

The Power Gap among Top Earners at America's Elite Universities

February 24, 2021



@WomensPowerGap



#GenderParityNow

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ABOUT THE WOMEN'S POWER GAP INITIATIVE

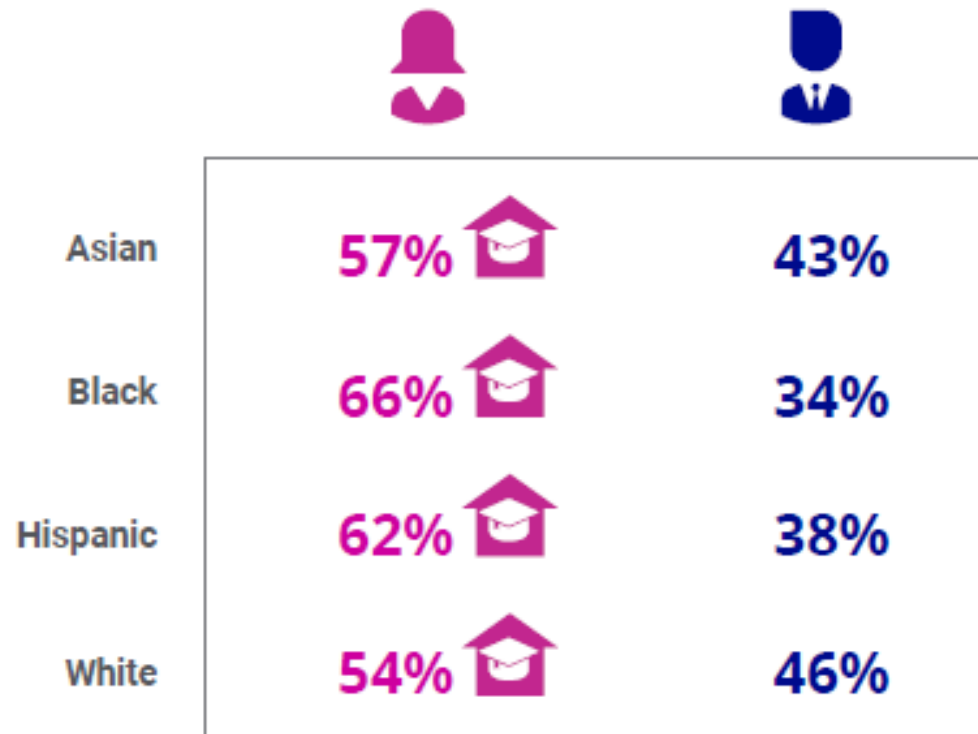
Goal: To dramatically increase the number of women from diverse backgrounds in leadership positions nationally

Approach:

- C-suite or equivalent – glass ceiling
- Disaggregated analysis (gender/race) at the organization level
- Use comparative analysis and rankings, wherever possible

