2022 STUDY

THE WOMEN'S POWER GAP AT ELITE UNIVERSITIES

SCALING THE IVORY TOWER

Women's Power Gap
Eos Foundation

AAUW

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2022 STUDY

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Women's Power Gap
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GENDER PARITY NOW

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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.

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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."[1] Finally, compounding the obstacles, research has found that women and people of color face a "glass cliff"[2] 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.

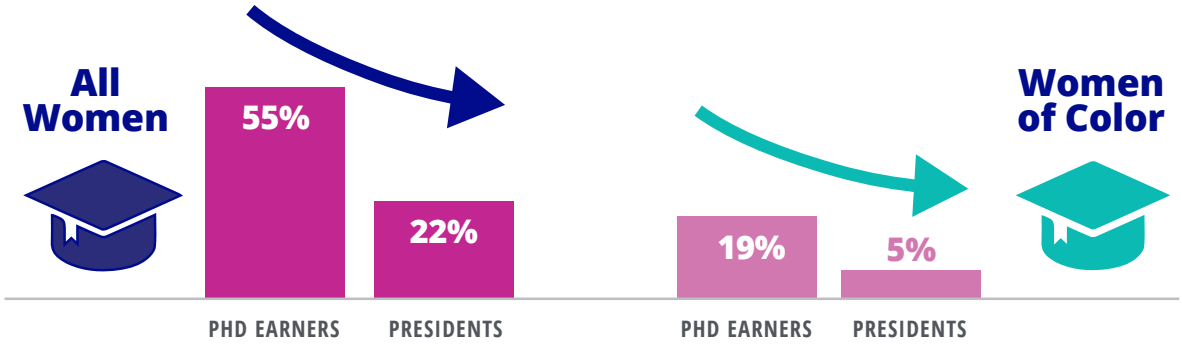
Andrea Silbert
President, Eos Foundation

Gloria Blackwell
CEO, AAUW

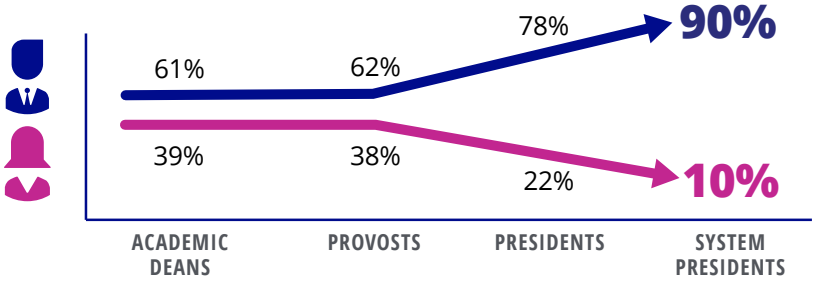
FAST FACTS

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

2 Asian **2** Black **2** Hispanic

0 East Asian **0** Indigenous

Boards Are Lagging

Only **26%** of board chairs are women

— and —

Only **8%** of boards have gender parity

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

LEADERS 5%

46% LAGGERS

60 schools have had ZERO

That's nearly 50%!

FAST FACTS

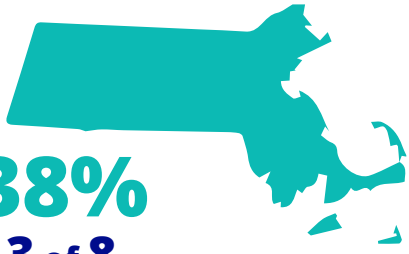
130 ELITE (R1) UNIVERSITIES (106 BOARDS) as of 9/15/21

A Tale of Two States

73%

8 of 11

CA Universities have had a woman president



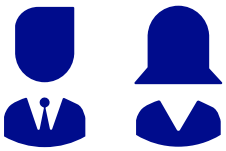
38%

3 of 8

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

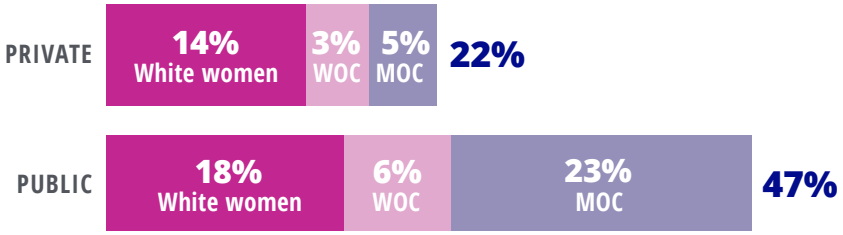
Progress for Black Men

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



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

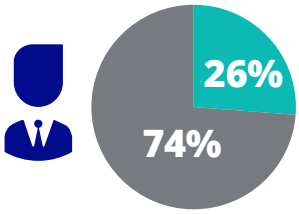
Publics Outpace Privates for Diversity of Presidents

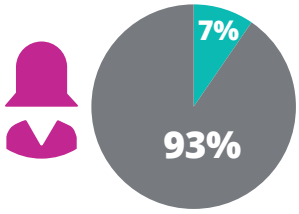


Out of Step with Corporate America

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

More Paths to the Top for Men





Traditional path

Nontraditional path

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.† 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

† 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 WOMAN PRES.	# PAST WOMEN PRES.	WOMAN PROVOST	WOMEN ACADEM. DEANS	WOMEN PRES. CABINET	WOMEN TENURED FULL PROFS.	TOTAL POINTS	RANKING 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 WOMAN PRES.	# PAST WOMEN PRES.	WOMAN PROVOST	WOMEN ACADEM. DEANS	WOMEN PRES. CABINET	WOMEN TENURED FULL PROFS.	TOTAL POINTS	RANKING 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 WOMAN PRES.	# PAST WOMEN PRES.	WOMAN PROVOST	WOMEN ACADEM. DEANS	WOMEN PRES. CABINET	WOMEN TENURED FULL PROFS.	TOTAL POINTS	RANKING 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 1

MEASURING THE WOMEN'S POWER GAP AT ELITE UNIVERSITIES

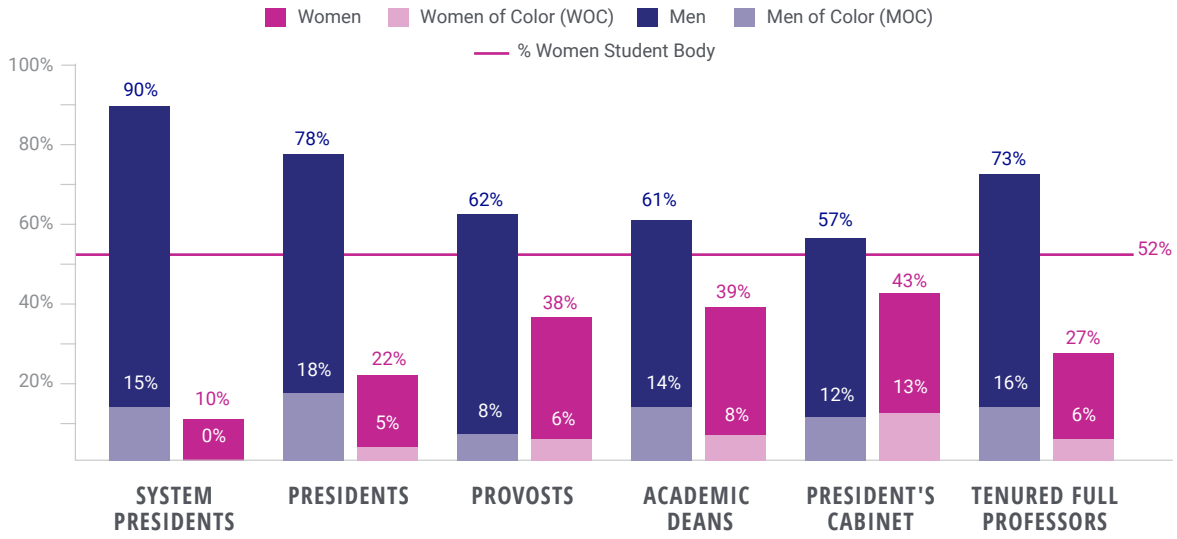
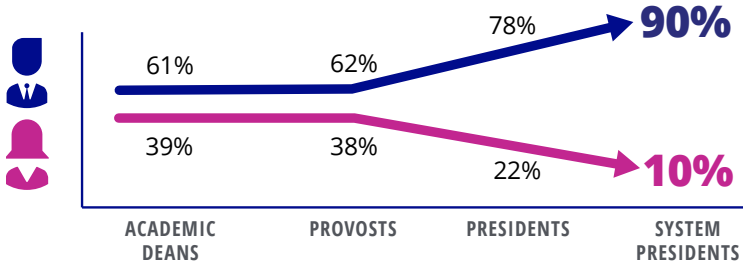


