### CAREER ASPIRATIONS
About one-third of CAOs plan to seek a college or university presidency in the future.

Among CAOs, men aspire to the presidency somewhat more frequently than women.

- Men: 35%
- Women: 27%

CAOs of color are slightly more likely to aspire to the presidency than white CAOs.

- White CAOs: 31%
- CAOs of Color: 35%

### TRAINING NEEDS
CAOs most frequently identified these 5 areas in which more professional development was needed. The majority of CAOs indicated their desire for training in fundraising.

- Budgeting & financial management: 27%
- Capital improvement projects: 19%
- Fundraising: 63%
- Governing board relations: 30%
- Government relations: 24%

- 4-Year Institution
- 2-Year Institution

### CAREER TRANSITIONS
Survey respondents indicated where their predecessor went after serving as CAO. Most retired or made lateral moves, and almost a fifth became college presidents.

- Retirement: 23%
- Lateral CAO position or other higher education administration: 24%
- Other or unknown: 12%
- Return to faculty research and teaching: 18%
- Transition to presidency: 19%
- Outside higher education or consultant: 4%