

VIRTUAL EVENT

# The 30%: Female Leaders in Higher Education

Tue., Mar. 19, at 11 am ET

**Madeline Pumariega,**  
President of Miami Dade College



**Linda A. Livingstone, Ph.D.,**  
President of Baylor University



**Javaune Adams-Gaston, Ph.D.,**  
President of Norfolk State University



**Neeli Bendapudi, Ph.D.,**  
President of Penn State University



# Introduction

Dari Gessner

CEO

*Inside Higher Ed*



**The 30%:** Female Leaders in Higher Education

# Welcome

Linda A. Livingstone, Ph.D.  
President  
Baylor University



**The 30%:** Female Leaders in Higher Education

# The 30%: Female Leaders in Higher Education

## Moderator

- **Sara Custer**, Editor-in-Chief at *Inside Higher Ed*



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## Panelists

- **Javaune Adams-Gaston, Ph.D.**, President of Norfolk State University
- **Neeli Bendapudi, Ph.D.**, President of Penn State University
- **Madeline Pumariega**, President of Miami Dade College
- **Linda A. Livingstone, Ph.D.**, President of Baylor University



# Where We Stand

Sara Custer  
Editor-in-Chief  
*Inside Higher Ed*



**The 30%:** Female Leaders in Higher Education

# The 30%: Female Leaders in Higher Education

While progress has been made to improve the number of women in leadership positions at US colleges and universities, there is more work to be done. The number of women in senior roles has increased by just 10 percentage points since 2006. Men outnumber women in higher education presidencies two-to-one, about 32.8% of presidents.



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# The 30%: Female Leaders in Higher Education

**Women are leading smaller and minority-serving institutions.** More than two in five women presidents in the ACE survey sample were leading associate institutions—the highest representation of women across the Carnegie Classification system. One in three women presidents in the sample led minority serving institutions, compared with 22% of men. Men were over two times more likely to lead doctoral institutions than women.



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**The female experience of leadership is not uniform. Race, ethnicity and gender must all be considered to gain a clear understanding of female presidents in US higher education.** Presidents of color accounted for little over a quarter of presidents, however just one out of every 10 presidents is a woman of color. Of women presidents, nearly 70% identify as white, 14% as Black or African American, 8% as Hispanic or Latina and 4% as Asian.

Among Black female presidents, 29% said they had caring responsibilities compared to 21% of Hispanic or Latina and 22% of white women surveyed.



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**More pathways to the presidency need to be considered for women.** While the data shows that women are ascending to the presidency faster than men – getting there six years after they first aspire to it compared to men’s 7.4 years – white women and women of color were more likely than white men and men of color to have arrived to the presidency via the academic and faculty pathway. More can be done to mentor women coming through business or non-profit talent pipelines to senior leadership roles.

Source: *The American College President: 2023 Edition*,  
American Council on Education



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## Panel Discussion



**Javaune Adams-Gaston, Ph.D.**  
President  
Norfolk State University



**Neeli Bendapudi, Ph.D.**  
President  
Penn State University



**Linda A. Livingstone, Ph.D.**  
President  
Baylor University



**Madeline Pumariega**  
President  
Miami Dade College

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## Thank You for Attending