Figure 2 shows that the men's representation jumps as they climb the ladder from academic deans/ provosts (60%) to president (78%) to system presidents (90%).

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.‡

FIGURE 2

PATHWAY TO THE TOP — WOMEN VS. MEN



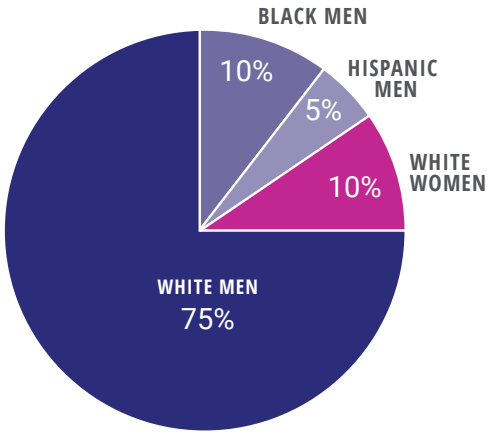
‡ In addition to the R1 dataset of 130, we also examined the 135 R2s and found consistent percentages for gender and race among presidents.

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[3] suggests this 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.

"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."

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.[4] 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 4

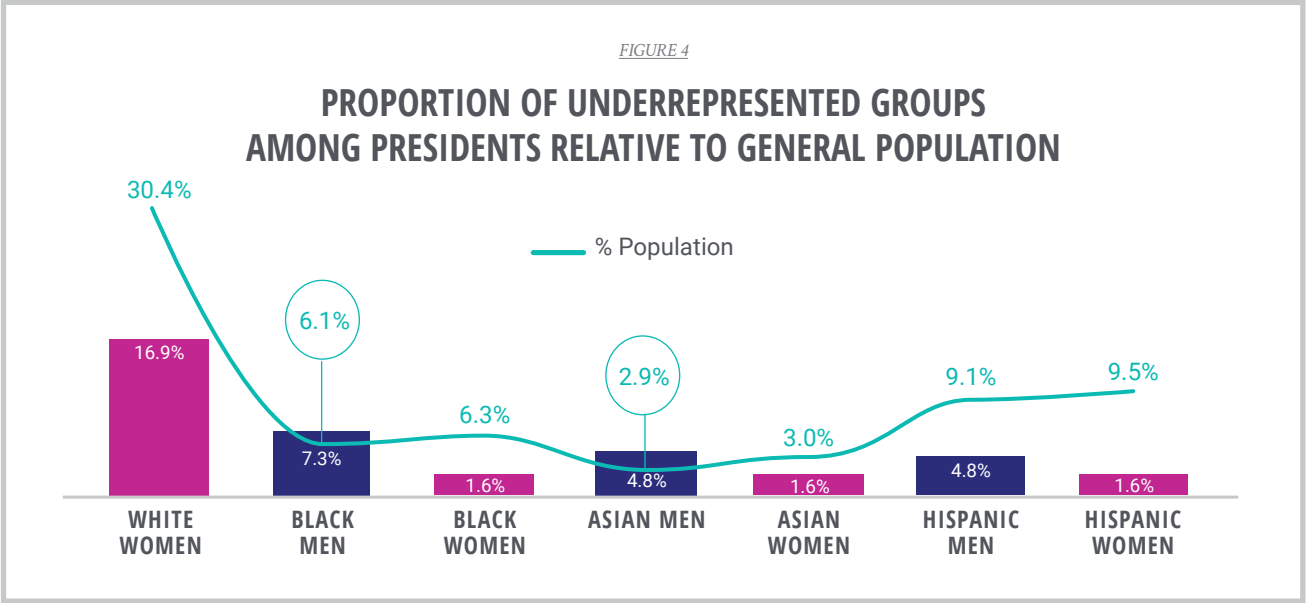
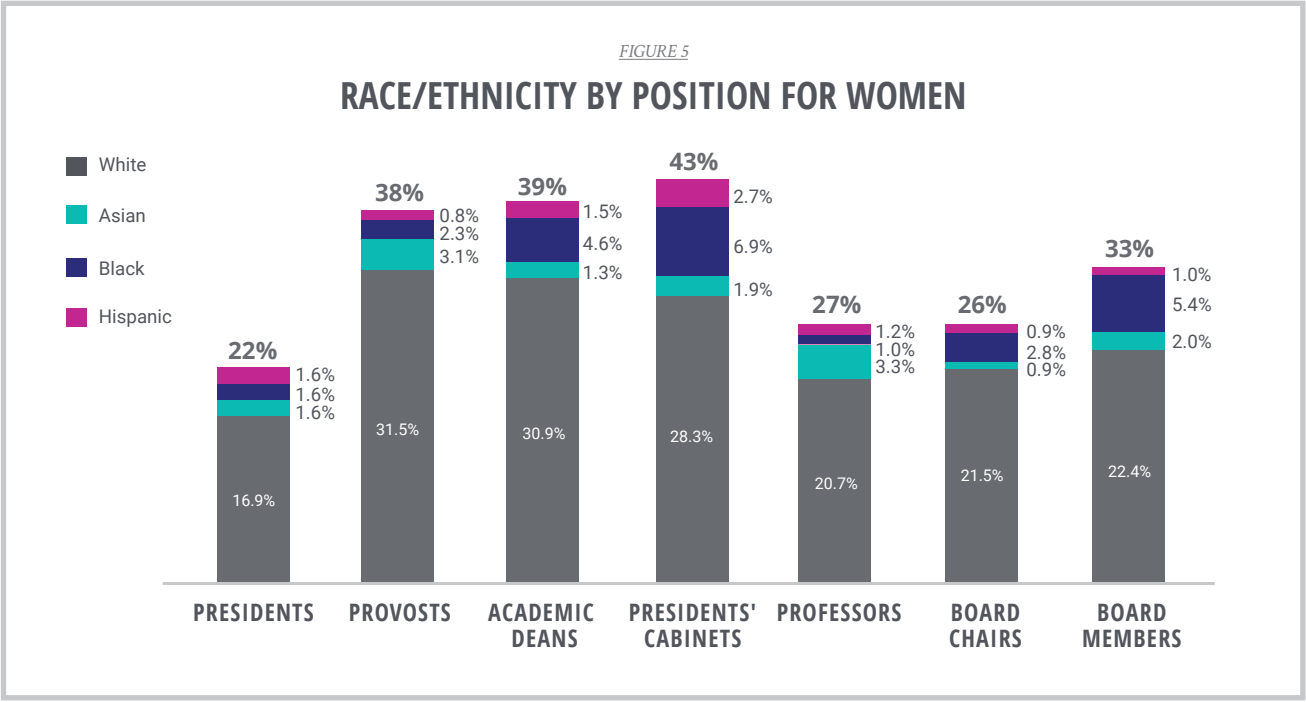


Figure 5 looks at how women of all racial/ethnic groups fare across all positions. Outside of the presidency, Black women do a little bit better than other women of color representing 5% of academic deans and board members, and 7% of president's cabinet (though president's cabinet are rarely feeder positions to the presidency). Indigenous women account for only 0.2% of these positions combined.

