

2022 STUDY

# THE WOMEN'S POWER GAP AT ELITE UNIVERSITIES

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## SCALING THE IVORY TOWER



Women's  
Power Gap  
Eos Foundation



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### 2022 STUDY

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## The Women's Power Gap Initiative

The Women's Power Gap (WPG) Initiative was created by the Eos Foundation in 2018 to dramatically increase the number of women from diverse backgrounds among CEO and C-suite leaders nationally. We conduct and commission *actionable* research on prominent sectors of the economy and measure the extent of the power and wage gaps at the company or institutional level to highlight those making fast progress and those falling behind. Each report is accompanied by a public dialogue and community conversation highlighting the issue and offering practices and policies to increase representation and inclusion. Past reports include *The Power Gap Among Top Earners at America's Elite Universities* and the *Women's Power Gap in Corporate Massachusetts*.

***The Women's Power Gap at Elite Universities: Scaling the Ivory Tower*** is the second in a series of two reports examining compensation and top leadership among the country's 130 major research universities (R1 as defined by the [Carnegie Classification](#)). For updates on the Initiative and to learn more, visit [WomensPowerGap.org](#).



## AAUW

The American Association of University Women (AAUW), founded in 1881, is a nonprofit organization that advances **equity for women** and girls through **advocacy**, education, and research. It works to remove barriers that inhibit women's economic security. Its main goals include closing the gender pay gap, promoting women's leadership, opening more pathways for girls and women of color, and ensuring equal access to affordable education, especially in the STEM fields. AAUW is one of the world's leading supporters of graduate women's education. It has awarded more than \$130 million in fellowships, grants, and awards to 13,000 recipients from 145 countries. The organization has a nationwide **network** of 170,000 members and supporters, 1,000 local branches, and 800 college and university partners.



# TABLE OF CONTENTS

|   |           |
|---|-----------|
| <b>A Call to Action</b>                                       | <b>3</b>  |
| <b>Fast Facts</b>   | <b>4</b>  |
| <b>I. Introduction</b>  | <b>6</b>  |
| <b>II. Methodology</b>  | <b>7</b>  |
| <b>III. Comprehensive Gender Index and Ranking</b>            | <b>8</b>  |
| <b>IV. Key Findings</b>                                       | <b>12</b> |
| <b>V. A Tale of Two States – California and Massachusetts</b> | <b>22</b> |
| <b>VI. Recommendations/Solutions</b>                          | <b>24</b> |
| <b>Appendices</b>   | <b>26</b> |
| <b>Appendix A: Charts and Tables of Interest</b>              | <b>26</b> |
| <b>Appendix B: Methodology — Terminology and Ranking</b>      | <b>33</b> |
| <b>Appendix C: University and Institution Profiles</b>        | <b>37</b> |



# A CALL TO ACTION

Since the 1970s, women have outnumbered men on college campuses, and for more than a decade, they have received the majority of PhDs. Women of color represent the fastest growing segment of the college population in the United States. Yet, scan the faces of those who wield power at our most prestigious universities, and you're still likely to see the all-too-familiar image of another white man.

Last year, a [report](#) by the Women's Power Gap Initiative and the American Association of University Women documented an astounding lack of gender and racial diversity among the most highly compensated professionals at the nation's top 130 research universities. This companion report, *The Women's Power Gap at Elite Universities: Scaling the Ivory Tower*, paints a similarly grim picture: Only 22% of university presidents are women, and a mere 5% are women of color.

Let's be clear: The power gap is *not* a "pipeline" issue. Our research found that women account for nearly 40% of all academic deans and provosts, from which 75% of all presidents are drawn. Their dramatic drop in the presidential ranks suggests that they still encounter systemic roadblocks one step from the top.

“The power gap is not a “pipeline” issue.... women account for nearly 40% of all academic deans and provosts at these institutions, from which 75% of all presidents are drawn. Their dramatic drop in the presidential ranks suggests they still encounter systemic roadblocks one step from the top.”

And let's not create more solutions to “fix the women” with training programs or blame it on their “confidence gap.” We have interviewed dozens of women on the path to the chief executive's office across multiple industries. They share a common story — based on rational reflection, women feel they must meet 100%+ of the traditional qualifications to be selected, even as they watch men take a shorter path, in effect a “glass elevator” to the top, based on potential.


And with respect to the recent zeitgeist urging women to lean in and mirror male behaviors, [recent studies](#) show that women often face a backlash if they are “too aggressive” and don't show “feminine qualities.”<sup>1</sup> Finally, compounding the obstacles, [research](#) has found that women and people of color face a “glass cliff”<sup>2</sup> as chief executives, where they are more likely to be hired for top spots in times of crisis, making success harder to achieve. Coupled with a higher likelihood of getting pushed out by their boards, this further discourages women to apply.

“Based on rational reflection, women feel they must meet 100%+ of the traditional qualifications... even as they watch men take a shorter path, in effect a “glass elevator” to the top, based on “potential.”

The good news is that we are seeing evidence of progress. Over the past 18 months, the number of Black male presidents in this group has doubled. However, Black women didn't see similar gains. It points to the need for intersectional analysis, goals, and benchmarks.

This report is an urgent call to action, to listen to the voices of those who are shut out or marginalized, and find ways to elevate them. Let's examine those few universities which have been successful, learn from them, and adopt proactive and intentional policies to challenge the status quo. Because one thing is clear: without diversity among top leaders at the helm, our academic institutions are at risk of failing the next generation of students and leaders.



  
Andrea Silbert  
President, Eos Foundation

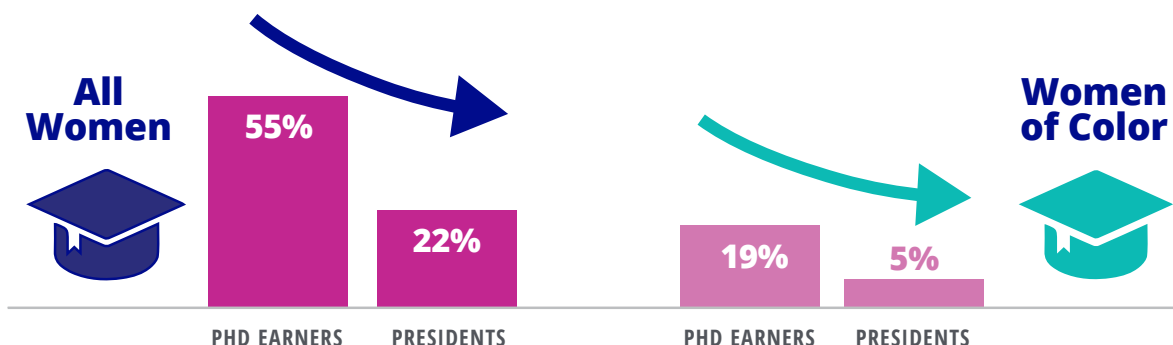


  
Gloria Blackwell  
CEO, AAUW

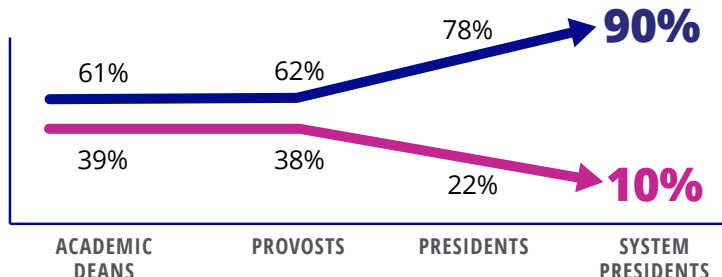
# FAST FACTS

130 ELITE (R1) UNIVERSITIES (106 BOARDS) as of 9/15/21

## So Many Women PhDs, So Few Women Leaders



## Is It a Glass or Concrete Ceiling?



## Major Gaps for Women of Color Presidents



## Boards Are Lagging



**6** schools have had at least **3** women presidents

UC-Santa Cruz • CUNY Graduate School •  
U of Colorado Boulder • U of Iowa • U of New  
Hampshire • U of Wisconsin-Madison



**60** schools have had **ZERO**

That's nearly 50%!

## FAST FACTS

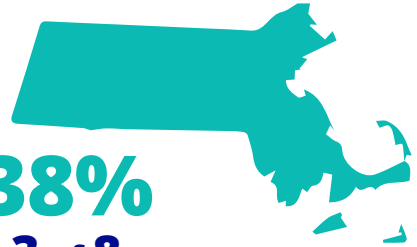
130 ELITE (R1) UNIVERSITIES (106 BOARDS) as of 9/15/21



### A Tale of Two States

**73%**  
**8 of 11**

CA Universities  
have had a  
woman president



**38%**  
**3 of 8**

MA Universities have had a  
woman president, and currently  
**ZERO** have a woman president

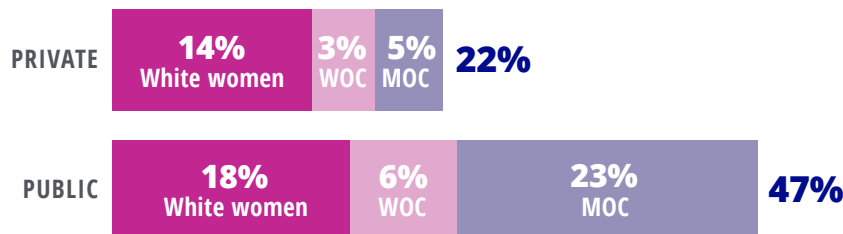
### Progress for Black Men

Since 2020, Black male  
presidents have **doubled**

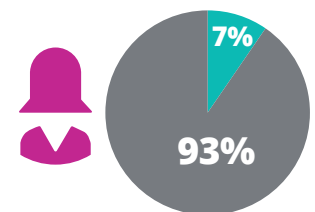
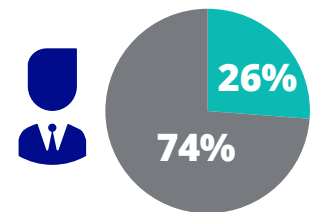


...yet Black women **didn't**  
see similar gains

### Publics Outpace Privates for Diversity of Presidents



### More Paths to the Top for Men



Traditional path  
Nontraditional path

### Out of Step with Corporate America

**62%** of institutions  
refused to disclose  
board diversity data **!!**

# I. INTRODUCTION

The Women's Power Gap (WPG) Initiative was created by the Eos Foundation in 2018 to dramatically increase the number of women from diverse backgrounds among CEO and C-suite leaders nationally. Our approach is to collect data for like institutions and compare them against one another to determine who is leading and who is lagging with respect to diversity at the chief executive's office and the immediate pathway to that office. Over the past four years, we have interviewed numerous chief executives and found that most believe they are doing everything possible to elevate women and people of color. Yet, when ranked against one another, they find that others are doing more. This approach creates a race to the top, driving faster change. In this study, we consider the most elite US research universities (the 130 schools ranked R1/highest level of research activity by the Carnegie Classification\*).

“Over the past four years, we have interviewed numerous chief executives and found that most believe they are doing everything possible to elevate women and people of color. Yet, when ranked against one another, they find that others are doing more. This approach creates a race to the top, driving faster change.”

## Why Higher Education?

These universities collectively educate nearly 4 million students each year (or one out of every five), employ 1.2 million individuals, and receive billions of dollars in government research monies, making them major drivers of our state and national economies. Higher education is viewed as a great equalizer, and institutions of higher education are considered moral exemplars for society. They present role models for our future civic and business leaders, making diversity at the highest levels of leadership paramount. These

institutions have the clout to drive change within their own bodies and to inspire action and motivate change throughout our country. We chose to focus on higher education because we believe the sector could and should be the first to achieve gender parity and fair representation of people of color at the top.

“These institutions have the clout to drive change within their own bodies and to inspire action and motivate change throughout our country. We chose to focus on higher education because we believe the sector could and should be the first to achieve gender parity and fair representation of people of color at the top.”

While colleges and universities share robust student diversity information, few share any diversity data with regard to top leadership. Further, in a time of increased scrutiny of corporate boards, only 40 schools provided board diversity data.

We piloted this work in Massachusetts in 2018 with all 93 colleges and universities, following each study with a closed summit for presidents so they could have candid conversations. The schools collectively focused on how to promote more women to the presidency, particularly women of color. In 2021, our follow-up study found the percent of women of color presidents had more than doubled from 6% to 13% in just three years. Having been in conversation with many of the university presidents, we knew that our work together, and the spotlight on women of color, was top of mind. In short, intentionality works!

Women have earned the majority of:



For the last  
40 years



For the last  
35 years



For the last  
15 years

\* Carnegie Classification may be found at <https://carnegieclassifications.iu.edu/>.

## II. METHODOLOGY

For this report, we examined the 130 universities classified by the Carnegie Classification as R1/highest level of research activity. We also analyzed data the universities are required to report to IPEDS around tenured full professors.<sup>†</sup> Race/ethnicity categories are the same as used by the US Census Bureau adapted to include Hispanic/Latinx as a separate race category.

We separated leadership into four major categories:

- Top leadership (consisting of president, provost, and board chair)
- Academic deans
- President's cabinet (net of academic deans)
- Governing boards

Our research team used public sources to collect gender data (as of September 15, 2021) for all positions and race/ethnicity data for three positions: presidents, provosts, and board chairs. We also collected separate data for the 20 multi-campus university systems that govern one or more R1 campuses, and eight state oversight boards. We then submitted a pre-populated survey to each school or

system to verify the data and request aggregate race/ethnicity data. In all, we sent out 158 surveys: 95 (60%) responded to our request, and of those, only 79 (50%) provided race/ethnicity data.

For the purposes of this study, we used the following definitions:

- President — chief executive of the R1 campus or multi-campus university system. Various titles include president, chancellor, and chancellor-provost.
- Academic deans — deans of degree-granting programs, schools, and colleges. This does not include the dean of libraries unless that program awards degrees and other administration deans such as deans of students, faculty, etc.
- President's cabinet — members of president's leadership team as identified on the university's website (net of academic deans).

In December of 2021, the Carnegie Classification released a new list of R1 schools. Those changes and more on our methodology can be found in Appendix B.

### WOMEN'S VOICES



“I wish I could share my story with you, however, I can't as I am still here under the glass ceiling.”

— *Provost*

<sup>†</sup> For more information on IPEDS, the Integrated Postsecondary Education Data System, see <https://nces.ed.gov/ipeds/use-the-data>.

### III. COMPREHENSIVE GENDER INDEX AND RANKING

For the gender ranking, we awarded points in three main areas:

- President: Do you now have, or have you ever had, a woman president? How many?
- Provost: Is a woman holding this position?
- Teams: What percentage do women represent among academic deans, president's cabinet, and tenured full professors?

Please note that we can only provide a comprehensive ranking by gender because gender data is researchable through public sources while race/ethnicity data is not. However, 79 institutions kindly provided us with disaggregated gender and racial data which allowed us to look at aggregate statistics. For further discussion of ranking methodology, see Appendix B.

TABLE 1

#### Comprehensive Gender Index and Ranking

| RANK | UNIVERSITY                  | CURRENT WOMAN PRES. | # PAST WOMEN PRES. | WOMAN PROVOST | WOMEN ACADEM. DEANS | WOMEN PRES. CABINET | WOMEN TENURED FULL PROFS. | TOTAL POINTS | RANKING CATEGORY |
|------|-----------------------------|---------------------|--------------------|---------------|---------------------|---------------------|---------------------------|--------------|------------------|
| 1    | UC-Santa Cruz               | ✓                   | 2                  | ✓             | 38%                 | 60%                 | 36%                       | 92.5         | Leader           |
| 2    | CUNY Graduate School        | ✓                   | 2                  | -             | 43%                 | 63%                 | 43%                       | 89.4         | Leader           |
| 3    | UNH                         | -                   | 3                  | -             | 71%                 | 60%                 | 34%                       | 88.6         | Leader           |
| 4    | U of Iowa                   | ✓                   | 2                  | -             | 58%                 | 36%                 | 24%                       | 84.8         | Leader           |
| 5    | Brandeis                    | -                   | 1                  | ✓             | 80%                 | 14%                 | 35%                       | 78.9         | Leader           |
| 6    | Princeton                   | -                   | 1                  | ✓             | 80%                 | 55%                 | 26%                       | 78.6         | Leader           |
| 7    | Ohio State                  | ✓                   | 1                  | ✓             | 40%                 | 40%                 | 29%                       | 78.3         | Leader           |
| 8    | Colorado State-Fort Collins | ✓                   | -                  | ✓             | 44%                 | 82%                 | 32%                       | 76.6         | Leader           |
| 9    | U of Colorado-Boulder       | -                   | 3                  | -             | 50%                 | 65%                 | 28%                       | 75.3         | Leader           |
| 10   | U of Wisconsin-Madison      | ✓                   | 2                  | -             | 31%                 | 29%                 | 32%                       | 74.0         | Leader           |
| 11   | U Penn                      | ✓                   | 1                  | ✓             | 33%                 | 42%                 | 25%                       | 73.6         | Leader           |
| 12   | U of Alabama-Birmingham     | -                   | 2                  | ✓             | 50%                 | 38%                 | 29%                       | 73.4         | Leader           |
| 13   | Rutgers                     | ✓                   | -                  | ✓             | 42%                 | 69%                 | 29%                       | 72.2         | Leader           |
| 14   | Stony Brook-SUNY            | ✓                   | 1                  | -             | 50%                 | 38%                 | 25%                       | 71.5         | Almost There     |
| 14   | U of Rochester              | ✓                   | -                  | ✓             | 50%                 | 50%                 | 23%                       | 71.5         | Almost There     |
| 16   | U of Washington-Seattle     | ✓                   | 1                  | -             | 44%                 | 31%                 | 32%                       | 71.4         | Almost There     |
| 17   | UC-Berkeley                 | ✓                   | -                  | ✓             | 44%                 | 47%                 | 29%                       | 71.2         | Almost There     |
| 17   | U of Tennessee-Knoxville    | ✓                   | 1                  | -             | 46%                 | 33%                 | 30%                       | 71.2         | Almost There     |
| 19   | U of Louisville             | ✓                   | -                  | ✓             | 42%                 | 39%                 | 28%                       | 68.6         | Almost There     |
| 20   | U of Minnesota-Twin Cities  | ✓                   | -                  | ✓             | 39%                 | 31%                 | 30%                       | 67.5         | Almost There     |
| 21   | Duke                        | -                   | 1                  | ✓             | 60%                 | 50%                 | 24%                       | 66.9         | Almost There     |
| 22   | U of New Mexico             | ✓                   | -                  | -             | 36%                 | 78%                 | 39%                       | 64.9         | Almost There     |
| 23   | U of North Texas            | -                   | 1                  | ✓             | 50%                 | 43%                 | 30%                       | 64.3         | Almost There     |
| 24   | Montana State               | ✓                   | -                  | -             | 50%                 | 38%                 | 31%                       | 64.2         | Almost There     |



| RANK | UNIVERSITY                  | CURRENT<br>WOMAN<br>PRES. | # PAST<br>WOMEN<br>PRES. | WOMAN<br>PROVOST | WOMEN<br>ACADEM.<br>DEANS | WOMEN<br>PRES.<br>CABINET | WOMEN<br>TENURED<br>FULL<br>PROFS. | TOTAL<br>POINTS | RANKING<br>CATEGORY |
|------|-----------------------------|---------------------------|--------------------------|------------------|---------------------------|---------------------------|------------------------------------|-----------------|---------------------|
| 25   | UC-San Diego                | -                         | 1                        | ✓                | 56%                       | 54%                       | 22%                                | 64.1            | Almost There        |
| 26   | Cornell                     | ✓                         | 1                        | -                | 33%                       | 41%                       | 26%                                | 63.8            | Almost There        |
| 27   | UC-Riverside                | -                         | 2                        | ✓                | 33%                       | 38%                       | 25%                                | 62.9            | Almost There        |
| 28   | U of Wisconsin-Milwaukee    | -                         | 1                        | -                | 50%                       | 100%                      | 35%                                | 62.4            | Almost There        |
| 29   | Albany-SUNY                 | -                         | 1                        | ✓                | 45%                       | 36%                       | 32%                                | 62.2            | Almost There        |
| 30   | UC-Davis                    | -                         | 1                        | ✓                | 45%                       | 27%                       | 33%                                | 62.0            | Almost There        |
| 31   | U of Houston                | ✓                         | 1                        | ✓                | 12%                       | 33%                       | 25%                                | 61.7            | Work to Do          |
| 32   | U of Illinois-Chicago       | -                         | 2                        | -                | 44%                       | 38%                       | 31%                                | 61.4            | Work to Do          |
| 33   | U of Pittsburgh             | -                         | -                        | ✓                | 67%                       | 46%                       | 26%                                | 60.7            | Work to Do          |
| 34   | UMass-Amherst               | -                         | -                        | -                | 82%                       | 43%                       | 30%                                | 60.3            | Work to Do          |
| 35   | UNC                         | -                         | 1                        | -                | 57%                       | 41%                       | 35%                                | 60.2            | Work to Do          |
| 36   | U of Cincinnati             | -                         | 1                        | -                | 62%                       | 44%                       | 29%                                | 59.8            | Work to Do          |
| 37   | U of Virginia               | -                         | 1                        | ✓                | 42%                       | 57%                       | 25%                                | 58.9            | Work to Do          |
| 38   | U of Missouri-Columbia      | -                         | 1                        | ✓                | 42%                       | 47%                       | 24%                                | 57.8            | Work to Do          |
| 39   | Binghamton-SUNY             | -                         | 1                        | -                | 57%                       | 45%                       | 29%                                | 57.4            | Work to Do          |
| 39   | Brown                       | ✓                         | 1                        | -                | 17%                       | 60%                       | 26%                                | 57.4            | Work to Do          |
| 41   | NYU                         | -                         | -                        | ✓                | 52%                       | 63%                       | 29%                                | 57.2            | Work to Do          |
| 42   | U of Chicago                | -                         | 1                        | ✓                | 42%                       | 42%                       | 24%                                | 56.8            | Work to Do          |
| 43   | Georgia State               | -                         | -                        | ✓                | 55%                       | 33%                       | 32%                                | 56.7            | Work to Do          |
| 44   | UT-El Paso                  | ✓                         | 1                        | -                | 30%                       | 13%                       | 20%                                | 56.4            | Work to Do          |
| 45   | Emory                       | -                         | 1                        | -                | 56%                       | 45%                       | 27%                                | 56.0            | Work to Do          |
| 46   | Texas A & M-College Station | ✓                         | 1                        | -                | 28%                       | 13%                       | 21%                                | 55.7            | Work to Do          |
| 47   | U of Michigan-Ann Arbor     | -                         | 1                        | ✓                | 37%                       | 33%                       | 28%                                | 55.6            | Work to Do          |
| 47   | Columbia                    | -                         | -                        | ✓                | 52%                       | 56%                       | 27%                                | 55.6            | Work to Do          |
| 49   | Michigan State              | -                         | 1                        | ✓                | 35%                       | 36%                       | 28%                                | 55.4            | Work to Do          |
| 50   | Tufts                       | -                         | -                        | ✓                | 47%                       | 53%                       | 32%                                | 54.6            | Work to Do          |
| 51   | U of Southern Mississippi   | -                         | 1                        | -                | 50%                       | 33%                       | 32%                                | 54.2            | Work to Do          |
| 52   | U of Arizona-Tucson         | -                         | 1                        | ✓                | 26%                       | 52%                       | 31%                                | 54.0            | Work to Do          |
| 53   | George Washington           | -                         | -                        | -                | 60%                       | 63%                       | 34%                                | 53.1            | Work to Do          |
| 54   | Harvard                     | -                         | 1                        | -                | 47%                       | 62%                       | 27%                                | 52.8            | Work to Do          |
| 55   | Indiana-Bloomington         | ✓                         | -                        | -                | 31%                       | 30%                       | 29%                                | 52.7            | Work to Do          |
| 56   | U of Oregon                 | -                         | -                        | -                | 63%                       | 45%                       | 33%                                | 52.5            | Work to Do          |
| 57   | U of Hawaii-Manoa           | -                         | 1                        | -                | 31%                       | 86%                       | 36%                                | 52.3            | Work to Do          |
| 58   | U of Nebraska-Lincoln       | -                         | -                        | ✓                | 55%                       | 38%                       | 22%                                | 52.2            | Work to Do          |
| 59   | Washington U-St. Louis      | -                         | -                        | ✓                | 44%                       | 88%                       | 22%                                | 52.1            | Work to Do          |
| 60   | UCLA                        | -                         | -                        | ✓                | 42%                       | 53%                       | 31%                                | 52.0            | Work to Do          |
| 61   | UT-Austin                   | -                         | 1                        | ✓                | 28%                       | 36%                       | 29%                                | 51.9            | Work to Do          |
| 62   | U of South Florida          | -                         | 2                        | -                | 27%                       | 33%                       | 30%                                | 51.7            | Work to Do          |
| 63   | Iowa State                  | ✓                         | -                        | -                | 25%                       | 71%                       | 24%                                | 51.5            | Work to Do          |
| 64   | Purdue                      | -                         | 1                        | -                | 54%                       | 32%                       | 23%                                | 51.4            | Work to Do          |



| RANK | UNIVERSITY                     | CURRENT<br>WOMAN<br>PRES. | # PAST<br>WOMEN<br>PRES. | WOMAN<br>PROVOST | WOMEN<br>ACADEM.<br>DEANS | WOMEN<br>PRES.<br>CABINET | WOMEN<br>TENURED<br>FULL<br>PROFS. | TOTAL<br>POINTS | RANKING<br>CATEGORY |
|------|--------------------------------|---------------------------|--------------------------|------------------|---------------------------|---------------------------|------------------------------------|-----------------|---------------------|
| 64   | USC                            | ✓                         | -                        | -                | 30%                       | 33%                       | 26%                                | 51.4            | Work to Do          |
| 66   | Oklahoma State                 | ✓                         | -                        | ✓                | 11%                       | 22%                       | 27%                                | 51.3            | Work to Do          |
| 67   | Syracuse                       | -                         | 1                        | ✓                | 25%                       | 29%                       | 31%                                | 50.9            | Work to Do          |
| 68   | U of Nevada-Las Vegas          | -                         | 1                        | -                | 47%                       | 40%                       | 26%                                | 50.8            | Work to Do          |
| 69   | U of Kansas                    | -                         | 1                        | ✓                | 29%                       | 27%                       | 26%                                | 50.1            | Work to Do          |
| 70   | U of Illinois-Urbana-Champaign | -                         | 2                        | -                | 25%                       | 40%                       | 26%                                | 49.7            | Work to Do          |
| 71   | U of Utah                      | -                         | 1                        | -                | 38%                       | 65%                       | 27%                                | 49.3            | Work to Do          |
| 72   | UConn                          | -                         | 1                        | -                | 38%                       | 38%                       | 32%                                | 49.1            | Work to Do          |
| 73   | Arizona State-Tempe            | -                         | -                        | ✓                | 36%                       | 55%                       | 30%                                | 48.8            | Work to Do          |
| 74   | Boston University              | -                         | -                        | ✓                | 41%                       | 56%                       | 24%                                | 48.2            | Work to Do          |
| 75   | West Virginia U                | -                         | -                        | ✓                | 35%                       | 53%                       | 29%                                | 47.4            | Work to Do          |
| 76   | Stanford                       | -                         | -                        | ✓                | 43%                       | 48%                       | 22%                                | 47.2            | Work to Do          |
| 77   | Drexel                         | -                         | -                        | -                | 57%                       | 53%                       | 26%                                | 47.0            | Work to Do          |
| 78   | U of Miami                     | -                         | 1                        | -                | 38%                       | 47%                       | 24%                                | 46.0            | Work to Do          |
| 79   | Virginia Commonwealth          | -                         | -                        | -                | 60%                       | 40%                       | 24%                                | 45.8            | Work to Do          |
| 80   | U of Central Florida           | -                         | -                        | -                | 54%                       | 54%                       | 25%                                | 44.6            | Work to Do          |
| 80   | U of Florida                   | -                         | -                        | -                | 59%                       | 29%                       | 24%                                | 44.6            | Work to Do          |
| 82   | U of Alabama-Tuscaloosa        | -                         | 1                        | -                | 38%                       | 11%                       | 28%                                | 44.5            | Work to Do          |
| 83   | Washington State               | -                         | -                        | ✓                | 31%                       | 46%                       | 27%                                | 43.8            | Work to Do          |
| 84   | U of Nevada-Reno               | -                         | -                        | -                | 46%                       | 62%                       | 29%                                | 43.6            | Work to Do          |
| 85   | U of Mississippi               | -                         | -                        | -                | 46%                       | 36%                       | 32%                                | 42.8            | Work to Do          |
| 86   | Case Western                   | -                         | 1                        | -                | 36%                       | 26%                       | 23%                                | 42.4            | Work to Do          |
| 87   | U of Georgia                   | -                         | -                        | -                | 47%                       | 41%                       | 29%                                | 42.3            | Work to Do          |
| 88   | UC-Irvine                      | -                         | 1                        | -                | 28%                       | 36%                       | 29%                                | 41.9            | Work to Do          |
| 89   | Yale                           | -                         | -                        | -                | 53%                       | 20%                       | 26%                                | 41.7            | Work to Do          |
| 90   | U of Maryland-College Park     | -                         | -                        | ✓                | 29%                       | 46%                       | 25%                                | 41.6            | Work to Do          |
| 91   | Buffalo-SUNY                   | -                         | -                        | -                | 50%                       | 33%                       | 26%                                | 41.5            | Work to Do          |
| 92   | Temple                         | -                         | 1                        | -                | 29%                       | 36%                       | 26%                                | 41.0            | Work to Do          |
| 93   | Kansas State                   | -                         | -                        | -                | 45%                       | 44%                       | 27%                                | 40.8            | Work to Do          |
| 94   | Notre Dame                     | -                         | -                        | ✓                | 38%                       | 25%                       | 18%                                | 40.2            | Work to Do          |
| 95   | Northeastern                   | -                         | -                        | -                | 44%                       | 36%                       | 28%                                | 39.7            | Needs Urgent Action |
| 96   | NC State-Raleigh               | -                         | 1                        | -                | 27%                       | 36%                       | 24%                                | 39.4            | Needs Urgent Action |
| 97   | U of Delaware                  | -                         | -                        | ✓                | 20%                       | 41%                       | 30%                                | 39.1            | Needs Urgent Action |
| 98   | Georgetown                     | -                         | -                        | -                | 36%                       | 28%                       | 36%                                | 39.0            | Needs Urgent Action |
| 99   | Boston College                 | -                         | -                        | -                | 38%                       | 35%                       | 33%                                | 38.8            | Needs Urgent Action |
| 99   | Dartmouth                      | -                         | -                        | -                | 40%                       | 50%                       | 28%                                | 38.8            | Needs Urgent Action |
| 101  | U of Arkansas                  | -                         | -                        | -                | 44%                       | 36%                       | 25%                                | 38.4            | Needs Urgent Action |
| 102  | Vanderbilt                     | -                         | -                        | ✓                | 27%                       | 22%                       | 25%                                | 38.3            | Needs Urgent Action |

