

## BRIGHT SPOTS

### Intentionality Works

#### Women of color

presidents have more than doubled from 6% to 13% (2 Asian, 8 Black, 1 multi-racial)



#### 4 Opportunities on the Horizon



#### to increase diversity

among presidents:

Emerson, Framingham State University,  
Wheaton College, UMass-Dartmouth

#### Community Colleges still lead the way



**40%** women leaders

**33%** people of color  
leaders

#### Modest Gains

for **men of color**, from 10% to 11%  
(2 Asian, 4 Black, 4 Hispanic)



#### Six schools welcomed their first women presidents



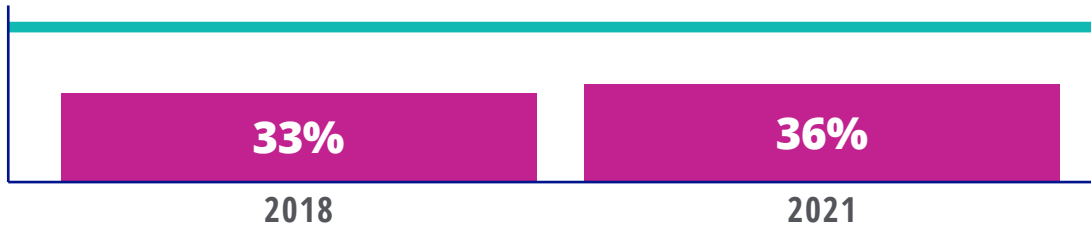
Benjamin Franklin Institute of Technology, Berklee  
College of Music, Franklin W Olin College of  
Engineering, Massasoit Community College, New  
England Conservatory of Music, Williams College

## CHALLENGES

### Slow Progress for Women Overall

with a net gain of four women presidents (**33% to 36%**) – still too far from parity!

PARITY



0%

### Zero Representation

for **Hispanic or indigenous women** among presidents.

### State Universities some progress



**22%** **women presidents** at Massachusetts' 9 state universities – however 1 opening is available: Framingham State

### UMass has work to do

**1** Only **one woman** among the 6 leaders of UMass campuses and system office, 1 opening available: UMass Dartmouth

**29%** Only 5 of 17 non-student members of the UMass board are women

### Elite R1 research universities have the farthest to go



#### No women presidents

among any of the eight Massachusetts R1 universities. Only Brandeis, Harvard, and MIT have **ever** had a woman president.

Boston College, Boston University, Brandeis University, Harvard University, UMass Amherst, MIT, Northeastern University, Tufts University

**2 of 8 board chairs** are women (no women of color).

