITIME ACADEMY

PUBLIC, MASTER'S • 1,780 ENROLLED, 14% W

PRESIDENT: FRANCIS MCDONALD • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: DANIEL SHORES • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: BRAD LIMA • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	30% (3)	10% (1)	0% (0)
SR LEADERSHIP	10	40% (4)	0% (0)	0% (0)

### UNSATISFACTORY

Mass Maritime's senior leadership team is near parity, but the school falls short in all other categories, counting only 30% women on their board and among their ten most highly compensated employees. All three individual leadership positions — president, provost, and board chair — are held by men, although

recently they have welcomed a new female provost. Racial and ethnic representation is minimal. Mass Maritime is one of only 30 schools which have never had a female president. *Mass Maritime validated all data.*

**21**  
RANK

## MASSASOIT COMMUNITY COLLEGE

PUBLIC, ASSOCIATE'S • 7,154 ENROLLED, 56% W

PRESIDENT: GENA GLICKMAN • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: ROBERT HARNAIS • MOC

EVER WOMAN BOARD CHAIR: YES

PROVOST: BARBARA MCCARTHY • WOMAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	11	64% (7)	18% (2)	27% (3)
SR LEADERSHIP	17	71% (12)	24% (4)	0% (0)

### SATISFACTORY

Massasoit scored well across all categories with a female president (their first), a female provost, high representation on their senior leadership team, and 50% women among the most highly compensated

employees. They also score well on racial/ethnic diversity other than a lack of men of color on their leadership team. *Massasoit validated all data.*



**51**  
RANK

## MASSACHUSETTS COLLEGE OF PHARMACY AND HEALTH SCIENCES

PRIVATE, SPECIAL FOCUS • 7,208 ENROLLED, 70% W

PRESIDENT: CHARLES MONAHAN, JR. • MAN  
BOARD CHAIR: RICHARD GRIFFIN • MAN  
PROVOST: CAROLINE ZEIND • WOMAN

EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: –  
% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	14	29% (4)	–	–
SR LEADERSHIP	23	57% (13)	–	–

### STATUS QUO

MCPHS has a female provost and parity on their senior leadership team. However, with 70% female enrollment, we would expect MCPHS to have reached gender parity across all categories. Their board

has fewer than 30% women and they are one of 30 schools that have never had a female president. *MCPHS did not respond to the request to validate data.*

**85**  
RANK

## MERRIMACK COLLEGE

PRIVATE, MASTER'S • 4,191 ENROLLED, 54% W

PRESIDENT: CHRISTOPHER HOPEY • MAN  
BOARD CHAIR: ALFRED ARCIDI • MAN  
PROVOST: ALLAN WEATHERWAX • MAN

EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: –  
% WOMEN TOP SALARIED: 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	26	23% (6)	–	–
SR LEADERSHIP	16	38% (6)	–	–

### NEEDS URGENT ATTENTION

Merrimack College ranks near the bottom. All three top leadership positions – president, provost, and board chair – are held by men, women are only 38% of senior academic leadership, the board has fewer than 30% women, and only two women are in the top

ten most highly compensated employees. Merrimack is one of 30 schools that have never had a female president. *Merrimack College did not respond to the request to validate data.*

**8**  
RANK

## MGH INSTITUTE OF HEALTH PROFESSIONS

PRIVATE, SPECIAL FOCUS • 1,215 ENROLLED, 84% W

PRESIDENT: PAULA MILONE-NUZZO • WOMAN  
BOARD CHAIR: JEANETTE IVES ERICKSON • WOMAN  
PROVOST: ALEX JOHNSON • MAN

EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	17	59% (10)	12% (2)	18% (3)
SR LEADERSHIP	13	38% (5)	8% (1)	15% (2)

### SATISFACTORY

MGH Institute is a leader in gender parity, scoring well across nearly all categories. They would benefit from

a few more women of color on their board and senior leadership team. *MGH Institute validated all data.*

**46**  
RANK

## MIDDLESEX COMMUNITY COLLEGE

PUBLIC, ASSOCIATE'S • 8,206 ENROLLED, 57% W

PRESIDENT: JAMES MABRY • MAN  
BOARD CHAIR: JAMES CAMPBELL • MAN  
PROVOST: PHILIP SISSON • MAN

EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: NO  
% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	60% (6)	–	–
SR LEADERSHIP	18	72% (13)	–	–