FIGURE 5

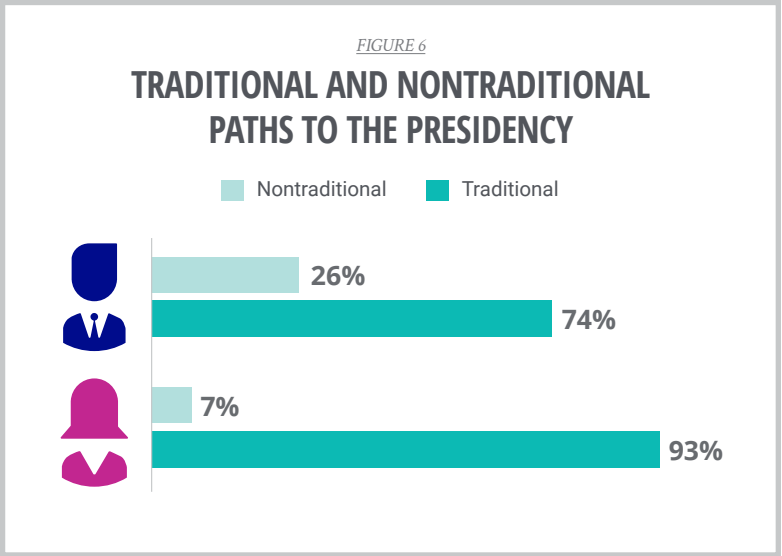


Totals represent all women data. AIAN, NHPI, multiracial, and unknown not included.

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.

FIGURE 6



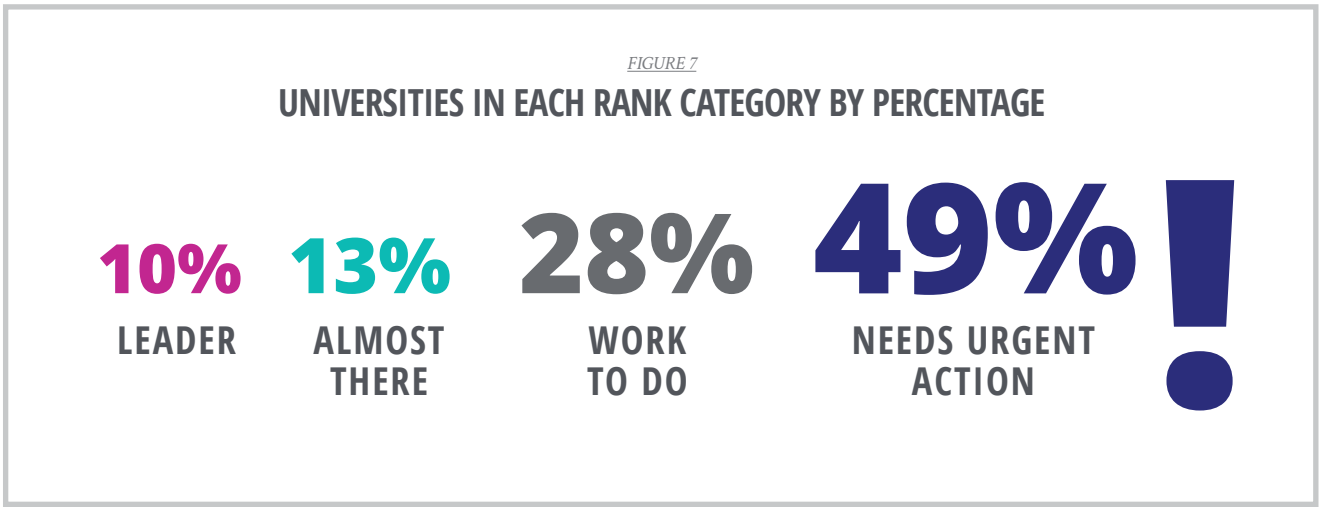
4. Recent Gains for Black Men at Public Universities

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.

FIGURE 7



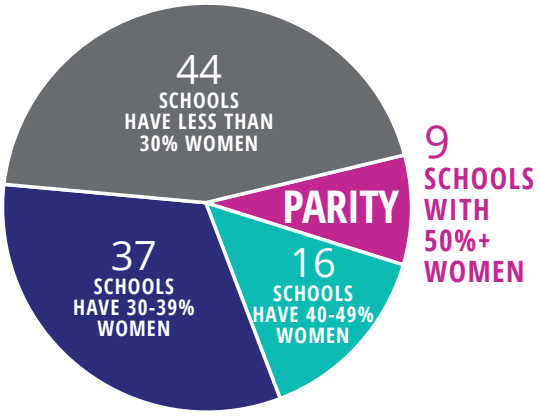
6. Boards Lag Rather Than Lead!

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.

FIGURE 8

WOMEN BOARD MEMBERS AMONG 106 BOARDS



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

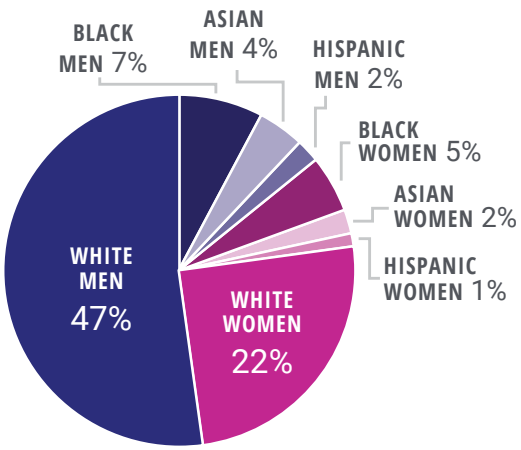
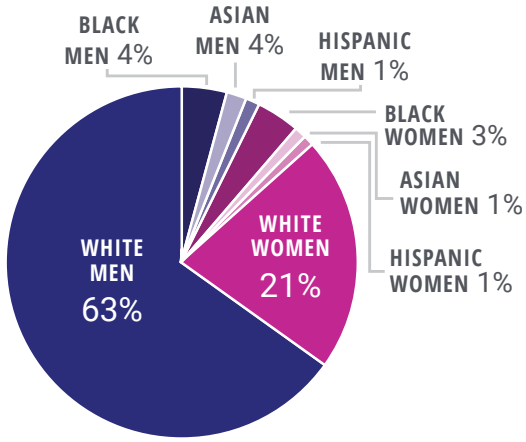


