Diversity and Women in Higher Education Leadership

Iowa Women in Higher Education

October 2, 2020

ACE® American Council on Education®

Presenter Introduction

Dr. Gailda Pitre Davis

Senior Director and Chief of Staff

Learning and Engagement Division

American Council on Education

Overview

- ACE Overview

- Gender and Racial/Ethnic Diversity

- Challenges and Barriers

- What We Can Do?

- Discussion

ACE Overview

THE MAJOR COORDINATING BODY FOR THE NATION'S COLLEGES AND UNIVERSITIES.

REPRESENTS OVER 1,700 COLLEGE AND UNIVERSITY PRESIDENTS AND THE EXECUTIVES AT RELATED ASSOCIATIONS

THE ONLY MAJOR HIGHER EDUCATION ASSOCIATION TO REPRESENT ALL TYPES OF U.S. ACCREDITED, DEGREE-GRANTING INSTITUTIONS

ACE Strategic Commitments

Affirm and Strengthen Public Trust in Postsecondary Education

Champion Equity, Access and Completion

Enrich the Capacity of Institutions & Leaders to Innovate and Adapt
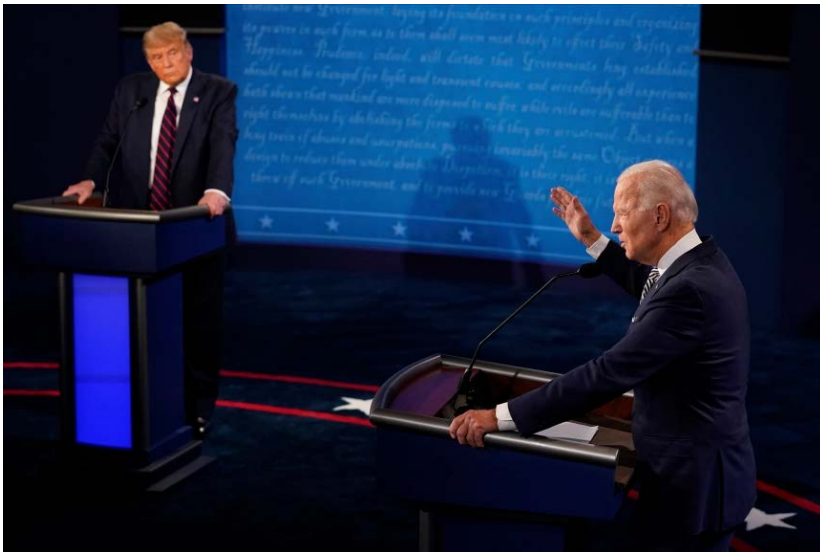
What's Been Happening?

A woman could never behave that way and be president

Analysis: Words that Clinton could never utter, Biden's campaign will now use on T-shirts.
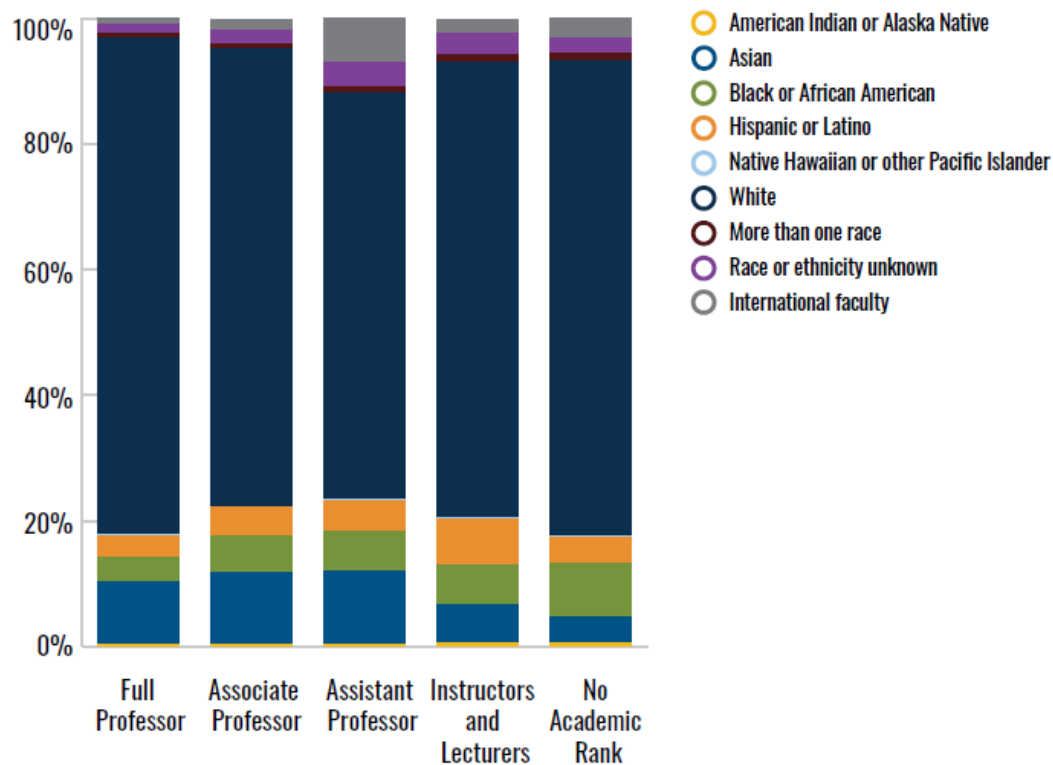
USA TODAY