### STATUS QUO

Middlesex has achieved gender parity on both their board and senior leadership team. However, all three individual leadership positions – president, provost,

and board chair – are held by men. They have never had a female board chair. *Middlesex did not respond to the request to validate data.*

**53**  
RANK

## MONTSERRAT COLLEGE OF ART

PRIVATE: SPECIAL FOCUS • 368 ENROLLED, 74% W

PRESIDENT: KURT STEINBERG • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: HENRIETTA GATES • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: BRIAN PELLINEN • MAN

% WOMEN TOP SALARIED: 40% (2 OF 5)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	22	50% (11)	5% (1)	5% (1)
SR LEADERSHIP	4	100% (4)	0% (0)	0% (0)

### STATUS QUO

Montserrat's senior leadership team is 100% women, and they have achieved gender parity on their board, which also has a female board chair. They would benefit from adding more women and men of color

to their board and leadership team. Montserrat is one of 30 schools that have never had a female president. *Montserrat validated partial data and did not provide historical board information.*

**5**  
RANK

## MOUNT HOLYOKE COLLEGE\*

PRIVATE: BACHELOR'S • 2,334 ENROLLED, 99% W

PRESIDENT: SONYA STEPHENS • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: BARBARA BAUMANN • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: JON WESTERN • MAN

% WOMEN TOP SALARIED: 80% (8 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	31	90% (28)	26% (8)	0% (0)
SR LEADERSHIP	14	79% (11)	29% (4)	7% (1)

### SATISFACTORY

Mount Holyoke College scored well across all categories in this study and serves as a leader for the representation of women of color among senior

leadership and their board. *Mount Holyoke College validated all data.*

**59**  
RANK

## MOUNT WACHUSETT COMMUNITY COLLEGE

PUBLIC, ASSOCIATE'S • 3,854 ENROLLED, 65% W

PRESIDENT: JAMES VANDER HOOVEN • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: ROBERT ANTONIONI • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: PAUL HERNANDEZ • MOC

% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	8	63% (5)	25% (2)	0% (0)
SR LEADERSHIP	13	69% (9)	0% (0)	8% (1)

### STATUS QUO

Mount Wachusett has achieved gender parity on their board, senior leadership, and among their ten most highly compensated employees. However, all three top leadership positions — president, provost, and board chair — are held by men. They would benefit

from more women of color on the senior leadership team. Mount Wachusett is one of 30 colleges that have never had a female president. *Mount Wachusett validated all data.*

**68**  
RANK

## NEW ENGLAND COLLEGE OF BUSINESS AND FINANCE

PRIVATE, SPECIAL FOCUS • 1,175 ENROLLED, 72% W

PRESIDENT: HOWARD HORTON • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: L. SCOTT HARSHBARGER • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: DEBRA LEAHY • WOMAN

% WOMEN TOP SALARIED: —

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	12	50% (6)	17% (2)	8% (1)
SR LEADERSHIP	10	70% (7)	0% (0)	0% (0)

### UNSATISFACTORY

NECB benefits from a female provost and gender parity on their board and senior leadership team. However, they are one of 30 schools that have never had a female president, which is of concern

considering women make up 72% of their student body. Their senior leadership team lacks people of color. *NECB validated all data.*

**73**  
RANK

## NEW ENGLAND COLLEGE OF OPTOMETRY

PRIVATE, SPECIAL FOCUS • 527 ENROLLED, 74% W

PRESIDENT: HOWARD PURCELL • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: PANO YERACARIS • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: ERIK WEISSBERG • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	20	40% (8)	5% (1)	5% (1)
SR LEADERSHIP	8	63% (5)	13% (1)	13% (1)

### UNSATISFACTORY

NECO has achieved gender parity on their senior leadership team. However, all three of their individual leadership positions – president, provost, and board chair – are held by men, and only 30% of their most

highly compensated employees are women. NECO has never had a female board chair. *NECO validated all data.*

**47**  
RANK

## NEW ENGLAND CONSERVATORY OF MUSIC

PRIVATE, SPECIAL FOCUS • 844 ENROLLED, 47% W

PRESIDENT: ANDREA KALYN • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: KENNETT BURNES • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: THOMAS NOVAK • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	22	45% (10)	0% (0)	0% (0)
SR LEADERSHIP	9	67% (6)	0% (0)	11% (1)