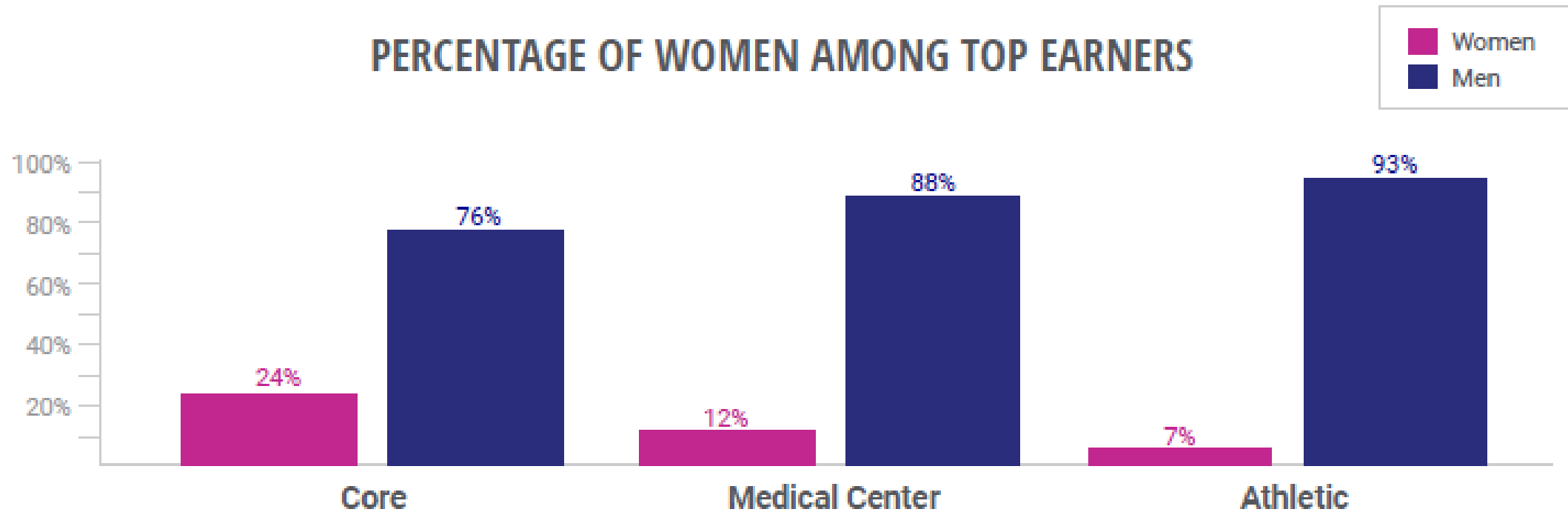
WOMEN OUTPACE MEN IN DEGREE ATTAINMENT

GENDER & RACE ANALYSIS OF PHD ATTAINMENT



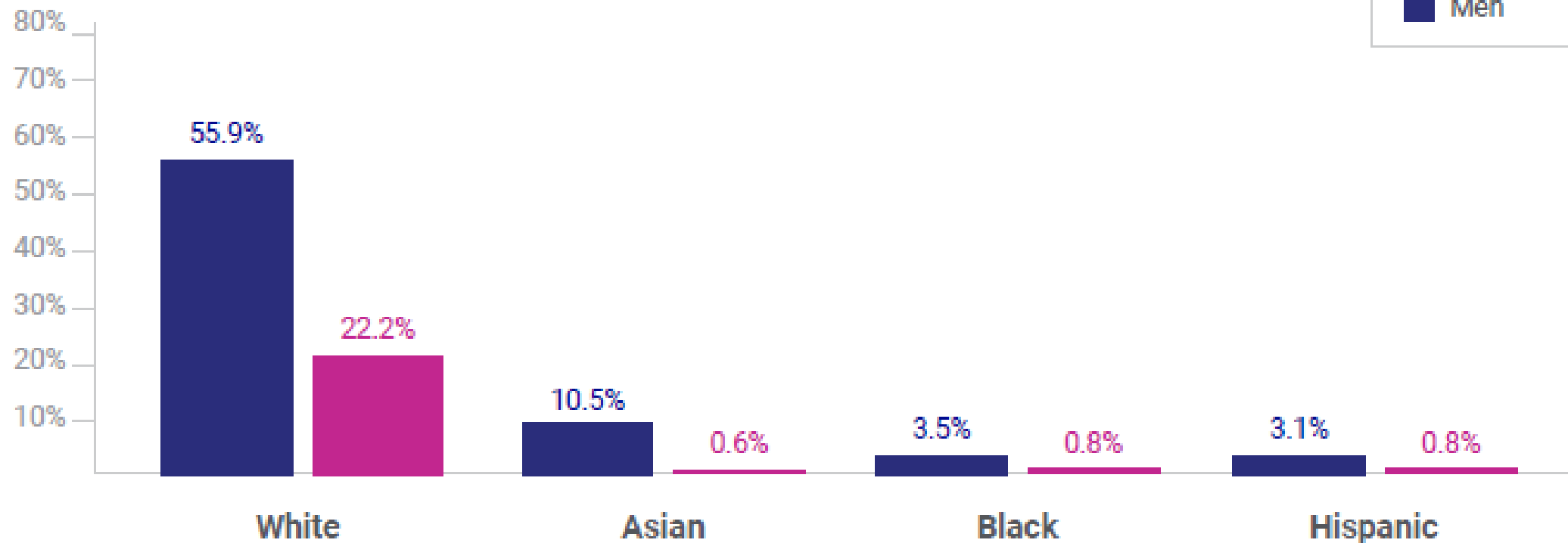
MEN HOLD 3 OUT OF 4 TOP-EARNING CORE POSITIONS