Diversity by the Numbers

# Full-Time Faculty, by Rank and Race and Ethnicity: Fall 2017

Source: U.S. Department of Education, Integrated Postsecondary Education Data System, 2017
Note: Data reflect full-time instructional staff with faculty status at all Title IV eligible, degree-granting institutions.

Representation of Women, Racial/Ethnic Minorities, and Black/Hispanic Women in Leadership Positions by Professional Area
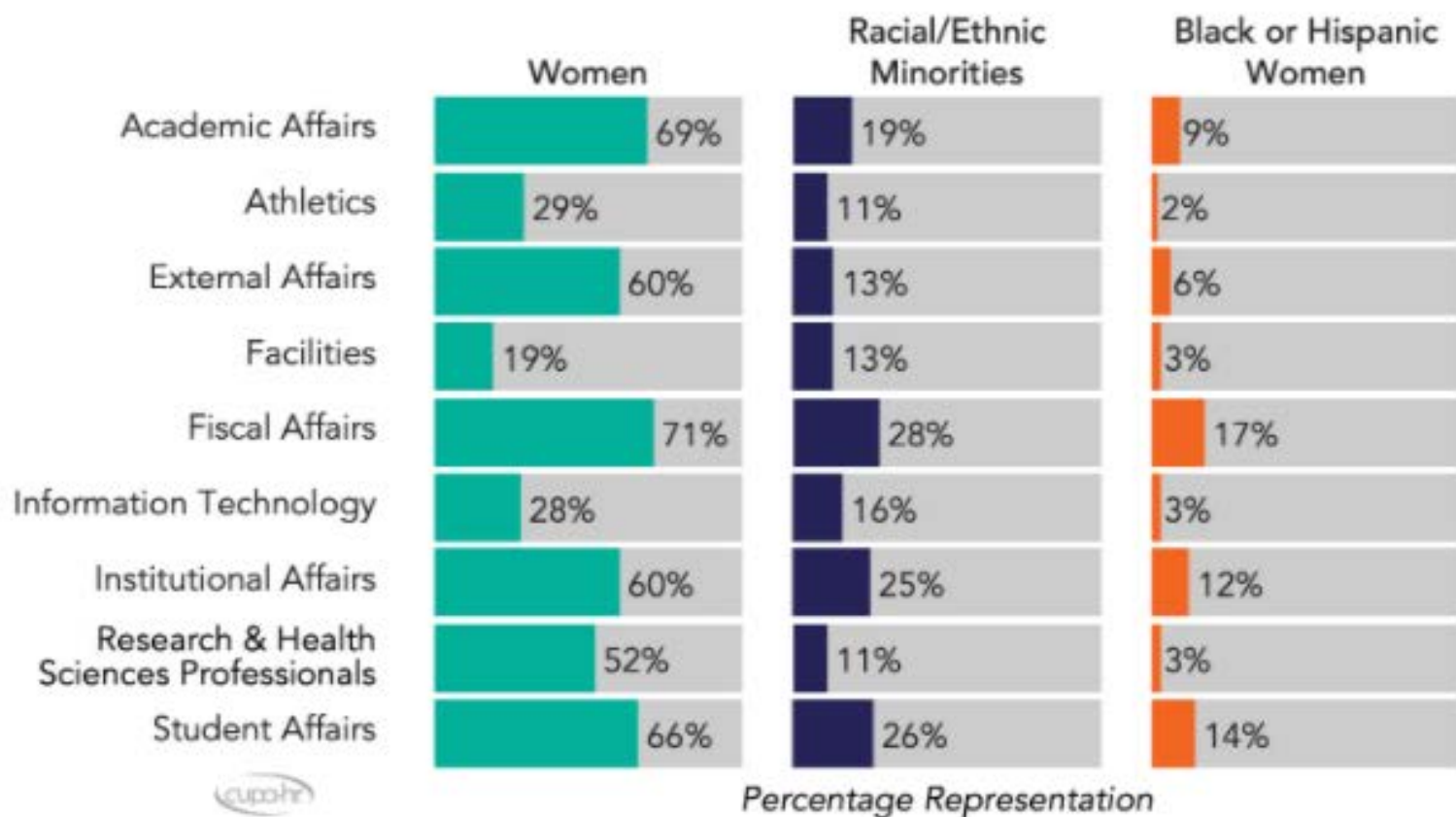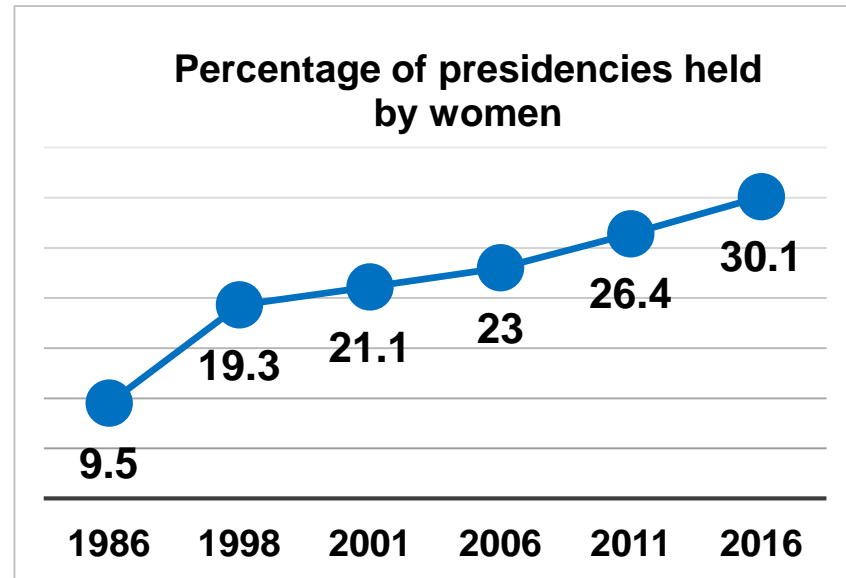
Figure 12: Percentage Distribution of Presidents, by Race/Ethnicity and Gender: 2016