### STATUS QUO

NEC benefits from a female president (their first) and gender parity on their senior leadership team. However, their senior leadership team and board lack

people of color. They have never had a female board chair. *NEC validated all data.*

**41**  
RANK

## NICHOLS COLLEGE

PRIVATE, SPECIAL FOCUS • 1,634 ENROLLED, 40% W

PRESIDENT: SUSAN WEST ENGELKEMEYER • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: JOHN DAVIS • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: MAURI PELTO • MAN

% WOMEN TOP SALARIED: 22% (2 OF 9)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	32	31% (10)	–	–
SR LEADERSHIP	13	38% (5)	–	–

### STATUS QUO

Nichols College benefits from a female president. However, neither their board nor their senior leadership team has reached gender parity. Additionally, only 22% of their most highly

compensated employees are women, and they have never had a female board chair. *Nichols College did not respond to the request to validate data.<sup>r</sup>*

**15**  
RANK

## NORTH SHORE COMMUNITY COLLEGE

PUBLIC, ASSOCIATE'S • 6,087 ENROLLED, 62% W

PRESIDENT: PATRICIA GENTILE • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: J.D. LAROCK • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: KAREN HYNICK • WOMAN

% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	9	44% (4)	44% (4)	0% (0)
SR LEADERSHIP	14	79% (11)	14% (2)	7% (1)

### SATISFACTORY

North Shore scored well across all categories and serves as a leader for other institutions. *North Shore validated all data.*

**83**  
RANK

**NORTHEASTERN UNIVERSITY** PRIVATE, DOCTORAL • 21,489 ENROLLED, 48% W

PRESIDENT: JOSEPH AOUN • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: RICHARD D'AMORE • MAN

EVER WOMAN BOARD CHAIR: NO

PROVOST: JAMES BEAN • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	37	27% (10)	3% (1)	8% (3)
SR ACADEMIC	9	67% (6)	0% (0)	22% (2)
SR ADMINISTRATIVE	15	20% (3)	0% (0)	13% (2)

**UNSATISFACTORY**

Northeastern scores well with their academic deans (senior academic leadership). However, their board and senior administrative leadership lack enough women, and men hold all three of the top individual leadership positions – president, provost, and board

chair. They are one of only six schools that have never had a female president, never had a female board chair, and count fewer than 30% of women on their board. *Northeastern did not respond to the request to validate data.*

**74**  
RANK

**NORTHERN ESSEX COMMUNITY COLLEGE** PUBLIC, ASSOCIATE'S • 5,762 ENROLLED, 61% W

PRESIDENT: LANE GLENN • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: JEFFREY LINEHAN • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: WILLIAM HEINEMAN • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	11	55% (6)	18% (2)	0% (0)
SR LEADERSHIP	12	75% (9)	8% (1)	0% (0)

**UNSATISFACTORY**

Northern Essex has achieved gender parity on their board and senior leadership team. However, all three individual leadership positions – president, provost, and board chair – are held by men. They are one of 30 schools that have never had a female president,

and only 30% of their most highly compensated employees are women. In addition, they need greater representation of people of color on their board and senior leadership team. *Northern Essex validated all data.*

**40**  
RANK

**PINE MANOR COLLEGE\*\*** PRIVATE, BACHELOR'S • 450 ENROLLED, 49% W

PRESIDENT: THOMAS O'REILLY • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: ROBERT UTZSCHNEIDER • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: DIANE MELLO-GOLDNER • WOMAN

% WOMEN TOP SALARIED: 25% (1 OF 4)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	13	46% (6)	31% (4)	0% (0)
SR LEADERSHIP	9	67% (6)	22% (2)	0% (0)

**STATUS QUO**

Pine Manor has the benefit of a female provost and gender parity on their senior leadership team.

