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

February 24, 2021
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#genderparitynow
#highereducation
#genderequity
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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

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Women (%)</th>
<th>Men (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>Black</td>
<td>66%</td>
<td>34%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>62%</td>
<td>38%</td>
</tr>
<tr>
<td>White</td>
<td>54%</td>
<td>46%</td>
</tr>
</tbody>
</table>
MEN HOLD 3 OUT OF 4 TOP-EARNING CORE POSITIONS

PERCENTAGE OF WOMEN AMONG TOP EARNERS

- Core: 24% Women, 76% Men
- Medical Center: 12% Women, 88% Men
- Athletic: 7% Women, 93% Men
WOMEN OF COLOR ARE VIRTUALLY NONEXISTENT

GENDER, RACE & ETHNICITY OF TOP EARNERS

- **White**
  - Women: 55.9%
  - Men: 22.2%
- **Asian**
  - Women: 10.5%
  - Men: 0.6%
- **Black**
  - Women: 3.5%
  - Men: 0.8%
- **Hispanic**
  - Women: 3.1%
  - Men: 0.8%
WHERE WOMEN ARE IN LEADERSHIP?

WOMEN'S REPRESENTATION IN SELECT POSITIONS

24% Women Top Earners in Higher Education

- Faculty: 10%
- President: 21%
- Dean: 26%
- Provost: 34%
- CFO: 34%
- Advancement: 35%
- General Counsel: 54%
GENDER PAY GAP IS PERVERSIVE

MEN VS. WOMEN ATHLETIC TOP EARNERS—BASKETBALL

Average compensation for head basketball coaches

- Men's Team Coaches: $2.2M
- Women's Team Coaches: $830K

Average compensation for head coaches of women's basketball

- Male Head Coaches: $960K
- Female Head Coaches: $750K
WHAT’S BEHIND THE CURTAIN AND WHY?

DATA TRANSPARENCY AMONG 130 ELITE SCHOOLS

- 54% Schools providing partial data (gender and racial)
- 37% Schools providing full data (gender and racial)
- 9% Schools providing no data (gender and racial)
RECOMMENDATIONS

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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