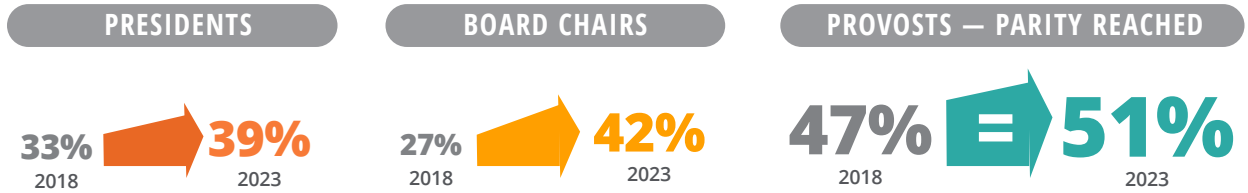


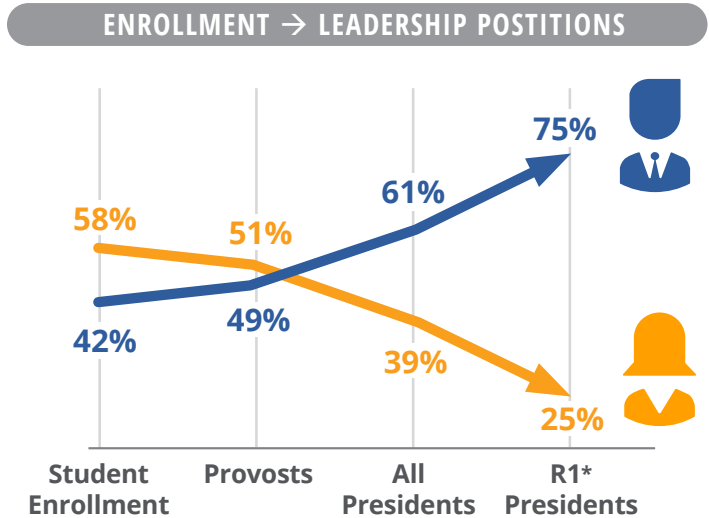
DIVERSITY AMONG TOP LEADERSHIP AT MASSACHUSETTS' COLLEGES AND UNIVERSITIES

2018 - 2023 PROGRESS REPORT

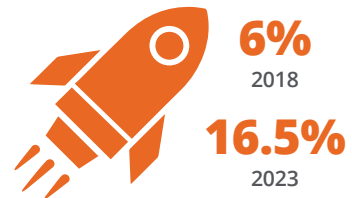
SIGNIFICANT PROGRESS FOR WOMEN



WOMEN STILL FACE A DROP-OFF AT THE LAST STEP



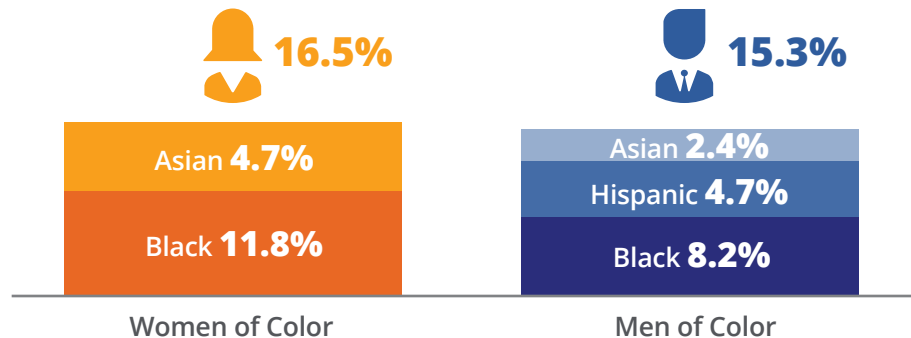
WOMEN OF COLOR PRESIDENTS MORE THAN DOUBLED...



...YET STILL NO HISPANIC WOMEN!



32% OF PRESIDENTS ARE PEOPLE OF COLOR



* Carnegie Classification categorizes 146 U.S. universities as R1 — very high research activity.

DIVERSITY AMONG TOP LEADERSHIP AT MASSACHUSETTS' COLLEGES AND UNIVERSITIES

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ELITE RESEARCH UNIVERSITIES "R1s" — A MIXED BAG



Harvard and MIT leading — both have women board chairs and presidents

YET...



5 R1 universities have never had a woman president

- Boston College
- Boston University
- Northeastern
- Tufts
- U Mass Amherst

LOOKING AHEAD: PRESIDENTIAL SEARCHES

- Boston University
- Curry College
- Montserrat College of Art
- Roxbury Community College



NEVER HAD A WOMAN PRESIDENT*

26 SCHOOLS



NEARLY 1/3

- American International College
- Assumption College
- Boston Architectural College
- Boston College
- Boston University
- Clark University
- Holy Cross
- Fisher College
- Fitchburg State
- Gordon College
- Hult International Business School
- Lasell College
- Mass Maritime
- MCPHS
- Merrimack College
- Montserrat College of Art
- Mount Wachusett Community College
- Northeastern
- Northern Essex Community College
- Springfield Technical Community College
- Stonehill College
- Tufts
- U Mass Amherst
- U Mass System
- U Mass Medical School
- William James College

LESS TRANSPARENCY THAN CORPORATE AMERICA

Not a single school discloses diversity data about its board or leadership. NASDAQ requires listing companies to publish gender and racial data about their boards, but no such rule exists for colleges and universities.