FIGURE 10

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

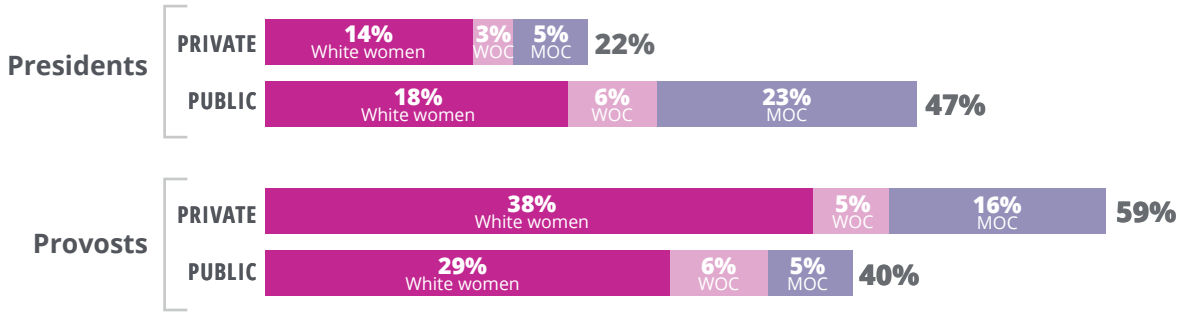
7. Public Universities Lead Relative to Private Universities

As per Figure 11, 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?

FIGURE 11

UNDERREPRESENTED GROUPS AMONG PRESIDENTS AND PROVOSTS



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

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

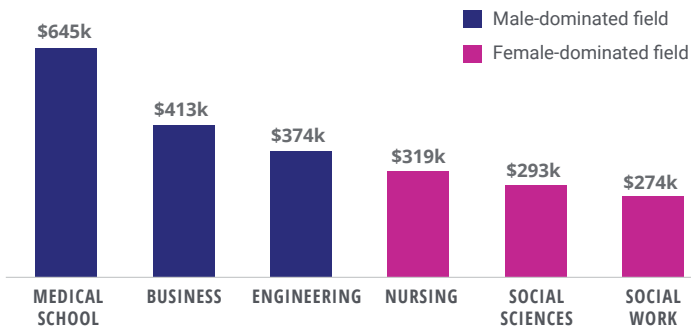
Girls and boys are tracked into disparate career paths beginning in childhood. Institutions of higher learning should do everything they can to change this dynamic. While nearly every university encourages young women to enter male-dominated fields, if women students don't see themselves represented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

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.[5] Women, in turn, 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

FIGURE 12

OCCUPATIONAL SEGREGATION: LOWER PAY FOR DEANS IN FEMALE-DOMINATED FIELDS



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."

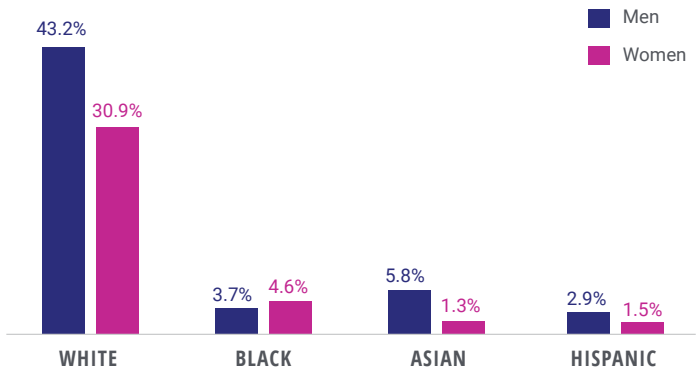
Figure 13 examines diversity among academic deans. In total, 76 institutions provided aggregate race/ethnicity data for academic deans and 77 for the president's cabinet. Among all academic deans, 8% are women of color and 14% are men of color. Those numbers are 13% and 12% for the president's cabinet.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

"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."

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.

FIGURE 13

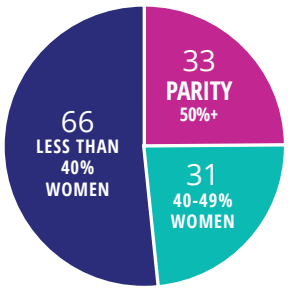
GENDER AND RACE/ETHNICITY OF ACADEMIC DEANS



AIAN, NHPI, multiracial, and unknown not included.

FIGURE 14

REPRESENTATION OF WOMEN ACADEMIC DEANS 130 SCHOOLS



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

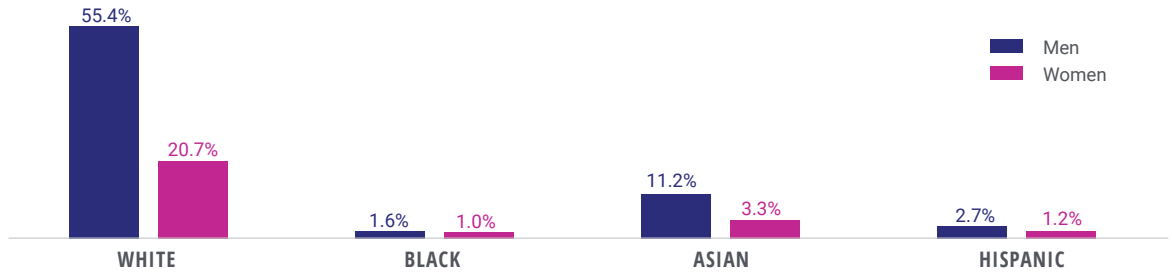
Unfortunately, no school has reached gender parity among tenured full professors. CUNY Graduate School comes the closest at 43%, and at the bottom of the range is New Jersey Institute of Technology with only 13%. Appendix A-Table 5 presents a full ranking of schools by percentage of women among tenured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

FIGURE 15

GENDER AND RACE/ETHNICITY OF TENURED FULL PROFESSORS



AIAN, NHPI, multiracial, and unknown not included.

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".

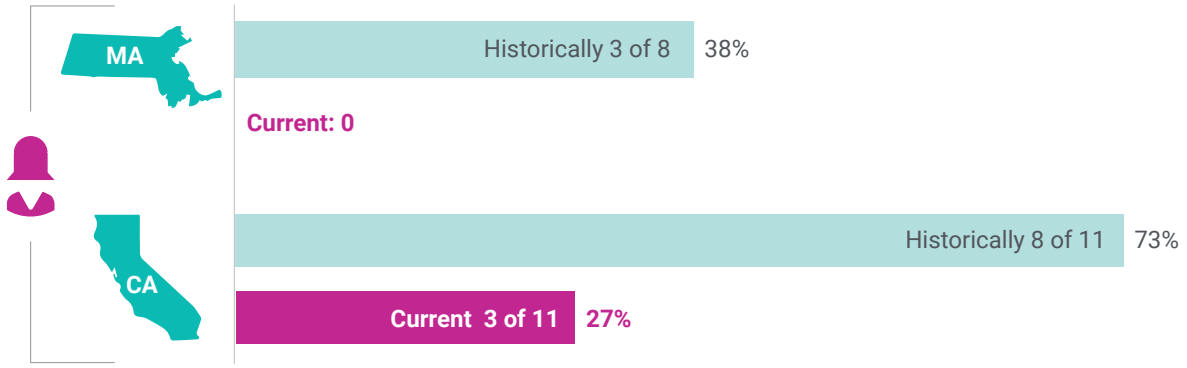
V. A TALE OF TWO STATES — CALIFORNIA AND MASSACHUSETTS

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	Cal Tech	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.

