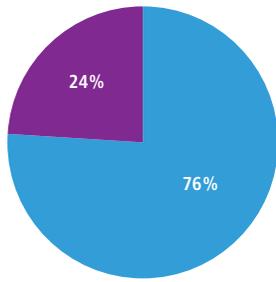


THE GENDER GAP AND HIGHER EDUCATION

In February 2021, a study by the Eos Foundation’s Women’s Power Gap Initiative, the American Association of University Women, and the WAGE Project was released. This report, titled *The Power Gap among Top Earners at America’s Elite Universities*, examines diversity among the 2,000-plus most highly compensated employees at 130 of the leading research universities in the United States.

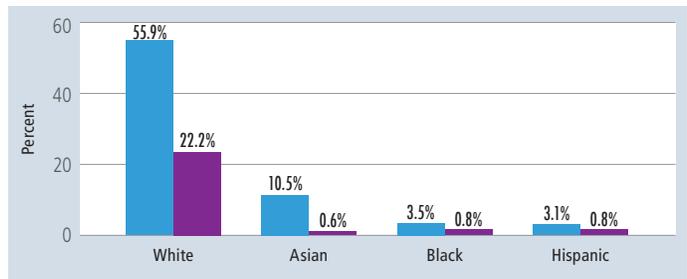
Though women account for 60 percent of all professionals in higher education, results reveal that only 24 percent of top-earning core employees are women, and only 2.5 percent are women of color.

Percentage of Women Among Top-Earning Core Employees



■ Men ■ Women

Top Earners by Gender, Race, and Ethnicity, in Percent

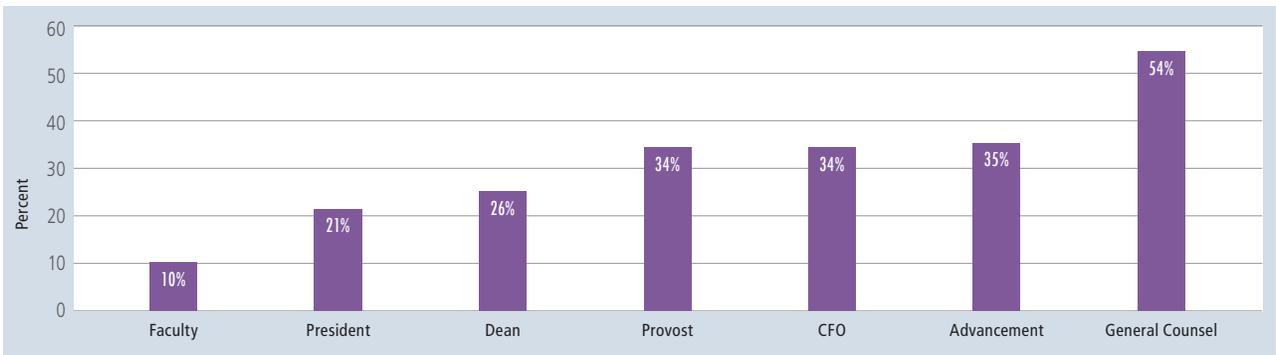


■ Men ■ Women

Note(s): Core includes primarily presidents/chancellors, provosts, deans, department chairs, professors, and administrative employees. Figures included in the Top Earners by Gender, Race, and Ethnicity chart are based on a subset of data from 49 institutions. Percentages for American Indian/Alaska Native Men (.21%) and Women (0%), Unknown Men (1.4%) and Women (.62%), Two or More Races Men (0.2%) and Women (0.2%), and Native Hawaiian/Pacific Islander Men (0%) and Women (0%) are not included in this chart.

Representation of women among top earners varies significantly by position. Women account for only 10 percent of the highest-paid faculty, but more than half of top-earning general counsels are women.

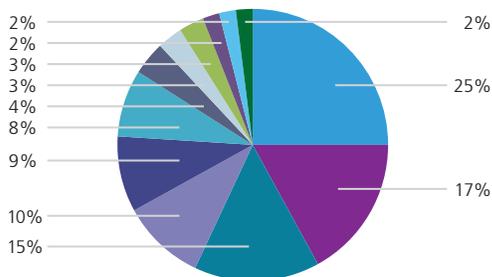
Percentage of Top Earners Who Are Women, by Position



Note: General Counsels accounted for only 3.5 percent of the dataset.

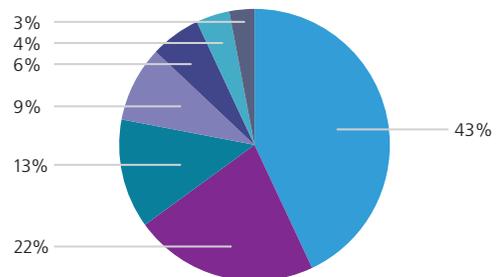
Data indicate that “deans and faculty together comprise 41% of the top earners.” As illustrated in the charts below, most of the top-earning deans and faculty are in the male-dominated business and STEM fields.

Top-Earning Deans by Discipline, in Percent



■ Business ■ College of Sciences
 ■ Medical School ■ Nursing
 ■ Engineering ■ Public Health
 ■ Other ■ Dental
 ■ College of Arts & Sciences ■ Pharmacy
 ■ Law School ■ Veterinary

Top-Earning Faculty by Discipline, in Percent



■ Business ■ IT
 ■ Sciences ■ Other
 ■ Engineering ■ Law
 ■ Economics