| RANK | UNIVERSITY                   | CURRENT<br>WOMAN<br>PRES. | # PAST<br>WOMEN<br>PRES. | WOMAN<br>PROVOST | WOMEN<br>ACADEM.<br>DEANS | WOMEN<br>PRES.<br>CABINET | WOMEN<br>TENURED<br>FULL<br>PROFS. | TOTAL<br>POINTS | RANKING<br>CATEGORY |
|------|------------------------------|---------------------------|--------------------------|------------------|---------------------------|---------------------------|------------------------------------|-----------------|---------------------|
| 103  | MIT                          | -                         | 1                        | -                | 29%                       | 39%                       | 19%                                | 37.8            | Needs Urgent Action |
| 104  | U of Kentucky                | -                         | -                        | -                | 45%                       | 20%                       | 26%                                | 37.7            | Needs Urgent Action |
| 105  | UT-Dallas                    | -                         | -                        | ✓                | 30%                       | 39%                       | 17%                                | 37.6            | Needs Urgent Action |
| 106  | U of Oklahoma-Norman         | -                         | -                        | -                | 41%                       | 31%                       | 28%                                | 37.5            | Needs Urgent Action |
| 107  | RPI                          | ✓                         | -                        | -                | 17%                       | 10%                       | 16%                                | 37.2            | Needs Urgent Action |
| 108  | Florida State                | -                         | -                        | ✓                | 15%                       | 56%                       | 28%                                | 37.1            | Needs Urgent Action |
| 109  | Penn State                   | -                         | -                        | -                | 39%                       | 37%                       | 27%                                | 36.6            | Needs Urgent Action |
| 110  | Northwestern                 | -                         | -                        | ✓                | 18%                       | 50%                       | 24%                                | 36.1            | Needs Urgent Action |
| 111  | Wayne State                  | -                         | -                        | -                | 38%                       | 36%                       | 26%                                | 35.8            | Needs Urgent Action |
| 112  | Oregon State                 | -                         | -                        | -                | 33%                       | 58%                       | 26%                                | 35.3            | Needs Urgent Action |
| 113  | UC-Santa Barbara             | -                         | 1                        | -                | 10%                       | 38%                       | 33%                                | 35.0            | Needs Urgent Action |
| 114  | Georgia Tech                 | -                         | -                        | -                | 43%                       | 44%                       | 17%                                | 34.2            | Needs Urgent Action |
| 115  | Rice                         | -                         | -                        | -                | 30%                       | 67%                       | 24%                                | 33.6            | Needs Urgent Action |
| 116  | Carnegie Mellon              | -                         | -                        | -                | 38%                       | 46%                       | 20%                                | 33.2            | Needs Urgent Action |
| 117  | George Mason                 | -                         | -                        | -                | 27%                       | 47%                       | 29%                                | 32.9            | Needs Urgent Action |
| 118  | Texas Tech                   | -                         | -                        | -                | 29%                       | 56%                       | 26%                                | 32.8            | Needs Urgent Action |
| 119  | Mississippi State            | -                         | -                        | -                | 33%                       | 50%                       | 22%                                | 32.7            | Needs Urgent Action |
| 120  | U of South Carolina-Columbia | -                         | -                        | -                | 31%                       | 14%                       | 30%                                | 32.1            | Needs Urgent Action |
| 121  | Virginia Tech                | -                         | -                        | -                | 36%                       | 38%                       | 20%                                | 31.9            | Needs Urgent Action |
| 122  | Auburn                       | -                         | -                        | -                | 33%                       | 26%                       | 25%                                | 31.6            | Needs Urgent Action |
| 122  | Clemson                      | -                         | -                        | -                | 33%                       | 29%                       | 24%                                | 31.6            | Needs Urgent Action |
| 124  | Johns Hopkins                | -                         | -                        | -                | 22%                       | 50%                       | 27%                                | 29.4            | Needs Urgent Action |
| 125  | UT-Arlington                 | -                         | -                        | -                | 30%                       | 38%                       | 21%                                | 29.1            | Needs Urgent Action |
| 126  | Louisiana State              | -                         | -                        | -                | 25%                       | 40%                       | 24%                                | 28.7            | Needs Urgent Action |
| 127  | Tulane                       | -                         | -                        | -                | 22%                       | 44%                       | 24%                                | 27.6            | Needs Urgent Action |
| 128  | Cal Tech                     | -                         | -                        | -                | 14%                       | 50%                       | 20%                                | 22.0            | Needs Urgent Action |
| 129  | Florida International        | -                         | -                        | -                | 8%                        | 29%                       | 25%                                | 19.5            | Needs Urgent Action |
| 130  | NJIT                         | -                         | -                        | -                | 17%                       | 44%                       | 13%                                | 19.2            | Needs Urgent Action |

## IV. KEY FINDINGS

### 1. The Glass Ceiling Is a Concrete Ceiling

Women, particularly women of color, are underrepresented among all leadership positions, both internally and on university boards. Their highest proportions are in the president's cabinets (net of academic deans), but that is rarely a pathway position

to the presidency. On the flip side, women comprise only one in ten system presidents, and there are no women of color at this level. Figure 1 shows gender and racial representation among six of the eight categories that we analyzed.

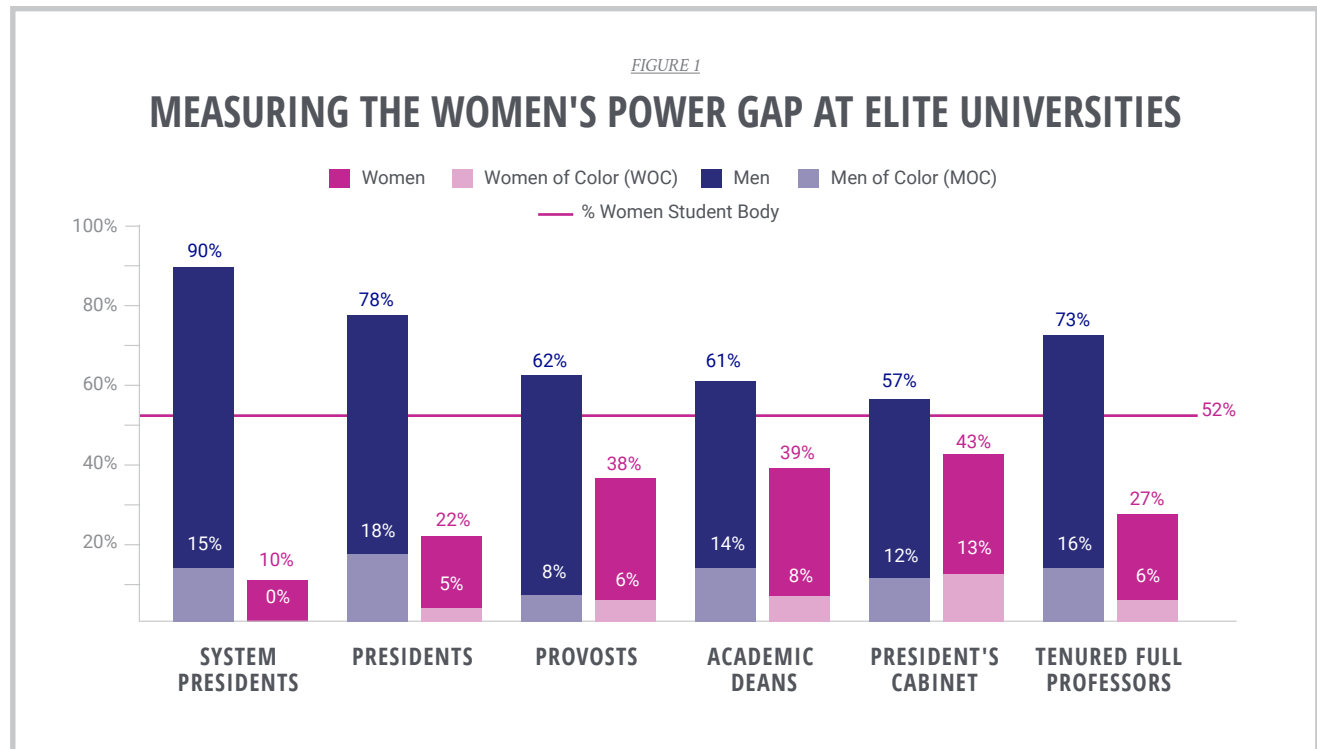
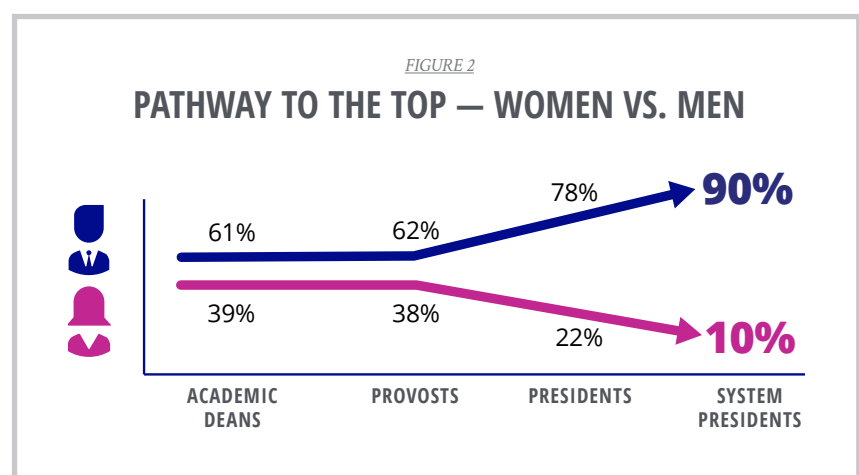


Figure 2 shows that the men's representation jumps as they climb the ladder from academic deans/provosts (60%) to president (78%) to system presidents (90%).

In contrast, while women comprise nearly 40% of all provosts and academic deans, they account for only 22% of presidents and 10% of system presidents.<sup>‡</sup>

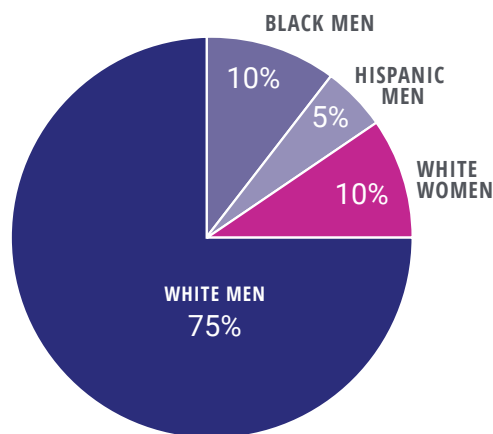


<sup>‡</sup> In addition to the R1 dataset of 130, we also examined the 135 R2s and found consistent percentages for gender and race among presidents.

Public universities and campuses count 24% women presidents, but as can be seen in Figure 3, among the 20 system presidents, women drop to only 10% of the total, and while 15% are men of color, none are women of color. The marked lack of women presidents at the system level is troubling and cause for deeper investigation.

Also dramatic is that nearly one-half of the universities in our study have never had a woman leader (60 of 130 or 46%). A total of 57% of private universities have never had a woman leader, as compared to 42% of public universities (see Appendix A-Table 1). This is in keeping with our other findings showing private institutions are lagging publics in most categories.

**FIGURE 3**  
**GENDER AND RACE/ETHNICITY**  
**OF SYSTEM PRESIDENTS**



## WOMEN'S VOICES



**Dr. Julieta Garcia, Former President of the University of Texas at Brownsville**

“We need bold and courageous women in powerful leadership positions who will advocate for other women. In 1986, when I became president of Texas Southmost College, it was largely due to the courageous work of two elected women college trustees, Jean Eckhoff and Mary Rose Cardenas. I would become the first Latina president of an institution of higher education in the country. That was a tall order at that time! Jean and Mary Rose persuaded their colleagues on the TSC Board of Trustees to hire me. Then, once named, they helped me succeed.

In 1991, we led the creation of the new University of Texas at Brownsville and I was named president of UT Brownsville by the UT System Board of Regents. Governor Ann Richards helped us create UT Brownsville. She also named many women as university regents in Texas, and several women regents were named to the System Board. They used their positions of authority to discuss issues important to women on gender, salary, hiring, and promotion and equity. Women in authority as college trustees and as university regents were key to my hiring both times. Boards are extremely powerful, and we must work to diversify these boards, particularly those that are appointed by governors who have other considerations at play.”

What explains the precipitous drop in women at the presidential level?

**It's clearly not a pipeline issue;** women are well represented among the immediate feeder positions to the presidency. In fact, 50% of all the presidents in this dataset served as provosts immediately prior to their first presidency and 25% served as academic deans.

**The “fix the women” approach is not sufficient to reach parity and may be setting women back.**

Decades of training programs to prepare under-represented groups for advancement have only contributed to incremental progress, suggesting larger systemic issues holding women back and pointing to a need for cultural change within academe. Some have suggested women suffer from a **confidence gap** relative to men, which gave rise a decade ago to the “lean in” approach coaching women to behave like men in the workplace, engaging in more self-promotion and aggressive negotiations for advancement and higher compensation. However, **recent research**<sup>3</sup> suggests this approach may be counterproductive because gender bias is endemic and women who “overreach” often suffer a backlash for not fitting gender

“Recent research suggests that the “lean in” approach may be counterproductive because gender bias is endemic and women who “overreach” often suffer a backlash for not fitting gender stereotypes. So, the confidence gap may be better viewed as a rational reaction to systemic bias.”

stereotypes. So, the confidence gap may be better viewed as a rational reaction to systemic bias.

**The “glass cliff effect”** may discourage women along the path to the presidency from stepping forward. Studies have documented a “glass cliff” wherein women and people of color are more likely than white men to be hired as chief executives by institutions that are in crisis, making it harder to succeed.<sup>4</sup> Women have also given voice to a sense of being “thrown under the bus” and pushed out more readily when they can’t quickly turn things around.

## WOMEN'S VOICES



“There is this notion that to be successful in the academy we need to act like men. But this can be damaging. It reinforces the masculine structure and plays into stereotypes of what leadership is all about.”

— Academic dean

“The level of acceptable behavior for women is extraordinarily narrow. Men can be assertive, aggressive, and even obnoxious at times, but for women, those are not acceptable attributes. Instead, it leads to women getting a lot of negative feedback.”

— Provost

## 2. Women of Color Are Nearly Absent, Comprising Only 5% of All Presidents

White women comprise 17% of all permanent presidents, and women of color in aggregate total less than 5%. Of the 124 permanent presidents, there are only two (1.6%) each of Asian, Black, and Hispanic women. There are no East Asian or Indigenous women presidents. Figure 4 below shows how underrepresented

groups fare relative to their representation in the general population. By this metric, Hispanic women are the most underrepresented, holding only 1.6% of the presidents in the dataset, while representing 9% of the US population. It is interesting to note that Asian and Black men are more than fairly represented among R1 presidents.

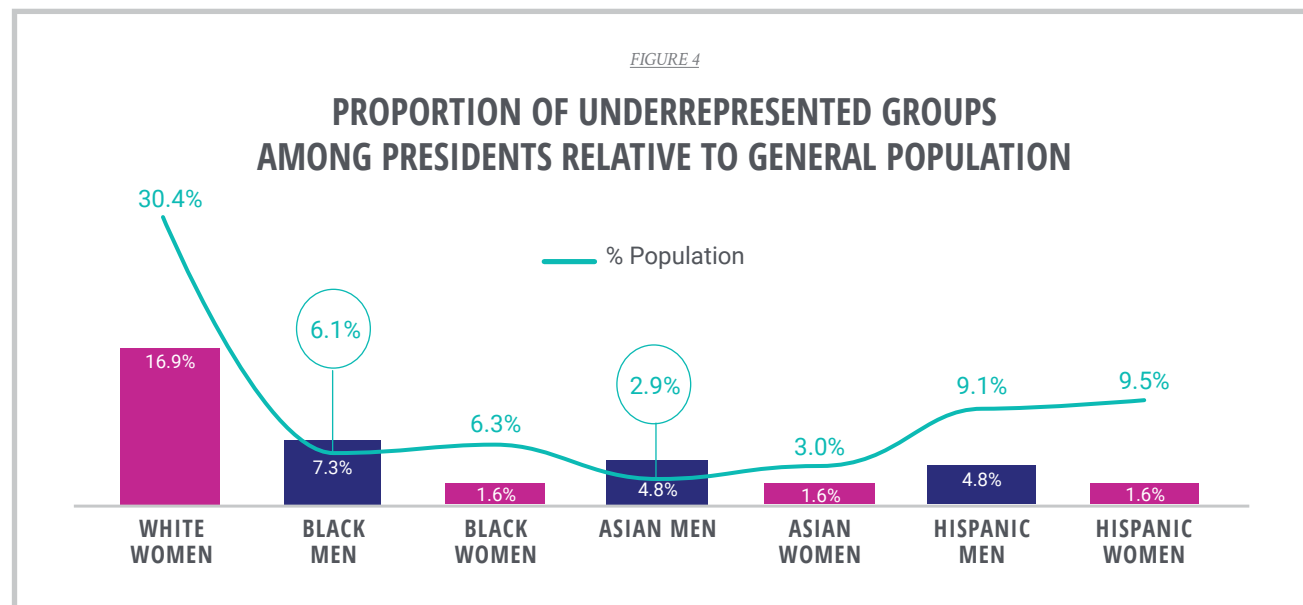
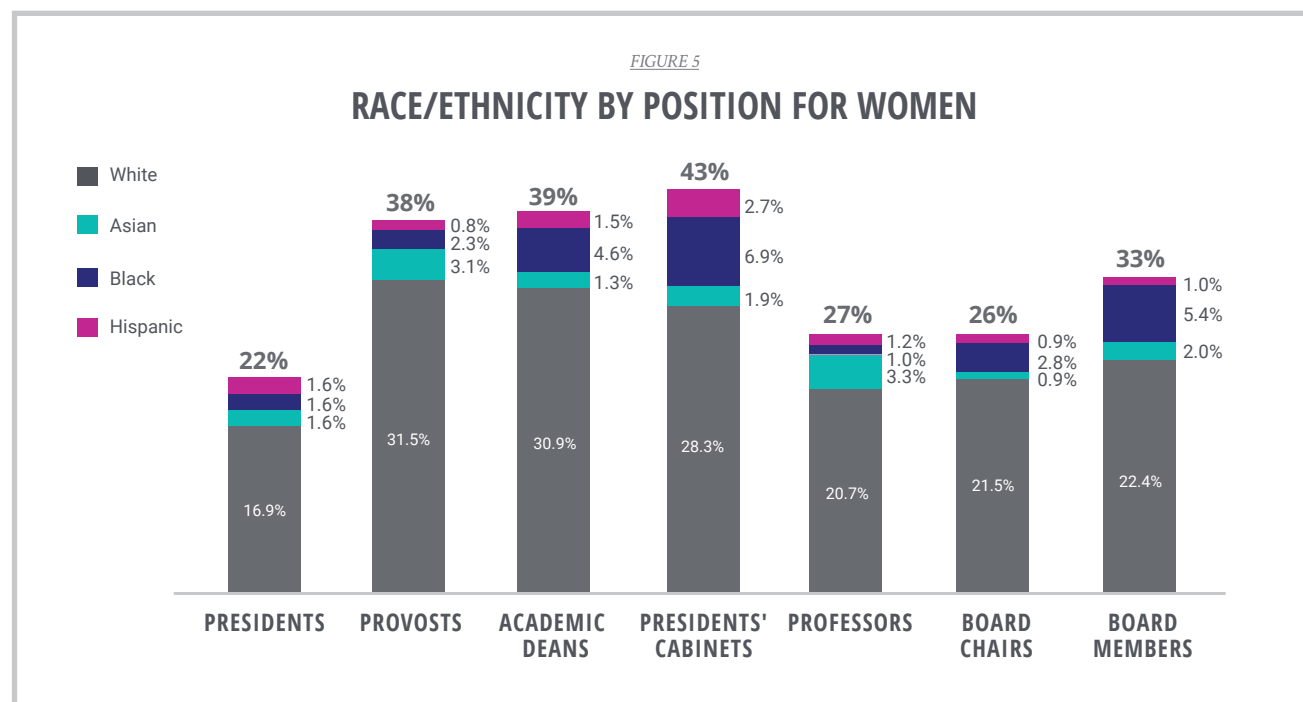


Figure 5 looks at how women of all racial/ethnic groups fare across all positions. Outside of the presidency, Black women do a little bit better than other women of color representing 5% of academic

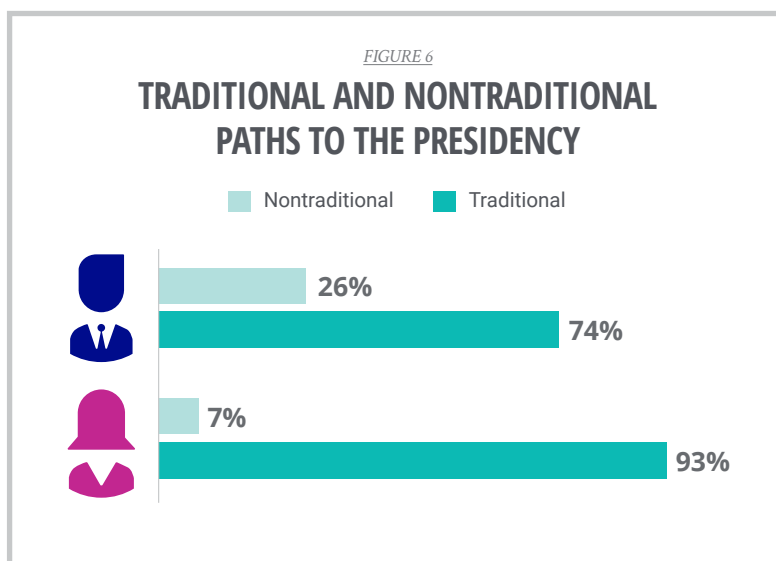
deans and board members, and 7% of president's cabinet (though president's cabinet are rarely feeder positions to the presidency). Indigenous women account for only 0.2% of these positions combined.



Totals represent all women data. AIAN, NHPI, multiracial, and unknown not included.

### 3. Men Have Access to Multiple Paths to the Presidency, While Women Typically Must Present Traditional Qualifications

We conducted a pathway analysis examining each president's last three positions prior to holding their first presidency. The data in Figure 6 show that men have both traditional (74%) and nontraditional (26%) paths to the presidency, while 93% of women took a traditional academic route and only 7% followed a nontraditional path. We define traditional as rising from either a provost or an academic dean to the presidency. More than a quarter of the male presidents rose from nontraditional academic positions, bypassing a stint as a provost or a dean, or were outsiders such as congressmen or military and business leaders.



### 4. Recent Gains for Black Men at Public Universities

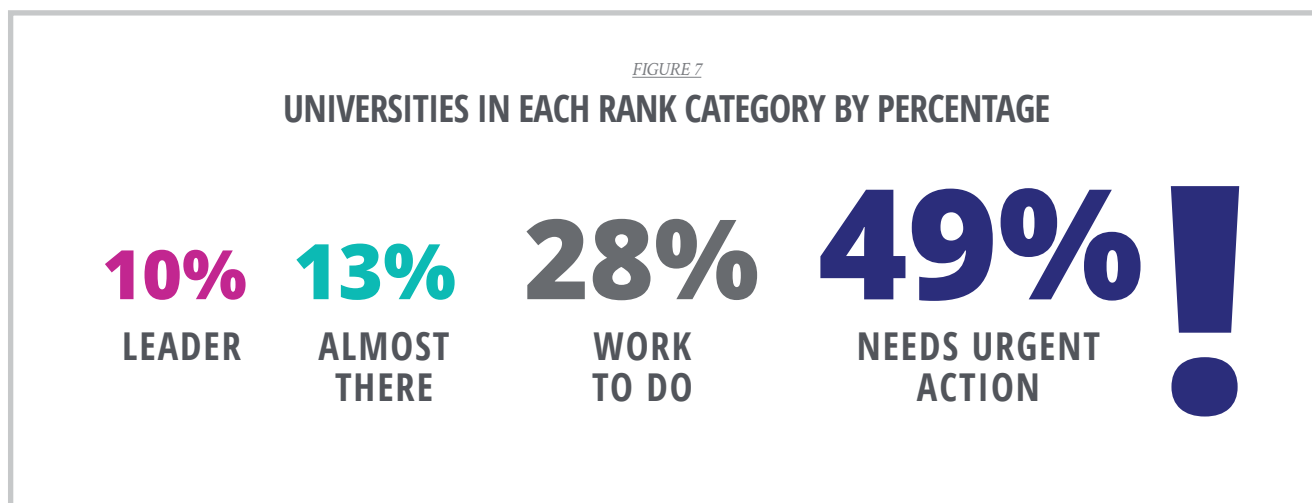
As mentioned earlier, we tracked the 22 presidential transitions that occurred over the last 18 months (and resulted in a permanent appointment) to see what, if any, impact the recent racial justice movement had on hiring. Black men were selected for six (27%), more than doubling the number of Black presidents from four to nine. Yet only one university hired a Black

woman (or any women of color for that matter), leaving Black women's representation at 1.6%. This points to the need for setting intersectional goals around race/ethnicity and gender to make sure all groups are fairly represented in leadership. Of note, among presidents across all races, men outnumber women by three to five times.

### 5. Very Few Schools Are Gender-Balanced Across All Leadership Positions

As mentioned earlier, we created a weighted ranking system to award points across multiple leadership categories and grouped schools into one of four

categories, as per Figure 7. While 10% of schools are categorized as Leaders and 13% are Almost There, a full 77% fall into Needs Urgent Action or Work to Do.



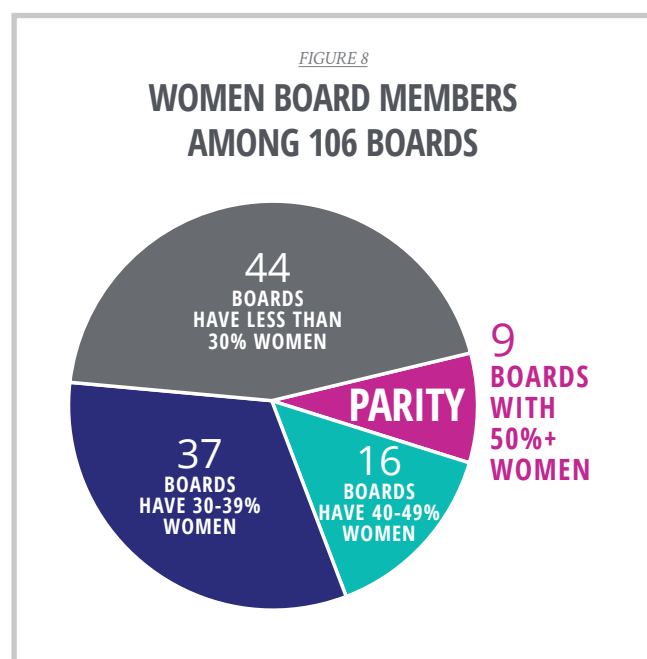


## 6. Boards Lag Rather Than Lead!

In this moment of corporate board accountability, there is a shocking lack of leadership and transparency from university boards. Of all groups in our survey, universities were the most reluctant to provide diversity statistics for governing boards, with only 38% providing us numbers. If boards do not provide transparency and hold themselves accountable to diversity goals, what message does that send to those who work at the universities, or to donors, alumni, and students? This flies in the face of the corporate board responsibility

movement, which has been pushing for full board disclosure and required numbers of women and people of color on public company boards.

Figure 8 below shows how the individual boards break out based on the percentage of women board members. Only nine boards (8%) have reached gender parity at 50% or higher, and a whopping 81 (76%) have fewer than 40% female members. For complete board data, see Appendix A –Table 5.



### Only 9 Boards Have 50%+ Women Board Members

Michigan State University (75%!) •  
University of Colorado • Washington State  
University • Board of Regents State of  
Iowa • Princeton University • University  
of Minnesota-Twin Cities • Wayne State  
University • Oregon State  
University • Virginia Tech

**...while 44 have less than 30%!**

## ELITE UNIVERSITIES OUT OF STEP WITH CORPORATE AMERICA

In January of 2022, the CEO of State Street Global Advisors announced in his letter to shareholders:

“Beginning in the 2023 proxy season, we will expect boards to be comprised of at least 30% women directors ... we are prepared to vote against the Chair of the Board's Nominating Committee, or the board leader should a company fail to meet these expectations ... In the upcoming proxy season, we will take voting action against responsible directors if (1) companies in the S&P 500 and FTSE 100 do not have a person of color on their board, (2) ... do not disclose the racial and ethnic diversity of their boards, and (3) ... do not disclose their EEO-1 reports.”