PERCENTAGE OF WOMEN AMONG TOP EARNERS



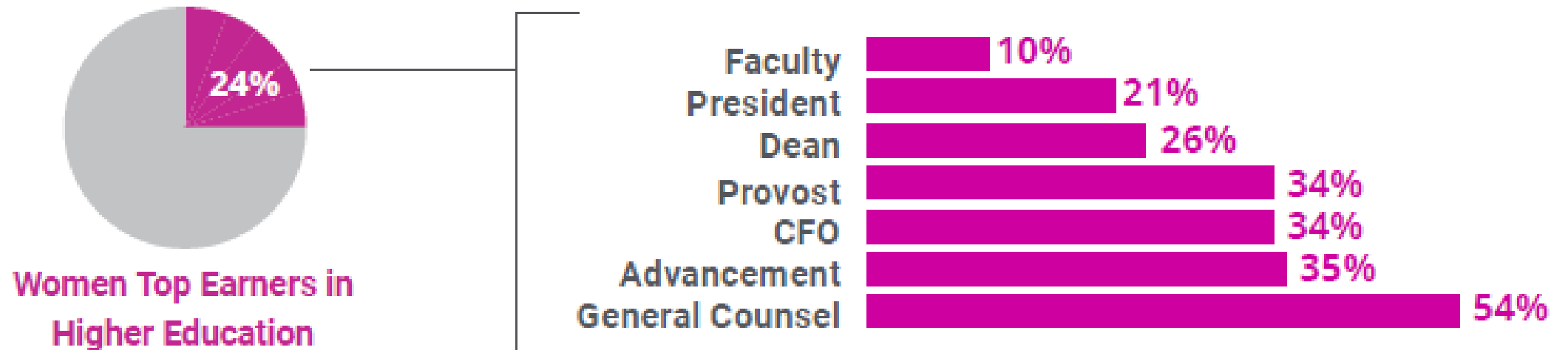
WOMEN OF COLOR ARE VIRTUALLY NONEXISTENT

GENDER, RACE & ETHNICITY OF TOP EARNERS



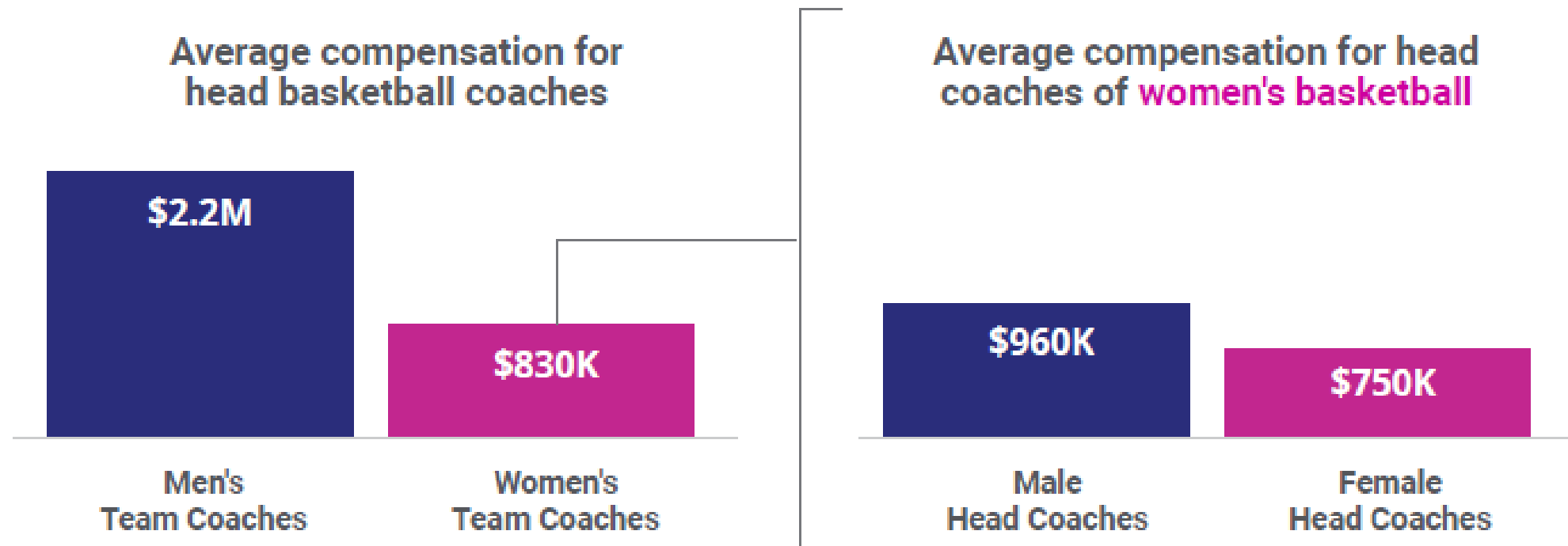
WHERE WOMEN ARE IN LEADERSHIP?