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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.

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

* 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

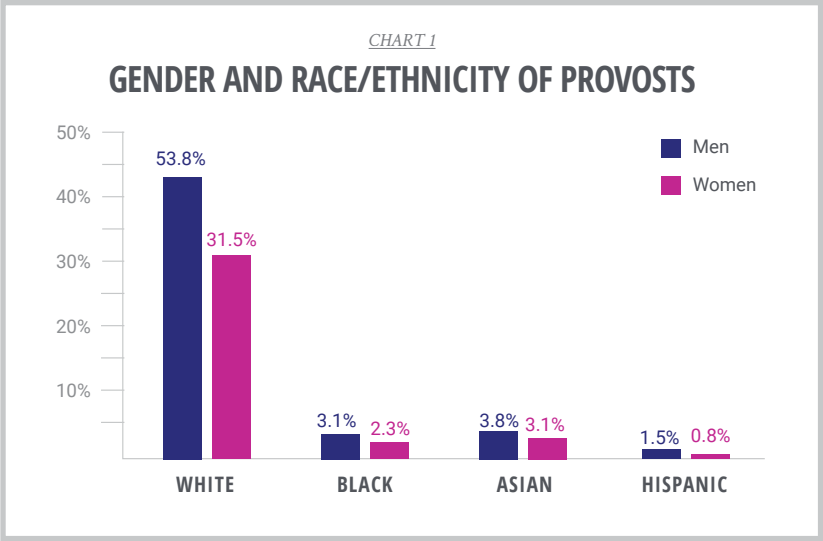
List of Current Men of Color Presidents

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/ ETHNICITY	PRESIDENTS (DOES NOT INCLUDE INTERIM)		PROVOSTS		ACADEMIC DEANS		PRES. CABINET		BOARD CHAIRS		BOARD MEMBERS		TENURED FULL PROFESSORS		SYSTEM 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%	-	-
Totals	**78.2%**	**21.8%**	**62.3%**	**37.7%**	**60.0%**	**40.0%**	**56.6%**	**43.4%**	**73.8%**	**26.2%**	**65.6%**	**34.4%**	**72.9%**	**27.1%**	**90.0%**	**10.0%**

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		
RANK	UNIVERSITY	% WOMEN
38	U of Nevada-Reno	46%
38	U of Mississippi	46%
41	Albany-SUNY	45%
41	Kansas State	45%
41	UC-Davis	45%
44	U of Kentucky	45%
45	CO State-Fort Collins	44%
45	UC-Berkeley	44%
45	U of Arkansas	44%
45	U of Washington-Seattle	44%
45	Washington U-St. Louis	44%
45	Northeastern	44%
51	U of Illinois-Chicago	44%
52	CUNY Graduate School	43%
52	Georgia Tech	43%
52	Stanford	43%
55	UCLA	42%
56	Rutgers	42%
56	U of Louisville	42%
56	U of Missouri-Columbia	42%
56	U of Chicago	42%
56	U of Virginia	42%
61	Boston University	41%
62	U of Oklahoma-Norman	41%
63	Ohio State	40%
63	Dartmouth	40%
65	U of MN-Twin Cities	39%
65	Penn State	39%
67	Wayne State	38%
67	U of Alabama-Tuscaloosa	38%
67	UConn	38%
67	U of Miami	38%
71	U of Utah	38%
72	UC-Santa Cruz	38%
72	Boston College	38%
72	Carnegie Mellon	38%
72	Notre Dame	38%
76	U of Michigan-Ann Arbor	37%
77	Arizona State-Tempe	36%
77	Virginia Tech	36%
77	Georgetown	36%
77	Case Western	36%
81	U of New Mexico	36%
82	Michigan State	35%
82	Mississippi State	35%
82	West Virginia U	35%

TENURED FULL PROFESSOR RANKING		
RANK	UNIVERSITY	% WOMEN
39	U of Cincinnati	29%
40	U of Alabama-Birmingham	29%
41	West Virginia U	29%
42	Rutgers	29%
43	U of Georgia	29%
44	UT-Austin	29%
45	UC-Irvine	29%
46	Indiana-Bloomington	29%
47	U of Nevada-Reno	29%
48	Binghamton-SUNY	29%
49	Ohio State	29%
50	UC-Berkeley	29%
51	U of Alabama-Tuscaloosa	28%
52	Michigan State	28%
53	Florida State	28%
54	U of Oklahoma-Norman	28%
55	U of Michigan-Ann Arbor	28%
56	U of Colorado-Boulder	28%
57	U of Louisville	28%
58	Northeastern	28%
59	Dartmouth	28%
60	U of Utah	27%
61	Columbia	27%
62	Kansas State	27%
63	Emory	27%
64	Washington State	27%
65	Oklahoma State	27%
66	Penn State	27%
67	Harvard	27%
68	Johns Hopkins	27%
69	U of Kentucky	26%
70	U of IL-Urbana-Champaign	26%
71	U of Nevada-Las Vegas	26%
72	Drexel	26%
73	Buffalo-SUNY	26%
74	Princeton	26%
75	U of Kansas	26%
76	Brown	26%
77	Temple	26%
78	USC	26%
79	Yale	26%
80	Texas Tech	26%
81	Cornell	26%
82	Wayne State	26%
83	Oregon State	26%
84	U of Pittsburgh	26%

BOARD RANKING		
RANK	GOVERNING BOARD	% WOMEN
39	U of Miami	35%
40	Emory	35%
41	Tulane	34%
41	Northwestern	34%
43	U of New Mexico	33%
43	UConn	33%
43	Kansas Board of Regents	33%
43	MT Board of Regents	33%
43	Purdue	33%
43	U of Michigan-Ann Arbor	33%
43	U of North Texas System	33%
43	U of Utah	33%
43	U of Washington-Seattle	33%
43	Columbia	33%
43	Syracuse	33%
43	U of Louisville	33%
55	NYU	33%
56	SUNY-System Office	31%
57	Clemson	31%
57	Georgetown	31%
59	U of California-System	30%
60	U of Pittsburgh	30%
60	University System of NH	30%
60	University of Tennessee	30%
63	U Penn	30%
64	Johns Hopkins	30%
65	UMass-System Office	29%
65	University of WI-System	29%
65	Yale	29%
68	Indiana-Bloomington	29%
68	West Virginia U	29%
70	RPI	28%
71	Northeastern	27%
71	Florida International	27%
73	Vanderbilt	26%
74	University System of GA	26%
74	University System of MD	26%
76	Case Western	26%
77	Drexel	25%
78	Ohio State	25%
78	University of NE-System	25%
78	U of Oklahoma-Norman	25%
78	Florida State	25%
78	MS Public Universities	25%
78	U of Central Florida	25%
78	U of South Florida	25%