As per Figure 9, among the aggregate number of all board members, women comprise only 33%, and women of color only 8%. Black and Asian men are represented at 7% and 4%, respectively, proportionate to their numbers in the general population, while Black and Asian women are 5% and 2%. Both Hispanic men and women are significantly underrepresented relative to their populations at 2% and 1%.

The position of board chair is extremely powerful, particularly with respect to hiring and supporting

presidents. As we see in Figure 10, women hold only 26% of the board chair positions, men of color account for 10%, and women of color only 5%. Asian women and both Hispanic women and men hold less than 1% of these positions.

Boards should reflect their customers, in this case students, 52% of whom are women among R1 universities. Finding diverse board members can take place far more quickly as multiple positions open every year.

FIGURE 9

### GENDER AND RACE/ETHNICITY OF BOARD MEMBERS

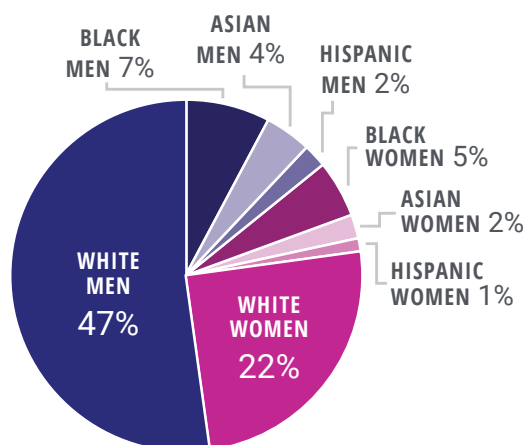
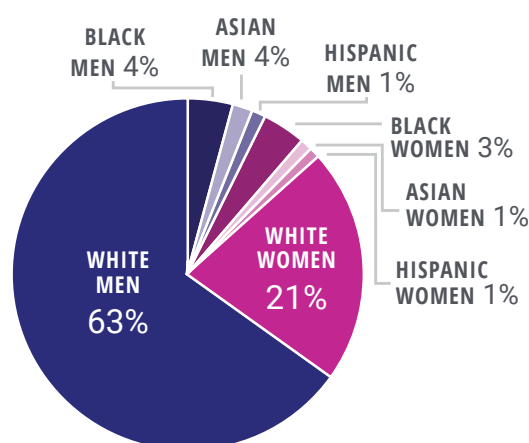


FIGURE 10

### GENDER AND RACE/ETHNICITY OF BOARD CHAIRS



AIAN, NHPI, multiracial, and unknown not included.

## WOMEN'S VOICES

“One of the things I have observed is that a lot of the work to pursue top positions is in the social domain. A lot of presidential searches are more about your golf game than your capacity to be a CEO.”

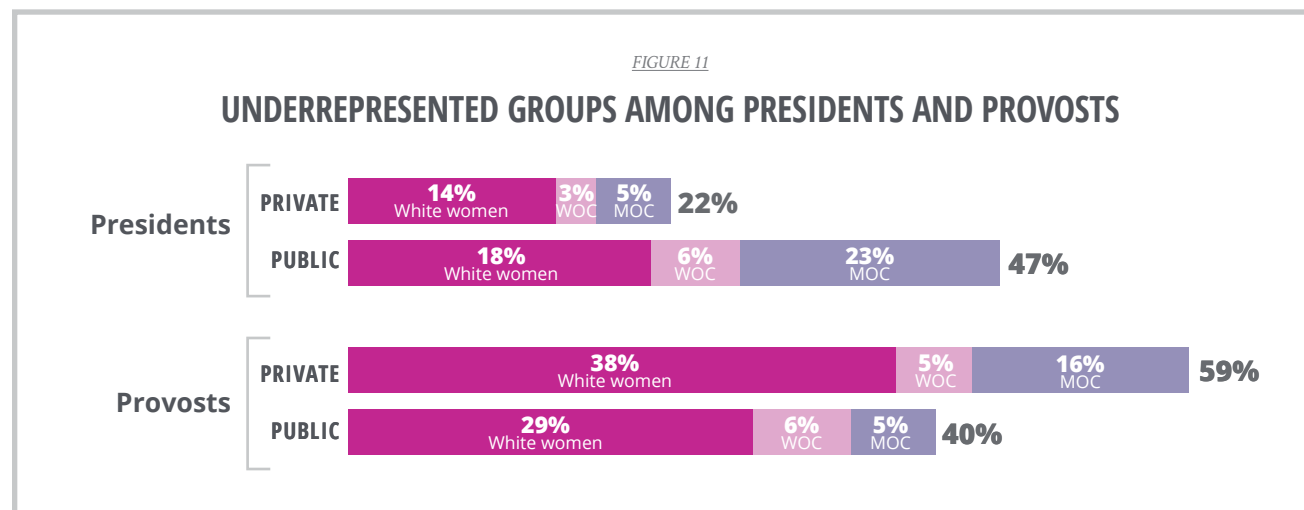
— Vice provost



## 7. Public Universities Lead Relative to Private Universities

As per Figure 11, at public universities, women and people of color comprise 47% of all presidents. In marked contrast, at private universities, underrepresented groups hold only 22% of the presidencies. For women and women of color, publics lead privates by 24% to 16% and 6% to 3%, respectively.

Conversely, private universities lead publics in terms of provosts, where women comprise 43% and men of color 16%. Why are underrepresented groups doing well at private universities as provosts but not getting to the president's office? What are public universities doing to hire more diverse presidents, and why are they lagging with provosts?



Women presidents at private universities add up to 17% due to rounding.

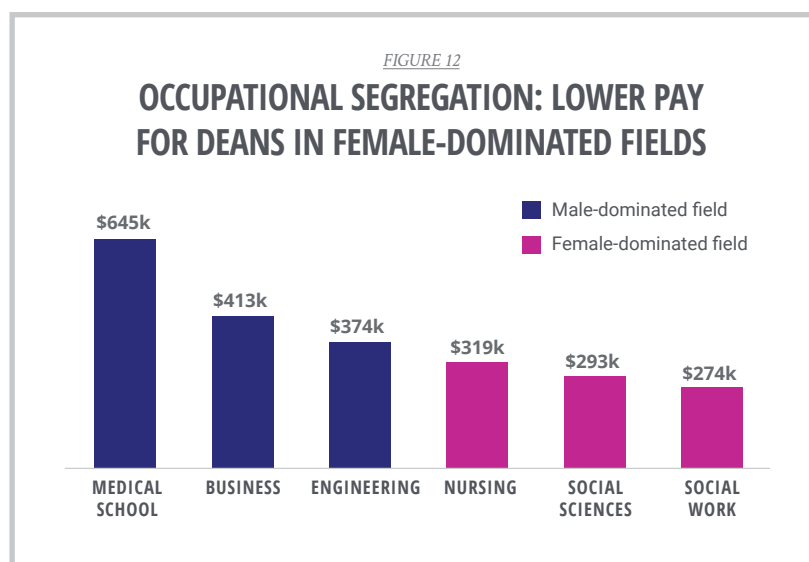
## 8. Not All Deans Are Created Equal: Gender-Based Occupational Segregation

Girls and boys are tracked into disparate career paths beginning in childhood. Institutions of higher learning should do everything they can to change this dynamic. While nearly every university encourages young women to enter male-dominated fields, if women students don't see themselves represented among leadership, the talk is just hollow. Schools need to walk the walk!

dominate as deans of nursing schools, which provide an average pay of \$319,000, less than half of the average pay for medical school deans. The other two male-dominated deanships are engineering and business management, while for women, they are social sciences and social work. See Figure 12 for average compensation for six deanships. The gender

Gender-based occupational segregation is a major contributor to both gender power and pay gaps. It is critical for universities to seek out women deans in traditionally male-dominated fields to provide role models for their female students.

In terms of the pay gap, we analyzed data from CUPA-HR with respect to the proportion of male and female deans in various fields and how that correlated with compensation. The most highly paid were medical school deans with an average salary of \$645,000. Men hold 75% of these deanships.<sup>5</sup> Women, in turn,



pay gaps are striking. What can universities do? Well-endowed universities can lead by turning the occupational pay gap on its head. Why not increase the average pay for typically female fields? Pay reflects societal values, and instead of reinforcing these values, elite universities should lead society, not hide behind the notion that they must blindly follow the market compensation rates. Should we really be paying a medical school dean twice what we pay a nursing school dean? While it takes more years of study to become a doctor than a nurse, once in these positions, the roles are equally demanding.

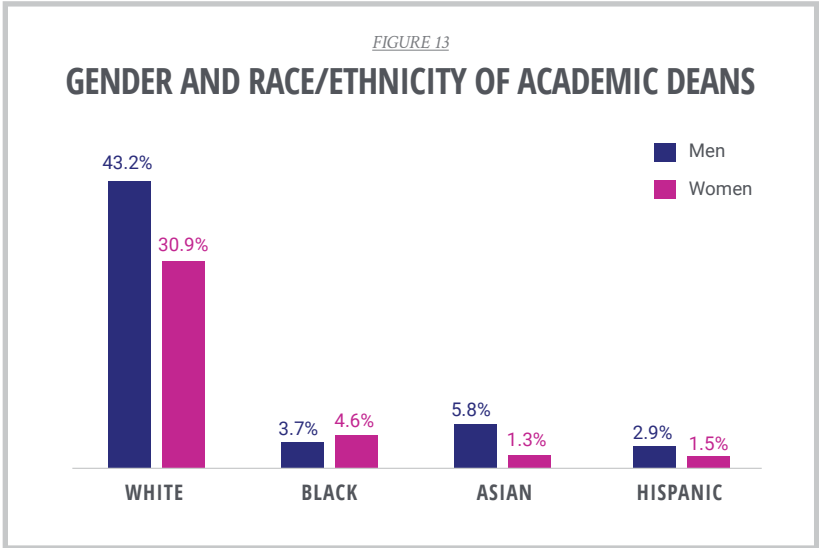
“Should we really be paying a medical school dean twice what we pay a nursing school dean? While it takes more years of study to become a doctor than a nurse, once in these positions, the roles are equally demanding.”

Figure 13 examines diversity among academic deans. In total, 76 institutions provided aggregate race/ethnicity data for academic deans and 77 for the president’s cabinet. Among all academic deans, 8% are women of color and 14% are men of color. Those numbers are 13% and 12% for the president’s cabinet. It is

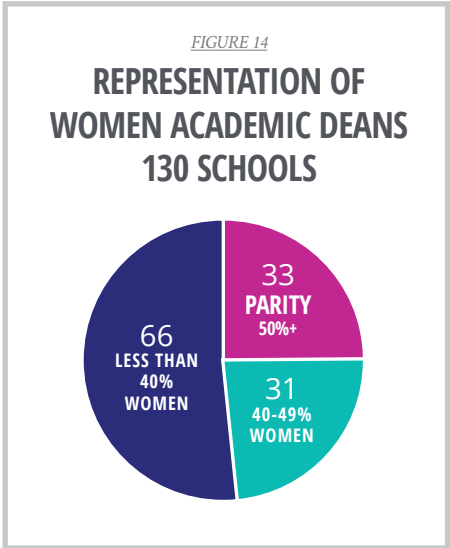
“Well-endowed universities can lead by turning the occupational pay gap on its head. Why not increase the average pay for typically female fields? Pay reflects societal values, and instead of reinforcing these values, elite universities should lead society, not hide behind the notion that they must blindly follow the market compensation rates.”

interesting to note that Black women score relatively better among deans than they do among presidents and provosts, while Asian and Hispanic women still lag in this category.

The percentage of women academic deans at each institution ranges from a high of 82% to a low of 8%, and only 25% of the 130 universities reached gender parity among academic deans, as Figure 14 shows. The majority of institutions have fewer than 40% women among their academic deans. Three schools deserve special attention — women represent 80%+ of the academic deans at the University of Massachusetts-Amherst, Brandeis, and Princeton, seeding the pool for highly qualified women presidents. A full list of the ranking of all schools by percentage women among deans can be found in Appendix A –Table 5.



AIAN, NHPI, multiracial, and unknown not included.

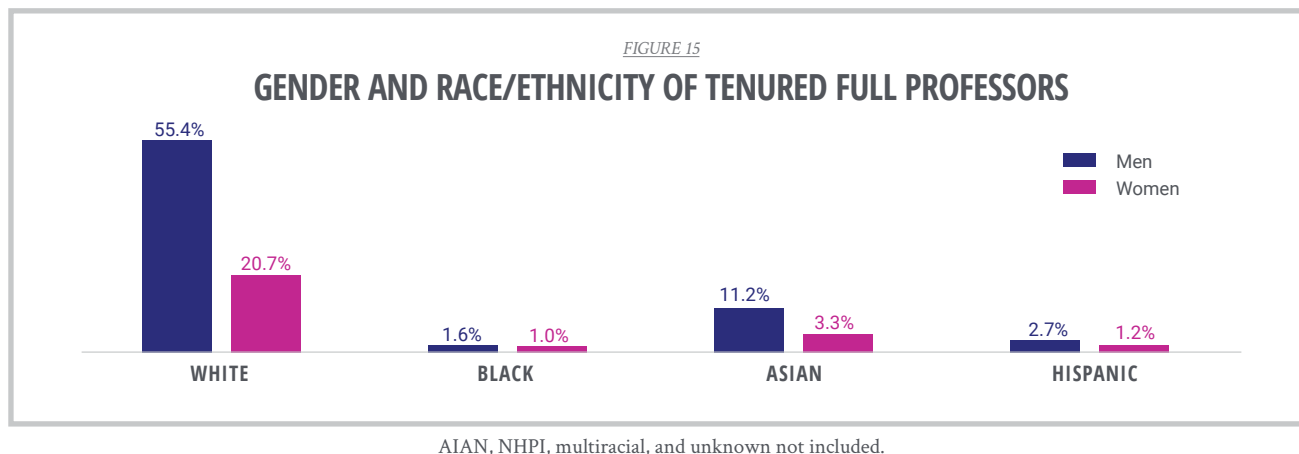


## 9. No School Has Reached Gender Parity in Tenured Full Professors Category

Unfortunately, no school has reached gender parity among tenured full professors. CUNY Graduate School comes the closest at 43%, and at the bottom of the range is New Jersey Institute of Technology with only 13%. Appendix A-Table 5 presents a full ranking of schools by percentage of women among tenured full professors.

Schools that receive federal funding must report demographic data for their faculty annually to IPEDS.

The data for tenured full professors found in Figure 15 is from the most recent reporting period of Fall 2020 and represents 68,617 data points. Once again, white and Asian men dominate the ranks at 55.4% and 11.2%. Among tenured full professors, Asian women do relatively better at 3.3%, while Black and Hispanic women are 1.0% and 1.2%.



## 10. Lack of Data Transparency Impedes Accountability and Progress

While nearly every university provides publicly available diversity reports regarding their students, we have yet to find one that provides information around racial and gender power gaps at the top. Several large corporations have been leading on reporting gender and race data among their leadership and on their boards (and all public companies must disclose compensation of their five highest paid executives in their proxies). It is disconcerting that universities — highly esteemed nonprofit institutions — are not disclosing this data to their students, alumni, and the public in this era of transparency.

Without baseline data available to the public, there is no pressure on individual schools to set benchmarks, track progress, and report on progress to the public. Making this data publicly available is foundational to accelerating change by allowing stakeholders to see the baseline and hold institutions accountable for setting and achieving measurable progress.

In Appendix B, we have listed the 79 schools that failed to provide race/ethnicity data. This includes 17 schools that submitted partial data and 62 schools that did not respond.

“While nearly every university provides publicly available diversity reports regarding their students, we have yet to find one that provides information around racial and gender power gaps at the top... It is disconcerting that universities — highly esteemed nonprofit institutions — are not disclosing this data to their students, alumni, and the public in this era of transparency.”

## V. A TALE OF TWO STATES — CALIFORNIA AND MASSACHUSETTS

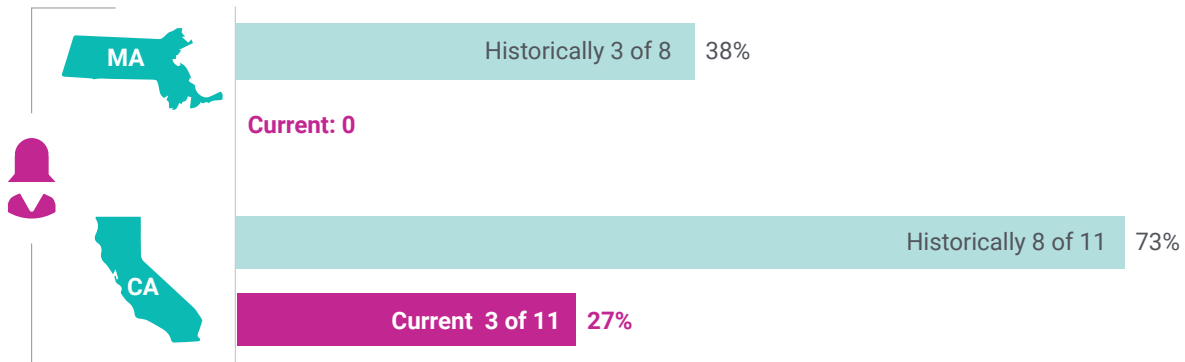
We took a deeper look at two states to see whether geography has any impact on gender balance and found that in the case of California and Massachusetts, it certainly seems to play a role. Figure 16 shows that of the 11 R1 universities in California, three currently are led by women and eight of 11 have had at least one. UC-Santa Cruz has had three. In their histories, California's schools have had a total of 11 female presidents, while among the Massachusetts

R1 institutions, there have only been three women. No school in Massachusetts has had more than one woman president. Could this signal a "one and done" phenomenon?

Among the eight R1 universities in Massachusetts, none currently have a woman president; only three — Brandeis, Harvard, and MIT — have ever had a woman president.

FIGURE 16

### COMPARISON OF WOMEN PRESIDENTS AT CA AND MA R1 UNIVERSITIES



### IS IT "ONE AND DONE" FOR WOMEN AT MASSACHUSETTS' UNIVERSITIES?

“The "one and done" phenomenon is when boards, presidents, and CEOs think their work is done after having appointed one woman to a top position, such as university president in this case. Per Inga K. Beale, former CEO of Lloyd's of London, "Those women who have been a CEO in a large organisation will say, and in fact some will know, that our successors are going to be men." Speaking to several of them, the common view is that chairs think they have done their bit by hiring a woman, now the role can go back to a man. It feels as though we took two steps forward and are now taking one step back.”

— Shaheena Janjuha-Jivraj, Associate Professor at HEC Paris

Tables 2 and 3 pull out the comprehensive ranking for all California and Massachusetts R1 institutions. We have rated five of 11 California schools (45%) as Leaders or Almost There, whereas of the eight

Massachusetts schools, only one is a Leader (12.5%), Brandeis, and seven of eight (87.5%) are either Work to Do or Needs Urgent Action.

TABLE 2

### California — Comprehensive Gender Index and Ranking

| RANK | UNIVERSITY       | TYPE    | % WOMEN ENROLLED | CURRENT WOMAN PRES. | # PAST WOMEN PRES. | WOMAN PROV. | WOMEN ACADEMIC DEANS | WOMEN PRES. CABINET | WOMEN TENURED FULL PROFS. | TOTAL POINTS | RANKING CATEGORY    |
|------|------------------|---------|------------------|---------------------|--------------------|-------------|----------------------|---------------------|---------------------------|--------------|---------------------|
| 1    | UC-Santa Cruz    | Public  | 48%              | ✓                   | 2                  | ✓           | 38%                  | 60%                 | 36%                       | 92.5         | Leader              |
| 17   | UC-Berkeley      | Public  | 52%              | ✓                   | -                  | ✓           | 44%                  | 47%                 | 29%                       | 71.2         | Almost There        |
| 25   | UC-San Diego     | Public  | 48%              | -                   | 1                  | ✓           | 56%                  | 54%                 | 22%                       | 64.1         | Almost There        |
| 27   | UC-Riverside     | Public  | 53%              | -                   | 2                  | ✓           | 33%                  | 38%                 | 25%                       | 62.9         | Almost There        |
| 30   | UC-Davis         | Public  | 59%              | -                   | 1                  | ✓           | 45%                  | 27%                 | 33%                       | 62.0         | Almost There        |
| 60   | UCLA             | Public  | 55%              | -                   | -                  | ✓           | 42%                  | 53%                 | 31%                       | 52.0         | Work to Do          |
| 64   | USC              | Private | 54%              | ✓                   | -                  | -           | 30%                  | 33%                 | 26%                       | 51.4         | Work to Do          |
| 76   | Stanford         | Private | 45%              | -                   | -                  | ✓           | 43%                  | 48%                 | 22%                       | 47.2         | Work to Do          |
| 88   | UC-Irvine        | Public  | 52%              | -                   | 1                  | -           | 28%                  | 36%                 | 29%                       | 41.9         | Work to Do          |
| 113  | UC-Santa Barbara | Public  | 53%              | -                   | 1                  | -           | 10%                  | 38%                 | 33%                       | 35.0         | Needs Urgent Action |
| 128  | Caltech          | Private | 37%              | -                   | -                  | -           | 14%                  | 50%                 | 20%                       | 22.0         | Needs Urgent Action |

TABLE 3

### Massachusetts — Comprehensive Gender Index and Ranking

| RANK | UNIVERSITY     | TYPE    | % WOMEN ENROLLED | CURRENT WOMAN PRES. | # PAST WOMEN PRES. | WOMAN PROV. | WOMEN ACADEMIC DEANS | WOMEN PRES. CABINET | WOMEN TENURED FULL PROFS. | TOTAL POINTS | RANKING CATEGORY    |
|------|----------------|---------|------------------|---------------------|--------------------|-------------|----------------------|---------------------|---------------------------|--------------|---------------------|
| 5    | Brandeis       | Private | 58%              | -                   | 1                  | ✓           | 80%                  | 14%                 | 35%                       | 78.9         | Leader              |
| 34   | UMass-Amherst  | Public  | 50%              | -                   | -                  | -           | 82%                  | 43%                 | 30%                       | 60.3         | Work to Do          |
| 50   | Tufts          | Private | 57%              | -                   | -                  | ✓           | 47%                  | 53%                 | 32%                       | 54.6         | Work to Do          |
| 54   | Harvard        | Private | 51%              | -                   | 1                  | -           | 47%                  | 62%                 | 27%                       | 52.8         | Work to Do          |
| 74   | Boston U       | Private | 58%              | -                   | -                  | ✓           | 41%                  | 56%                 | 24%                       | 48.2         | Work to Do          |
| 95   | Northeastern   | Private | 48%              | -                   | -                  | -           | 44%                  | 36%                 | 28%                       | 39.7         | Needs Urgent Action |
| 99   | Boston College | Private | 54%              | -                   | -                  | -           | 38%                  | 35%                 | 33%                       | 38.8         | Needs Urgent Action |
| 103  | MIT            | Private | 40%              | -                   | 1                  | -           | 29%                  | 39%                 | 19%                       | 37.8         | Needs Urgent Action |



## VI. RECOMMENDATIONS/SOLUTIONS

Bold systemic change is needed to combat the gender and racial power gaps embedded within our elite universities. These institutions have outsized power and should use it to create new models of doing business that challenge the status quo, instead of reinforcing it.

“Bold systemic change is needed to combat the gender and racial power gaps embedded within our elite universities. These institutions have outsized power and should use it to create new models of doing business that challenge the status quo, instead of reinforcing it.”

### Governing Boards Have Tremendous Power and Must Step Up!

- Boards, in collaboration with presidents, must make bold, long-term public commitments to reach equitable representation in top leadership and require each college, graduate school, and academic center within the university to do the same. Then, create annual benchmarks to achieve those goals and publicly report on progress annually.
- Governing boards must lead by reporting their own diversity data. Of all the data we collected, board diversity data was the most protected. In this era of board accountability, that is unacceptable. In addition, boards should set goals to reach gender and racial/ethnic parity and elevate women and people of color to serve as chairs and vice chairs.
- Governors, who appoint chairs and board members for system boards and regents, should choose candidates who have experience in promoting systemic change around diversity, equity, and inclusion.

### Presidents Must Prioritize True Diversity, Equity, and Inclusion

- Presidents must work with their boards toward creating and implementing the diversity goals and benchmarks. In addition, they should commit to eliminating bias in all university processes and procedures — hiring, advancement, and retention, among others. Universities should conduct regular audits to root out unconscious bias and create new processes and procedures. Staff and hiring committees should be accountable for equitable outcomes, not just hiring processes. Are the actual appointments diverse or just the finalist pools?
- Universities should disclose this information on their websites. We have created a sample template for discussion purposes which captures intersectional demographic data across multiple employee categories. While not exhaustive, it can be adapted to include other positions, but should be standardized across like institutions.

### Every Individual Has a Role to Play

- We need more male allies. Every individual with power can play a role in elevating those who face gender, racial/ethnic, and other biases.
- Donors, students, their families, and alumni must hold boards and presidents accountable. They should demand data transparency, diversity goals, and benchmarks from their schools. Consumers have power and the right and obligation to use it to push for change.

“Donors, students, their families, and alumni must hold boards and presidents accountable. They should demand data transparency, diversity goals, and benchmarks from their schools. Consumers have power and the right and obligation to use it to push for change.”

## Federal, State, and Local Governments and Office Holders Must Demand Transparency

- The US Department of Education should expand the reporting requirements to IPEDS to include all top leadership categories (see template below). Universities already report faculty and staff demographic data each year, so this is a small add-on. The Secretary of Education should also issue an annual report with the data by institution and discussing progress.
- State and local government officials should do the same as above through promulgating executive orders and/or passing laws requiring greater transparency for these institutions. Both federal and state governments need to issue policy instructions that make clear that the aggregation of these percentages does not unnecessarily violate personal privacy laws.
- Federal, state, and municipal governments should require all institutions that receive grants or contracts from any agency to publicly report their power gap data and progress annually. This would include student grants and loans, as well as research monies. Give preferential consideration in awarding contracts and grants to universities that can demonstrate progress.
- The White House and Secretary of Education should convene a national summit for college and university presidents, thought leaders, and advocates to discuss this and other reports about the gender and racial power and wage gaps.

## Sample Template for University Demographic Reporting

| TOP LEADERSHIP  | GENDER  | RACE/ETHNICITY              | OTHER DIVERSITY               |
|---|---------|-----------------------------|-------------------------------|
| President/Chancellor  |         |                             |                               |
| Provost   |         |                             |                               |
| Board Chair   |         |                             |                               |
|   |         |                             |                               |
| ALL OTHER UNIVERSITY EMPLOYEES AND BOARD MEMBERS  | TOTAL # | MEN (ALL CENSUS CATEGORIES) | WOMEN (ALL CENSUS CATEGORIES) |
| Staff <ul style="list-style-type: none"> <li>• Full-time</li> <li>• Part-time</li> </ul>                      |         |                             |                               |
| Faculty <ul style="list-style-type: none"> <li>• Tenured (all levels)</li> <li>• Nontenured (same)</li> </ul> |         |                             |                               |
| Department Heads/Chairs including center directors  |         |                             |                               |
| Vice Provosts/Vice Chancellors  |         |                             |                               |
| Academic Deans (as defined in this report)  |         |                             |                               |
| Other Deans (could be broken out further)   |         |                             |                               |
| President's Cabinet   |         |                             |                               |
| Board Vice Chair(s)   |         |                             |                               |
| Board Members (exclusive of chair and vice chairs)  |         |                             |                               |

# APPENDICES

## APPENDIX A: CHARTS AND TABLES OF INTEREST

*TABLE 1*

### Universities Which Have Never Had a Woman President

- |                                    |                                       |                                      |
|------------------------------------|---------------------------------------|--------------------------------------|
| • Arizona State University-Tempe   | • NJ Institute of Technology          | • University of Nebraska-Lincoln     |
| • Auburn University                | • New York University                 | • University of Nevada-Reno          |
| • Boston College                   | • Northeastern University             | • University of Notre Dame           |
| • Boston University                | • Northwestern University             | • University of Oklahoma-Norman      |
| • Caltech                          | • Oregon State University             | • University of Oregon               |
| • Carnegie Mellon University       | • Penn State*                         | • U of Pittsburgh-Pittsburgh Campus  |
| • Clemson University               | • Rice University                     | • U of South Carolina-Columbia       |
| • Columbia University              | • Stanford University                 | • University of Texas at Arlington   |
| • Dartmouth College                | • Texas Tech University               | • University of Texas at Dallas      |
| • Drexel University                | • Tufts University                    | • Vanderbilt University              |
| • Florida International University | • Tulane University                   | • Virginia Commonwealth University   |
| • Florida State University         | • University at Buffalo               | • Virginia Tech                      |
| • George Mason University          | • University of Arkansas              | • Washington State University        |
| • George Washington University     | • UCLA                                | • Washington University in St. Louis |
| • Georgetown University            | • U of Central Florida                | • Wayne State University             |
| • Georgia Institute of Technology  | • University of Delaware              | • West Virginia University           |
| • Georgia State University         | • University of Florida               | • Yale University                    |
| • Johns Hopkins University         | • University of Georgia               |                                      |
| • Kansas State University          | • University of Kentucky              |                                      |
| • Louisiana State University       | • University of Maryland-College Park |                                      |
| • Mississippi State University     | • UMass-Amherst                       |                                      |
|                                    | • University of Mississippi           |                                      |

\* Penn State appointed their first woman president to begin in spring of 2022.