However, only 25% of their most highly compensated employees are women. *Pine Manor validated all data.*

**72**  
RANK

**QUINCY COLLEGE** PRIVATE, ASSOCIATE'S • 5,343 ENROLLED, 68% W

PRESIDENT: MICHAEL BELLOTTI (INTERIM) • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: PAUL BARBADORO • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: GERALD KOOCHER • MAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	11	45% (5)	0% (0)	0% (0)
SR LEADERSHIP	13	46% (6)	8% (1)	15% (2)

**UNSATISFACTORY**

Quincy College is near parity on the board and senior leadership team. However, all three of their individual leadership positions – president, provost, and board chair – are held by men, and just 30% of their most highly compensated employees are women. Given a

women's enrollment of 68%, we would expect to see better representation of women across all categories. Quincy College has no people of color on its board. *Quincy College validated all data.*

**9**  
RANK

## QUINSIGAMOND COMMUNITY COLLEGE PUBLIC, ASSOCIATE'S • 7,368 ENROLLED, 58% W

PRESIDENT: LUIS PEDRAJA • MOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: SUSAN MAILMAN • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: NANCY SCHOENFELD • WOMAN

% WOMEN TOP SALARIED: 70% (7 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	70% (7)	10% (1)	10% (1)
SR LEADERSHIP	17	71% (12)	18% (3)	0% (0)

### SATISFACTORY

Quinsigamond is one of only 14 institutions led by a president who is a person of color. The institution scores well across all categories, benefitting from a female provost and board chair. They have achieved

gender parity on both their board and their senior leadership team, and 70% of their most highly compensated employees are women. *Quinsigamond validated all data.*

**12**  
RANK

## REGIS COLLEGE\*\*† PRIVATE, MASTER'S • 2,166 ENROLLED, 83% W

PRESIDENT: ANTOINETTE HAYS • WOMAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: JOHN TEGAN, JR. • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: MALCOLM ASADOORIAN • MAN

% WOMEN TOP SALARIED: 71% (5 OF 7)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	33	61% (20)	3% (1)	3% (1)
SR LEADERSHIP	16	75% (12)	13% (2)	0% (0)

### SATISFACTORY

Regis received points across all categories, serving as a model for other institutions. Regis lacks sufficient

numbers of people of color on their board and senior leadership team. *Regis validated all data.*

**10**  
RANK

## ROXBURY COMMUNITY COLLEGE PUBLIC, ASSOCIATE'S • 1,928 ENROLLED, 70% W

PRESIDENT: VALERIE ROBERSON • WOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: GERALD CHERTAVIAN • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: CECILE REGNER • WOMAN

% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	9	44% (4)	–	–
SR LEADERSHIP	9	56% (5)	–	–

### SATISFACTORY

Roxbury is one of only six schools led by a woman of color. This institution scores well with gender parity

across all other categories. *Roxbury did not respond to the request to validate data.*

**37**  
RANK

## SALEM STATE UNIVERSITY PUBLIC, MASTER'S • 8,702 ENROLLED, 64% W

PRESIDENT: JOHN KEENAN • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: PAUL MATTERA • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: DAVID SILVA • MAN

% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	70% (7)	20% (2)	0% (0)
SR LEADERSHIP	13	62% (8)	15% (2)	0% (0)

### STATUS QUO

Salem State has achieved gender parity on both their board and senior leadership team. In addition, 60% of their most highly compensated employees are

women. However, their three top individual leadership positions – president, provost, and board chair – are all held by men. *Salem State validated all data.*

**2**  
RANK

## SIMMONS UNIVERSITY\* PRIVATE, MASTER'S • 6,283 ENROLLED, 91% W

PRESIDENT: HELEN DRINAN • WOMAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: REGINA PISA • WOMAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: KATIE CONBOY • WOMAN	% WOMEN TOP SALARIED: 70% (7 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	21	86% (18)	19% (4)	0% (0)
SR LEADERSHIP	14	71% (10)	14% (2)	0% (0)

### SATISFACTORY

Simmons scores well across all categories, serving as a model for other institutions. *Simmons validated all data.*

**5**  
RANK

## SMITH COLLEGE\* PRIVATE, BACHELOR'S • 2,918 ENROLLED, 98% W

PRESIDENT: KATHLEEN MCCARTNEY • WOMAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: DEBORAH DUNCAN • WOMAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: JOSEPH O'ROURKE • MAN	% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	28	93% (26)	32% (9)	4% (1)
SR LEADERSHIP	16	88% (14)	19% (3)	6% (1)

### SATISFACTORY

Smith scores well across all categories, including for women of color, serving as a model for other institutions. *Smith validated all data.*