ACADEMIC DEAN RANKING		
RANK	UNIVERSITY	% WOMEN
84	Oregon State	33%
84	Clemson	33%
84	Cornell	33%
84	U Penn	33%
84	UC-Riverside	33%
84	Auburn	33%
84	U of Hawaii-Manoa	33%
91	Washington State	31%
91	U of SC-Columbia	31%
91	Indiana-Bloomington	31%
94	U of Wisconsin-Madison	31%
94	Rice	31%
96	UT-Arlington	30%
96	UT-El Paso	30%
96	UT-Dallas	30%
96	USC	30%
96	U of Kansas	30%
101	U of MD-College Park	29%
101	MIT	29%
101	Temple	29%
101	Texas Tech	29%
101	UC-Irvine	29%
106	TX A&M-College Station	28%
106	UT-Austin	28%
106	Vanderbilt	28%
109	George Mason	27%
109	NC State-Raleigh	27%
109	U of South Florida	27%
113	U of Arizona-Tucson	26%
114	Iowa State	25%
114	U of IL Urbana-Champaign	25%
114	Syracuse	25%
114	Louisiana State	25%
118	Johns Hopkins	22%
118	Tulane	22%
120	U of Delaware	20%
121	Northwestern	18%
122	NJIT	17%
122	RPI	17%
122	Brown	17%
125	Florida State	15%
126	Caltech	14%
127	U of Houston	12%
128	Oklahoma State	11%
129	UC-Santa Barbara	10%
130	Florida International	8%

TENURED FULL PROFESSOR RANKING		
RANK	UNIVERSITY	% WOMEN
85	U Penn	25%
86	U of MD-College Park	25%
87	Stony Brook-SUNY	25%
88	U of Arkansas	25%
89	Florida International	25%
90	U of Houston	25%
91	Vanderbilt	25%
92	UC-Riverside	25%
93	Auburn	25%
94	U of Virginia	25%
95	U of Central Florida	25%
96	U of Florida	24%
97	U of Missouri-Columbia	24%
98	Louisiana State	24%
99	NC State-Raleigh	24%
100	U of Miami	24%
101	Northwestern	24%
102	Tulane	24%
103	Boston University	24%
104	U of Iowa	24%
105	Rice	24%
106	Clemson	24%
107	Iowa State	24%
108	Duke	24%
109	U of Chicago	24%
110	Virginia Commonwealth	24%
111	Case Western	23%
112	U of Rochester	23%
113	Purdue	23%
114	Washington U-St. Louis	22%
115	U of Nebraska-Lincoln	22%
116	Mississippi State	22%
117	Stanford	22%
118	UC-San Diego	22%
119	TX A&M-College Station	21%
120	UT-Arlington	21%
121	UT-El Paso	20%
122	Virginia Tech	20%
123	Caltech	20%
124	Carnegie Mellon	20%
125	MIT	19%
126	Notre Dame	18%
127	UT-Dallas	17%
128	Georgia Tech	17%
129	RPI	16%
130	NJIT	13%

BOARD RANKING		
RANK	GOVERNING BOARD	% WOMEN
85	Washington U-St. Louis	23%
86	NJIT	23%
87	OK Board of Regents	22%
87	Texas Tech System	22%
87	U of Missouri-Columbia	22%
87	University of Texas System	22%
91	Temple	21%
92	Caltech	21%
93	Louisiana State	20%
94	U of Chicago	20%
95	Penn State	19%
96	U of SC-Columbia	19%
97	Auburn	19%
98	U of Virginia	17%
98	U of Florida	17%
98	University of NC System	17%
101	Carnegie Mellon	15%
102	Texas A & M System	11%
102	U of Houston	11%
104	University of Arkansas	10%
104	U of Hawaii-Manoa	10%
106	NC State-Raleigh	8%

* 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 professor 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.

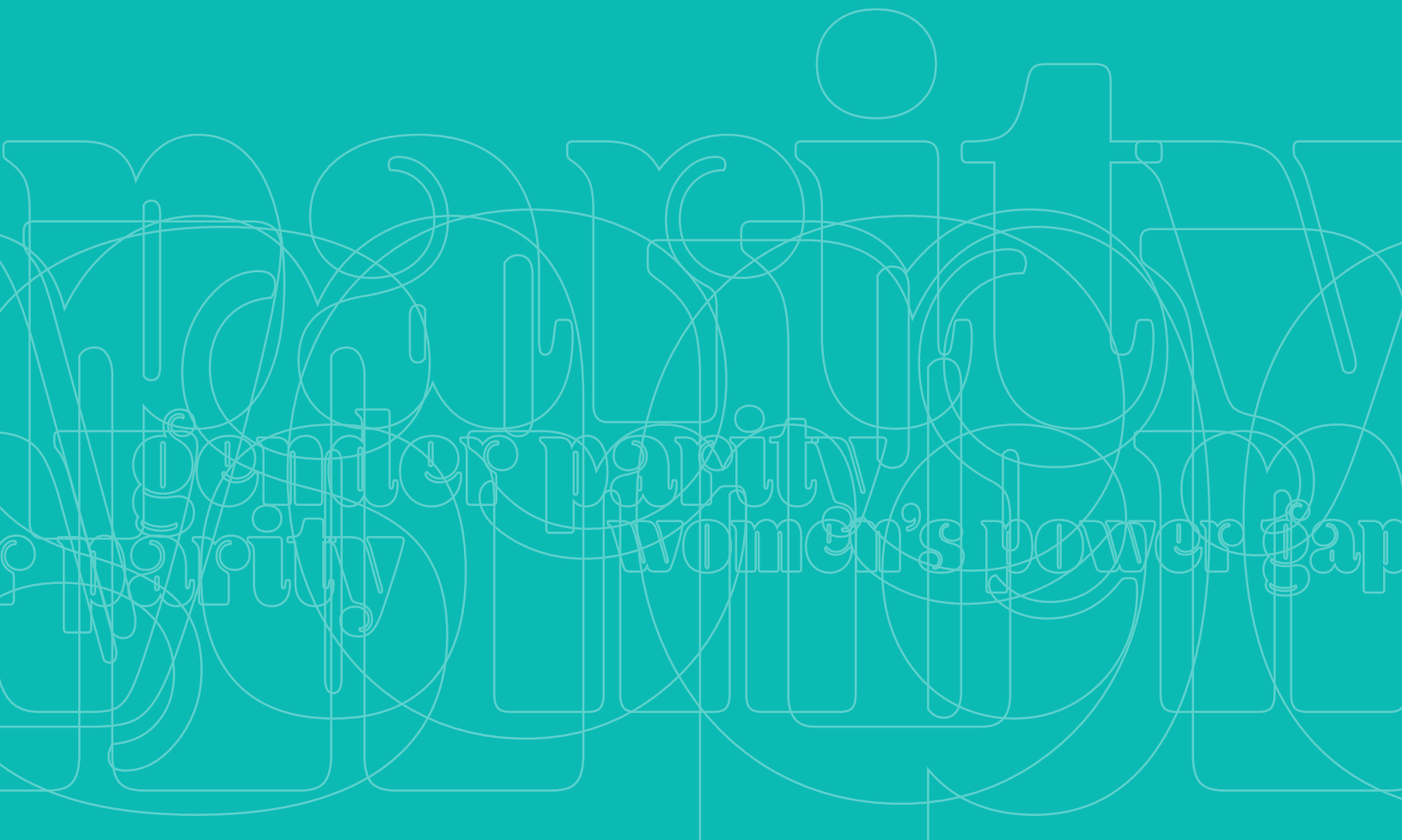
The profiles for the 130 R1 universities include:

- 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

PROFILES



Arizona State University-Tempe | AZ

RANK
73
WORK TO DO

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

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
Total %	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
NEEDS URGENT ACTION

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

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	-	-
Total %	33	67	26	74	19	81	25	75

