

Where we are now

Women occupy just 30 percent of all college presidencies, but women earn 59 percent of all college degrees.

Women are outnumbered by men on governing boards by more than two to one, and the gap is widening: Women represented 30 percent of board memberships in 1997, but only 28 percent in 2010.

Women earn 18 percent less than men—77 cents to the dollar.

Women of color show the largest disparity at 54 percent of men's earnings.

Where we want to be

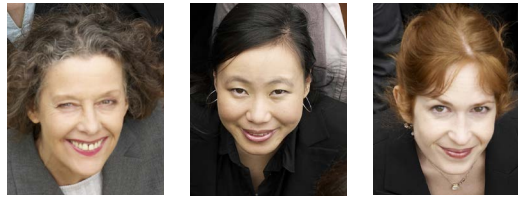
At least 50 percent of chief executives of higher education institutions are women.

We want to achieve parity by 2030.

Why now

Opportunity awaits us. With approximately 60 percent of presidents over the age of 61, higher education will realize significant turnover in next decade.

Women can be tomorrow's leaders. Fifty-nine percent of all academic degrees are earned by women, 56 percent of instructors and lecturers are women, and 48 percent of the professoriate are women.

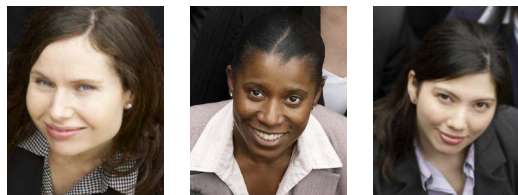


WHAT YOU CAN DO TO MOVE THE NEEDLE

No single organization and no single champion can accomplish this alone; collaboration among like-minded organizations and champions can and will make the difference.

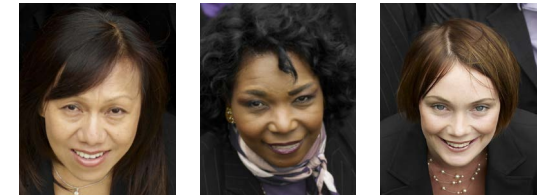
Join the commitment by adding your name in support at:

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ACE[®]

Moving
the
Needle



Advancing Women in Higher
Education Leadership

Movingtheneedle@acenet.edu



A matter of urgency

THE PROBLEM

In the next decade, U.S. colleges and universities will see unprecedented turnover among their presidents. This creates an urgent need to identify and develop well-qualified, prepared, and willing leaders to succeed them.

THE SOLUTION

Study after study has shown the strength of women as innovative, productive, and successful organizational leaders, yet too few lead our institutions of higher education. We need to Move the Needle.

THE MISSION

The Moving the Needle initiative seeks parity for women holding and aspiring to hold leadership positions in the academy through partnerships with higher education institutions, their presidents and governing boards, and other organizations—profit and nonprofit—with mutual goals of advancing demographically diverse women to senior-level decision-making and policymaking leadership positions. We have a long way to go.

Why it matters

ADVANCING OUR NATION

Higher education is a critical contributor to our economic and social well-being, and to the United States' position as a world leader.

DELIVERING ON PROMISES

Higher education is a vanguard of social justice and responsibility; it invites divergence of thinking, discovery, innovation, and experimentation; and creates solutions and inventions for the public good.

RENDERING SMART BUSINESS DECISIONS

Organizations led by women—organizations with greater numbers of senior-placed women and organizations with higher percentages of women serving on their governing boards—produced a better bottom line, return on investment, and return on equity; improved corporate oversight; increased productivity; and enhanced employee engagement.

ENHANCING INNOVATION AND COLLECTIVE INTELLIGENCE

Organizations with gender-inclusive leadership show more innovation; improved creativity; enhanced decision making and problem solving on complex tasks; and greater collective intelligence.

INCREASING ORGANIZATIONAL CITIZENSHIP, SOCIAL PERFORMANCE, AND REPUTATION

Organizations with gender-inclusive leadership show increased corporate social responsibility (CSR); higher-quality CSR initiatives; greater social responsiveness; better engagement with society; larger philanthropic responses; and improved corporate reputation.