







Women in the College Presidency

The American Council on Education (ACE) produced the latest iteration of the American College President Study (ACPS) with generous sponsorship from the TIAA Institute. *The American College President: 2023 Edition* is the ninth iteration of ACPS, and the data it presents provide a comprehensive view of the demographics, challenges, and experiences of college presidents. While there are more women serving as college presidents today than ever before, men continue to outnumber women two-to-one, highlighting a continued need to examine women's educational and professional pathways and their experiences in the college presidency.

Where Women Led

33 percent

Percentage of college presidents in 2022 who were women

29 percent

Percentage of women who led **doctoral institutions**, compared with 70 percent of men

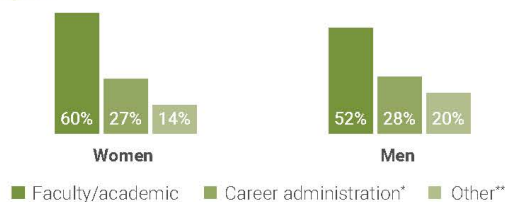
44 percent

Percentage of women presidents at **associate institutions**, the institution type that had the highest share of women leaders

Career Trajectories and Pathways



Women presidents were more likely than men to come from a **faculty or academic background**.



*Such as student affairs officer, auxiliary services or finance.

**Includes public sector/government, business executive, nonprofit executive, and those career paths not listed.

Women presidents were more likely to be promoted to the presidency from within their current institution



Opportunities for Mentoring & Support

More than **two in three women presidents (69 percent)** reported some level of agreement that they struggled to find people who understand the experience of being a president.

Women presidents who indicated that they struggled to find people who could relate to their experience as president, by race and ethnicity*



*Due to small sample sizes, disaggregated data for all racial and ethnic categories (such as Middle Eastern/Arab American women, American Indian/Alaska Native women, Asian/Asian American women, Asian Indian women, Native Hawaiian/Pacific Islander women and Multiracial women) cannot be reported.

Continued Areas for Development

As the sector seeks to support more women on a pathway to the presidency, these are the top four areas in which current women presidents want more training or development.



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National Organization

[American Council on Education \(ACE\)](#) seeks to provide leadership and a unifying voice on key higher education issues and to influence public policy through advocacy, research, and program initiatives.

Professional Development Programs

[The ACE Fellows Program](#) is a year-long higher education leadership development program. It identifies and prepares senior faculty and administrators seeking to strengthen higher education through leadership.

ACE State Network Leadership Development Programs are implemented by the individual state networks for mid- and senior-level women administrators as a part of ACE's Office of Women in Higher Education. The ACE Women's Network-Ohio holds an [annual conference](#).

Several [leadership development programs](#) are offered by the ACE for Executive Leaders, Emerging Leaders and Inclusive Excellence Groups.

[The Executive Leadership Institute](#) prepares professionals to move into a community college presidency and to succeed in this dynamic sector of higher education. This highly successful program is delivered by recognized national leaders in community college administration and has a particularly strong tradition of advancing women and minority candidates.

[HERS \(Higher Education Resource Services\)](#) is a leadership development and research organization that is dedicated to creating and sustaining a diverse network of women leaders in higher education. Through various programs that support women in every stage of their careers, HERS provides program participants with transformational experiences and opportunities that result in stronger institutions of higher education. HERS believes that impactful leadership not only requires women in leadership positions, but demands that each woman bring her unique voice and perspective to her leadership role. HERS is best-known for their cornerstone program, the [HERS Institute](#), which was founded to fill leadership pipelines across the United States with dynamic women, each capable of ushering their respective institutions into a more inclusive and equitable future. Further information about the HERS Institute and other HERS programs can be found at www.hersnetwork.org.

[Harvard Graduate School of Education: Professional Development for Educational Leaders](#) offers a variety of professional development programs including: [The Management Development Program](#) (MDP) of Harvard University, designed for deans, directors, and other administrators who are good at leading their units but want to improve and [The Institute for Management and Leadership in Education](#), a two-week institute offered by the Harvard School of Graduate Education for skilled, experienced administrators, including deans, directors, provosts, and vice presidents, who will help their institutions adapt to a changing future.