TABLE 2

## List of Current Women Presidents

This table reflects the current women presidents as of September 15, 2021. We have not included any interim presidents in this table.

| WOMEN PRESIDENTS (NET OF INTERIM)       |         |                      |                |
|---|---------|----------------------|----------------|
| UNIVERSITY NAME                         | TYPE    | PRESIDENT/CHANCELLOR | RACE/ETHNICITY |
| Brown University                        | Private | Christina Paxson     | White          |
| Colorado State University-Fort Collins  | Public  | Joyce McConnell      | White          |
| Cornell University                      | Private | Martha E. Pollack    | White          |
| CUNY Graduate School                    | Public  | Robin L. Garrell     | White          |
| Indiana University-Bloomington          | Public  | Pamela Whitten       | White          |
| Iowa State University                   | Public  | Wendy Wintersteen    | White          |
| Montana State University                | Public  | Waded Cruzado        | Hispanic       |
| Ohio State University-Main Campus       | Public  | Kristina M. Johnson  | White          |
| Oklahoma State University-Main Campus   | Public  | Kayse M. Shrum       | White          |
| Rensselaer Polytechnic Institute        | Private | Shirley Ann Jackson  | Black          |
| Rutgers University-New Brunswick        | Public  | Francine Conway      | Black          |
| Stony Brook University-SUNY             | Public  | Maurie McInnis       | White          |
| Texas A & M University-College Station  | Public  | M. Katherine Banks   | White          |
| University of California-Berkeley       | Public  | Carol Christ         | White          |
| University of California-Santa Cruz     | Public  | Cynthia Larive       | White          |
| University of Houston                   | Public  | Renu Khator          | Asian          |
| University of Iowa                      | Public  | Barbara Wilson       | White          |
| University of Louisville                | Public  | Neeli Bendapudi      | Asian          |
| University of Minnesota-Twin Cities     | Public  | Joan Gabel           | White          |
| University of New Mexico-Main Campus    | Public  | Garnett Stokes       | White          |
| University of Pennsylvania              | Private | Amy Gutmann          | White          |
| University of Rochester                 | Private | Sarah Mangelsdorf    | White          |
| University of Southern California       | Private | Carol Folt           | White          |
| University of Tennessee-Knoxville       | Public  | Donde Plowman        | White          |
| University of Texas at El Paso          | Public  | Heather Wilson       | White          |
| University of Washington-Seattle Campus | Public  | Ana Marie Cauce      | Hispanic       |
| University of Wisconsin-Madison         | Public  | Rebecca M. Blank     | White          |

TABLE 3

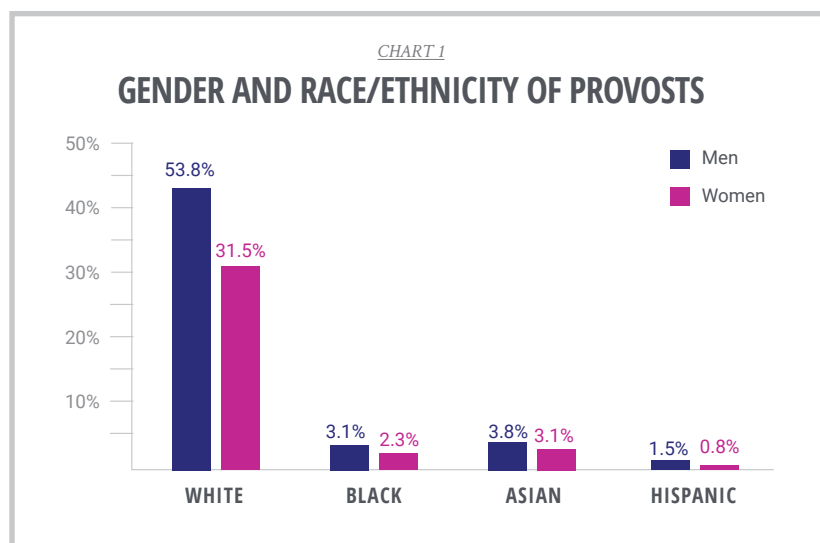
## List of Current Men of Color Presidents

This table reflects the current men of color presidents as of September 15, 2021. This does not include any interim presidents.

| MEN OF COLOR PRESIDENTS (NET OF INTERIM)   |         |                      |                |
|--|---------|----------------------|----------------|
| UNIVERSITY NAME                            | TYPE    | PRESIDENT/CHANCELLOR | RACE/ETHNICITY |
| George Mason University                    | Public  | Gregory Washington   | Black          |
| Georgia Institute of Technology            | Public  | Ángel Cabrera        | Hispanic       |
| Georgia State University                   | Public  | M. Brian Blake       | Black          |
| Louisiana State University                 | Public  | William F. Tate IV   | Black          |
| Massachusetts Institute of Technology      | Private | L. Rafael Reif       | Hispanic       |
| Temple University                          | Public  | Jason Wingard        | Black          |
| University at Albany-SUNY                  | Public  | Havidán Rodríguez    | Hispanic       |
| University at Buffalo-SUNY                 | Public  | Satish Tripathi      | Asian          |
| University of California-Davis             | Public  | Gary S. May          | Black          |
| University of California-San Diego         | Public  | Pradeep K. Khosla    | Asian          |
| University of California-Santa Barbara     | Public  | Henry Yang           | Asian          |
| University of Cincinnati-Main Campus       | Public  | Neville Pinto        | Asian          |
| University of Illinois at Urbana-Champaign | Public  | Robert J. Jones      | Black          |
| University of Maryland-College Park        | Public  | Darryll Pines        | Black          |
| University of Massachusetts-Amherst        | Public  | Kumble Subbaswamy    | Asian          |
| University of Miami                        | Private | Julio Frenk          | Hispanic       |
| University of Missouri-Columbia            | Public  | Mun Choi             | Asian          |
| University of Nevada-Las Vegas             | Public  | Keith Whitfield      | Black          |
| University of Nevada-Reno                  | Public  | Brian Sandoval       | Hispanic       |
| University of Southern Mississippi         | Public  | Rodney D. Bennett    | Black          |
| Virginia Commonwealth University           | Public  | Michael Rao          | Hispanic       |
| Wayne State University                     | Public  | M. Roy Wilson        | Multiracial    |

CHART 1

## Diversity Among Provosts



AIAN, NHPI, and multiracial not included, each at 0%.

Gender and race/ethnicity for provosts tracks with the same results seen for other positions, predominantly white men and lack of persons of color.

TABLE 4

## Race/Ethnicity

The table below represents the race/ethnicity data that was received in aggregate or in disaggregated form (presidents, provosts, board chairs, and system presidents), except for tenured full professors for which the data was pulled from IPEDS.

| RACE/<br>ETHNICITY | PRESIDENTS<br>(DOES NOT<br>INCLUDE<br>INTERIM) |              | PROVOSTS     |              | ACADEMIC<br>DEANS |              | PRES.<br>CABINET |              | BOARD<br>CHAIRS |              | BOARD<br>MEMBERS |              | TENURED<br>FULL<br>PROFESSORS |              | SYSTEM<br>PRES. |              |
|--------------------|--|--------------|--------------|--------------|-------------------|--------------|------------------|--------------|-----------------|--------------|------------------|--------------|-------------------------------|--------------|-----------------|--------------|
|                    | M  | W            | M            | W            | M                 | W            | M                | W            | M               | W            | M                | W            | M                             | W            | M               | W            |
| White              | 60.5%  | 16.9%        | 53.8%        | 31.5%        | 43.2%             | 30.9%        | 42.6%            | 28.3%        | 62.6%           | 21.5%        | 44.8%            | 22.4%        | 55.4%                         | 20.7%        | 75.0%           | 10.0%        |
| Asian              | 4.8%   | 1.6%         | 3.8%         | 3.1%         | 5.8%              | 1.3%         | 2.4%             | 1.9%         | 3.7%            | 0.9%         | 4.1%             | 2.0%         | 11.2%                         | 3.3%         | -               | -            |
| Black              | 7.3%   | 1.6%         | 3.1%         | 2.3%         | 3.7%              | 4.6%         | 5.2%             | 6.9%         | 3.7%            | 2.8%         | 7.3%             | 5.4%         | 1.6%                          | 1.0%         | 10.0%           | -            |
| Hispanic           | 4.8%   | 1.6%         | 1.5%         | 0.8%         | 2.9%              | 1.5%         | 2.6%             | 2.7%         | 0.9%            | 0.9%         | 1.8%             | 1.0%         | 2.7%                          | 1.2%         | 5.0%            | -            |
| AIAN               | -  | -            | -            | -            | 0.4%              | 0.1%         | 0.3%             | 0.2%         | 1.9%            | -            | -                | -            | 0.1%                          | 0.1%         | -               | -            |
| NHPI               | -  | -            | -            | -            | 0.1%              | -            | -                | 0.2%         | -               | -            | 0.3%             | 0.1%         | 0.0%                          | 0.0%         | -               | -            |
| Multiracial        | 0.8%   | -            | -            | -            | 0.7%              | 0.4%         | 1.3%             | 0.9%         | -               | -            | 0.1%             | 0.1%         | 0.4%                          | 0.2%         | -               | -            |
| Unknown            | -  | -            | -            | -            | 3.2%              | 1.3%         | 2.3%             | 2.3%         | 0.9%            | -            | 7.3%             | 3.3%         | 1.3%                          | 0.5%         | -               | -            |
| <b>Totals</b>      | <b>78.2%</b>                                   | <b>21.8%</b> | <b>62.3%</b> | <b>37.7%</b> | <b>60.0%</b>      | <b>40.0%</b> | <b>56.6%</b>     | <b>43.4%</b> | <b>73.8%</b>    | <b>26.2%</b> | <b>65.6%</b>     | <b>34.4%</b> | <b>72.9%</b>                  | <b>27.1%</b> | <b>90.0%</b>    | <b>10.0%</b> |

TABLE 5

## Comparative Rank of Academic Deans, Tenured Full Professors, and Boards

This table shows the percentage of women ranking for academic deans, tenured full professors, and boards. Please note that while the number of institutions for the academic deans and tenured full professor ranking is 130, the board ranking is for 106. As mentioned earlier, some state oversight or university system boards oversee multiple R1 universities/campuses.

| ACADEMIC DEAN RANKING |                           |         | TENURED FULL PROFESSOR RANKING |                           |         | BOARD RANKING |                             |         |
|-----------------------|---------------------------|---------|--------------------------------|---------------------------|---------|---------------|-----------------------------|---------|
| RANK                  | UNIVERSITY                | % WOMEN | RANK                           | UNIVERSITY                | % WOMEN | RANK          | GOVERNING BOARD             | % WOMEN |
| 1                     | UMass-Amherst             | 82%     | 1                              | CUNY Graduate School      | 43%     | 1             | Michigan State              | 75%     |
| 2                     | Brandeis                  | 80%     | 2                              | U of New Mexico           | 39%     | 2             | U of Colorado System        | 56%     |
| 2                     | Princeton                 | 80%     | 3                              | U of Hawaii-Manoa         | 36%     | 2             | Washington State            | 56%     |
| 4                     | UNH                       | 71%     | 4                              | Georgetown                | 36%     | 4             | Board of Regents Iowa       | 50%     |
| 5                     | U of Pittsburgh           | 67%     | 5                              | UC-Santa Cruz             | 36%     | 4             | Princeton                   | 50%     |
| 6                     | U of Oregon               | 63%     | 6                              | Brandeis                  | 35%     | 4             | Wayne State                 | 50%     |
| 7                     | U of Cincinnati           | 62%     | 7                              | UNC                       | 35%     | 4             | U of Minnesota-Twin Cities  | 50%     |
| 8                     | George Washington         | 60%     | 8                              | U of Wisconsin-Milwaukee  | 35%     | 4             | Oregon State                | 50%     |
| 8                     | Duke                      | 60%     | 9                              | UNH                       | 34%     | 4             | Virginia Tech               | 50%     |
| 8                     | Virginia Commonwealth     | 60%     | 10                             | George Washington         | 34%     | 10            | Stanford                    | 48%     |
| 11                    | U of Florida              | 59%     | 11                             | U of Oregon               | 33%     | 11            | Dartmouth                   | 48%     |
| 12                    | U of Iowa                 | 58%     | 12                             | Boston College            | 33%     | 12            | Brown                       | 46%     |
| 13                    | UNC                       | 57%     | 13                             | UC-Davis                  | 33%     | 13            | George Washington           | 45%     |
| 13                    | Binghamton-SUNY           | 57%     | 14                             | UC-Santa Barbara          | 33%     | 14            | Brandeis                    | 45%     |
| 13                    | Drexel                    | 57%     | 15                             | CO State-Fort Collins     | 32%     | 15            | MIT                         | 45%     |
| 16                    | UC-San Diego              | 56%     | 16                             | UConn                     | 32%     | 16            | Colorado State-System       | 44%     |
| 16                    | Emory                     | 56%     | 17                             | U of Mississippi          | 32%     | 17            | George Mason                | 44%     |
| 18                    | Georgia State             | 55%     | 18                             | Georgia State             | 32%     | 18            | Cornell                     | 43%     |
| 18                    | U of Nebraska-Lincoln     | 55%     | 19                             | U of Washington-Seattle   | 32%     | 18            | U of Oregon                 | 43%     |
| 20                    | Purdue                    | 54%     | 20                             | Tufts                     | 32%     | 20            | Rice                        | 42%     |
| 20                    | U of Central Florida      | 54%     | 21                             | U of Southern Mississippi | 32%     | 21            | Tufts                       | 41%     |
| 22                    | Yale                      | 53%     | 22                             | Albany-SUNY               | 32%     | 22            | Rutgers                     | 41%     |
| 23                    | Columbia                  | 52%     | 23                             | U of Wisconsin-Madison    | 32%     | 23            | U of Kentucky               | 40%     |
| 23                    | NYU                       | 52%     | 24                             | U of Illinois-Chicago     | 31%     | 23            | Arizona Board of Regents    | 40%     |
| 25                    | U of Wisconsin-Milwaukee  | 50%     | 25                             | U of Arizona-Tucson       | 31%     | 23            | U of Illinois-System Office | 40%     |
| 25                    | U of Southern Mississippi | 50%     | 26                             | UCLA                      | 31%     | 26            | Boston College              | 38%     |
| 25                    | U of Colorado-Boulder     | 50%     | 27                             | Syracuse                  | 31%     | 26            | Boston University           | 38%     |
| 25                    | Montana State             | 50%     | 28                             | Montana State             | 31%     | 26            | Harvard                     | 38%     |
| 25                    | U of Rochester            | 50%     | 29                             | Arizona State-Tempe       | 30%     | 26            | Nevada System of H.E.       | 38%     |
| 25                    | Stony Brook-SUNY          | 50%     | 30                             | UMass-Amherst             | 30%     | 30            | U of Delaware               | 38%     |
| 25                    | U of Alabama-Birmingham   | 50%     | 31                             | U of SC-Columbia          | 30%     | 30            | U of Cincinnati             | 38%     |
| 25                    | U of North Texas          | 50%     | 32                             | U of North Texas          | 30%     | 30            | CUNY System Office          | 38%     |
| 25                    | Buffalo-SUNY              | 50%     | 33                             | U of South Florida        | 30%     | 30            | Notre Dame                  | 38%     |
| 34                    | U of Georgia              | 47%     | 34                             | U of MN-Twin Cities       | 30%     | 30            | Virginia Commonwealth       | 38%     |
| 35                    | U of Nevada-Las Vegas     | 47%     | 35                             | U of Delaware             | 30%     | 35            | Duke                        | 37%     |
| 36                    | Harvard                   | 47%     | 36                             | U of Tennessee-Knoxville  | 30%     | 36            | U of Rochester              | 37%     |
| 36                    | Tufts                     | 47%     | 37                             | NYU                       | 29%     | 37            | USC                         | 36%     |
| 38                    | U of Tennessee-Knoxville  | 46%     | 38                             | George Mason              | 29%     | 38            | U of Alabama System         | 35%     |



| ACADEMIC DEAN RANKING |                         |         | TENURED FULL PROFESSOR RANKING |                          |         | BOARD RANKING |                         |         |
|-----------------------|-------------------------|---------|--------------------------------|--------------------------|---------|---------------|-------------------------|---------|
| RANK                  | UNIVERSITY              | % WOMEN | RANK                           | UNIVERSITY               | % WOMEN | RANK          | GOVERNING BOARD         | % WOMEN |
| 38                    | U of Nevada-Reno        | 46%     | 39                             | U of Cincinnati          | 29%     | 39            | U of Miami              | 35%     |
| 38                    | U of Mississippi        | 46%     | 40                             | U of Alabama-Birmingham  | 29%     | 40            | Emory                   | 35%     |
| 41                    | Albany-SUNY             | 45%     | 41                             | West Virginia U          | 29%     | 41            | Tulane                  | 34%     |
| 41                    | Kansas State            | 45%     | 42                             | Rutgers                  | 29%     | 41            | Northwestern            | 34%     |
| 41                    | UC-Davis                | 45%     | 43                             | U of Georgia             | 29%     | 43            | U of New Mexico         | 33%     |
| 44                    | U of Kentucky           | 45%     | 44                             | UT-Austin                | 29%     | 43            | UConn                   | 33%     |
| 45                    | CO State-Fort Collins   | 44%     | 45                             | UC-Irvine                | 29%     | 43            | Kansas Board of Regents | 33%     |
| 45                    | UC-Berkeley             | 44%     | 46                             | Indiana-Bloomington      | 29%     | 43            | MT Board of Regents     | 33%     |
| 45                    | U of Arkansas           | 44%     | 47                             | U of Nevada-Reno         | 29%     | 43            | Purdue                  | 33%     |
| 45                    | U of Washington-Seattle | 44%     | 48                             | Binghamton-SUNY          | 29%     | 43            | U of Michigan-Ann Arbor | 33%     |
| 45                    | Washington U-St. Louis  | 44%     | 49                             | Ohio State               | 29%     | 43            | U of North Texas System | 33%     |
| 45                    | Northeastern            | 44%     | 50                             | UC-Berkeley              | 29%     | 43            | U of Utah               | 33%     |
| 51                    | U of Illinois-Chicago   | 44%     | 51                             | U of Alabama-Tuscaloosa  | 28%     | 43            | U of Washington-Seattle | 33%     |
| 52                    | CUNY Graduate School    | 43%     | 52                             | Michigan State           | 28%     | 43            | Columbia                | 33%     |
| 52                    | Georgia Tech            | 43%     | 53                             | Florida State            | 28%     | 43            | Syracuse                | 33%     |
| 52                    | Stanford                | 43%     | 54                             | U of Oklahoma-Norman     | 28%     | 43            | U of Louisville         | 33%     |
| 55                    | UCLA                    | 42%     | 55                             | U of Michigan-Ann Arbor  | 28%     | 55            | NYU                     | 33%     |
| 56                    | Rutgers                 | 42%     | 56                             | U of Colorado-Boulder    | 28%     | 56            | SUNY-System Office      | 31%     |
| 56                    | U of Louisville         | 42%     | 57                             | U of Louisville          | 28%     | 57            | Clemson                 | 31%     |
| 56                    | U of Missouri-Columbia  | 42%     | 58                             | Northeastern             | 28%     | 57            | Georgetown              | 31%     |
| 56                    | U of Chicago            | 42%     | 59                             | Dartmouth                | 28%     | 59            | U of California-System  | 30%     |
| 56                    | U of Virginia           | 42%     | 60                             | U of Utah                | 27%     | 60            | U of Pittsburgh         | 30%     |
| 61                    | Boston University       | 41%     | 61                             | Columbia                 | 27%     | 60            | University System of NH | 30%     |
| 62                    | U of Oklahoma-Norman    | 41%     | 62                             | Kansas State             | 27%     | 60            | University of Tennessee | 30%     |
| 63                    | Ohio State              | 40%     | 63                             | Emory                    | 27%     | 63            | U Penn                  | 30%     |
| 63                    | Dartmouth               | 40%     | 64                             | Washington State         | 27%     | 64            | Johns Hopkins           | 30%     |
| 65                    | U of MN-Twin Cities     | 39%     | 65                             | Oklahoma State           | 27%     | 65            | UMass-System Office     | 29%     |
| 65                    | Penn State              | 39%     | 66                             | Penn State               | 27%     | 65            | University of WI-System | 29%     |
| 67                    | Wayne State             | 38%     | 67                             | Harvard                  | 27%     | 65            | Yale                    | 29%     |
| 67                    | U of Alabama-Tuscaloosa | 38%     | 68                             | Johns Hopkins            | 27%     | 68            | Indiana-Bloomington     | 29%     |
| 67                    | UConn                   | 38%     | 69                             | U of Kentucky            | 26%     | 68            | West Virginia U         | 29%     |
| 67                    | U of Miami              | 38%     | 70                             | U of IL-Urbana-Champaign | 26%     | 70            | RPI                     | 28%     |
| 71                    | U of Utah               | 38%     | 71                             | U of Nevada-Las Vegas    | 26%     | 71            | Northeastern            | 27%     |
| 72                    | UC-Santa Cruz           | 38%     | 72                             | Drexel                   | 26%     | 71            | Florida International   | 27%     |
| 72                    | Boston College          | 38%     | 73                             | Buffalo-SUNY             | 26%     | 73            | Vanderbilt              | 26%     |
| 72                    | Carnegie Mellon         | 38%     | 74                             | Princeton                | 26%     | 74            | University System of GA | 26%     |
| 72                    | Notre Dame              | 38%     | 75                             | U of Kansas              | 26%     | 74            | University System of MD | 26%     |
| 76                    | U of Michigan-Ann Arbor | 37%     | 76                             | Brown                    | 26%     | 76            | Case Western            | 26%     |
| 77                    | Arizona State-Tempe     | 36%     | 77                             | Temple                   | 26%     | 77            | Drexel                  | 25%     |
| 77                    | Virginia Tech           | 36%     | 78                             | USC                      | 26%     | 78            | Ohio State              | 25%     |
| 77                    | Georgetown              | 36%     | 79                             | Yale                     | 26%     | 78            | University of NE-System | 25%     |
| 77                    | Case Western            | 36%     | 80                             | Texas Tech               | 26%     | 78            | U of Oklahoma-Norman    | 25%     |
| 81                    | U of New Mexico         | 36%     | 81                             | Cornell                  | 26%     | 78            | Florida State           | 25%     |
| 82                    | Michigan State          | 35%     | 82                             | Wayne State              | 26%     | 78            | MS Public Universities  | 25%     |
| 82                    | Mississippi State       | 35%     | 83                             | Oregon State             | 26%     | 78            | U of Central Florida    | 25%     |
| 82                    | West Virginia U         | 35%     | 84                             | U of Pittsburgh          | 26%     | 78            | U of South Florida      | 25%     |

| ACADEMIC DEAN RANKING |                          |         | TENURED FULL PROFESSOR RANKING |                        |         | BOARD RANKING |                            |         |
|-----------------------|--------------------------|---------|--------------------------------|------------------------|---------|---------------|----------------------------|---------|
| RANK                  | UNIVERSITY               | % WOMEN | RANK                           | UNIVERSITY             | % WOMEN | RANK          | GOVERNING BOARD            | % WOMEN |
| 84                    | Oregon State             | 33%     | 85                             | U Penn                 | 25%     | 85            | Washington U-St. Louis     | 23%     |
| 84                    | Clemson                  | 33%     | 86                             | U of MD-College Park   | 25%     | 86            | NJIT                       | 23%     |
| 84                    | Cornell                  | 33%     | 87                             | Stony Brook-SUNY       | 25%     | 87            | OK Board of Regents        | 22%     |
| 84                    | U Penn                   | 33%     | 88                             | U of Arkansas          | 25%     | 87            | Texas Tech System          | 22%     |
| 84                    | UC-Riverside             | 33%     | 89                             | Florida International  | 25%     | 87            | U of Missouri-Columbia     | 22%     |
| 84                    | Auburn                   | 33%     | 90                             | U of Houston           | 25%     | 87            | University of Texas System | 22%     |
| 84                    | U of Hawaii-Manoa        | 33%     | 91                             | Vanderbilt             | 25%     | 91            | Temple                     | 21%     |
| 91                    | Washington State         | 31%     | 92                             | UC-Riverside           | 25%     | 92            | Caltech                    | 21%     |
| 91                    | U of SC-Columbia         | 31%     | 93                             | Auburn                 | 25%     | 93            | Louisiana State            | 20%     |
| 91                    | Indiana-Bloomington      | 31%     | 94                             | U of Virginia          | 25%     | 94            | U of Chicago               | 20%     |
| 94                    | U of Wisconsin-Madison   | 31%     | 95                             | U of Central Florida   | 25%     | 95            | Penn State                 | 19%     |
| 94                    | Rice                     | 31%     | 96                             | U of Florida           | 24%     | 96            | U of SC-Columbia           | 19%     |
| 96                    | UT-Arlington             | 30%     | 97                             | U of Missouri-Columbia | 24%     | 97            | Auburn                     | 19%     |
| 96                    | UT-El Paso               | 30%     | 98                             | Louisiana State        | 24%     | 98            | U of Virginia              | 17%     |
| 96                    | UT-Dallas                | 30%     | 99                             | NC State-Raleigh       | 24%     | 98            | U of Florida               | 17%     |
| 96                    | USC                      | 30%     | 100                            | U of Miami             | 24%     | 98            | University of NC System    | 17%     |
| 96                    | U of Kansas              | 30%     | 101                            | Northwestern           | 24%     | 101           | Carnegie Mellon            | 15%     |
| 101                   | U of MD-College Park     | 29%     | 102                            | Tulane                 | 24%     | 102           | Texas A & M System         | 11%     |
| 101                   | MIT                      | 29%     | 103                            | Boston University      | 24%     | 102           | U of Houston               | 11%     |
| 101                   | Temple                   | 29%     | 104                            | U of Iowa              | 24%     | 104           | University of Arkansas     | 10%     |
| 101                   | Texas Tech               | 29%     | 105                            | Rice                   | 24%     | 104           | U of Hawaii-Manoa          | 10%     |
| 101                   | UC-Irvine                | 29%     | 106                            | Clemson                | 24%     | 106           | NC State-Raleigh           | 8%      |
| 106                   | TX A&M-College Station   | 28%     | 107                            | Iowa State             | 24%     |               |                            |         |
| 106                   | UT-Austin                | 28%     | 108                            | Duke                   | 24%     |               |                            |         |
| 106                   | Vanderbilt               | 28%     | 109                            | U of Chicago           | 24%     |               |                            |         |
| 109                   | George Mason             | 27%     | 110                            | Virginia Commonwealth  | 24%     |               |                            |         |
| 109                   | NC State-Raleigh         | 27%     | 111                            | Case Western           | 23%     |               |                            |         |
| 109                   | U of South Florida       | 27%     | 112                            | U of Rochester         | 23%     |               |                            |         |
| 113                   | U of Arizona-Tucson      | 26%     | 113                            | Purdue                 | 23%     |               |                            |         |
| 114                   | Iowa State               | 25%     | 114                            | Washington U-St. Louis | 22%     |               |                            |         |
| 114                   | U of IL Urbana-Champaign | 25%     | 115                            | U of Nebraska-Lincoln  | 22%     |               |                            |         |
| 114                   | Syracuse                 | 25%     | 116                            | Mississippi State      | 22%     |               |                            |         |
| 114                   | Louisiana State          | 25%     | 117                            | Stanford               | 22%     |               |                            |         |
| 118                   | Johns Hopkins            | 22%     | 118                            | UC-San Diego           | 22%     |               |                            |         |
| 118                   | Tulane                   | 22%     | 119                            | TX A&M-College Station | 21%     |               |                            |         |
| 120                   | U of Delaware            | 20%     | 120                            | UT-Arlington           | 21%     |               |                            |         |
| 121                   | Northwestern             | 18%     | 121                            | UT-El Paso             | 20%     |               |                            |         |
| 122                   | NJIT                     | 17%     | 122                            | Virginia Tech          | 20%     |               |                            |         |
| 122                   | RPI                      | 17%     | 123                            | Caltech                | 20%     |               |                            |         |
| 122                   | Brown                    | 17%     | 124                            | Carnegie Mellon        | 20%     |               |                            |         |
| 125                   | Florida State            | 15%     | 125                            | MIT                    | 19%     |               |                            |         |
| 126                   | Caltech                  | 14%     | 126                            | Notre Dame             | 18%     |               |                            |         |
| 127                   | U of Houston             | 12%     | 127                            | UT-Dallas              | 17%     |               |                            |         |
| 128                   | Oklahoma State           | 11%     | 128                            | Georgia Tech           | 17%     |               |                            |         |
| 129                   | UC-Santa Barbara         | 10%     | 129                            | RPI                    | 16%     |               |                            |         |
| 130                   | Florida International    | 8%      | 130                            | NJIT                   | 13%     |               |                            |         |

\* Schools showing the same percentages may have different ranks due to rounding.

## APPENDIX B: METHODOLOGY — TERMINOLOGY AND RANKING

### VERY HIGH RESEARCH UNIVERSITIES

As mentioned earlier, Eos Foundation elected to focus on the same 130 R1 universities that were analyzed in our 2021 [study](#): *The Power Gap Among Top Earners at America's Elite Universities*. These institutions are defined by the Carnegie Classification as “very high research activity” and used by IPEDS in collecting data to describe and analyze trends in postsecondary education. The listing of universities used in our study comes from the 2018 Carnegie Classification. The dataset comprises 130 R1 universities of which 93 are public and 37 are private, spanning across 44 states.

In December 2021, the Carnegie Classification updated its listings. This change when adopted by IPEDS will result in three of the current R1 universities downgrading to R2 status: Brandeis University, New Jersey Institute of Technology, and Rensselaer Polytechnic Institute. Conversely, nine universities moved from R2 to R1 status: Baylor University, Kent State University, North Dakota State University, Old Dominion University, University of Denver, University of Louisiana at Lafayette, University of Memphis, University of Texas at San Antonio, and Utah State University.

### UNIVERSITY GOVERNING BOARDS

For each university, we identified their governing/fiduciary board and collected data on their board membership. In this report, we use the following terms to define the type of board for each institution:

- Independent Board – a board that governs a single private or public university
- State Oversight Board – a board that governs multiple state universities and colleges
- System University Board – a board that governs multiple campuses under a system president/chancellor.