Binghamton University-SUNY | NY

RANK
39
WORK TO DO

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

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	-	-	-	-	-	-
Total %	57	43	45	55	29	71

Boston College | MA

RANK
99
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-	-	-
Total %	38	63	35	65	38	62	33	67

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	-	-	-	-	-
Total %	41	59	56	44	38	62	24	76

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
Total %	80	20	14	86	45	55	35	65

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 Mencoff, 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	-	-
Total %	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	-	-
Total %	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
NEEDS URGENT ACTION

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

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
Total %	38	63	46	54	15	85	20	80

Case Western Reserve University | OH

RANK
86
WORK TO DO

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

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	-	-
Total %	36	64	26	74	26	74	23	77

Clemson University | SC

RANK
122
NEEDS URGENT ACTION

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

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
Total %	33	67	29	71	31	69	24	76

Colorado State University-Fort Collins | CO

RANK
8
LEADER

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

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	-	-	-	-	-	-
Total %	44	56	82	18	32	68

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
Total %	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	-	-
Total %	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
Total %	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 Kornbluth, 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	-	-
Total %	60	40	50	50	37	63	24	76

Emory University | GA

RANK
45
WORK TO DO

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

President: Gregory Fenves, 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

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	-	-	-	-	-	-	-	-
Total %	56	44	45	55	35	65	27	73

Florida International University | FL

RANK
129
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-	-	-
Total %	8	92	29	71	27	73	25	75

Florida State University | FL

RANK
108
NEEDS URGENT ACTION

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

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
Total %	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
NEEDS URGENT ACTION

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

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
Total %	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	-	-
Total %	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
Total %	36	64	28	72	31	69	36	64

Georgia Institute of Technology | GA

RANK
114
NEEDS URGENT ACTION

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

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
Total %	43	57	44	56	17	83

Georgia State University | GA

RANK
43
WORK TO DO

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

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
Total %	55	45	33	67	32	68

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	-	-	-	-	-	-	-	-
Total %	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	-	-	-	-
Total %	31	69	30	70	29	71	29	71

Iowa State University | IA

RANK
63
WORK TO DO

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

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
NEEDS URGENT ACTION

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

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

RANK
93
WORK TO DO

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

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	-	-	-	-	-	-
Total %	45	55	44	56	27	73

Louisiana State University | LA

RANK
126
NEEDS URGENT ACTION

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

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
Total %	25	75	40	60	20	80	24	76

Massachusetts Institute of Technology | MA

RANK
103
NEEDS URGENT ACTION

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

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
Total %	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
WORK TO DO

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

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	-	-	-	-	-	-	-	-
Total %	35	65	36	64	75	25	28	72

Mississippi State University | MS

RANK
119
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-
Total %	33	67	50	50	22	78

Montana State University | MT

RANK
24
ALMOST THERE

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

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
Total %	50	50	38	63	31	69

New Jersey Institute of Technology | NJ

RANK
130
NEEDS URGENT ACTION

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

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
Total %	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
WORK TO DO

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

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	-	-
Total %	52	48	63	37	33	67	29	71

North Carolina State University at Raleigh | NC

RANK
96
NEEDS URGENT ACTION

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

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
Total %	27	73	36	64	8	92	24	76

Northeastern University | MA

RANK
95
NEEDS URGENT ACTION

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

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
Total %	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
NEEDS URGENT ACTION

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

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
Total %	18	82	50	50	34	66	24	76

Ohio State University-Main Campus | OH

RANK
7
LEADER

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

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
Total %	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
NEEDS URGENT ACTION

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

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
Total %	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
LEADER

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

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
Total %	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	-	-
Total %	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	-	-
Total %	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

RANK
115
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-	-	-
Total %	30	70	67	33	42	58	24	76

Rutgers University-New Brunswick | NJ

RANK
13
LEADER

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

President: Francine Conway, W, Black | **Provost:** Saundra Tomlinson-Clarke, W, Black
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 #	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
Total %	42	58	69	31	29	71

Comment: Rutgers recently changed its leadership structure, appointing Dr. Francine Conway as the Chancellor-Provost. Dr. Saundra 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

RANK
76
WORK TO DO

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

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
Total %	43	57	48	52	48	52	22	78

Stony Brook University-SUNY | NY

RANK
14
ALMOST THERE

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

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
Total %	50	50	38	62	25	75

Syracuse University | NY

RANK
67
WORK TO DO

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

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	-	-	-	-	-	-
Total %	25	75	29	71	33	67	31	69

Temple University | PA

RANK
92
WORK TO DO

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

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
Total %	29	71	36	64	21	79	26	74

Texas A & M University-College Station | TX

RANK
46
WORK TO DO

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

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
Total %	28	72	13	88	21	79

Texas Tech University | TX

RANK
118
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-
Total %	29	71	56	44	26	74

Tufts University | MA

RANK
50
WORK TO DO

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

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
Total %	47	53	53	47	41	59	32	68

Tulane University of Louisiana | LA

RANK
127
NEEDS URGENT ACTION

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

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	-	-
Total %	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

RANK
12
LEADER

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

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	-	-
Total %	50	50	38	62	29	71

University of Alabama-Tuscaloosa | AL

RANK
82
WORK TO DO

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

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	-	-
Total %	38	62	11	89	28	72

University of Arizona-Tucson | AZ

RANK
52
WORK TO DO

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

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
Total %	26	74	52	48	31	69

University of Arkansas | AR

RANK
101
NEEDS URGENT ACTION

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

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
Total %	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
Total %	44	56	47	53	29	71

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
Total %	45	55	27	73	33	67

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
Total %	28	72	36	64	29	71

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
Total %	42	58	53	47	31	69

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
Total %	33	67	38	62	25	75

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
Total %	56	44	54	46	22	78

University of California-Santa Barbara | CA

RANK
113
NEEDS URGENT ACTION

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: 0

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
Total %	10	90	38	63	33	67

University of California-Santa Cruz | CA

RANK
1
LEADER

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: 0

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
Total %	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	-	-	-	-	-	-	-	-
Total %	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
Total %	42	58	42	58	20	80	24	76

University of Cincinnati-Main Campus | OH

RANK
36
WORK TO DO

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

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	-	-	-	-	-
Total %	62	38	44	56	38	63	29	71

University of Colorado Boulder | CO

RANK
9
LEADER

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

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
Total %	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
Total %	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	-	-	-	-	-	-	-	-
Total %	20	80	41	59	38	63	30	70

University of Florida | FL

RANK
80
WORK TO DO

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

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	-	-
Total %	59	41	29	71	17	83	24	76

University of Georgia | GA

RANK
87
WORK TO DO

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

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
Total %	47	53	41	59	29	71

University of Hawaii at Manoa | HI

RANK
57
WORK TO DO

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

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	-	-
Total %	31	69	86	14	10	90	36	64

University of Houston | TX

RANK
31
WORK TO DO

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

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	-	-	-	-	-
Total %	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
Total %	44	56	38	63	31	69

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
Total %	25	75	40	60	26	74

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
Total %	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	-	-	-	-	-	-
Total %	29	71	27	73	26	74

University of Kentucky | KY

RANK
104
NEEDS URGENT ACTION

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

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	-	-
Total %	45	55	20	80	40	60	26	74

University of Louisville | KY

RANK
19
ALMOST THERE

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

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	-	-	-	-	-	-	-	-
Total %	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