- White men
- White women
- Men of color
- Women of color

5.1%

11.8%

58.1%

25.0%
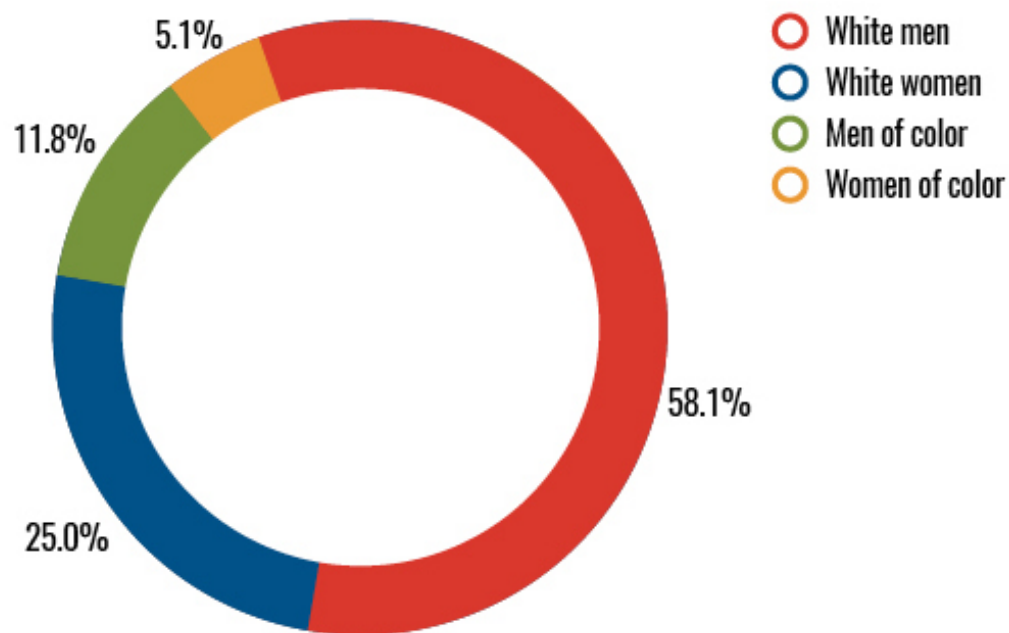
Source: *American College President Study 2017*