### LEADERSHIP DATA

We collected data for more than 6,300 university leaders and board members. The anchor date for this data was as of September 15, 2021. We grouped these leaders at each of the institutions as follows:

- Top Leadership – president, provost, board chair, and system president (presidents/chancellors of systems that govern the R1 universities/campuses)
- Academic Deans – deans of schools, colleges, and any other degree-granting programs
- President’s Cabinet – members of the president’s cabinet exclusive of deans
- Board Members – members of the individual, university system, or state oversight boards.

We also collected data for tenured full professors from IPEDS since universities are required to submit this information. This data is for the Fall 2020 reporting cycle.

Beyond the Top Leadership, we do not disclose demographic information for any individual in this report.

### Gender

For each individual listed in our university survey, we included their name, title, and gender. We defined gender in accordance with current convention, utilizing W (woman), M (man), and NB (nonbinary). Nonbinary is a term used to identify a person who does not identify within the gender binary classifications of woman or man. We are not able to report on LGBTQ, gender nonconforming, and other diverse categories. We used at least two methods to determine gender, such as photos and pronouns from bios, press releases, articles, and university websites.

## *Race/ethnicity*

For each president, system president (when applicable), provost, and board chair, we also included individual race/ethnicity. In compiling this data, we used publicly available information, such as bios, press releases, articles, and used annotations defining race/ethnicity for each individual, e.g., “first ever African American university president.” While selecting race category, we adapted the [US 2020 Census Bureau’s](#) definitions, using Hispanic/Latinx as a race, not ethnicity. For brevity, in our tables and graphs, we used abbreviations, as listed in parenthesis below:

- American Indian or Alaska Native (AIAN)
- Asian
- Black or African American (Black)
- Hispanic/Latinx (Hispanic)
- Native Hawaiian or Pacific Islander (NHPI)
- White
- Two or More Races (Multiracial)
- Unknown was used when race/ethnicity was either not provided or not discernable.

For all other positions, we asked institutions to provide race/ethnicity data at an aggregate level using these same categories.

Throughout this report, we refer to people of color (or men or women of color). This relates to individuals that are neither white nor unknown race. The abbreviations used are people of color (POC), men of color (MOC), and women of color (WOC).

In addition, we used the [2020 US Census Bureau’s data](#) for comparison of our findings to the general population:

- White, Non-Hispanic = 59.72%
- Hispanic = 18.61%
- Black, Non-Hispanic = 12.57%
- Asian, Non-Hispanic = 5.88%
- Other/Mixed Race, Non-Hispanic = 2.29%
- American Indian/Alaska Native = .74%

## RESEARCH METHODOLOGY

Our researchers reviewed each institution’s website to compile the data for this report, as well as other sources to obtain race/ethnicity and gender information. We organized and pre-populated the data into a survey that was sent to each institution for validation. Institutions were also asked to provide aggregate racial/ethnic data for academic deans, president’s cabinet, and board members. Each institution was provided an opportunity to validate or change the data.

Researchers then attempted, through several rounds of written and telephone follow-up requests, to work with the designated official(s) at each institution to ensure completion of the data request. In all, we sent out 158 surveys: 95 (60%) institutions responded to our request, and of those, only 79 (50%) provided race/ethnicity data.

## Institutions That Did Not Submit Racial/Ethnic Diversity Data

### *Institutions that did not respond to our data request*

- Arizona Board of Regents
- Brown University
- Colorado State University-System Office
- Columbia University
- Cornell University
- CUNY Graduate School
- Dartmouth College
- Duke University
- Florida State University
- George Mason University
- Georgetown University
- Iowa State University
- Louisiana State University
- Mississippi Public Universities
- Nevada System of Higher Education-System Office
- New York University
- North Carolina State University at Raleigh
- Oklahoma Agricultural Mechanical Board of Regents
- Princeton University
- Purdue University-Main Campus
- Rensselaer Polytechnic Institute
- Rutgers University-New Brunswick
- Rutgers, The State University of New Jersey
- Stanford University
- SUNY-System Office
- Temple University
- Texas A & M University-College Station
- Texas A & M University-System Office
- Texas Tech University-System Office
- Tulane University of Louisiana
- University of Alabama-Birmingham
- University of Alabama-Tuscaloosa
- University of Arkansas- System Office
- University of California-San Diego
- University of California-Santa Barbara
- University of California-System Office
- University of Chicago
- University of Connecticut
- University of Georgia
- University of Illinois-System Office
- University of Kentucky
- University of Michigan-Ann Arbor
- University of Minnesota-Twin Cities
- University of Nevada-Las Vegas
- University of Nevada-Reno
- University of North Carolina System
- University of North Texas-System Office
- University of Notre Dame
- University of Oklahoma-Norman
- University of Pennsylvania
- University of Southern California
- University of Southern Mississippi
- University of Texas-System Office
- University of Virginia-Main Campus
- University of Washington-Seattle
- University of Wisconsin-Milwaukee
- University of Wisconsin-System Office
- Vanderbilt University
- Washington State University
- Wayne State University
- West Virginia University
- Yale University

### *Institutions that validated partial information*

These institutions below validated only gender data, did not disclose race/ethnicity data at a disaggregated level, or provided partial race/ethnicity data for only one or two groups of leaders.

- Auburn University
- California Institute of Technology
- Carnegie Mellon University
- Case Western Reserve University
- George Washington University
- Northeastern University
- Northwestern University
- Oregon State University
- Pennsylvania State University-Main Campus
- Stony Brook University-SUNY
- University of Colorado System Office
- University of Florida
- University of Miami
- University of Oregon
- University of South Florida-Main Campus
- University of Utah
- Virginia Commonwealth University

## PRESIDENTIAL CAREER PATHWAY

Our team also analyzed career pathways of current R1 permanent presidents leading up to their first university presidency. We looked at publicly available bios, curriculum vitae, and press releases to collect three or four, and in some instances, more steps on the career path leading up to their current R1 appointment. We used the collected information to identify traditional and nontraditional pathways to the presidency.

- Traditional pathway refers to an academic ladder: faculty>department head>academic dean>provost>president. Individuals who followed this academic path took all or some of the steps, sometimes skipping a rung of this ladder.
- Nontraditional pathway refers to presidents who have risen to the position through a nontraditional process: from a position outside of academia (politician, lawyer, military, private sector) or non-academic positions within university administration.

## GENDER AND RACE/ETHNICITY RANKING

Once the data was collected, validated, and finalized, we then ranked each university by assigning points as follows:

| POINT ALLOCATION/WEIGHTING USED TO DEVELOP THE COMPREHENSIVE GENDER INDEX AND RANKING |   |
|---|---|
| LEADERSHIP CATEGORY   | POINTS ASSIGNED                         |
| Current Woman President (does not include interim)                                    | 20 points                               |
| Past Women Presidents (does not include interim)                                      | 10 points for each past woman president |
| Current Woman Provost   | 10 points                               |
| Women Academic Deans  | .5 points for every 1%                  |
| Women President's Cabinet   | .1 points for every 1%                  |
| Women Tenured Full Professors   | .5 points for every 1%                  |

Once ranked, each university was also placed in a ranking category indicating how well, we believe, an institution is doing in ensuring that women are represented in university leadership.

| RANKING CATEGORY    | TOTAL POINTS ASSIGNED  |
|---------------------|------------------------|
| Leader              | 72 points and above    |
| Almost There        | Between 62 – 71 points |
| Work to Do          | Between 40 – 61 points |
| Needs Urgent Action | Below 40 points        |

## APPENDIX C: UNIVERSITY AND INSTITUTION PROFILES

In this appendix, we have provided profiles of each university and institution. The ranked 130 universities are listed first in alphabetical order followed by the institutional boards and university systems in alphabetical order.

The profiles for the 130 R1 universities include:

- Type of university – public or private
- Total enrollment of students - Fall 2020 enrollment data from IPEDS
- % Women of total enrolled students
- Board type – Individual, State Oversight, or System Board
- Validation status – Validated All Data, Submitted Partial Data, or Did Not Validate
- Rank out of 130 universities
- Ranking category – Leader, Almost There, Work to Do, or Needs Urgent Action
- President name, gender, and race/ethnicity
- Provost name, gender, and race/ethnicity
- Board chair name, gender, and race/ethnicity
- # Past women presidents (does not include interim)
- # Past presidents of color (women and men; does not include interim)
- Table of race/ethnicity for the institutions by academic deans, president's cabinet, board members (includes board chairs), and tenured full professors (data obtained from IPEDS)

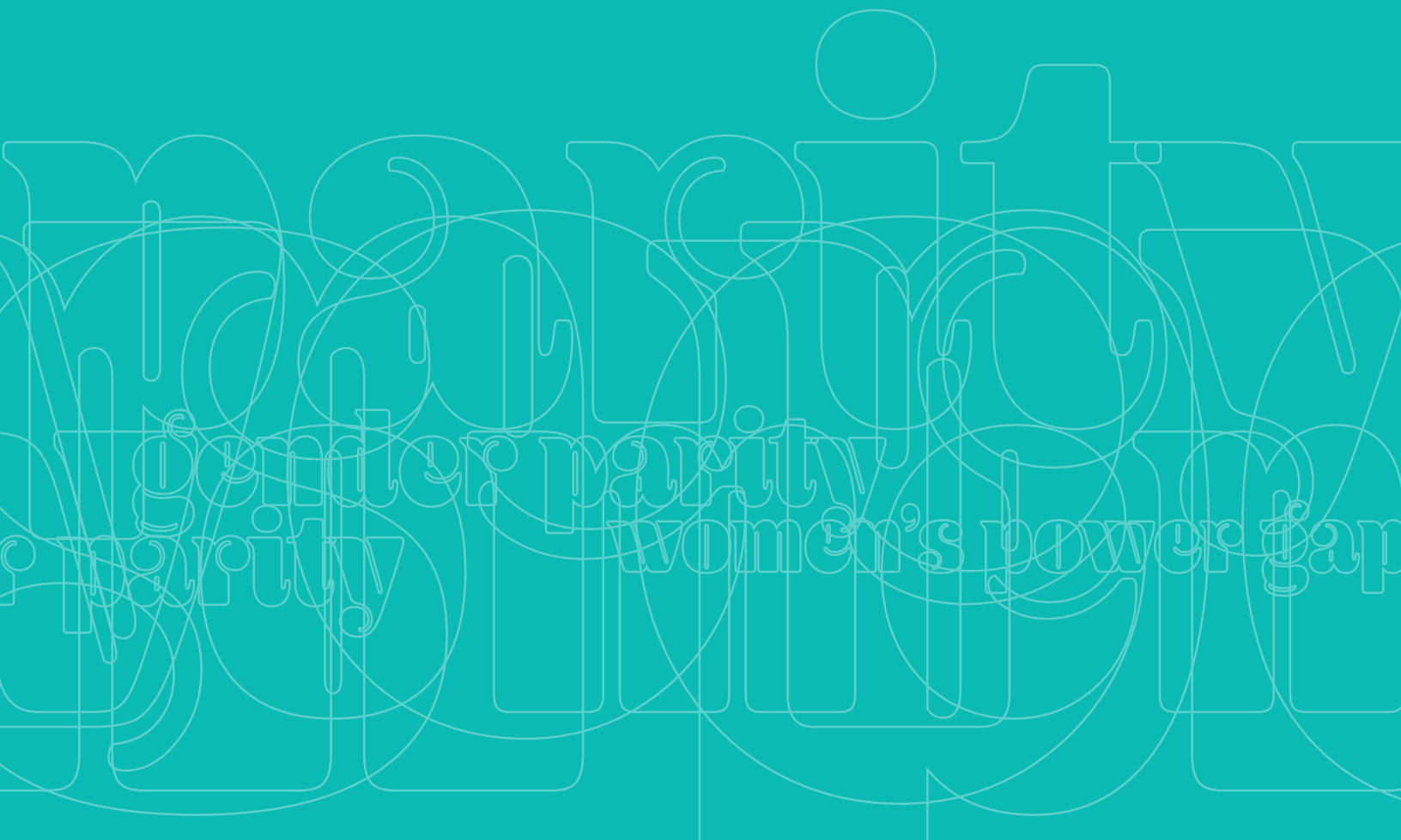
The profiles for the 20 university systems and eight state oversight boards are similar but only display information that is relevant to their type of organization.



University & Institution

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# PROFILES



## Arizona State University-Tempe | AZ

RANK  
**73**

Public | Enrollment: 82,880 | 49% Women | State Oversight Board | Validated All Data

**President:** Michael Crow, M, White | **Provost:** Nancy Gonzales, W, Hispanic

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 22             |    | 42                  |    | 689                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 32             | 45 | 29                  | 26 | 22                      | 51 |
| Black          | -              | -  | -                   | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | 10                  | -  | 3                       | 9  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | 10 | 3                       | 5  |
| Multiracial    | -              | -  | -                   | -  | -                       | 1  |
| Unknown        | 5              | 18 | 17                  | 10 | 1                       | 2  |
| <b>Total %</b> | 36             | 64 | 55                  | 45 | 30                      | 70 |

**Comment:** According to University policy, they are unable to provide disaggregated race/ethnicity data unless the group counts 4 or more individuals. For the purpose of this survey, the University categorized these individuals as Unknown.

## Auburn University | AL

RANK  
**122**

Public | Enrollment: 32,840 | 49% Women | Individual Board | Submitted Partial Data

**President:** Jay Gogue, M, White | **Provost:** Bill Hardgrave, M, White

**Board Chair:** Kay Ivey, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 39                  |    | 16    |    | 388                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 19                      | 54 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 15 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 33             | 67 | 26                  | 74 | 19    | 81 | -                       | -  |
| <b>Total %</b> | 33             | 67 | 26                  | 74 | 19    | 81 | 25                      | 75 |

## Binghamton University-SUNY | NY

RANK  
**39**

Public | Enrollment: 19,660 | 50% Women | System Board | Validated All Data

**President:** Harvey Stenger, M, White | **Provost:** Donald Nieman, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 7              |           | 11                  |           | 178                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 57             | -         | 36                  | 55        | 23                      | 49        |
| Black          | -              | -         | 9                   | -         | 1                       | 1         |
| AIAN           | -              | -         | -                   | -         | 1                       | -         |
| Asian          | -              | 29        | -                   | -         | 3                       | 19        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 14        | -                   | -         | 1                       | 2         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | -         |
| <b>Total %</b> | <b>57</b>      | <b>43</b> | <b>45</b>           | <b>55</b> | <b>29</b>               | <b>71</b> |

## Boston College | MA

RANK  
**99**

Private | Enrollment: 16,502 | 54% Women | Individual Board | Validated All Data

**President:** William Leahy, M, White | **Provost:** David Quigley, M, White

**Board Chair:** John Fish, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Board     |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-----------|-----------|-------------------------|-----------|
| Total #        | 8              |           | 17                  |           | 52        |           | 269                     |           |
|                | W%             | M%        | W%                  | M%        | W%        | M%        | W%                      | M%        |
| White          | 38             | 50        | 12                  | 65        | 29        | 52        | 29                      | 56        |
| Black          | -              | -         | 18                  | -         | 8         | 8         | 1                       | 1         |
| AIAN           | -              | -         | -                   | -         | -         | -         | -                       | 1         |
| Asian          | -              | 13        | 6                   | -         | 2         | 2         | 2                       | 7         |
| NHPI           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | -         | -         | -                       | 1         |
| Multiracial    | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -         | -         | -                       | -         |
| <b>Total %</b> | <b>38</b>      | <b>63</b> | <b>35</b>           | <b>65</b> | <b>38</b> | <b>62</b> | <b>33</b>               | <b>67</b> |

## Boston University | MA

RANK  
**74**

WORK TO DO

Private | Enrollment: 42,047 | 58% Women | Individual Board | Validated All Data

**President:** Robert Brown, M, White | **Provost:** Jean Morrison, W, White

**Board Chair:** Kenneth Feld, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Board     |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-----------|-----------|-------------------------|-----------|
| Total #        | 17             |           | 9                   |           | 39        |           | 416                     |           |
|                | W%             | M%        | W%                  | M%        | W%        | M%        | W%                      | M%        |
| White          | 29             | 35        | 44                  | 33        | 23        | 41        | 20                      | 63        |
| Black          | 6              | 6         | -                   | -         | 10        | 5         | -                       | 2         |
| AIAN           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Asian          | -              | 12        | -                   | -         | 3         | 13        | 2                       | 8         |
| NHPI           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Hispanic       | -              | 6         | -                   | -         | 3         | 3         | 1                       | 1         |
| Multiracial    | 6              | -         | -                   | 11        | -         | -         | -                       | 1         |
| Unknown        | -              | -         | 11                  | -         | -         | -         | -                       | -         |
| <b>Total %</b> | <b>41</b>      | <b>59</b> | <b>56</b>           | <b>44</b> | <b>38</b> | <b>62</b> | <b>24</b>               | <b>76</b> |

## Brandeis University | MA

RANK  
**5**

LEADER

Private | Enrollment: 6,403 | 58% Women | Individual Board | Validated All Data

**President:** Ronald Liebowitz, M, White | **Provost:** Carol Fierke, W, White

**Board Chair:** Lisa Kranc, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Board     |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-----------|-----------|-------------------------|-----------|
| Total #        | 5              |           | 7                   |           | 40        |           | 117                     |           |
|                | W%             | M%        | W%                  | M%        | W%        | M%        | W%                      | M%        |
| White          | 80             | 20        | 14                  | 29        | 15        | 25        | 26                      | 55        |
| Black          | -              | -         | -                   | 14        | -         | 3         | 1                       | 1         |
| AIAN           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Asian          | -              | -         | -                   | 29        | 3         | 5         | 5                       | 3         |
| NHPI           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | -         | -         | 1                       | 3         |
| Multiracial    | -              | -         | -                   | -         | -         | -         | -                       | 1         |
| Unknown        | -              | -         | -                   | 14        | 28        | 23        | 2                       | 3         |
| <b>Total %</b> | <b>80</b>      | <b>20</b> | <b>14</b>           | <b>86</b> | <b>45</b> | <b>55</b> | <b>35</b>               | <b>65</b> |

## Brown University | RI

RANK

39

WORK TO DO

Private | Enrollment: 10,807 | 52% Women | Individual Board | Did Not Validate

**President:** Christina Paxson, W, White | **Provost:** Richard Locke, M, White**Board Chair:** Samuel Menco, M, White**Past Women Presidents:** Total: 1; Black: 1**Past Presidents Persons of Color:** Total: 1; Black: 1

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 6              |    | 15                  |    | 52    |    | 394                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 21                      | 59 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Unknown        | 17             | 83 | 60                  | 40 | 46    | 54 | -                       | -  |
| <b>Total %</b> | 17             | 83 | 60                  | 40 | 46    | 54 | 26                      | 74 |

## California Institute of Technology | CA

RANK

128

NEEDS URGENT ACTION

Private | Enrollment: 2,319 | 37% Women | Individual Board | Submitted Partial Data

**President:** Thomas Rosenbaum, M, White | **Provost:** David Tirrell, M, White**Board Chair:** David Lee, M, Asian**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 7              |    | 10                  |    | 68    |    | 263                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 14             | 71 | 30                  | 40 | -     | -  | 16                      | 64 |
| Black          | -              | -  | -                   | 10 | -     | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 14 | 10                  | -  | -     | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | 10                  | -  | -     | -  | -                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 21    | 79 | -                       | -  |
| <b>Total %</b> | 14             | 86 | 50                  | 50 | 21    | 79 | 20                      | 80 |

**Comment:** According to Caltech's website, the current Board Chair is David W. Thompson replacing David Li Lee.

## Carnegie Mellon University | PA

RANK  
**116**

Private | Enrollment: 15,567 | 42% Women | Individual Board | Submitted Partial Data

**President:** Farnam Jahanian, M, White | **Provost:** James Garrett Jr., M, White**Board Chair:** David Coulter, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 1; Asian: 1

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 8              |    | 13                  |    | 39    |    | 360                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 38             | 38 | 31                  | 46 | -     | -  | 17                      | 64 |
| Black          | -              | -  | 15                  | 8  | -     | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 13 | -                   | -  | -     | -  | 2                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | -              | 13 | -                   | -  | 15    | 85 | -                       | 1  |
| <b>Total %</b> | 38             | 63 | 46                  | 54 | 15    | 85 | 20                      | 80 |

## Case Western Reserve University | OH

RANK  
**86**

Private | Enrollment: 12,298 | 52% Women | Individual Board | Submitted Partial Data

**President:** Eric Kaler, M, White | **Provost:** Ben Vinson III, M, Black**Board Chair:** Fredrick DiSanto, M, White**Past Women Presidents:** Total: 1; White: 1**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 23                  |    | 42    |    | 386                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 27             | 36 | 26                  | 70 | -     | -  | 18                      | 60 |
| Black          | 9              | 9  | -                   | 4  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Asian          | -              | 18 | -                   | -  | -     | -  | 4                       | 13 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 26    | 74 | -                       | -  |
| <b>Total %</b> | 36             | 64 | 26                  | 74 | 26    | 74 | 23                      | 77 |

## Clemson University | SC

RANK  
**122**

Public | Enrollment: 28,933 | 49% Women | Individual Board | Validated All Data

**President:** James Clements, M, White | **Provost:** Robert Jones, M, White**Board Chair:** Kim Wilkerson, W, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Board     |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-----------|-----------|-------------------------|-----------|
| Total #        | 9              |           | 17                  |           | 13        |           | 355                     |           |
|                | W%             | M%        | W%                  | M%        | W%        | M%        | W%                      | M%        |
| White          | 33             | 44        | 24                  | 47        | 23        | 62        | 20                      | 58        |
| Black          | -              | -         | -                   | 24        | -         | 8         | 1                       | 1         |
| AIAN           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Asian          | -              | 11        | -                   | -         | 8         | -         | 2                       | 14        |
| NHPI           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Hispanic       | -              | -         | 6                   | -         | -         | -         | -                       | 1         |
| Multiracial    | -              | 11        | -                   | -         | -         | -         | 1                       | -         |
| Unknown        | -              | -         | -                   | -         | -         | -         | -                       | 1         |
| <b>Total %</b> | <b>33</b>      | <b>67</b> | <b>29</b>           | <b>71</b> | <b>31</b> | <b>69</b> | <b>24</b>               | <b>76</b> |

## Colorado State University-Fort Collins | CO

RANK  
**8**

Public | Enrollment: 37,806 | 53% Women | System Board | Validated All Data

**President:** Joyce McConnell, W, White | **Provost:** Mary Pedersen, W, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 1; Black: 1

LEADER

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 9              |           | 22                  |           | 462                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 44             | 56        | 59                  | 18        | 28                      | 56        |
| Black          | -              | -         | 18                  | -         | -                       | -         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 1                       | 7         |
| NHPI           | -              | -         | 5                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | 2                       | 3         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | -         |
| <b>Total %</b> | <b>44</b>      | <b>56</b> | <b>82</b>           | <b>18</b> | <b>32</b>               | <b>68</b> |



## Columbia University | NY

RANK  
47

WORK TO DO

Private | Enrollment: 33,882 | 53% Women | Individual Board | Did Not Validate

**President:** Lee Bollinger, M, White | **Provost:** Mary Boyce, W, White**Board Chair:** Lisa Carnoy, W, White; Jonathan Lavine, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 21             |    | 16                  |    | 24    |    | 972                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 21                      | 56 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 4                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 52             | 48 | 56                  | 44 | 33    | 67 | 1                       | 2  |
| <b>Total %</b> | 52             | 48 | 56                  | 44 | 33    | 67 | 27                      | 73 |

## Cornell University | NY

RANK  
26

ALMOST THERE

Private | Enrollment: 24,594 | 51% Women | Individual Board | Did Not Validate

**President:** Martha Pollack, W, White | **Provost:** Michael Kotlikoff, M, White**Board Chair:** Robert Harrison, M, White**Past Women Presidents:** Total: 1; White: 1**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 18             |    | 17                  |    | 63    |    | 694                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 62 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 9  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 33             | 67 | 41                  | 59 | 43    | 57 | -                       | -  |
| <b>Total %</b> | 33             | 67 | 41                  | 59 | 43    | 57 | 26                      | 74 |

## CUNY Graduate School | NY

RANK

2

LEADER

Public | Enrollment: 10,413 | 65% Women | System Board | Did Not Validate

President: Robin Garrell, W, White | Provost: Steve Everett, M, White

Past Women Presidents: Total: 2; White: 2

Past Presidents Persons of Color: Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 7              |    | 8                   |    | 115                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 37                      | 46 |
| Black          | -              | -  | -                   | -  | 3                       | 4  |
| AIAN           | -              | -  | -                   | -  | 1                       | -  |
| Asian          | -              | -  | -                   | -  | 1                       | 3  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 2                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 43             | 57 | 63                  | 38 | -                       | -  |
| Total %        | 43             | 57 | 63                  | 38 | 43                      | 57 |

## Dartmouth College | NH

RANK

99

NEEDS URGENT ACTION

Private | Enrollment: 7,171 | 49% Women | Individual Board | Did Not Validate

President: Philip Hanlon, M, White | Provost: David Kotz, M, White

Board Chair: Elizabeth Lempres, W, White

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 1; Asian: 1

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 5              |    | 8                   |    | 25    |    | 287                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 23                      | 62 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 6  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 40             | 60 | 50                  | 50 | 48    | 52 | -                       | -  |
| Total %        | 40             | 60 | 50                  | 50 | 48    | 52 | 28                      | 72 |

## Drexel University | PA

RANK  
**77**

WORK TO DO

Private | Enrollment: 27,720 | 55% Women | Individual Board | Validated All Data

**President:** John Fry, M, White | **Provost:** Paul Jensen, M, White

**Board Chair:** Richard Greenawalt, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 14             |    | 36                  |    | 59    |    | 266                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 43             | 29 | 36                  | 39 | 17    | 47 | 20                      | 52 |
| Black          | -              | -  | 11                  | -  | 5     | 5  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 14 | 3                   | 6  | 3     | -  | 2                       | 16 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | 7              | -  | -                   | 3  | -     | 2  | 1                       | 1  |
| Multiracial    | -              | -  | 3                   | -  | -     | -  | -                       | -  |
| Unknown        | 7              | -  | -                   | -  | -     | 20 | 1                       | 3  |
| <b>Total %</b> | 57             | 43 | 53                  | 47 | 25    | 75 | 26                      | 74 |

## Duke University | NC

RANK  
**21**

ALMOST THERE

Private | Enrollment: 17,855 | 53% Women | Individual Board | Did Not Validate

**President:** Vincent Price, M, White | **Provost:** Sally Kombluth, W, White

**Board Chair:** Laurene Sperling, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 10             |    | 16                  |    | 35    |    | 1,022                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 18                      | 61 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 60             | 40 | 50                  | 50 | 37    | 63 | -                       | -  |
| <b>Total %</b> | 60             | 40 | 50                  | 50 | 37    | 63 | 24                      | 76 |

## Emory University | GA

Private | Enrollment: 15,970 | 60% Women | Individual Board | Validated All Data

**President:** Gregory Fennes, M, White | **Provost:** Ravi Bellamkonda, M, Asian

**Board Chair:** Robert Goddard III, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK  
**45**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 9              |    | 11                  |    | 40    |    | 502                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 44             | 33 | 27                  | 45 | 23    | 53 | 21                      | 60 |
| Black          | 11             | -  | 18                  | 9  | 10    | 8  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 11 | -                   | -  | -     | -  | 4                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 3     | 5  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 56             | 44 | 45                  | 55 | 35    | 65 | 27                      | 73 |

## Florida International University | FL

Public | Enrollment: 73,970 | 57% Women | Individual Board | Validated All Data

**President:** Mark Rosenberg, M, White | **Provost:** Kenneth Furton, M, White

**Board Chair:** Dean Colson, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**129**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 14                  |    | 11    |    | 264                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | 50 | 7                   | 21 | 18    | 36 | 18                      | 40 |
| Black          | 8              | -  | 7                   | -  | 9     | -  | 1                       | 4  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 8  | -                   | 7  | -     | -  | 4                       | 19 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | 33 | 14                  | 43 | -     | 36 | 3                       | 13 |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 8              | 92 | 29                  | 71 | 27    | 73 | 25                      | 75 |

## Florida State University | FL

RANK  
**108**

Public | Enrollment: 47,836 | 57% Women | Individual Board | Did Not Validate

**President:** Richard McCullough, M, White | **Provost:** Sally McRorie, W, White

**Board Chair:** Peter Collins, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 20             |    | 9                   |    | 12    |    | 494                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 21                      | 54 |
| Black          | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 15             | 85 | 56                  | 44 | 25    | 75 | -                       | 1  |
| <b>Total %</b> | 15             | 85 | 56                  | 44 | 25    | 75 | 28                      | 72 |

**Comment:** Jim Clark was appointed the new Provost and EVP for Academic Affairs replacing Sally McRorie who is returning to the faculty effective January 3, 2022.