**16**  
RANK

## SPRINGFIELD COLLEGE PRIVATE, MASTER'S • 3,246 ENROLLED, 56% W

PRESIDENT: MARY-BETH COOPER • WOMAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: JAMES ROSS III • MAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: MARTHA POTVIN • WOMAN	% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	33	39% (13)	9% (3)	6% (2)
SR LEADERSHIP	17	53% (9)	0% (0)	6% (1)

### SATISFACTORY

Springfield College scores well across all categories. However, their board has not yet reached gender

parity and they lack women of color on their senior leadership team. *Springfield College validated all data.*

**48**  
RANK

## SPRINGFIELD TECHNICAL COMMUNITY COLLEGE PUBLIC, ASSOCIATE'S • 5,343 ENROLLED, 59% W

PRESIDENT: JOHN COOK • MAN	EVER WOMAN PRESIDENT: NO
BOARD CHAIR: CHRISTOPHER JOHNSON • MAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: GERALDINE DE BERLY • WOMAN	% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	30% (3)	—	—
SR LEADERSHIP	15	47% (7)	—	—

### STATUS QUO

STCC scores points for having a female provost and 50% of their most highly compensated employees are women. Women are underrepresented on their board

and STCC is one of 30 schools that have never had a female president. *STCC declined to validate data.<sup>r</sup>*



**75**  
RANK

**STONEHILL COLLEGE** PRIVATE, BACHELOR'S • 2,498 ENROLLED, 59% W

PRESIDENT: JOHN DENNING • MAN  
BOARD CHAIR: THOMAS MAY • MAN  
PROVOST: JOSEPH FAVAZZA • MAN

EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: NO  
% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	34	24% (8)	3% (1)	3% (1)
SR LEADERSHIP	9	44% (4)	11% (1)	0% (0)

**UNSATISFACTORY**

Stonehill is close to parity on the senior leadership team and counts 50% women among their most highly compensated employees. However, they are

one of only six schools that have never had a female president or board chair, and count fewer than 30% women on their board. *Stonehill validated all data.*

**55**  
RANK

**SUFFOLK UNIVERSITY** PRIVATE, DOCTORAL • 7,201 ENROLLED, 56% W

PRESIDENT: MARISA KELLY • WOMAN  
BOARD CHAIR: ROBERT LAMB, JR. • MAN  
PROVOST: SEBASTIÁN ROYO • MOC

EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: NO  
% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	21	43% (9)	0% (0)	14% (3)
SR ACADEMIC	3	33% (1)	33% (1)	0% (0)
SR ADMINISTRATIVE	15	47% (7)	7% (1)	7% (1)

**STATUS QUO**

Suffolk benefits from a female president and is near gender parity at the senior administrative leadership level and on their board. However, women only comprise 30% of their most highly compensated

employees. Suffolk has never had a female board chair. They would benefit from having more people of color in their leadership. *Suffolk validated partial data.*

**60**  
RANK

**TUFTS UNIVERSITY** PRIVATE, DOCTORAL • 11,449 ENROLLED, 55% W

PRESIDENT: ANTHONY MONACO • MAN  
BOARD CHAIR: PETER DOLAN • MAN  
PROVOST: DEBORAH KOICHEVAR • WOMAN

EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: –  
% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	40	40% (16)	18% (7)	15% (6)
SR ACADEMIC	13	23% (3)	0% (0)	15% (2)
SR ADMINISTRATIVE	13	54% (7)	8% (1)	8% (1)

**UNSATISFACTORY**

Tufts received points for a female provost and gender parity at the senior administrative level. However, they lack parity on their board and among their academic

deans. Tufts is one of 30 institutions that have never had a female president. *Tufts validated all data.*

**5/5**  
RANK  
(UMASS  
CAMPUSES)

## UNIVERSITY OF MASSACHUSETTS - AMHERST

PUBLIC, DOCTORAL • 30,340 ENROLLED, 50% W

CHANCELLOR: KUMBLE SUBBASWAMY • MOC

EVER WOMAN CHANCELLOR: NO

BOARD CHAIR: N/A

EVER WOMAN BOARD CHAIR: N/A

PROVOST: JOHN MCCARTHY • MAN

% WOMEN TOP SALARIED: 10% (1 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	N/A	N/A	N/A	N/A
SR ACADEMIC	11	73% (8)	18% (2)	0% (0)
SR ADMINISTRATIVE	24	46% (11)	13% (3)	13% (3)