RANK
90
WORK TO DO

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

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
Total %	29	71	46	54	25	75

University of Massachusetts-Amherst | MA

RANK
34
WORK TO DO

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

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
Total %	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
Total %	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
Total %	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	-	-
Total %	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	-	-	-	-	-	-
Total %	46	54	36	64	32	68

University of Missouri-Columbia | MO

RANK
38
WORK TO DO

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

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
Total %	42	58	47	53	22	78	24	76

University of Nebraska-Lincoln | NE

RANK
58
WORK TO DO

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

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	-	-	-	-	-	-
Total %	55	45	38	62	22	78

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	-	-
Total %	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	-	-
Total %	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	-	-	-	-
Total %	57	43	41	59	35	65

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
Total %	50	50	43	57	30	70

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	-	-
Total %	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
Total %	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
Total %	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	-	-
Total %	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	-	-
Total %	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	-	-	-	-	-	-	-	-
Total %	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
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-	-	-
Total %	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
WORK TO DO

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

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
Total %	27	73	33	67	25	75	30	70

University of Southern California | CA

RANK
64
WORK TO DO

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

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
Total %	30	70	33	67	36	64	26	74

University of Southern Mississippi | MS

RANK
51
WORK TO DO

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

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	-	-
Total %	50	50	33	67	32	68

University of Tennessee-Knoxville | TN

RANK
17
ALMOST THERE

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

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	-	-	-	-	-	-
Total %	46	54	33	67	30	70

University of Texas at Arlington | TX

RANK
125
NEEDS URGENT ACTION

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

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
Total %	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

RANK
61
WORK TO DO

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

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	-	-	-	-	-	-
Total %	28	72	36	64	29	71

University of Texas at Dallas | TX

RANK
105
NEEDS URGENT ACTION

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

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
Total %	30	70	39	61	17	83

University of Texas at El Paso | TX

RANK
44
WORK TO DO

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

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	-	-	-	-	-	-
Total %	30	70	13	88	20	80

University of Utah | UT

RANK
71
WORK TO DO

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

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
Total %	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	-	-
Total %	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
Total %	44	56	31	69	33	67	32	68

University of Wisconsin-Madison | WI

RANK
10
LEADER

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

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
Total %	31	69	29	71	32	68

University of Wisconsin-Milwaukee | WI

RANK
28
ALMOST THERE

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

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	-	-	-
Total %	50	50	100	0	35	65

Vanderbilt University | TN

RANK
102
NEEDS URGENT ACTION

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

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
Total %	27	73	22	78	26	74	25	75

Virginia Commonwealth University | VA

RANK
79
WORK TO DO

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

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	-	-
Total %	60	40	40	60	38	63	24	76

Virginia Polytechnic Institute | VA

RANK
121
NEEDS URGENT ACTION

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

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	-	-	-	-	-	-	-	-
Total %	36	64	38	63	50	50	20	80

Washington State University | WA

RANK
83
WORK TO DO

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

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
Total %	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	-	-	-	-	-	-	-	-
Total %	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	-	-
Total %	38	62	36	64	50	50	26	74

West Virginia University | WV

RANK
75
WORK TO DO

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

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
Total %	35	65	53	47	29	71	29	71

Yale University | CT

RANK
89
WORK TO DO

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

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
Total %	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
Total %	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	-	-
Total %	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	-	-
Total %	33	67

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
Total %	25	75

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	-	-
Total %	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
Total %	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
Total %	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
Total %	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
Total %	31	69

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
Total %	11	89

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
Total %	17	83

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
Total %	33	67

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
Total %	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	-	-
Total %	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 and www.WomensPowerGap.org.

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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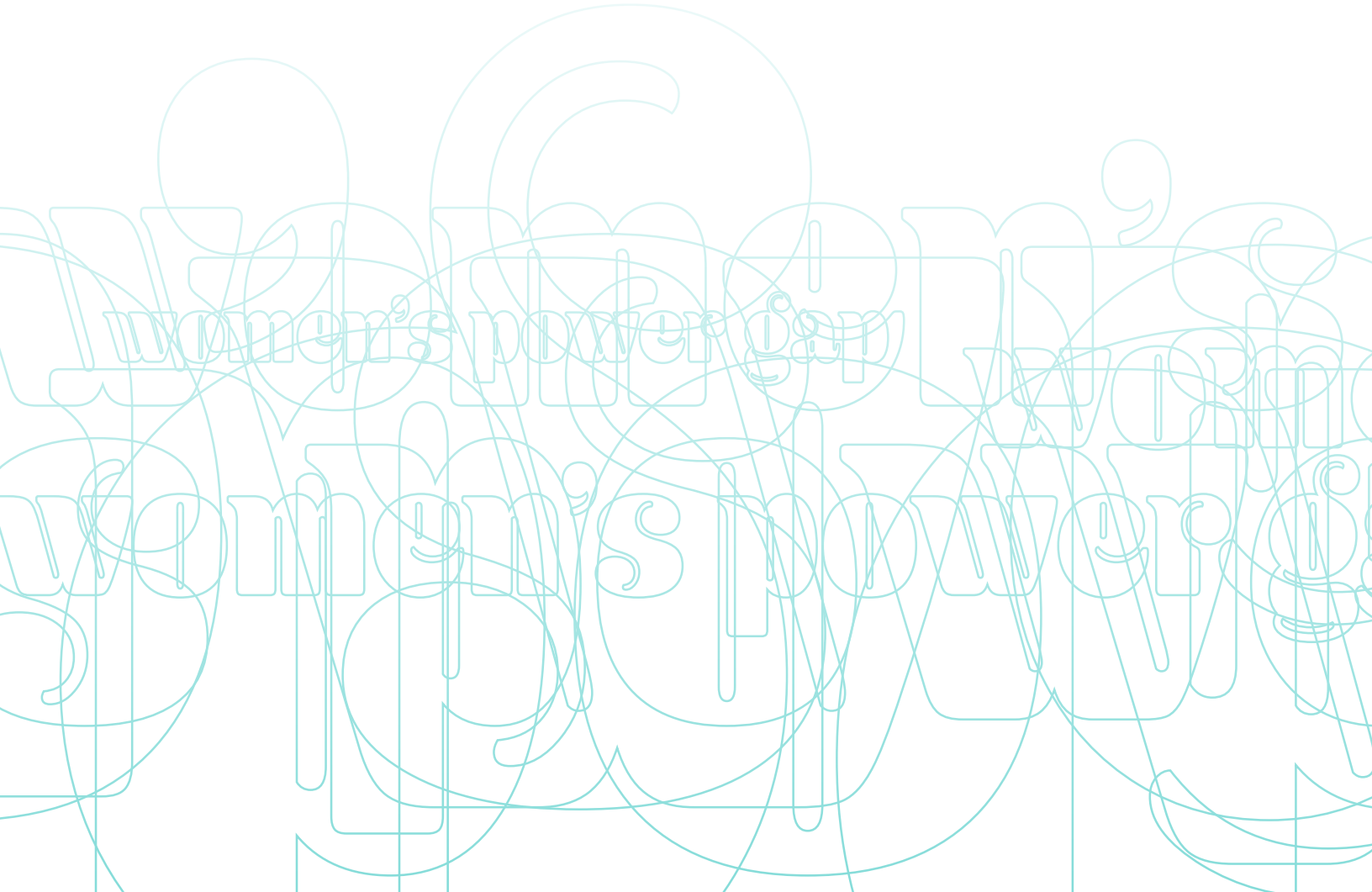

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