## George Mason University | VA

RANK  
**117**

Public | Enrollment: 49,755 | 54% Women | Individual Board | Did Not Validate

**President:** Gregory Washington, M, Black | **Provost:** Mark Ginsberg, M, White

**Board Chair:** James Hazel, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Hispanic: 1

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 17                  |    | 16    |    | 336                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 23                      | 50 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | -  |
| Unknown        | 27             | 73 | 47                  | 53 | 44    | 56 | 1                       | 4  |
| <b>Total %</b> | 27             | 73 | 47                  | 53 | 44    | 56 | 29                      | 71 |

## George Washington University | DC

RANK  
**53**

WORK TO DO

Private | Enrollment: 32,209 | 61% Women | Individual Board | Submitted Partial Data

**President:** Thomas LeBlanc, M, White | **Provost:** Christopher Bracey, M, Black

**Board Chair:** Grace Speights, W, Black

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 10             |    | 8                   |    | 22    |    | 380                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 50             | 20 | 38                  | 13 | -     | -  | 25                      | 52 |
| Black          | 10             | -  | -                   | 25 | -     | -  | 2                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 10 | -                   | -  | -     | -  | 4                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| Multiracial    | -              | -  | 13                  | -  | -     | -  | -                       | -  |
| Unknown        | -              | 10 | 13                  | -  | 45    | 55 | -                       | -  |
| <b>Total %</b> | 60             | 40 | 63                  | 38 | 45    | 55 | 34                      | 66 |

**Comment:** President Thomas J. LeBlanc retired. Effective January 1, 2022, Mark Wrighton is the new President.

## Georgetown University | DC

RANK  
**98**

NEEDS URGENT ACTION

Private | Enrollment: 22,720 | 54% Women | Individual Board | Did Not Validate

**President:** John DeGioia, M, White | **Provost:** Robert Groves, M, White

**Board Chair:** Thomas Reynolds III, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 18                  |    | 39    |    | 430                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 25                      | 51 |
| Black          | -              | -  | -                   | -  | -     | -  | 3                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 4                       | 6  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 36             | 64 | 28                  | 72 | 31    | 69 | 2                       | 3  |
| <b>Total %</b> | 36             | 64 | 28                  | 72 | 31    | 69 | 36                      | 64 |

## Georgia Institute of Technology | GA

RANK  
**114**

Public | Enrollment: 43,217 | 30% Women | State Oversight Board | Validated All Data

**President:** Ángel Cabrera, M, Hispanic | **Provost:** Steven McLaughlin, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 7              |           | 16                  |           | 403                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 29             | 29        | 25                  | 44        | 11                      | 57        |
| Black          | 14             | 29        | 6                   | 13        | 1                       | 0         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | 13                  | -         | 4                       | 23        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | 1                       | 3         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | 1         |
| <b>Total %</b> | <b>43</b>      | <b>57</b> | <b>44</b>           | <b>56</b> | <b>17</b>               | <b>83</b> |

## Georgia State University | GA

RANK  
**43**

Public | Enrollment: 41,177 | 60% Women | State Oversight Board | Validated All Data

**President:** Brian Blake, M, Black | **Provost:** Wendy Hensel, W, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 11             |           | 18                  |           | 271                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 45             | 27        | 17                  | 61        | 24                      | 51        |
| Black          | 9              | 9         | 17                  | 6         | 3                       | 3         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | 9         | -                   | -         | 4                       | 10        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | 1                       | 2         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | 1         |
| <b>Total %</b> | <b>55</b>      | <b>45</b> | <b>33</b>           | <b>67</b> | <b>32</b>               | <b>68</b> |

**Comment:** Nicolle Parsons-Pollack (Black or African American) replaced Wendy Hensel as Provost on 1/1/2022.



## Harvard University | MA

RANK

54

WORK TO DO

Private | Enrollment: 41,024 | 51% Women | Individual Board | Validated All Data

**President:** Lawrence Bacow, M, White | **Provost:** Alan Garber, M, White**Board Chair:** William Lee, M, Asian**Past Women Presidents:** Total: 1; White: 1**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 15             |    | 13                  |    | 13    |    | 1,068                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 20             | 40 | 31                  | 31 | 38    | 31 | 21                      | 59 |
| Black          | 27             | -  | 15                  | -  | -     | 15 | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 13 | 8                   | -  | -     | 8  | 3                       | 9  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | 8                   | 8  | -     | 8  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 47             | 53 | 62                  | 38 | 38    | 62 | 27                      | 73 |

## Indiana University-Bloomington | IN

RANK

55

WORK TO DO

Public | Enrollment: 46,441 | 49% Women | System Board | Validated All Data

**President:** Pamela Whitten, W, White | **Provost:** John Applegate, M, White**Board Chair:** W. Buckner, M, Black**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 1; Black: 1

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 27                  |    | 7     |    | 625                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 31             | 69 | 30                  | 56 | 14    | 43 | 23                      | 60 |
| Black          | -              | -  | -                   | 4  | 14    | 29 | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | 4  | -     | -  | 4                       | 6  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | 4  | -     | -  | -                       | 1  |
| Unknown        | -              | -  | -                   | 4  | -     | -  | -                       | -  |
| <b>Total %</b> | 31             | 69 | 30                  | 70 | 29    | 71 | 29                      | 71 |

## Iowa State University | IA

RANK

63

Public | Enrollment: 35,319 | 44% Women | State Oversight Board | Did Not Validate

President: Wendy Wintersteen, W, White | Provost: Jonathan Wickert, M, White

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 8              |    | 17                  |    | 515                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 19                      | 57 |
| Black          | -              | -  | -                   | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 3                       | 16 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 25             | 75 | 71                  | 29 | -                       | -  |
| Total %        | 25             | 75 | 71                  | 29 | 24                      | 76 |

## Johns Hopkins University | MD

RANK

124

Private | Enrollment: 34,250 | 54% Women | Individual Board | Validated All Data

President: Ronald Daniels, M, White | Provost: Sunil Kumar, M, Asian

Board Chair: Louis Forster, M, White

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 9              |    | 20                  |    | 37    |    | 1,059                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 22             | 67 | 35                  | 40 | 16    | 57 | 21                      | 58 |
| Black          | -              | 11 | 10                  | 5  | 8     | 8  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 5     | 5  | 4                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | 5                   | -  | -     | -  | -                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | -  |
| Unknown        | -              | -  | -                   | 5  | -     | -  | -                       | -  |
| Total %        | 22             | 78 | 50                  | 50 | 30    | 70 | 27                      | 73 |

## Kansas State University | KS

Public | Enrollment: 23,353 | 51% Women | State Oversight Board | Validated All Data

**President:** Richard Myers, M, White | **Provost:** Charles Taber, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**93**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 11             |    | 16                  |    | 271                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 45             | 45 | 31                  | 56 | 21                      | 59 |
| Black          | -              | -  | 13                  | -  | 1                       | 3  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | 9  | -                   | -  | 2                       | 9  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 3                       | 1  |
| Multiracial    | -              | -  | -                   | -  | 1                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| <b>Total %</b> | 45             | 55 | 44                  | 56 | 27                      | 73 |

## Louisiana State University | LA

Public | Enrollment: 34,811 | 54% Women | Individual Board | Did Not Validate

**President:** William Tate, IV, M, Black | **Provost:** Matthew Lee, M, White

**Board Chair:** Rémy Starns, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**126**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 20             |    | 5                   |    | 15    |    | 415                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 19                      | 56 |
| Black          | -              | -  | -                   | -  | -     | -  | 2                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 14 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 25             | 75 | 40                  | 60 | 20    | 80 | 1                       | 1  |
| <b>Total %</b> | 25             | 75 | 40                  | 60 | 20    | 80 | 24                      | 76 |

## Massachusetts Institute of Technology | MA

RANK  
**103**

Private | Enrollment: 12,195 | 40% Women | Individual Board | Validated All Data

**President:** L. Rafael Reif, M, Hispanic | **Provost:** Martin Schmidt, M, White

**Board Chair:** Diane Greene, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 7              |    | 23                  |    | 76    |    | 658                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 14             | 43 | 35                  | 48 | 29    | 39 | 14                      | 60 |
| Black          | 14             | -  | 4                   | 4  | 7     | 5  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 14 | -                   | 9  | 9     | 8  | 2                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | 14 | -                   | -  | -     | 3  | -                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | -              | -  | -                   | -  | -     | -  | 1                       | 5  |
| <b>Total %</b> | 29             | 71 | 39                  | 61 | 45    | 55 | 19                      | 81 |

**Comment:** Provost Martin Schmidt was named as next President of Rensselaer Polytechnic Institute, succeeding President Shirley Ann Jackson, effective July 1, 2022.

## Michigan State University | MI

RANK  
**49**

Public | Enrollment: 55,406 | 52% Women | Individual Board | Validated All Data

**President:** Samuel Stanley, Jr., M, White | **Provost:** Teresa Woodruff, W, White

**Board Chair:** Dianne Byrum, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 1; Black: 1

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 17             |    | 25                  |    | 8     |    | 826                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 29             | 41 | 28                  | 44 | 50    | 25 | 22                      | 56 |
| Black          | 6              | 6  | 4                   | 16 | 25    | -  | 2                       | 2  |
| AIAN           | -              | 6  | -                   | -  | -     | -  | -                       | 1  |
| Asian          | -              | 12 | 4                   | -  | -     | -  | 4                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | 4  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 35             | 65 | 36                  | 64 | 75    | 25 | 28                      | 72 |

## Mississippi State University | MS

Public | Enrollment: 24,449 | 50% Women | State Oversight Board | Validated All Data

**President:** Mark Keenum, M, White | **Provost:** David Shaw, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**119**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 9              |           | 8                   |           | 226                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 33             | 67        | 38                  | 50        | 17                      | 63        |
| Black          | -              | -         | 13                  | -         | 2                       | -         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 2                       | 13        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | -                       | 2         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | -         |
| <b>Total %</b> | <b>33</b>      | <b>67</b> | <b>50</b>           | <b>50</b> | <b>22</b>               | <b>78</b> |

## Montana State University | MT

Public | Enrollment: 18,756 | 48% Women | State Oversight Board | Validated All Data

**President:** Waded Cruzado, W, Hispanic | **Provost:** Robert Mokwa, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**24**

ALMOST THERE

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 10             |           | 24                  |           | 217                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 50             | 40        | 38                  | 63        | 29                      | 63        |
| Black          | -              | -         | -                   | -         | -                       | -         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | 10        | -                   | -         | -                       | 2         |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | -                       | -         |
| Multiracial    | -              | -         | -                   | -         | -                       | 1         |
| Unknown        | -              | -         | -                   | -         | 1                       | 2         |
| <b>Total %</b> | <b>50</b>      | <b>50</b> | <b>38</b>           | <b>63</b> | <b>31</b>               | <b>69</b> |

## New Jersey Institute of Technology | NJ

RANK  
**130**

Public | Enrollment: 13,619 | 28% Women | Individual Board | Validated All Data

**President:** Joel Bloom, M, White | **Provost:** Fadi Deek, M, White

**Board Chair:** Robert Cohen, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 6              |    | 9                   |    | 13    |    | 133                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 17             | 83 | 22                  | 44 | 8     | 54 | 7                       | 50 |
| Black          | -              | -  | 22                  | 11 | 8     | 8  | 2                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | 8  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | 8  | 4                       | 25 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 8     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | 8  |
| <b>Total %</b> | 17             | 83 | 44                  | 56 | 23    | 77 | 13                      | 87 |

**Comment:** Dr. Teik C. Lim, currently the President of UT-Arlington, was appointed as the NJIT's ninth president effective 7/1/22.

## New York University | NY

RANK  
**41**

Private | Enrollment: 58,361 | 58% Women | Individual Board | Did Not Validate

**President:** Andrew Hamilton, M, White | **Provost:** Katherine Fleming, W, White

**Board Chair:** William Berkley, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 21             |    | 30                  |    | 55    |    | 1,029                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 24                      | 57 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 52             | 48 | 63                  | 37 | 33    | 67 | -                       | -  |
| <b>Total %</b> | 52             | 48 | 63                  | 37 | 33    | 67 | 29                      | 71 |

## North Carolina State University at Raleigh | NC

RANK  
**96**

Public | Enrollment: 40,537 | 48% Women | Individual Board | Did Not Validate

**President:** William Woodson, M, White | **Provost:** Warwick Arden, M, White

**Board Chair:** Stanhope Kelly, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 11                  |    | 12    |    | 713                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 18                      | 58 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 27             | 73 | 36                  | 64 | 8     | 92 | 1                       | 2  |
| <b>Total %</b> | 27             | 73 | 36                  | 64 | 8     | 92 | 24                      | 76 |

## Northeastern University | MA

RANK  
**95**

Private | Enrollment: 30,003 | 48% Women | Individual Board | Submitted Partial Data

**President:** Joseph Aoun, M, White | **Provost:** David Madigan, M, White

**Board Chair:** Richard D'Amore, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 9              |    | 11                  |    | 33    |    | 333                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 59 |
| Black          | -              | -  | -                   | -  | -     | -  | 2                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | 1                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 9  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 44             | 56 | 36                  | 64 | 27    | 73 | 2                       | 2  |
| <b>Total %</b> | 44             | 56 | 36                  | 64 | 27    | 73 | 28                      | 72 |

**Comment:** In November 2021, Northeastern announced an appointment of a woman Dean of the Khoury College of Computer Sciences, and a woman in the General Counsel role, both appointments effective January 2022.



## Northwestern University | IL

RANK  
**110**

Private | Enrollment: 25,870 | 51% Women | Individual Board | Submitted Partial Data

**President:** Morton Schapiro, M, White | **Provost:** Kathleen Hagerty, W, White**Board Chair:** J. Martin, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 20                  |    | 70    |    | 751                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 19                      | 59 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 2                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 18             | 82 | 50                  | 50 | 34    | 66 | -                       | 1  |
| <b>Total %</b> | 18             | 82 | 50                  | 50 | 34    | 66 | 24                      | 76 |

## Ohio State University-Main Campus | OH

RANK  
**7**

Public | Enrollment: 66,017 | 51% Women | Individual Board | Validated All Data

**President:** Kristina Johnson, W, White | **Provost:** Melissa Gilliam, W, Black**Board Chair:** Gary Heminger, M, White**Past Women Presidents:** Total: 1; White: 1**Past Presidents Persons of Color:** Total: 1; Black: 1

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 20             |    | 15                  |    | 16    |    | 1,022                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 25             | 50 | 27                  | 40 | 25    | 63 | 22                      | 51 |
| Black          | 10             | 5  | 7                   | 13 | -     | 6  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 5  | 7                   | -  | -     | 6  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 5              | -  | -                   | 7  | -     | -  | 1                       | 3  |
| <b>Total %</b> | 40             | 60 | 40                  | 60 | 25    | 75 | 29                      | 71 |

## Oklahoma State University-Main Campus | OK

RANK

66

WORK TO DO

Public | Enrollment: 26,463 | 50% Women | State Oversight Board | Validated All Data

President: Kayse Shrum, W, White | Provost: Jeanette Mendez, W, White

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 9              |    | 9                   |    | 311                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 11             | 78 | 11                  | 67 | 22                      | 58 |
| Black          | -              | -  | -                   | 11 | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | 11                  | -  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | 11 | -                   | -  | -                       | 1  |
| Multiracial    | -              | -  | -                   | -  | 2                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| Total %        | 11             | 89 | 22                  | 78 | 27                      | 73 |

## Oregon State University | OR

RANK

112

NEEDS URGENT ACTION

Public | Enrollment: 37,586 | 48% Women | Individual Board | Submitted Partial Data

President: Rebecca Johnson, W, White | Provost: Edward Feser, M, White

Board Chair: Rani Borkar, W, Asian

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 19                  |    | 14    |    | 342                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 55 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 33             | 67 | 58                  | 42 | 50    | 50 | 1                       | 3  |
| Total %        | 33             | 67 | 58                  | 42 | 50    | 50 | 26                      | 74 |

## Pennsylvania State University-Main Campus | PA

RANK  
**109**

Public | Enrollment: 102,826 | 46% Women | Individual Board | Submitted Partial Data

**President:** Eric Barron, M, White | **Provost:** Nicholas Jones, M, White

**Board Chair:** Matthew Schuyler, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 18             |    | 19                  |    | 36    |    | 1,193                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 53 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 39             | 61 | 37                  | 63 | 19    | 81 | 2                       | 4  |
| <b>Total %</b> | 39             | 61 | 37                  | 63 | 19    | 81 | 27                      | 73 |

**Comment:** Penn State named Neeli Bendapudi as President effective July 1, 2022. Dr. Bendapudi will be the first woman president and first president of color in Penn State's 166-year history.

## Princeton University | NJ

RANK  
**6**

Private | Enrollment: 8,532 | 46% Women | Individual Board | Did Not Validate

**President:** Christopher Eisgruber, M, White | **Provost:** Deborah Prentice, W, White

**Board Chair:** Louise Sams, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 5              |    | 20                  |    | 40    |    | 489                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 59 |
| Black          | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 80             | 20 | 55                  | 45 | 50    | 50 | 2                       | 2  |
| <b>Total %</b> | 80             | 20 | 55                  | 45 | 50    | 50 | 26                      | 74 |

## Purdue University-Main Campus | IN

RANK

64

WORK TO DO

Public | Enrollment: 49,027 | 43% Women | System Board | Did Not Validate

**President:** Mitchell Daniels, Jr., M, White | **Provost:** Jay Akridge, M, White**Board Chair:** Michael Berghoff, M, White**Past Women Presidents:** Total: 1; White: 1**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 22                  |    | 9     |    | 804                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 17                      | 52 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 19 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 54             | 46 | 32                  | 68 | 33    | 67 | -                       | -  |
| <b>Total %</b> | 54             | 46 | 32                  | 68 | 33    | 67 | 23                      | 77 |

## Rensselaer Polytechnic Institute | NY

RANK

107

NEEDS URGENT ACTION

Private | Enrollment: 8,256 | 32% Women | Individual Board | Did Not Validate

**President:** Shirley Jackson, W, Black | **Provost:** Prabhat Hajela, M, Asian**Board Chair:** Arthur Golden, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 6              |    | 10                  |    | 25    |    | 158                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 12                      | 56 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 23 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 17             | 83 | 10                  | 90 | 28    | 72 | -                       | -  |
| <b>Total %</b> | 17             | 83 | 10                  | 90 | 28    | 72 | 16                      | 84 |

**Comment:** Provost Martin Schmidt of MIT was named as Rensselaer Polytechnic Institute's next president succeeding president Shirley Ann Jackson effective July 1, 2022.

## Rice University | TX

Private | Enrollment: 8,005 | 43% Women | Individual Board | Validated All Data

**President:** David Leebron, M, White | **Provost:** Reginald DesRoches, M, Black

**Board Chair:** Robert Ladd, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**115**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 10             |    | 9                   |    | 26    |    | 309                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 30             | 50 | 44                  | 33 | 38    | 38 | 18                      | 61 |
| Black          | -              | -  | 11                  | -  | 4     | 12 | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 10 | -                   | -  | -     | 4  | 5                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | 10 | 11                  | -  | -     | 4  | 1                       | 5  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 30             | 70 | 67                  | 33 | 42    | 58 | 24                      | 76 |

## Rutgers University-New Brunswick | NJ

Public | Enrollment: 56,178 | 54% Women | System Board | Did Not Validate

**President:** Francine Conway, W, Black | **Provost:** Sandra Tomlinson-Clarke, W, Black

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Asian: 1

RANK  
**13**

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 12             |    | 13                  |    | 864                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 22                      | 54 |
| Black          | -              | -  | -                   | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 3                       | 10 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 42             | 58 | 69                  | 31 | 2                       | 3  |
| <b>Total %</b> | 42             | 58 | 69                  | 31 | 29                      | 71 |

**Comment:** Rutgers recently changed its leadership structure, appointing Dr. Francine Conway as the Chancellor-Provost. Dr. Sandra Tomlinson-Clarke holds the next top academic position of Vice Provost of Academic Affairs. For the purpose of this study, Dr. Tomlinson-Clarke is counted among provosts.

## Stanford University | CA

Private | Enrollment: 20,961 | 45% Women | Individual Board | Did Not Validate

**President:** Marc Tessier-Lavigne, M, White | **Provost:** Persis Drell, W, White

**Board Chair:** Jerry Yang, M, Asian

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**76**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 7              |    | 21                  |    | 33    |    | 834                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 17                      | 61 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 9  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | -  |
| Unknown        | 43             | 57 | 48                  | 52 | 48    | 52 | 1                       | 4  |
| <b>Total %</b> | 43             | 57 | 48                  | 52 | 48    | 52 | 22                      | 78 |

## Stony Brook University-SUNY | NY

Public | Enrollment: 34,115 | 53% Women | System Board | Submitted Partial Data

**President:** Maurie McInnis, W, White | **Provost:** Paul Goldbart, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK  
**14**

ALMOST THERE

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 12             |    | 26                  |    | 441                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | 31                  | 54 | 19                      | 59 |
| Black          | -              | -  | 4                   | 4  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | 4  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | 4                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 50             | 50 | -                   | -  | 1                       | 2  |
| <b>Total %</b> | 50             | 50 | 38                  | 62 | 25                      | 75 |

## Syracuse University | NY

Private | Enrollment: 38,868 | 54% Women | Individual Board | Validated All Data

**President:** Kent Syverud, M, White | **Provost:** Gretchen Ritter, W, White

**Board Chair:** Kathleen Walters, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK  
**67**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 14                  |    | 45    |    | 338                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 25             | 50 | 21                  | 71 | 27    | 53 | 25                      | 52 |
| Black          | -              | 8  | 7                   | -  | 4     | 11 | 2                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 8  | -                   | -  | 2     | -  | 4                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | 2  | -                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | 8  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 25             | 75 | 29                  | 71 | 33    | 67 | 31                      | 69 |

## Temple University | PA

Public | Enrollment: 42,075 | 55% Women | Individual Board | Did Not Validate

**President:** Jason Wingard, M, Black | **Provost:** Gregory Mandel, M, White

**Board Chair:** Mitchell Morgan, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK  
**92**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 14             |    | 11                  |    | 38    |    | 402                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 22                      | 50 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | 0  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 0  |
| Unknown        | 29             | 71 | 36                  | 64 | 21    | 79 | 0                       | 4  |
| <b>Total %</b> | 29             | 71 | 36                  | 64 | 21    | 79 | 26                      | 74 |

## Texas A & M University-College Station | TX

RANK  
**46**

Public | Enrollment: 73,308 | 47% Women | System Board | Did Not Validate

**President:** Katherine Banks, W, White | **Provost:** Timothy Scott, M, White

**Past Women Presidents:** Total: 1; Hispanic: 1

**Past Presidents Persons of Color:** Total: 1; Hispanic: 1

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 18             |    | 8                   |    | 1,016                   |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 15                      | 55 |
| Black          | -              | -  | -                   | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 3                       | 15 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 28             | 72 | 13                  | 88 | 1                       | 2  |
| <b>Total %</b> | 28             | 72 | 13                  | 88 | 21                      | 79 |

## Texas Tech University | TX

RANK  
**118**

Public | Enrollment: 41,909 | 49% Women | System Board | Validated All Data

**President:** Lawrence Schovanec, M, White | **Provost:** Ronald Hendrick, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Hispanic: 1

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 14             |    | 9                   |    | 396                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 21             | 64 | 22                  | 44 | 20                      | 56 |
| Black          | -              | -  | 22                  | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | 7              | -  | -                   | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | 7  | 11                  | -  | 2                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| <b>Total %</b> | 29             | 71 | 56                  | 44 | 26                      | 74 |



## Tufts University | MA

Private | Enrollment: 13,458 | 57% Women | Individual Board | Validated All Data

**President:** Anthony Monaco, M, White | **Provost:** Nadine Aubry, W, White

**Board Chair:** Peter Dolan, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**50**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 15             |    | 19                  |    | 41    |    | 228                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 40             | 27 | 42                  | 32 | 29    | 39 | 25                      | 55 |
| Black          | 7              | -  | 5                   | -  | 2     | 7  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 20 | -                   | 5  | 2     | 10 | 3                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | 5  | 5     | -  | 2                       | 1  |
| Multiracial    | -              | -  | 5                   | -  | 2     | 2  | -                       | -  |
| Unknown        | -              | 7  | -                   | 5  | -     | -  | 2                       | 1  |
| <b>Total %</b> | 47             | 53 | 53                  | 47 | 41    | 59 | 32                      | 68 |

## Tulane University of Louisiana | LA

Private | Enrollment: 14,652 | 60% Women | Individual Board | Did Not Validate

**President:** Michael Fitts, M, White | **Provost:** Robin Forman, M, White

**Board Chair:** Carol Bernick, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**127**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 9              |    | 9                   |    | 35    |    | 274                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 61 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Asian          | -              | -  | -                   | -  | -     | -  | 1                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Unknown        | 22             | 78 | 44                  | 56 | 34    | 66 | -                       | -  |
| <b>Total %</b> | 22             | 78 | 44                  | 56 | 34    | 66 | 24                      | 76 |

## University at Albany-SUNY | NY

RANK

29

ALMOST THERE

Public | Enrollment: 20,099 | 54% Women | System Board | Validated All Data

President: Havidán Rodríguez, M, Hispanic | Provost: Carol Kim, W, Asian

Past Women Presidents: Total: 1; White: 1

Past Presidents Persons of Color: Total: 2; Black: 2

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 11             |    | 11                  |    | 158                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 36             | 36 | 36                  | 55 | 23                      | 55 |
| Black          | -              | -  | -                   | 9  | 3                       | 2  |
| AIAN           | -              | 9  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 4                       | 9  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | 9              | 9  | -                   | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| Total %        | 45             | 55 | 36                  | 64 | 32                      | 68 |

## University at Buffalo-SUNY | NY

RANK

91

WORK TO DO

Public | Enrollment: 35,509 | 47% Women | System Board | Validated All Data

President: Satish Tripathi, M, Asian | Provost: A. Weber, M, White

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 12             |    | 12                  |    | 468                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 42             | 42 | 25                  | 42 | 20                      | 56 |
| Black          | -              | 8  | -                   | 17 | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 4                       | 16 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 1  |
| Multiracial    | 8              | -  | 8                   | 8  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| Total %        | 50             | 50 | 33                  | 67 | 26                      | 74 |

## University of Alabama-Birmingham | AL

Public | Enrollment: 25,843 | 63% Women | System Board | Did Not Validate

**President:** Raymond Watts, M, White | **Provost:** Pam Benoit, W, White

**Past Women Presidents:** Total: 2; White: 2

**Past Presidents Persons of Color:** Total: 0

RANK

12

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 12             |    | 13                  |    | 597                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 22                      | 52 |
| Black          | -              | -  | -                   | -  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 4                       | 13 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 50             | 50 | 38                  | 62 | -                       | -  |
| <b>Total %</b> | 50             | 50 | 38                  | 62 | 29                      | 71 |

## University of Alabama-Tuscaloosa | AL

Public | Enrollment: 42,096 | 57% Women | System Board | Did Not Validate

**President:** Stuart Bell, M, White | **Provost:** James Dalton, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK

82

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 13             |    | 9                   |    | 287                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 23                      | 57 |
| Black          | -              | -  | -                   | -  | 2                       | 3  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 2                       | 10 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 38             | 62 | 11                  | 89 | -                       | -  |
| <b>Total %</b> | 38             | 62 | 11                  | 89 | 28                      | 72 |

## University of Arizona-Tucson | AZ

Public | Enrollment: 49,966 | 53% Women | State Oversight Board | Validated All Data

**President:** Robert Robbins, M, White | **Provost:** Liesl Folks, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 1; Hispanic: 1

RANK  
**52**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 19             |    | 27                  |    | 725                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 26             | 58 | 22                  | 26 | 24                      | 53 |
| Black          | -              | -  | 7                   | -  | 1                       | 1  |
| AIAN           | -              | -  | 4                   | 7  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 2                       | 7  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | 5  | 19                  | 4  | 2                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | -              | 11 | -                   | 11 | 1                       | 4  |
| <b>Total %</b> | 26             | 74 | 52                  | 48 | 31                      | 69 |

## University of Arkansas | AR

Public | Enrollment: 30,137 | 53% Women | System Board | Validated All Data

**President:** Charles Robinson, M, Black | **Provost:** Terry Martin, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**101**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 9              |    | 11                  |    | 314                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 44             | 44 | 27                  | 64 | 17                      | 60 |
| Black          | -              | 11 | 9                   | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 5                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 1                       | 2  |
| <b>Total %</b> | 44             | 56 | 36                  | 64 | 25                      | 75 |

## University of California-Berkeley | CA

RANK  
**17**

ALMOST THERE

Public | Enrollment: 45,878 | 52% Women | System Board | Validated All Data

**President:** Carol Christ, W, White | **Provost:** Catherine Koshland, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Asian: 1

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 18             |           | 19                  |           | 834                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 22             | 33        | 32                  | 47        | 21                      | 55        |
| Black          | 6              | 11        | 5                   | 5         | 1                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | 17             | 11        | -                   | -         | 5                       | 9         |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | 11                  | -         | 2                       | 4         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | 2         |
| <b>Total %</b> | <b>44</b>      | <b>56</b> | <b>47</b>           | <b>53</b> | <b>29</b>               | <b>71</b> |

**Comment:** In November 2021, one of male academic deans was replaced by a woman. Women academic deans have reached parity at 50%.

## University of California-Davis | CA

RANK  
**30**

ALMOST THERE

Public | Enrollment: 41,236 | 59% Women | System Board | Validated All Data

**President:** Gary May, M, Black | **Provost:** Mary Croughan, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 11             |           | 11                  |           | 938                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 27             | 27        | 18                  | 45        | 22                      | 50        |
| Black          | 18             | -         | 9                   | -         | 1                       | 1         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | 9         | 6                       | 11        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 9         | -                   | 9         | 2                       | 3         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | 18        | -                   | 9         | 1                       | 3         |
| <b>Total %</b> | <b>45</b>      | <b>55</b> | <b>27</b>           | <b>73</b> | <b>33</b>               | <b>67</b> |

## University of California-Irvine | CA

RANK  
**88**

WORK TO DO

Public | Enrollment: 39,059 | 52% Women | System Board | Validated All Data

**President:** Howard Gillman, M, White | **Provost:** Hal Stern, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 1; Black: 1

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 18             |           | 14                  |           | 732                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 22             | 67        | 36                  | 36        | 20                      | 50        |
| Black          | -              | 6         | -                   | 7         | -                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | 7         | 6                       | 14        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | 7         | 2                       | 4         |
| Multiracial    | -              | -         | -                   | 7         | -                       | -         |
| Unknown        | 6              | -         | -                   | -         | -                       | 2         |
| <b>Total %</b> | <b>28</b>      | <b>72</b> | <b>36</b>           | <b>64</b> | <b>29</b>               | <b>71</b> |

## University of California-Los Angeles | CA

RANK  
**60**

WORK TO DO

Public | Enrollment: 46,947 | 55% Women | System Board | Validated All Data

**President:** Gene Block, M, White | **Provost:** Emily Carter, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 19             |           | 17                  |           | 1,194                   |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 26             | 37        | 12                  | 29        | 21                      | 46        |
| Black          | 5              | 5         | 18                  | 6         | 1                       | 2         |
| AIAN           | -              | 5         | -                   | -         | 1                       | -         |
| Asian          | 11             | -         | 12                  | 12        | 5                       | 14        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 11        | 6                   | -         | 2                       | 5         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | 6                   | -         | -                       | 1         |
| <b>Total %</b> | <b>42</b>      | <b>58</b> | <b>53</b>           | <b>47</b> | <b>31</b>               | <b>69</b> |

**Comment:** On December 9, 2021, Emily A. Carter stepped down from her role as Executive Vice Chancellor and Provost to return to Princeton University to become the inaugural senior Strategic Advisor for Sustainability Science at the Princeton Plasma Physics Laboratory, one of the U.S. Department of Energy's national laboratories.