### UNSATISFACTORY

UMass-Amherst is one of 14 institutions led by a person of color. They received points for reaching parity among their senior academic leaders. However, their top two individual leadership roles – chancellor and provost – are held by men, and women only

represent 10% of their most highly compensated employees. They are one of 30 schools which have never had a female president (chancellor). *UMass-Amherst validated all data.*

**2/5**  
RANK  
(UMASS  
CAMPUSES)

## UNIVERSITY OF MASSACHUSETTS - BOSTON

PUBLIC, DOCTORAL • 16,415 ENROLLED, 56% W

CHANCELLOR: KATHERINE NEWMAN (INTERIM) • WOMAN

EVER WOMAN CHANCELLOR: YES

BOARD CHAIR: N/A

EVER WOMAN BOARD CHAIR: N/A

PROVOST: EMILY MCDERMOTT • WOMAN

% WOMEN TOP SALARIED: 30% (3 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	N/A	N/A	N/A	N/A
SR ACADEMIC	9	33% (3)	22% (2)	11% (1)
SR ADMINISTRATIVE	12	42% (5)	8% (1)	17% (2)

### STATUS QUO

UMass-Boston benefits from a female (interim) chancellor and provost. However, they lack parity on both the senior academic and administrative

leadership teams, and only 30% of their most highly compensated employees are women. *UMass-Boston validated all data.*

**3/5**  
RANK  
(UMASS  
CAMPUSES)

## UNIVERSITY OF MASSACHUSETTS - DARTMOUTH

PUBLIC, DOCTORAL • 8,406 ENROLLED, 50% W

CHANCELLOR: ROBERT JOHNSON • MOC

EVER WOMAN CHANCELLOR: YES

BOARD CHAIR: N/A

EVER WOMAN BOARD CHAIR: N/A

PROVOST: MOHAMMAD KARIM • MOC

% WOMEN TOP SALARIED: 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	N/A	N/A	N/A	N/A
SR ACADEMIC	7	71% (5)	0% (0)	0% (0)
SR ADMINISTRATIVE	14	50% (7)	21% (3)	14% (2)

### STATUS QUO

UMass-Dartmouth is one of only 14 institutions led by a person of color. They received points for achieving parity at both the senior academic and administrative

leadership levels. However, only 20% of their most highly compensated employees are female. *UMass-Dartmouth validated all data.*

**1/5**  
RANK  
(UMASS  
CAMPUSES)

## UNIVERSITY OF MASSACHUSETTS - LOWELL

PUBLIC, DOCTORAL • 18,315 ENROLLED, 40% W

CHANCELLOR: JACQUELINE MOLONEY • WOMAN

EVER WOMAN CHANCELLOR: YES

BOARD CHAIR: N/A

EVER WOMAN BOARD CHAIR: N/A

PROVOST: MICHAEL VAYDA • MAN

% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	N/A	N/A	N/A	N/A
SR ACADEMIC	8	50% (4)	0% (0)	13% (1)
SR ADMINISTRATIVE	19	58% (11)	5% (1)	0% (0)

### SATISFACTORY

UMass-Lowell is a model of gender parity across all categories, which is impressive given their engineering focus. However, they do not have enough

people of color among their deans and senior administrative leadership. *UMass-Lowell validated all data.*

**4/5**  
RANK  
(UMASS  
CAMPUSES)

**UNIVERSITY OF MASSACHUSETTS - MEDICAL SCHOOL** PUBLIC, DOCTORAL • 1,095 ENROLLED, 59% W

CHANCELLOR: MICHAEL COLLINS • MAN

EVER WOMAN CHANCELLOR: NO

BOARD CHAIR: N/A

EVER WOMAN BOARD CHAIR: N/A

PROVOST: TERENCE FLOTTE • MAN

% WOMEN TOP SALARIED: 10% (1 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	N/A	N/A	N/A	N/A
SR ACADEMIC	2	100% (2)	50% (1)	0% (0)
SR ADMINISTRATIVE	17	53% (9)	6% (1)	0% (0)

**UNSATISFACTORY**

Women are well represented on UMass-Medical's senior academic and administrative teams. However, their top two individual leadership roles – chancellor and provost – are held by men, and women only

represent 10% of their most highly compensated employees. They are one of 30 schools which have never had a female president (chancellor). *UMass-Medical validated all data.*

