Women’s Power Gap

DIVERSITY AMONG TOP LEADERSHIP AT MASSACHUSETTS’ COLLEGES AND UNIVERSITIES

2018 - 2023 PROGRESS REPORT

SIGNIFICANT PROGRESS FOR WOMEN

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 (%)</th>
<th>2023 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidents</td>
<td>33%</td>
<td>39%</td>
</tr>
<tr>
<td>Board Chairs</td>
<td>27%</td>
<td>42%</td>
</tr>
<tr>
<td>Provosts – Parity Reached</td>
<td>47%</td>
<td>51%</td>
</tr>
</tbody>
</table>

WOMEN STILL FACE A DROP-OFF AT THE LAST STEP

<table>
<thead>
<tr>
<th>Position</th>
<th>2018 (%)</th>
<th>2023 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Enrollment</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>Provosts</td>
<td>51%</td>
<td>39%</td>
</tr>
<tr>
<td>All Presidents</td>
<td>61%</td>
<td>75%</td>
</tr>
<tr>
<td>R1* Presidents</td>
<td>25%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Women of Color Presidents More Than Doubled...

- 6% in 2018
- 16.5% in 2023

...yet still no Hispanic women!

32% OF PRESIDENTS ARE PEOPLE OF COLOR

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>4.7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>4.7%</td>
</tr>
<tr>
<td>Black</td>
<td>11.8%</td>
</tr>
<tr>
<td>Black</td>
<td>8.2%</td>
</tr>
</tbody>
</table>

16.5% of Presidents

15.3% of Provosts

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

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.

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

Data tracks 87 institutions, as of May 1, 2023. Interim presidents not included. womenspowergap.org.

* Never had a permanent woman president. Does not include interim.