## University of California-Riverside | CA

RANK  
**27**

ALMOST THERE

Public | Enrollment: 27,507 | 53% Women | System Board | Validated All Data

**President:** Kim Wilcox, M, White | **Provost:** Elizabeth Watkins, W, White

**Past Women Presidents:** Total: 2; White: 1; Multiracial: 1

**Past Presidents Persons of Color:** Total: 3; Hispanic: 2; Multiracial: 1

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 9              |           | 13                  |           | 331                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 11             | 11        | 8                   | 15        | 16                      | 49        |
| Black          | 22             | -         | 8                   | 8         | 1                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | 22        | 15                  | -         | 5                       | 18        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 11        | 8                   | 8         | 1                       | 3         |
| Multiracial    | -              | 11        | -                   | 31        | -                       | -         |
| Unknown        | -              | 11        | -                   | -         | 2                       | 2         |
| <b>Total %</b> | <b>33</b>      | <b>67</b> | <b>38</b>           | <b>62</b> | <b>25</b>               | <b>75</b> |

## University of California-San Diego | CA

RANK  
**25**

ALMOST THERE

Public | Enrollment: 40,547 | 48% Women | System Board | Did Not Validate

**President:** Pradeep Khosla, M, Asian | **Provost:** Elizabeth Simmons, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 9              |           | 13                  |           | 812                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | -              | -         | -                   | -         | 16                      | 57        |
| Black          | -              | -         | -                   | -         | 1                       | 1         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 4                       | 15        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | 1                       | 4         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | 56             | 44        | 54                  | 46        | -                       | 1         |
| <b>Total %</b> | <b>56</b>      | <b>44</b> | <b>54</b>           | <b>46</b> | <b>22</b>               | <b>78</b> |

## University of California-Santa Barbara | CA

Public | Enrollment: 28,096 | 53% Women | System Board | Did Not Validate

**President:** Henry Yang, M, Asian | **Provost:** David Marshall, M, White**Past Women Presidents:** Total: 1; White: 1**Past Presidents Persons of Color:** Total: 0RANK  
**113**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 10             |    | 16                  |    | 482                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 23                      | 53 |
| Black          | -              | -  | -                   | -  | 1                       | -  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 4                       | 8  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 3                       | 4  |
| Multiracial    | -              | -  | -                   | -  | 1                       | -  |
| Unknown        | 10             | 90 | 38                  | 63 | 1                       | 2  |
| <b>Total %</b> | 10             | 90 | 38                  | 63 | 33                      | 67 |

## University of California-Santa Cruz | CA

Public | Enrollment: 20,861 | 48% Women | System Board | Validated All Data

**President:** Cynthia Larive, W, White | **Provost:** Lori Kletzer, W, White**Past Women Presidents:** Total: 2; White: 2**Past Presidents Persons of Color:** Total: 0RANK  
**1**

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 8              |    | 10                  |    | 298                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 25             | 50 | 20                  | 20 | 24                      | 47 |
| Black          | -              | -  | 10                  | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | 2                       | -  |
| Asian          | 13             | 13 | -                   | -  | 6                       | 10 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | 30                  | -  | 3                       | 4  |
| Multiracial    | -              | -  | -                   | 20 | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 1                       | 1  |
| <b>Total %</b> | 38             | 63 | 60                  | 40 | 36                      | 64 |



## University of Central Florida | FL

RANK  
**80**

WORK TO DO

Public | Enrollment: 81,082 | 56% Women | Individual Board | Validated All Data

**President:** Alexander Cartwright, M, White | **Provost:** Michael Johnson, M, White

**Board Chair:** Alex Martins, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 13                  |    | 12    |    | 346                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 46             | 38 | 46                  | 31 | 25    | 58 | 18                      | 51 |
| Black          | 8              | -  | -                   | 8  | -     | 8  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 8  | -                   | -  | -     | 8  | 3                       | 18 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | 8                   | -  | -     | -  | 2                       | 4  |
| Multiracial    | -              | -  | -                   | 8  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 54             | 46 | 54                  | 46 | 25    | 75 | 25                      | 75 |

## University of Chicago | IL

RANK  
**42**

WORK TO DO

Private | Enrollment: 20,413 | 46% Women | Individual Board | Did Not Validate

**President:** Paul Alvisatos, M, White | **Provost:** Ka Yee Lee, W, Asian

**Board Chair:** Joseph Neubauer, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 12                  |    | 51    |    | 656                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 57 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 42             | 58 | 42                  | 58 | 20    | 80 | -                       | 2  |
| <b>Total %</b> | 42             | 58 | 42                  | 58 | 20    | 80 | 24                      | 76 |

## University of Cincinnati-Main Campus | OH

RANK  
**36**

Public | Enrollment: 46,140 | 54% Women | Individual Board | Validated All Data

**President:** Neville Pinto, M, Asian | **Provost:** Valerio Ferme, M, White

**Board Chair:** Ronald Brown, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 1; Asian: 1

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 18                  |    | 8     |    | 422                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 54             | 38 | 22                  | 56 | 25    | 50 | 23                      | 55 |
| Black          | 8              | -  | 17                  | -  | 13    | 13 | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 5                       | 13 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | 6                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 62             | 38 | 44                  | 56 | 38    | 63 | 29                      | 71 |

## University of Colorado Boulder | CO

RANK  
**9**

Public | Enrollment: 41,826 | 45% Women | System Board | Validated All Data

**President:** Philip DiStefano, M, White | **Provost:** Russell Moore, M, White

**Past Women Presidents:** Total: 3; White: 2; Black: 1

**Past Presidents Persons of Color:** Total: 1; Black: 1

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 10             |    | 17                  |    | 527                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 20             | 50 | 47                  | 18 | 21                      | 56 |
| Black          | 10             | -  | -                   | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | 12 | 4                       | 6  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | 6                   | -  | -                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 20             | -  | 12                  | 6  | 1                       | 3  |
| <b>Total %</b> | 50             | 50 | 65                  | 35 | 28                      | 72 |

## University of Connecticut | CT

RANK  
**72**

WORK TO DO

Public | Enrollment: 29,818 | 52% Women | Individual Board | Did Not Validate

**President:** Andrew Agwunobi, M, Multiracial | **Provost:** Carl Lejuez, M, White

**Board Chair:** Daniel Toscano, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 32                  |    | 18    |    | 579                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 24                      | 50 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 4                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 2                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 38             | 62 | 38                  | 63 | 33    | 67 | 2                       | 3  |
| <b>Total %</b> | 38             | 62 | 38                  | 63 | 33    | 67 | 32                      | 68 |

**Comment:** Interim President Andrew Agwunobi announced his resignation effective Feb. 20, 2022. The Board of Trustees will meet on Jan. 26 to appoint Radenka Maric as Interim President.

## University of Delaware | DE

RANK  
**97**

NEEDS URGENT ACTION

Public | Enrollment: 26,527 | 56% Women | Individual Board | Validated All Data

**President:** Dionissios Assanis, M, White | **Provost:** Robin Morgan, W, White

**Board Chair:** John Cochran, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 10             |    | 17                  |    | 32    |    | 375                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 10             | 70 | 35                  | 35 | 28    | 56 | 24                      | 53 |
| Black          | -              | 10 | -                   | 18 | 3     | -  | 2                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | 6                   | -  | 3     | 6  | 4                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | 10             | -  | -                   | 6  | 3     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 20             | 80 | 41                  | 59 | 38    | 63 | 30                      | 70 |

## University of Florida | FL

Public | Enrollment: 58,857 | 56% Women | Individual Board | Submitted Partial Data

**President:** Kent Fuchs, M, White | **Provost:** Joseph Glover, M, White

**Board Chair:** Morteza Hosseini, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK

80

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 17             |    | 17                  |    | 12    |    | 994                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 41             | 24 | 24                  | 59 | -     | -  | 19                      | 59 |
| Black          | 6              | 12 | 6                   | 6  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 6  | -                   | -  | -     | -  | 3                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | 12             | -  | -                   | 6  | -     | -  | 1                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | -              | -  | -                   | -  | 17    | 83 | -                       | -  |
| <b>Total %</b> | 59             | 41 | 29                  | 71 | 17    | 83 | 24                      | 76 |

## University of Georgia | GA

Public | Enrollment: 42,941 | 57% Women | State Oversight Board | Did Not Validate

**President:** Jere Morehead, M, White | **Provost:** Jack Hu, M, Asian

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK

87

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 19             |    | 17                  |    | 716                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 20                      | 54 |
| Black          | -              | -  | -                   | -  | 3                       | 3  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 3                       | 9  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 47             | 53 | 41                  | 59 | 2                       | 2  |
| <b>Total %</b> | 47             | 53 | 41                  | 59 | 29                      | 71 |

## University of Hawaii at Manoa | HI

Public | Enrollment: 20,702 | 59% Women | System Board | Validated All Data

**President:** David Lassner, M, White | **Provost:** Michael Bruno, M, White

**Board Chair:** Randolph Moore, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 1; Asian: 1

RANK

57

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 16             |    | 7                   |    | 10    |    | 414                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 13             | 50 | 29                  | -  | -     | 30 | 20                      | 41 |
| Black          | 6              | -  | -                   | -  | -     | -  | -                       | -  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | 13             | 13 | 43                  | 14 | -     | 30 | 11                      | 20 |
| NHPI           | -              | 6  | 14                  | -  | 10    | 20 | 3                       | 1  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | 10 | -                       | -  |
| <b>Total %</b> | 31             | 69 | 86                  | 14 | 10    | 90 | 36                      | 64 |

## University of Houston | TX

Public | Enrollment: 51,217 | 51% Women | System Board | Validated All Data

**President:** Renu Khator, W, Asian | **Provost:** Paula Myrick Short, W, White

**Board Chair:** Tilman Fertitta, M, White

**Past Women Presidents:** Total: 1; Black: 1

**Past Presidents Persons of Color:** Total: 1; Black: 1

RANK

31

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 17             |    | 15                  |    | 9     |    | 438                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 12             | 71 | 13                  | 47 | 11    | 56 | 14                      | 50 |
| Black          | -              | 6  | -                   | 7  | -     | 11 | 1                       | 3  |
| AIAN           | -              | -  | -                   | 7  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | 7  | -     | 11 | 6                       | 18 |
| NHPI           | -              | -  | -                   | -  | -     | 11 | -                       | -  |
| Hispanic       | -              | 6  | -                   | -  | -     | -  | 4                       | 4  |
| Multiracial    | -              | -  | 13                  | -  | -     | -  | -                       | 1  |
| Unknown        | -              | 6  | 7                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 12             | 88 | 33                  | 67 | 11    | 89 | 25                      | 75 |

## University of Illinois at Chicago | IL

RANK  
**32**

WORK TO DO

Public | Enrollment: 35,210 | 54% Women | System Board | Validated All Data

**President:** Michael Amiridis, M, White | **Provost:** Javier Reyes, M, Hispanic

**Past Women Presidents:** Total: 2; White: 1; Black: 1

**Past Presidents Persons of Color:** Total: 1; Black: 1

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 16             |           | 8                   |           | 505                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 38             | 50        | 13                  | 38        | 22                      | 47        |
| Black          | 6              | 6         | 25                  | 13        | 1                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 4                       | 13        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | 13        | 2                       | 4         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | 1                       | 2         |
| <b>Total %</b> | <b>44</b>      | <b>56</b> | <b>38</b>           | <b>63</b> | <b>31</b>               | <b>69</b> |

**Comment:** Chancellor Michael Amiridis was named the 30th President of the University of South Carolina on Jan. 14, 2022 effective July 1. It's not clear if UIC will have an interim chancellor in place on July 1 or if the next permanent leader will be in place.

## University of Illinois at Urbana-Champaign | IL

RANK  
**70**

WORK TO DO

Public | Enrollment: 57,324 | 46% Women | System Board | Validated All Data

**President:** Robert Jones, M, Black | **Provost:** Andreas Cangellaris, M, White

**Past Women Presidents:** Total: 2; White: 1; Asian: 1

**Past Presidents Persons of Color:** Total: 1; Asian: 1

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 16             |           | 5                   |           | 839                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 13             | 44        | 20                  | 40        | 19                      | 52        |
| Black          | 6              | 6         | 20                  | 20        | 1                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | 19        | -                   | -         | 3                       | 14        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 6         | -                   | -         | 2                       | 4         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | 6              | -         | -                   | -         | -                       | 1         |
| <b>Total %</b> | <b>25</b>      | <b>75</b> | <b>40</b>           | <b>60</b> | <b>26</b>               | <b>74</b> |

## University of Iowa | IA

RANK

4

LEADER

Public | Enrollment: 34,495 | 53% Women | State Oversight Board | Validated All Data

**President:** Barbara Wilson, W, White | **Provost:** Kevin Kregel, M, White**Past Women Presidents:** Total: 2; White: 2**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 12             |    | 14                  |    | 591                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 50             | 33 | 36                  | 57 | 19                      | 59 |
| Black          | 8              | -  | -                   | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | 7  | 2                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 2                       | 4  |
| Multiracial    | -              | 8  | -                   | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 1                       | 1  |
| <b>Total %</b> | 58             | 42 | 36                  | 64 | 24                      | 76 |

## University of Kansas | KS

RANK

69

WORK TO DO

Public | Enrollment: 30,983 | 54% Women | State Oversight Board | Validated All Data

**President:** Douglas Girod, M, White | **Provost:** Barbara Bichelmeyer, W, White**Past Women Presidents:** Total: 1; Black: 1**Past Presidents Persons of Color:** Total: 1; Black: 1

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 14             |    | 26                  |    | 516                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 29             | 50 | 15                  | 69 | 21                      | 57 |
| Black          | -              | 14 | 8                   | 4  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | 1  |
| Asian          | -              | 7  | -                   | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | 4                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | 1                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| <b>Total %</b> | 29             | 71 | 27                  | 73 | 26                      | 74 |

## University of Kentucky | KY

RANK  
**104**

Public | Enrollment: 32,756 | 57% Women | Individual Board | Did Not Validate

**President:** Eli Capilouto, M, White | **Provost:** Robert DiPaola, M, White**Board Chair:** Robert Vance, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 20             |    | 10                  |    | 20    |    | 627                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 22                      | 59 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 45             | 55 | 20                  | 80 | 40    | 60 | -                       | -  |
| <b>Total %</b> | 45             | 55 | 20                  | 80 | 40    | 60 | 26                      | 74 |

## University of Louisville | KY

RANK  
**19**

Public | Enrollment: 25,451 | 54% Women | Individual Board | Validated All Data

**President:** Neeli Bendapudi, W, Asian | **Provost:** Lori Gonzalez, W, White**Board Chair:** Mary Nixon, W, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

ALMOST THERE

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 18                  |    | 12    |    | 206                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 33             | 50 | 22                  | 44 | 25    | 50 | 23                      | 56 |
| Black          | 8              | 8  | 11                  | 6  | 8     | 17 | 2                       | 4  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | 6  | -     | -  | -                       | 9  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | 6  | -     | -  | -                       | 2  |
| Multiracial    | -              | -  | 6                   | -  | -     | -  | 2                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 42             | 58 | 39                  | 61 | 33    | 67 | 28                      | 72 |

**Comment:** Lori Stewart Gonzalez was named as Interim President effective 12/13/21 replacing Neeli Bendapudi who becomes President of Penn State in July 2022.



## University of Maryland-College Park | MD

Public | Enrollment: 44,404 | 48% Women | System Board | Validated All Data

**President:** Darryll Pines, M, Black | **Provost:** Jennifer King Rice, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 2; Black: 1; Asian: 1

RANK  
**90**  
WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 14             |    | 13                  |    | 675                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 21             | 50 | 31                  | 46 | 18                      | 54 |
| Black          | 7              | 7  | -                   | 8  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | 14 | 8                   | -  | 4                       | 14 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | 8                   | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 1                       | 3  |
| <b>Total %</b> | 29             | 71 | 46                  | 54 | 25                      | 75 |

## University of Massachusetts-Amherst | MA

Public | Enrollment: 35,781 | 50% Women | System Board | Validated All Data

**President:** Kumble Subbaswamy, M, Asian | **Provost:** John McCarthy, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Black: 1

RANK  
**34**  
WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 11             |    | 14                  |    | 451                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 45             | 9  | 29                  | 43 | 23                      | 53 |
| Black          | 9              | -  | 14                  | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | 9  | -                   | 14 | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | 27             | -  | -                   | -  | 2                       | 2  |
| Multiracial    | -              | -  | -                   | -  | 1                       | 1  |
| Unknown        | -              | -  | -                   | -  | 1                       | 2  |
| <b>Total %</b> | 82             | 18 | 43                  | 57 | 30                      | 70 |

## University of Miami | FL

RANK  
**78**

WORK TO DO

Private | Enrollment: 19,971 | 54% Women | Individual Board | Submitted Partial Data

**President:** Julio Frenk, M, Hispanic | **Provost:** Jeffrey Duerk, M, White

**Board Chair:** Laurie Silvers, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 15                  |    | 57    |    | 562                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 17                      | 55 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 4                       | 9  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 38             | 62 | 47                  | 53 | 35    | 65 | -                       | 1  |
| <b>Total %</b> | 38             | 62 | 47                  | 53 | 35    | 65 | 24                      | 76 |

## University of Michigan-Ann Arbor | MI

RANK  
**47**

WORK TO DO

Public | Enrollment: 49,530 | 50% Women | System Board | Did Not Validate

**President:** Mark Schlissel, M, White | **Provost:** Susan Collins, W, Black

**Board Chair:** Jordan Acker, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 19             |    | 9                   |    | 9     |    | 1,452                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 21                      | 55 |
| Black          | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 37             | 63 | 33                  | 67 | 33    | 67 | -                       | 1  |
| <b>Total %</b> | 37             | 63 | 33                  | 67 | 33    | 67 | 28                      | 72 |

**Comment:** On January 15, 2022, the university's Board of Regents announced the termination of President Mark S. Schlissel effective immediately, and appointed Mary Sue Coleman as Interim President.

## University of Minnesota-Twin Cities | MN

RANK  
**20**

ALMOST THERE

Public | Enrollment: 63,760 | 55% Women | System Board | Did Not Validate

**President:** Joan Gabel, W, White | **Provost:** Rachel Croson, W, White

**Board Chair:** Kendall Powell, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 18             |    | 13                  |    | 12    |    | 1,068                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 24                      | 56 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 39             | 61 | 31                  | 69 | 50    | 50 | -                       | -  |
| <b>Total %</b> | 39             | 61 | 31                  | 69 | 50    | 50 | 30                      | 70 |

## University of Mississippi | MS

RANK  
**85**

WORK TO DO

Public | Enrollment: 24,309 | 57% Women | State Oversight Board | Validated All Data

**President:** Glenn Boyce, M, White | **Provost:** Noel Wilkin, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 13             |    | 11                  |    | 351                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 38             | 54 | 9                   | 55 | 26                      | 53 |
| Black          | 8              | -  | 18                  | -  | 3                       | 4  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 2                       | 7  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | 9                   | 9  | -                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -                       | 3  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| <b>Total %</b> | 46             | 54 | 36                  | 64 | 32                      | 68 |

## University of Missouri-Columbia | MO

RANK  
**38**

Public | Enrollment: 32,916 | 55% Women | System Board | Validated All Data

**President:** Mun Choi, M, Asian | **Provost:** Latha Ramchand, W, Asian

**Board Chair:** Darryl Chatman, M, Black

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Board     |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-----------|-----------|-------------------------|-----------|
| Total #        | 12             |           | 17                  |           | 9         |           | 418                     |           |
|                | W%             | M%        | W%                  | M%        | W%        | M%        | W%                      | M%        |
| White          | 42             | 50        | 41                  | 47        | 22        | 56        | 19                      | 52        |
| Black          | -              | -         | -                   | 6         | -         | 22        | -                       | 1         |
| AIAN           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Asian          | -              | 8         | -                   | -         | -         | -         | 3                       | 18        |
| NHPI           | -              | -         | -                   | -         | -         | -         | -                       | -         |
| Hispanic       | -              | -         | 6                   | -         | -         | -         | 2                       | 2         |
| Multiracial    | -              | -         | -                   | -         | -         | -         | -                       | 1         |
| Unknown        | -              | -         | -                   | -         | -         | -         | -                       | 1         |
| <b>Total %</b> | <b>42</b>      | <b>58</b> | <b>47</b>           | <b>53</b> | <b>22</b> | <b>78</b> | <b>24</b>               | <b>76</b> |

## University of Nebraska-Lincoln | NE

RANK  
**58**

Public | Enrollment: 32,498 | 49% Women | System Board | Validated All Data

**President:** Ronnie Green, M, White | **Provost:** Elizabeth Spiller, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 11             |           | 13                  |           | 415                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 55             | 36        | 38                  | 54        | 19                      | 64        |
| Black          | -              | -         | -                   | 8         | -                       | 1         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 2                       | 9         |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 9         | -                   | -         | -                       | 4         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | -         |
| <b>Total %</b> | <b>55</b>      | <b>45</b> | <b>38</b>           | <b>62</b> | <b>22</b>               | <b>78</b> |

**Comment:** Katherine Ankerson will assume the new role as Executive Vice Chancellor for Academic Affairs effective January 18, 2022 replacing Elizabeth Spiller.

## University of Nevada-Las Vegas | NV

RANK  
**68**

WORK TO DO

Public | Enrollment: 34,979 | 57% Women | System Board | Did Not Validate

**President:** Keith Whitfield, M, Black | **Provost:** Chris Heavey, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 17             |    | 15                  |    | 310                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 19                      | 52 |
| Black          | -              | -  | -                   | -  | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | 1  |
| Asian          | -              | -  | -                   | -  | 3                       | 16 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 2                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 47             | 53 | 40                  | 60 | -                       | -  |
| <b>Total %</b> | 47             | 53 | 40                  | 60 | 26                      | 74 |

## University of Nevada-Reno | NV

RANK  
**84**

WORK TO DO

Public | Enrollment: 23,692 | 55% Women | System Board | Did Not Validate

**President:** Brian Sandoval, M, Hispanic | **Provost:** Jeff Thompson, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 13             |    | 13                  |    | 198                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 26                      | 57 |
| Black          | -              | -  | -                   | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | 1  |
| Asian          | -              | -  | -                   | -  | 2                       | 12 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | 1                       | 1  |
| Unknown        | 46             | 54 | 62                  | 38 | -                       | -  |
| <b>Total %</b> | 46             | 54 | 62                  | 38 | 29                      | 71 |

## University of New Hampshire-Main Campus | NH

RANK

3

LEADER

Public | Enrollment: 16,001 | 57% Women | State Oversight Board | Validated All Data

President: James Dean, Jr., M, White | Provost: Wayne Jones, M, White

Past Women Presidents: Total: 3; White: 3

Past Presidents Persons of Color: Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 7              |    | 5                   |    | 187                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 71             | 29 | 40                  | 20 | 28                      | 55 |
| Black          | -              | -  | 20                  | 20 | -                       | -  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 3                       | 5  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 1  |
| Multiracial    | -              | -  | -                   | -  | 1                       | 1  |
| Unknown        | -              | -  | -                   | -  | 2                       | 5  |
| Total %        | 71             | 29 | 60                  | 40 | 34                      | 66 |

## University of New Mexico-Main Campus | NM

RANK

22

ALMOST THERE

Public | Enrollment: 25,420 | 57% Women | Individual Board | Validated All Data

President: Garnett Stokes, W, White | Provost: James Holloway, M, White

Board Chair: Douglas Brown, M, White

Past Women Presidents: Total: 0

Past Presidents Persons of Color: Total: 2; Hispanic: 2

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 14             |    | 9                   |    | 6     |    | 342                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 21             | 21 | 33                  | 11 | -     | -  | 25                      | 44 |
| Black          | 7              | 14 | 11                  | -  | -     | -  | 1                       | -  |
| AIAN           | -              | -  | -                   | -  | -     | -  | 2                       | 1  |
| Asian          | -              | 7  | -                   | -  | -     | -  | 4                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | 7              | 14 | 33                  | 11 | -     | -  | 6                       | 5  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | 7  | -                   | -  | 33    | 67 | 1                       | 1  |
| Total %        | 36             | 64 | 78                  | 22 | 33    | 67 | 39                      | 61 |

## University of North Carolina at Chapel Hill | NC

RANK  
**35**

WORK TO DO

Public | Enrollment: 32,160 | 58% Women | System Board | Validated All Data

**President:** Kevin Guskiewicz, M, White | **Provost:** Robert Blouin, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 14             |           | 22                  |           | 645                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 36             | 36        | 23                  | 55        | 30                      | 54        |
| Black          | 14             | -         | 14                  | 5         | 1                       | 2         |
| AIAN           | -              | -         | 5                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 2                       | 7         |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | 7              | -         | -                   | -         | 2                       | 1         |
| Multiracial    | -              | -         | -                   | -         | -                       | -         |
| Unknown        | -              | 7         | -                   | -         | -                       | -         |
| <b>Total %</b> | <b>57</b>      | <b>43</b> | <b>41</b>           | <b>59</b> | <b>35</b>               | <b>65</b> |

## University of North Texas | TX

RANK  
**23**

ALMOST THERE

Public | Enrollment: 45,298 | 54% Women | System Board | Validated All Data

**President:** Neal Smatresk, M, White | **Provost:** Jennifer Evans-Cowley, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 14             |           | 14                  |           | 320                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 29             | 21        | 36                  | 36        | 22                      | 49        |
| Black          | 7              | -         | 7                   | 7         | 1                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | 14        | -                   | -         | 4                       | 13        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | -         | -                   | -         | 3                       | 3         |
| Multiracial    | 7              | 7         | -                   | 7         | 1                       | -         |
| Unknown        | 7              | 7         | -                   | 7         | -                       | 3         |
| <b>Total %</b> | <b>50</b>      | <b>50</b> | <b>43</b>           | <b>57</b> | <b>30</b>               | <b>70</b> |

## University of Notre Dame | IN

RANK  
**94**

WORK TO DO

Private | Enrollment: 13,268 | 47% Women | Individual Board | Did Not Validate

**President:** John Jenkins, M, White | **Provost:** Marie Lynn Miranda, W, Asian

**Board Chair:** John Brennan, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 8              |    | 24                  |    | 40    |    | 415                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 13                      | 67 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| Unknown        | 38             | 63 | 25                  | 75 | 38    | 63 | -                       | -  |
| <b>Total %</b> | 38             | 63 | 25                  | 75 | 38    | 63 | 18                      | 82 |

**Comment:** Marie Lynn Miranda stepped down as provost on 12/31/21 and is succeeded by Christine M. Maziar on 1/1/2022.

## University of Oklahoma-Norman | OK

RANK  
**106**

NEEDS URGENT ACTION

Public | Enrollment: 31,445 | 51% Women | System Board | Did Not Validate

**President:** Joseph Harroz, Jr., M, White | **Provost:** André-Denis Wright, M, Black

**Board Chair:** Michael Cawley, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 22             |    | 16                  |    | 8     |    | 377                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 21                      | 55 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 41             | 59 | 31                  | 69 | 25    | 75 | 1                       | 2  |
| <b>Total %</b> | 41             | 59 | 31                  | 69 | 25    | 75 | 28                      | 72 |



## University of Oregon | OR

RANK  
**56**

WORK TO DO

Public | Enrollment: 24,381 | 54% Women | Individual Board | Submitted Partial Data

**President:** Michael Schill, M, White | **Provost:** Patrick Phillips, M, White

**Board Chair:** Chuck Lillis, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 8              |    | 11                  |    | 14    |    | 273                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 29                      | 53 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | -  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 1                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 63             | 38 | 45                  | 55 | 43    | 57 | 1                       | 3  |
| <b>Total %</b> | 63             | 38 | 45                  | 55 | 43    | 57 | 33                      | 67 |

## University of Pennsylvania | PA

RANK  
**11**

LEADER

Private | Enrollment: 30,688 | 56% Women | Individual Board | Did Not Validate

**President:** Amy Gutmann, W, White | **Provost:** Beth Winkelstein, W, White

**Board Chair:** Scott Bok, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 19                  |    | 57    |    | 953                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 60 |
| Black          | -              | -  | -                   | -  | -     | -  | 2                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 33             | 67 | 42                  | 58 | 30    | 70 | -                       | -  |
| <b>Total %</b> | 33             | 67 | 42                  | 58 | 30    | 70 | 25                      | 75 |

## University of Pittsburgh-Pittsburgh Campus | PA

RANK  
**33**

WORK TO DO

Public | Enrollment: 35,563 | 55% Women | Individual Board | Validated All Data

**President:** Patrick Gallagher, M, White | **Provost:** Ann Cudd, W, White

**Board Chair:** Thomas Richards, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 15             |    | 13                  |    | 50    |    | 744                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 53             | 13 | 31                  | 31 | 24    | 56 | 20                      | 58 |
| Black          | 7              | 7  | 15                  | 15 | 4     | 10 | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 7  | -                   | 8  | 2     | 2  | 4                       | 14 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | 7              | 7  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | 2  | -                       | -  |
| <b>Total %</b> | 67             | 33 | 46                  | 54 | 30    | 70 | 26                      | 74 |

**Comment:** Board Chair Thomas E. Richards passed away on October 28, 2021. His duties are currently being filled by Vice Chair Mary Ellen Callahan.