**64**  
RANK

**UNIVERSITY OF MASSACHUSETTS - SYSTEM** PUBLIC, DOCTORAL • 74,571 ENROLLED, 51% W

PRESIDENT: MARTIN MEEHAN • MAN

EVER WOMAN PRESIDENT: NO

BOARD CHAIR: ROBERT MANNING • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: KATHERINE NEWMAN • WOMAN

% WOMEN TOP SALARIED: 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	17	29% (5)	6% (1)	24% (4)
SR ACADEMIC	47	51% (24)	11% (5)	11% (5)
SR ADMINISTRATIVE	11	36% (4)	9% (1)	0% (0)

**UNSATISFACTORY**

The UMass-system earns points for having a female provost and gender parity amongst its deans. However, they have not reached parity on their board or within their senior administrative leadership. Only

20% of their most highly compensated employees are women. The UMass-system is one of 30 institutions that have never had a female permanent president. *The UMass-system validated all data.*

**56**  
RANK

**URBAN COLLEGE OF BOSTON** PRIVATE, ASSOCIATE'S • 812 ENROLLED, 93% W

PRESIDENT: MICHAEL TAYLOR • MAN

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: PETER EBB • MAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: NANCY DANIEL • WOMAN

% WOMEN TOP SALARIED: 0% (0 OF 2)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	14	50% (7)	14% (2)	7% (1)
SR LEADERSHIP	5	100% (5)	60% (3)	0% (0)

**STATUS QUO**

Women are well represented on Urban College's board and senior leadership team. In addition, they have a female provost, but neither of their two most highly

compensated employees are women. *Urban College of Boston validated all data.*

**3**  
RANK

**WELLESLEY COLLEGE\*** PRIVATE, BACHELOR'S • 2,508 ENROLLED, 98% W

PRESIDENT: PAULA JOHNSON • WOC

EVER WOMAN PRESIDENT: YES

BOARD CHAIR: DEBORA DE HOYOS • WOMAN

EVER WOMAN BOARD CHAIR: YES

PROVOST: ANDREW SHENNAN • MAN

% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	32	81% (26)	22% (7)	3% (1)
SR LEADERSHIP	13	85% (11)	23% (3)	15% (2)

**SATISFACTORY**

Wellesley College is one of only six institutions led by a woman of color, and scores well across all

categories, including for women of color. *Wellesley College validated all data.*

**29**  
RANK

**WENTWORTH INSTITUTE OF TECHNOLOGY** PRIVATE, MASTER'S • 4,457 ENROLLED, 21% W

PRESIDENT: ZORICA PANTIĆ • WOMAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: MICHAEL MASTERSON • MAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: ERIC OVERSTRÖM • MAN	% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	26	19% (5)	–	–
SR LEADERSHIP	15	60% (9)	–	–

**SATISFACTORY**

Wentworth benefitted from a female president, parity on their senior leadership team, and 50% women among their most highly compensated employees. However, their board has not yet achieved parity.

Zorica Pantić was replaced by a male president, Mark Thompson, after July 1, 2019. *Wentworth did not respond to request to validate data.* <sup>r</sup>

**67**  
RANK

**WESTERN NEW ENGLAND UNIVERSITY** PRIVATE, MASTER'S • 3,776 ENROLLED, 43% W

PRESIDENT: ANTHONY CAPRIO • MAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: KENNETH RICKSON • MAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: LINDA JONES • WOMAN	% WOMEN TOP SALARIED: 38% (3 OF 8)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	37	27% (10)	–	–
SR LEADERSHIP	9	33% (3)	–	–

**UNSATISFACTORY**

WNE has the benefit of a female provost, but neither their board nor their senior leadership team have reached gender parity. In addition, only 38% of their

most highly compensated employees are women. *WNE declined to validate data.* <sup>r</sup>

**45**  
RANK

**WESTFIELD STATE UNIVERSITY** PUBLIC MASTER'S • 6,237 ENROLLED, 55% W

PRESIDENT: RAMON TORRECILHA • MOC	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: KEVIN QUEENIN • MAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: DIANE PRUSANK • WOMAN	% WOMEN TOP SALARIED: 50% (5 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	10	30% (3)	20% (2)	10% (1)
SR LEADERSHIP	12	67% (8)	17% (2)	8% (1)