WOMEN'S REPRESENTATION IN SELECT POSITIONS



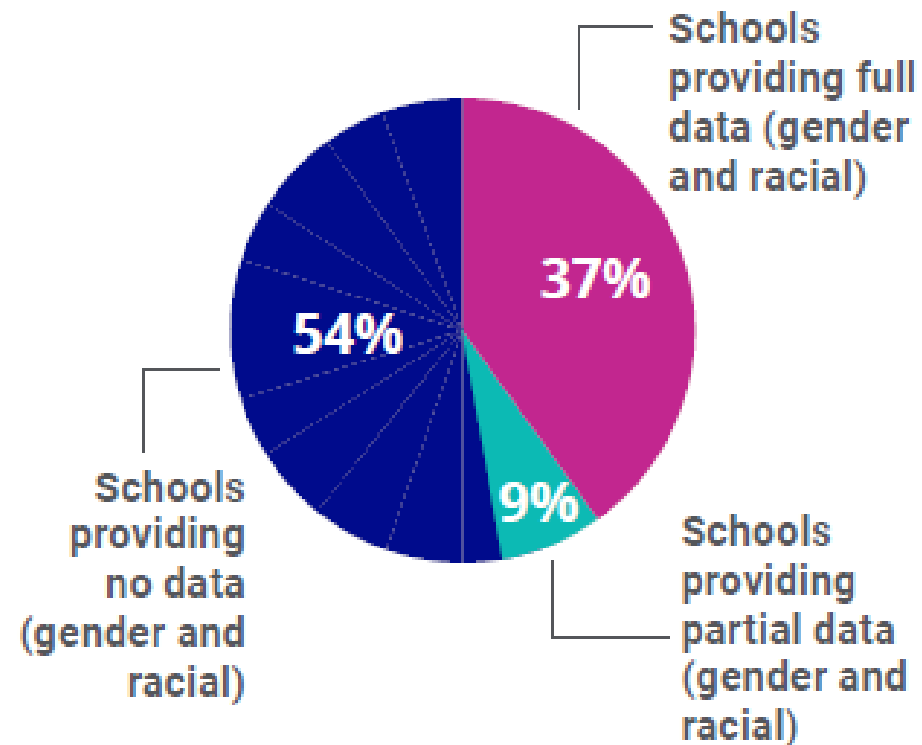
GENDER PAY GAP IS PERVASIVE

MEN VS. WOMEN ATHLETIC TOP EARNERS—BASKETBALL



WHAT'S BEHIND THE CURTAIN AND WHY?

DATA TRANSPARENCY AMONG 130 ELITE SCHOOLS



RECOMMENDATIONS

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Higher Ed Leaders Should:

- Make bold public commitments
– goals, accountability, benchmarks
- Pay for the job, not for the person
- Ban salary history questions
- Focus on outcomes not just inputs (e.g., search committees)

Policymakers Should:

- Banish use of prior salary history
- Insist on transparency of diversity data in publicly funded institutions
- Establish that the aggregation of these data do not violate any personal privacy laws

Thank you

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