## University of Rochester | NY

RANK  
**14**

ALMOST THERE

Private | Enrollment: 14,171 | 54% Women | Individual Board | Validated All Data

**President:** Sarah Mangelsdorf, W, White | **Provost:** Sarah Peyre, W, White

**Board Chair:** Richard Handler, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 8              |    | 26                  |    | 41    |    | 421                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 50             | 50 | 46                  | 50 | 29    | 46 | 20                      | 67 |
| Black          | -              | -  | -                   | -  | 5     | 10 | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | 5  | 2                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | 4                   | -  | 2     | 2  | -                       | -  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 50             | 50 | 50                  | 50 | 37    | 63 | 23                      | 77 |

**Comment:** In July 2022, David Figlio will take over as Provost.

## University of South Carolina-Columbia | SC

RANK  
**120**

Public | Enrollment: 38,526 | 55% Women | System Board | Validated All Data

**President:** Harris Pastides, M, White | **Provost:** Stephen Cutler, M, Hispanic

**Board Chair:** C. Smith, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 16             |    | 14                  |    | 21    |    | 445                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 25             | 63 | 14                  | 71 | 14    | 76 | 24                      | 56 |
| Black          | 6              | -  | -                   | 14 | 5     | 5  | 3                       | -  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 3                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | 6  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 31             | 69 | 14                  | 86 | 19    | 81 | 30                      | 70 |

**Comment:** Michael Amiridis was named the 30th President of the University of South Carolina on Jan. 14, 2022. Amiridis who currently serves as Chancellor of the University of Illinois Chicago is scheduled to replace Interim President Pastides in summer of 2022.

## University of South Florida-Main Campus | FL

RANK  
**62**

Public | Enrollment: 60,343 | 57% Women | System Board | Submitted Partial Data

**President:** Rhea Law, W, White | **Provost:** Ralph Wilcox, M, White

**Board Chair:** William Weatherford, M, White

**Past Women Presidents:** Total: 2; White: 2

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 15             |    | 15                  |    | 12    |    | 447                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 20             | 47 | 27                  | 40 | -     | -  | 25                      | 50 |
| Black          | -              | 13 | 7                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | 7  | -                   | 7  | -     | -  | -                       | -  |
| Asian          | 7              | 7  | -                   | 7  | -     | -  | 1                       | 14 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | 7  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 2                       | 1  |
| Unknown        | -              | -  | -                   | 7  | 25    | 75 | -                       | 1  |
| <b>Total %</b> | 27             | 73 | 33                  | 67 | 25    | 75 | 30                      | 70 |

## University of Southern California | CA

Private | Enrollment: 52,376 | 54% Women | Individual Board | Did Not Validate

**President:** Carol Folt, W, White | **Provost:** Charles Zukoski, M, White

**Board Chair:** Rick Caruso, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**64**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 20             |    | 15                  |    | 39    |    | 820                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 56 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 4                       | 12 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 30             | 70 | 33                  | 67 | 36    | 64 | 1                       | 1  |
| <b>Total %</b> | 30             | 70 | 33                  | 67 | 36    | 64 | 26                      | 74 |

## University of Southern Mississippi | MS

Public | Enrollment: 16,317 | 63% Women | State Oversight Board | Did Not Validate

**President:** Rodney Bennett, M, Black | **Provost:** Steven Moser, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK  
**51**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 6              |    | 6                   |    | 148                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 27                      | 54 |
| Black          | -              | -  | -                   | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | 1                       | -  |
| Asian          | -              | -  | -                   | -  | 3                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -                       | 1  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 50             | 50 | 33                  | 67 | -                       | -  |
| <b>Total %</b> | 50             | 50 | 33                  | 67 | 32                      | 68 |

## University of Tennessee-Knoxville | TN

Public | Enrollment: 32,056 | 52% Women | System Board | Validated All Data

**President:** Donde Plowman, W, White | **Provost:** John Zomchick, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK

17

ALMOST THERE

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 13             |    | 9                   |    | 500                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 46             | 46 | 33                  | 44 | 25                      | 56 |
| Black          | -              | -  | -                   | 11 | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | 8  | -                   | -  | 2                       | 11 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | 11 | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | 1                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| <b>Total %</b> | 46             | 54 | 33                  | 67 | 30                      | 70 |

## University of Texas at Arlington | TX

Public | Enrollment: 61,457 | 65% Women | System Board | Validated All Data

**President:** Teik Lim, M, Asian | **Provost:** Pranesh Aswath, M, Asian

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Asian: 1

RANK

125

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 10             |    | 13                  |    | 239                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 20             | 60 | 23                  | 46 | 12                      | 45 |
| Black          | -              | -  | 15                  | 8  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 5                       | 28 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | 10             | 10 | -                   | 8  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -                       | 2  |
| <b>Total %</b> | 30             | 70 | 38                  | 62 | 21                      | 79 |

**Comment:** Interim President Teik Lim was appointed the next President of the New Jersey Institute of Technology effective July 1, 2022.

## University of Texas at Austin | TX

Public | Enrollment: 54,243 | 53% Women | System Board | Validated All Data

**President:** Jay Hartzell, M, White | **Provost:** Sharon Wood, W, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK  
**61**  
WORK TO DO

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 18             |           | 14                  |           | 966                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 22             | 50        | 21                  | 43        | 22                      | 55        |
| Black          | -              | 6         | 14                  | 14        | 1                       | 2         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | -         | 3                       | 9         |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | 6              | 17        | -                   | 7         | 2                       | 4         |
| Multiracial    | -              | -         | -                   | -         | 1                       | -         |
| Unknown        | -              | -         | -                   | -         | -                       | -         |
| <b>Total %</b> | <b>28</b>      | <b>72</b> | <b>36</b>           | <b>64</b> | <b>29</b>               | <b>71</b> |

## University of Texas at Dallas | TX

Public | Enrollment: 32,043 | 44% Women | System Board | Validated All Data

**President:** Richard Benson, M, White | **Provost:** Inga Musselman, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Black: 1

RANK  
**105**  
NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |           | President's Cabinet |           | Tenured Full Professors |           |
|----------------|----------------|-----------|---------------------|-----------|-------------------------|-----------|
| Total #        | 10             |           | 18                  |           | 252                     |           |
|                | W%             | M%        | W%                  | M%        | W%                      | M%        |
| White          | 20             | 50        | 33                  | 44        | 12                      | 50        |
| Black          | 10             | 10        | 6                   | 6         | -                       | -         |
| AIAN           | -              | -         | -                   | -         | -                       | -         |
| Asian          | -              | -         | -                   | 6         | 5                       | 28        |
| NHPI           | -              | -         | -                   | -         | -                       | -         |
| Hispanic       | -              | 10        | -                   | 6         | -                       | 2         |
| Multiracial    | -              | -         | -                   | -         | -                       | 1         |
| Unknown        | -              | -         | -                   | -         | -                       | 2         |
| <b>Total %</b> | <b>30</b>      | <b>70</b> | <b>39</b>           | <b>61</b> | <b>17</b>               | <b>83</b> |

## University of Texas at El Paso | TX

RANK  
**44**

Public | Enrollment: 29,556 | 55% Women | System Board | Validated All Data

**President:** Heather Wilson, W, White | **Provost:** John Wiebe, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 10             |    | 8                   |    | 162                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 20             | 40 | -                   | 38 | 10                      | 47 |
| Black          | -              | -  | -                   | -  | -                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | 10 | -                   | -  | 2                       | 12 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | 10             | 10 | 13                  | 38 | 8                       | 17 |
| Multiracial    | -              | 10 | -                   | 13 | -                       | 1  |
| Unknown        | -              | -  | -                   | -  | -                       | -  |
| <b>Total %</b> | 30             | 70 | 13                  | 88 | 20                      | 80 |

## University of Utah | UT

RANK  
**71**

Public | Enrollment: 38,335 | 48% Women | Individual Board | Submitted Partial Data

**President:** Taylor Randall, M, White | **Provost:** Daniel Reed, M, White

**Board Chair:** Christian Gardner, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 21             |    | 17                  |    | 9     |    | 695                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 29             | 43 | 41                  | 24 | -     | -  | 23                      | 58 |
| Black          | -              | 5  | -                   | -  | -     | -  | -                       | 1  |
| AIAN           | 5              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | 5              | -  | 6                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | 5  | 6                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | 10 | 12                  | 12 | 33    | 67 | 1                       | 3  |
| <b>Total %</b> | 38             | 62 | 65                  | 35 | 33    | 67 | 27                      | 73 |

**Comment:** Martell L. Teasley (Black or African American) was appointed Interim SVP for Academic Affairs effective January 3, 2022 replacing Daniel Reed who is returning to research.

## University of Virginia-Main Campus | VA

RANK  
**37**

WORK TO DO

Public | Enrollment: 29,237 | 54% Women | System Board | Did Not Validate

**President:** James Ryan, M, White | **Provost:** M. Magill, W, White

**Board Chair:** Whittington Clement, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 12             |    | 21                  |    | 18    |    | 703                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 21                      | 63 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 42             | 58 | 57                  | 43 | 17    | 83 | -                       | -  |
| <b>Total %</b> | 42             | 58 | 57                  | 43 | 17    | 83 | 25                      | 75 |

## University of Washington-Seattle Campus | WA

RANK  
**16**

ALMOST THERE

Public | Enrollment: 56,554 | 54% Women | System Board | Did Not Validate

**President:** Ana Cauce, W, Hispanic | **Provost:** Mark Richards, M, White

**Board Chair:** Rogelio Riojas, M, Hispanic

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 18             |    | 16                  |    | 9     |    | 1,387                   |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 25                      | 51 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 4                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 44             | 56 | 31                  | 69 | 33    | 67 | 1                       | 2  |
| <b>Total %</b> | 44             | 56 | 31                  | 69 | 33    | 67 | 32                      | 68 |



## University of Wisconsin-Madison | WI

Public | Enrollment: 47,831 | 52% Women | System Board | Validated All Data

**President:** Rebecca Blank, W, White | **Provost:** John Scholz, M, White

**Past Women Presidents:** Total: 2; White: 2

**Past Presidents Persons of Color:** Total: 0

RANK

10

LEADER

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 13             |    | 7                   |    | 1,088                   |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | 15             | 46 | 29                  | 57 | 24                      | 56 |
| Black          | 8              | 8  | -                   | 14 | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | 8              | 15 | -                   | -  | 4                       | 8  |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -                       | 1  |
| Unknown        | -              | -  | -                   | -  | 1                       | 1  |
| <b>Total %</b> | 31             | 69 | 29                  | 71 | 32                      | 68 |

## University of Wisconsin-Milwaukee | WI

Public | Enrollment: 30,081 | 55% Women | System Board | Did Not Validate

**President:** Mark Mone, M, White | **Provost:** Johannes Britz, M, White

**Past Women Presidents:** Total: 1; White: 1

**Past Presidents Persons of Color:** Total: 0

RANK

28

ALMOST THERE

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------------------------|----|
| Total #        | 12             |    | 6                   |    | 242                     |    |
|                | W%             | M% | W%                  | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | 26                      | 47 |
| Black          | -              | -  | -                   | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | 5                       | 13 |
| NHPI           | -              | -  | -                   | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | 2                       | 4  |
| Multiracial    | -              | -  | -                   | -  | -                       | -  |
| Unknown        | 50             | 50 | 100                 | -  | -                       | -  |
| <b>Total %</b> | 50             | 50 | 100                 | 0  | 35                      | 65 |

## Vanderbilt University | TN

RANK

102

Private | Enrollment: 13,918 | 56% Women | Individual Board | Did Not Validate

**President:** Daniel Diermeier, M, White | **Provost:** Cybele Raver, W, White**Board Chair:** Bruce Evans, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 9                   |    | 34    |    | 419                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 20                      | 60 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 1                       | 5  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 27             | 73 | 22                  | 78 | 26    | 74 | 2                       | 4  |
| <b>Total %</b> | 27             | 73 | 22                  | 78 | 26    | 74 | 25                      | 75 |

## Virginia Commonwealth University | VA

RANK

79

Public | Enrollment: 32,628 | 61% Women | Individual Board | Submitted Partial Data

**President:** Michael Rao, M, Hispanic | **Provost:** Fotis Sotiropoulos, M, White**Board Chair:** Benson Dendy III, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 15             |    | 15                  |    | 16    |    | 340                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 47             | 33 | 27                  | 40 | -     | -  | 18                      | 61 |
| Black          | 13             | 7  | 7                   | 7  | -     | -  | 1                       | 3  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | 7  | -     | -  | 4                       | 11 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Multiracial    | -              | -  | 7                   | 7  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | 38    | 63 | -                       | -  |
| <b>Total %</b> | 60             | 40 | 40                  | 60 | 38    | 63 | 24                      | 76 |

## Virginia Polytechnic Institute | VA

Public | Enrollment: 38,350 | 43% Women | Individual Board | Validated All Data

**President:** Timothy Sands, M, White | **Provost:** Cyril Clarke, M, White

**Board Chair:** Letitia Long, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

RANK  
**121**

NEEDS URGENT ACTION

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 11             |    | 16                  |    | 14    |    | 558                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 36             | 64 | 31                  | 44 | 36    | 36 | 16                      | 62 |
| Black          | -              | -  | 6                   | 13 | 14    | 7  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | 6  | -     | 7  | 2                       | 13 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 36             | 64 | 38                  | 63 | 50    | 50 | 20                      | 80 |

## Washington State University | WA

Public | Enrollment: 35,394 | 53% Women | Individual Board | Did Not Validate

**President:** Kirk Schulz, M, White | **Provost:** Elizabeth Chilton, W, White

**Board Chair:** Marty Dickinson, W, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 1; Black: 1

RANK  
**83**

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 16             |    | 13                  |    | 9     |    | 336                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 17                      | 42 |
| Black          | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 13 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 2                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| Unknown        | 31             | 69 | 46                  | 54 | 56    | 44 | 5                       | 13 |
| <b>Total %</b> | 31             | 69 | 46                  | 54 | 56    | 44 | 27                      | 73 |

## Washington University in St. Louis | MO

RANK

59

WORK TO DO

Private | Enrollment: 17,893 | 54% Women | Individual Board | Validated All Data

**President:** Andrew Martin, M, White | **Provost:** Beverly Wendland, W, White**Board Chair:** Andrew Newman, M, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 0

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 9              |    | 8                   |    | 43    |    | 693                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | 44             | 44 | 38                  | 13 | 21    | 60 | 17                      | 64 |
| Black          | -              | -  | 25                  | -  | 2     | 12 | 2                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | 11 | 13                  | -  | -     | 5  | 2                       | 10 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| Multiracial    | -              | -  | 13                  | -  | -     | -  | -                       | -  |
| Unknown        | -              | -  | -                   | -  | -     | -  | -                       | -  |
| <b>Total %</b> | 44             | 56 | 88                  | 13 | 23    | 77 | 22                      | 78 |

## Wayne State University | MI

RANK

111

NEEDS URGENT ACTION

Public | Enrollment: 30,841 | 58% Women | Individual Board | Did Not Validate

**President:** Roy Wilson, M, Multiracial | **Provost:** Mark Kornbluh, M, White**Board Chair:** Marilyn Kelly, W, White**Past Women Presidents:** Total: 0**Past Presidents Persons of Color:** Total: 1; Black: 1

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 13             |    | 11                  |    | 8     |    | 387                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 19                      | 51 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 6                       | 19 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 38             | 62 | 36                  | 64 | 50    | 50 | -                       | -  |
| <b>Total %</b> | 38             | 62 | 36                  | 64 | 50    | 50 | 26                      | 74 |

## West Virginia University | WV

RANK  
**75**

Public | Enrollment: 30,045 | 51% Women | Individual Board | Did Not Validate

**President:** Gordon Gee, M, White | **Provost:** Maryanne Reed, W, White

**Board Chair:** J. Jones, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 17             |    | 19                  |    | 14    |    | 366                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 25                      | 53 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 1  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 2                       | 13 |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | -                       | 2  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | 1  |
| Unknown        | 35             | 65 | 53                  | 47 | 29    | 71 | 1                       | 1  |
| <b>Total %</b> | 35             | 65 | 53                  | 47 | 29    | 71 | 29                      | 71 |

## Yale University | CT

RANK  
**89**

Private | Enrollment: 14,910 | 52% Women | Individual Board | Did Not Validate

**President:** Peter Salovey, M, White | **Provost:** Scott Strobel, M, White

**Board Chair:** Joshua Bekenstein, M, White

**Past Women Presidents:** Total: 0

**Past Presidents Persons of Color:** Total: 0

WORK TO DO

| Race/Ethnicity | Academic Deans |    | President's Cabinet |    | Board |    | Tenured Full Professors |    |
|----------------|----------------|----|---------------------|----|-------|----|-------------------------|----|
| Total #        | 15             |    | 10                  |    | 17    |    | 953                     |    |
|                | W%             | M% | W%                  | M% | W%    | M% | W%                      | M% |
| White          | -              | -  | -                   | -  | -     | -  | 19                      | 60 |
| Black          | -              | -  | -                   | -  | -     | -  | 1                       | 2  |
| AIAN           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Asian          | -              | -  | -                   | -  | -     | -  | 4                       | 8  |
| NHPI           | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Hispanic       | -              | -  | -                   | -  | -     | -  | 1                       | 3  |
| Multiracial    | -              | -  | -                   | -  | -     | -  | -                       | -  |
| Unknown        | 53             | 47 | 20                  | 80 | 29    | 71 | 1                       | 1  |
| <b>Total %</b> | 53             | 47 | 20                  | 80 | 29    | 71 | 26                      | 74 |

## Arizona Board of Regents | AZ

Public | State Oversight Board | Did Not Validate

**Board Chair:** Lyndel Manson, W, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 10    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 40    | 60 |
| <b>Total %</b> | 40    | 60 |

## Board of Regents State of Iowa | IA

Public | State Oversight Board | Validated All Data

**Board Chair:** Michael Richards, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 8     |    |
|                | W%    | M% |
| White          | 50    | 50 |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| <b>Total %</b> | 50    | 50 |

## Colorado State University-System Office | CO

Public | System Board | Did Not Validate

**President:** Tony Frank, M, White

**Board Chair:** Kim Jordan, W, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 9     |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 44    | 56 |
| Total %        | 44    | 56 |

## CUNY System Office | NY

Public | System Board | Validated All Data

**President:** Felix Matos Rodriguez, M, Hispanic

**Board Chair:** William Thompson, Jr., M, Black

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 16    |    |
|                | W%    | M% |
| White          | 19    | 38 |
| Black          | 6     | 6  |
| AIAN           | -     | -  |
| Asian          | -     | 6  |
| NHPI           | -     | -  |
| Hispanic       | 13    | 13 |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 38    | 63 |

## Kansas Board of Regents | KS

Public | State Oversight Board | Validated All Data

**Board Chair:** Cheryl Harrison-Lee, W, Black

| Race/Ethnicity | Board     |           |
|----------------|-----------|-----------|
| Total #        | 9         |           |
|                | W%        | M%        |
| White          | 22        | 67        |
| Black          | 11        | -         |
| AIAN           | -         | -         |
| Asian          | -         | -         |
| NHPI           | -         | -         |
| Hispanic       | -         | -         |
| Multiracial    | -         | -         |
| Unknown        | -         | -         |
| <b>Total %</b> | <b>33</b> | <b>67</b> |

## Mississippi Public Universities | MS

Public | State Oversight Board | Did Not Validate

**Board Chair:** Walt Starr, M, White

| Race/Ethnicity | Board     |           |
|----------------|-----------|-----------|
| Total #        | 12        |           |
|                | W%        | M%        |
| White          | -         | -         |
| Black          | -         | -         |
| AIAN           | -         | -         |
| Asian          | -         | -         |
| NHPI           | -         | -         |
| Hispanic       | -         | -         |
| Multiracial    | -         | -         |
| Unknown        | 25        | 75        |
| <b>Total %</b> | <b>25</b> | <b>75</b> |



## Montana University System Board of Regents | MT

Public | State Oversight Board | Validated All Data

**Board Chair:** Casey Lozar, M, AIAN

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 9     |    |
|                | W%    | M% |
| White          | 33    | 56 |
| Black          | -     | -  |
| AIAN           | -     | 11 |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| <b>Total %</b> | 33    | 67 |

## Nevada System of Higher Education-System Office | NV

Public | System Board | Did Not Validate

**President:** Melody Rose, W, White

**Board Chair:** Cathy McAdoo, W, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 13    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 38    | 62 |
| <b>Total %</b> | 38    | 62 |

**Comment:** Effective 1/1/22, Carol Del Carlo is the new Chair Pro Temp, replacing Cathy McAdoo, who remains as regent.

## Oklahoma Agricultural Mechanical Board of Regents | OK

Public | State Oversight Board | Did Not Validate

**Board Chair:** Trudy Milner, W, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 9     |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 22    | 78 |
| <b>Total %</b> | 22    | 78 |

## Rutgers, The State University of New Jersey | NJ

Public | System Board | Did Not Validate

**President:** Jonathan Holloway, M, Black

**Board Chair:** Tilak Lal, M, Unknown

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 39    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 41    | 59 |
| <b>Total %</b> | 41    | 59 |

## SUNY-System Office | NY

Public | System Board | Did Not Validate

**President:** Jim Malatras, M, White

**Board Chair:** Merryl Tisch, W, White

| Race/Ethnicity | Board     |           |
|----------------|-----------|-----------|
| Total #        | 16        |           |
|                | W%        | M%        |
| White          | -         | -         |
| Black          | -         | -         |
| AIAN           | -         | -         |
| Asian          | -         | -         |
| NHPI           | -         | -         |
| Hispanic       | -         | -         |
| Multiracial    | -         | -         |
| Unknown        | 31        | 69        |
| <b>Total %</b> | <b>31</b> | <b>69</b> |

**Comment:** SUNY Chancellor Jim Malatras resigned effective Jan. 14, 2022. Deborah F. Stanley, President of SUNY Oswego, replaced him as Interim Chancellor.

## Texas A & M University-System Office | TX

Public | System Board | Did Not Validate

**President:** John Sharp, M, White

**Board Chair:** Tim Leach, M, White

| Race/Ethnicity | Board     |           |
|----------------|-----------|-----------|
| Total #        | 9         |           |
|                | W%        | M%        |
| White          | -         | -         |
| Black          | -         | -         |
| AIAN           | -         | -         |
| Asian          | -         | -         |
| NHPI           | -         | -         |
| Hispanic       | -         | -         |
| Multiracial    | -         | -         |
| Unknown        | 11        | 89        |
| <b>Total %</b> | <b>11</b> | <b>89</b> |

## Texas Tech University-System Office | TX

Public | System Board | Did Not Validate

**President:** Tedd Mitchell, M, White

**Board Chair:** Michael Lewis, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 9     |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 22    | 78 |
| Total %        | 22    | 78 |

## University of Alabama-System Office | AL

Public | System Board | Validated All Data

**President:** Finis St. John, IV, M, White

**Board Chair:** Kay Ivey, W, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 17    |    |
|                | W%    | M% |
| White          | 24    | 59 |
| Black          | 12    | 6  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 35    | 65 |

## University of Arkansas-System Office | AR

Public | System Board | Did Not Validate

**President:** Donald Bobbitt, M, White

**Board Chair:** Stephen Broughton, M, Black

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 10    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 10    | 90 |
| Total %        | 10    | 90 |

## University of California-System Office | CA

Public | System Board | Did Not Validate

**President:** Michael Drake, M, Black

**Board Chair:** Cecilia Estolano, W, Hispanic

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 23    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 30    | 70 |
| Total %        | 30    | 70 |

## University of Colorado-System Office | CO

Public | System Board | Submitted Partial Data

**President:** Todd Saliman, M, White

**Board Chair:** John Kroll, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 9     |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 56    | 44 |
| Total %        | 56    | 44 |

## University of Illinois-System Office | IL

Public | System Board | Did Not Validate

**President:** Timothy Killeen, M, White

**Board Chair:** Donald Edwards, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 10    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 40    | 60 |
| Total %        | 40    | 60 |

## University of Massachusetts-System Office | MA

Public | System Board | Validated All Data

**President:** Martin Meehan, M, White

**Board Chair:** Robert Manning, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 17    |    |
|                | W%    | M% |
| White          | 24    | 47 |
| Black          | 6     | 18 |
| AIAN           | -     | -  |
| Asian          | -     | 6  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 29    | 71 |

## University of Nebraska-System Office | NE

Public | System Board | Validated All Data

**President:** Walter Carter, Jr., M, White

**Board Chair:** Paul Kenney, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 8     |    |
|                | W%    | M% |
| White          | 25    | 75 |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 25    | 75 |

## University of North Carolina-System Office | NC

Public | System Board | Did Not Validate

**President:** Peter Hans, M, White

**Board Chair:** David Boliek, M, White

| Race/Ethnicity | Board     |           |
|----------------|-----------|-----------|
| Total #        | 12        |           |
|                | W%        | M%        |
| White          | -         | -         |
| Black          | -         | -         |
| AIAN           | -         | -         |
| Asian          | -         | -         |
| NHPI           | -         | -         |
| Hispanic       | -         | -         |
| Multiracial    | -         | -         |
| Unknown        | 17        | 83        |
| <b>Total %</b> | <b>17</b> | <b>83</b> |

## University of North Texas-System Office | TX

Public | System Board | Did Not Validate

**President:** Lesa Roe, W, White

**Board Chair:** Laura Wright, W, White

| Race/Ethnicity | Board     |           |
|----------------|-----------|-----------|
| Total #        | 9         |           |
|                | W%        | M%        |
| White          | -         | -         |
| Black          | -         | -         |
| AIAN           | -         | -         |
| Asian          | -         | -         |
| NHPI           | -         | -         |
| Hispanic       | -         | -         |
| Multiracial    | -         | -         |
| Unknown        | 33        | 67        |
| <b>Total %</b> | <b>33</b> | <b>67</b> |

**Comment:** Dr. Michael R. Williams has been named as the next UNT System Chancellor, to replace Lesa Roe effective on Jan. 1, 2022.



## University of Tennessee-System Office | TN

Public | System Board | Validated All Data

**President:** Randy Boyd, M, White

**Board Chair:** John Compton, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 10    |    |
|                | W%    | M% |
| White          | 30    | 60 |
| Black          | -     | 10 |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 30    | 70 |

## University of Texas-System Office | TX

Public | System Board | Did Not Validate

**President:** James Milliken, M, White

**Board Chair:** Kevin Eltife, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 9     |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 22    | 78 |
| Total %        | 22    | 78 |

## University of Wisconsin-System Office | WI

Public | System Board | Did Not Validate

**President:** Tommy Thompson, M, White

**Board Chair:** Edmund Manydeeds III, M, AIAN

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 17    |    |
|                | W%    | M% |
| White          | -     | -  |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | 29    | 71 |
| <b>Total %</b> | 29    | 71 |

**Comment:** UW System Interim President Tommy Thompson announced resignation from his post, effective March 18, 2022. The search committee tasked with finding a permanent president anticipates it will name a hire in February.

## University System of Georgia | GA

Public | State Oversight Board | Validated All Data

**Board Chair:** Sachin Shailendra, M, Asian

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 19    |    |
|                | W%    | M% |
| White          | 16    | 58 |
| Black          | 5     | 5  |
| AIAN           | -     | -  |
| Asian          | -     | 5  |
| NHPI           | -     | -  |
| Hispanic       | 5     | 5  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| <b>Total %</b> | 26    | 74 |

## University of Maryland-System Office | MD

Public | System Board | Validated All Data

**President:** Jay Perman, M, White

**Board Chair:** Linda Gooden, W, Black

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 19    |    |
|                | W%    | M% |
| White          | 11    | 58 |
| Black          | 16    | 11 |
| AIAN           | -     | -  |
| Asian          | -     | 5  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 26    | 74 |

## University System of New Hampshire | NH

Public | State Oversight Board | Validated All Data

**Board Chair:** Joseph Morone, M, White

| Race/Ethnicity | Board |    |
|----------------|-------|----|
| Total #        | 20    |    |
|                | W%    | M% |
| White          | 30    | 70 |
| Black          | -     | -  |
| AIAN           | -     | -  |
| Asian          | -     | -  |
| NHPI           | -     | -  |
| Hispanic       | -     | -  |
| Multiracial    | -     | -  |
| Unknown        | -     | -  |
| Total %        | 30    | 70 |

## About the Eos Foundation

The Eos Foundation is a private philanthropic foundation supporting organizations and systemic solutions aimed at nourishing children's bodies, nurturing their minds, building family economic security, and achieving gender and racial equity. In 2018, we introduced the Women's Power Gap Initiative, which aims to dramatically increase the number of women from diverse backgrounds in CEO and C-suite positions across all sectors of our economy. The Women's Power Gap Initiative spotlights prominent sectors of the economy through targeted research, measuring the extent of the power gap, and offering solutions to reach parity. For more information about the Eos Foundation and the Women's Power Gap Initiative, please visit [www.EosFoundation.org](http://www.EosFoundation.org) and [www.WomensPowerGap.org](http://www.WomensPowerGap.org).

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### ENDNOTES

1. Guillen, Laura, "Is the Confidence Gap Between Men and Women a Myth?" Harvard Business Review, 2018.
2. Bruckmüller, Susanne and Nyla R. Branscombe, "The Glass Cliff: When and why women are selected as leaders in crisis contexts," Social Psychology, Volume 49, Issue 3, September 2010, pages 433-451.
3. Guillen, Ibid.
4. Duberman, Amanda, "Why Women CEOs Are Fired More Often Than Men," Huffington Post, May 7, 2014.
5. This information was obtained directly from CUPA-HR. CUPA-HR surveys each university to obtain data. For more information: <https://www.cupahr.org/surveys/dataondemand/>.





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