**STATUS QUO**

Westfield State is one of only 14 institutions led by a person of color. They benefit from a female provost, and parity among their senior leadership team and

their most highly compensated employees. However, their board has not achieved gender parity. *Westfield State validated all data.*

**37**  
RANK

**WHEATON COLLEGE\*\*** PRIVATE, BACHELOR'S • 1,688 ENROLLED, 61% W

PRESIDENT: DENNIS HANNO • MAN	EVER WOMAN PRESIDENT: YES
BOARD CHAIR: JANET LINDHOLM LEBOVITZ • WOMAN	EVER WOMAN BOARD CHAIR: YES
PROVOST: RENÉE WHITE • WOC	% WOMEN TOP SALARIED: 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	31	52% (16)	6% (2)	6% (2)
SR LEADERSHIP	10	50% (5)	10% (1)	0% (0)

**STATUS QUO**

Wheaton College leads across all categories except that only 20% of their most highly compensated employees are women. They would benefit from

greater representation of people of color. *Wheaton College validated all data.*

**76**  
RANK

**WILLIAM JAMES COLLEGE** PRIVATE, SPECIAL FOCUS • 748 ENROLLED, 78% W

PRESIDENT: NICHOLAS COVINO • MAN  
BOARD CHAIR: DONALD SIEGEL • MAN  
PROVOST: STANLEY BERMAN • MAN

EVER WOMAN PRESIDENT: NO  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 38% (3 OF 8)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	20	30% (6)	5% (1)	5% (1)
SR LEADERSHIP	10	50% (5)	30% (3)	0% (0)

**UNSATISFACTORY**

William James College benefits from parity among their senior leadership team. They welcomed a female provost in June 2019. However, their board has not reached gender parity, and only 38% of their most highly compensated employees are women.

The would benefit from more people of color on their board. William James is one of 30 colleges that have never had a female president. *William James College validated all data.*

**42**  
RANK

**WILLIAMS COLLEGE** PRIVATE, BACHELOR'S • 2,134 ENROLLED, 48% W

PRESIDENT: MAUD MANDEL • WOMAN  
BOARD CHAIR: MICHAEL EISENSEN • MAN  
PROVOST: DAVID LOVE • MAN

EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 40% (4 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	22	55% (12)	—	—
SR LEADERSHIP	9	56% (5)	—	—

**STATUS QUO**

Williams College scored well with a female president (their first) and parity on their senior leadership team. However, only 40% of their ten most highly

compensated employees are women. *Williams College declined to validate data.*

**54**  
RANK

**WORCESTER POLYTECHNIC INSTITUTE** PRIVATE, DOCTORAL • 6,642 ENROLLED, 35% W

PRESIDENT: LAURIE LESHIN • WOMAN  
BOARD CHAIR: JOHN MOLLEN • MAN  
PROVOST: WINSTON (WOLE) SOBOYEJO • MOC

EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: NO  
% WOMEN TOP SALARIED: 20% (2 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	31	35% (11)	3% (1)	0% (0)
SR ACADEMIC	7	43% (3)	14% (1)	0% (0)
SR ADMINISTRATIVE	13	46% (6)	15% (2)	0% (0)

**STATUS QUO**

WPI received points for their female president and comes close to parity on their senior academic and administrative teams. However, women only count

as 20% of the most highly compensated employees, and their board lacks gender parity and racial/ethnic balance. *WPI validated all data.*

**32**  
RANK

**WORCESTER STATE UNIVERSITY** PUBLIC, MASTER'S • 6,434 ENROLLED, 61% W

PRESIDENT: BARRY MALONEY • MAN  
BOARD CHAIR: CRAIG BLAIS • MAN  
PROVOST: LOIS WIMS • WOMAN

EVER WOMAN PRESIDENT: YES  
EVER WOMAN BOARD CHAIR: YES  
% WOMEN TOP SALARIED: 60% (6 OF 10)

	TOTAL	WOMEN	WOMEN OF COLOR	MEN OF COLOR
BOARD	11	64% (7)	0% (0)	0% (0)
SR LEADERSHIP	15	67% (10)	27% (4)	7% (1)

**SATISFACTORY**

Worcester State benefits from their female provost and gender parity on both their board and senior leadership team. Additionally, 60% of their ten most

highly compensated employees are women. However, their board is lacking both women and men of color. *Worcester State validated all data.*