The percentage of women presidents has grown slowly over the last 30 years

Percentage of presidencies held by women

	1986	1998	2001	2006	2011	2016
	9.5	19.3	21.1	23	26.4	30.1

Women	Figures	Men
61	Age (in years)	62
86%	Has Ph.D. or Ed.D.	77%
32%	Altered career path to care for others	16%
28%	Holds tenured faculty position	31%

The percentage of minority presidents has progressed slowly but insufficiently

Percentage of presidencies held by minorities

Year	1986	1998	2001	2006	2011	2016
%	8.1	11.3	12.6	13.5	12.7	16.9
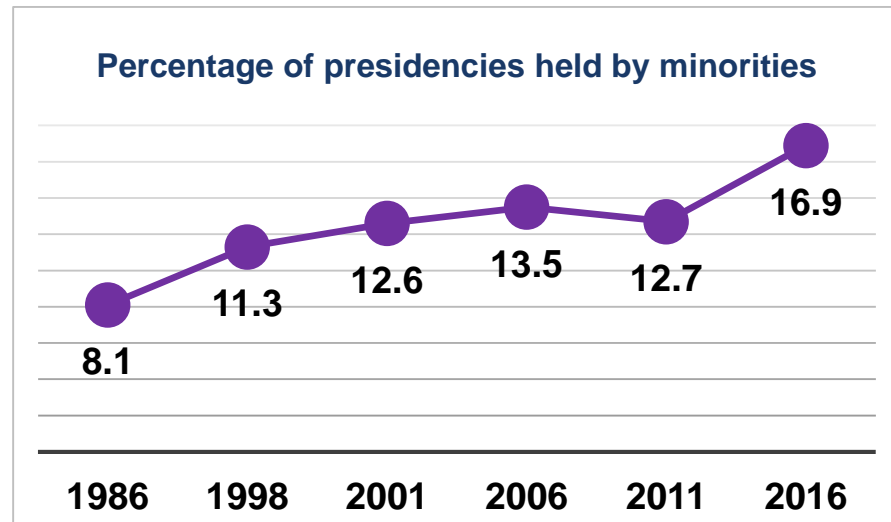
Figures	African American	Hispanic	White
Age (in years)	61	61	62
Has Ph.D. or Ed.D.	79%	82%	80%
Had been President/CEO before	27%	25%	24%
Holds tenured faculty position	35%	41%	30%

People of Color in HE Administration

24% of Full-time Faculty

15% of Academic Department Heads

12% of Provosts/CAOs

26% of Chief Student Affairs Officers

17% of Presidents

Women in HE Administration

Data sources:
Administrators in Higher Education Salary Surveys, 2015-16, CUPA-HR

American College President Study 2017, ACE

54% of Department Heads

54% of Assistant Deans

40% of Deans

27% of Executives

30% of Presidents

Challenges and Barriers

What's Behind the Numbers?

- Cultural and Identity Taxation
- Stereotypes
- Scholarship Questioned
- Credibility Questioned
- Double Standards
- Implicit Bias
- The Glass Cliff
- Discrimination
- Pay Gap
- Caretaking Responsibilities

How Do We Address These Challenges?

Individuals

- Examine your biases and be an ally, mentor and sponsor for women and people of color.

- Educate yourself (and others) about the challenges, biases, and systems that oppress or marginalize people.

- Speak up!

- Safeguard time and space for women and people of color on your faculty and/or administrative team.

- Tenure-track faculty and emerging leaders: seek out skill-building opportunities and leadership training.

Organizations

- Prioritize an equitable campus environment that supports the hiring, retention, and promotion of women and people of color.

- Support internal growth opportunities, continued professional development and skill training, and equitable retention and promotion policies.

- Examine institutional policies, structures, and practices that create barriers for women and people of color.

- Develop clear promotion and tenure guidelines which support scholarship of all forms and types.

- Promote workplace flexibility policies that will enable all employees to find an appropriate work/life balance.

American Council on Education®