

**The White House Project Report:  
Benchmarking Women's Leadership, Nov 2009  
Key Findings on Levels of Women's Leadership**

**Academia:**

- Nationally, women are 57% of all college students, but only 26% of full professors, 23% of university presidents and 14% of presidents at the doctoral degree-granting institutions.
- The number of female presidents has not changed in the last ten years.
- Women account for less than 30% of the board members on college and university boards.
- Female faculty have not made any progress in closing the salary gap with their male counterparts. In 1972, they made 83% of what male faculty made; today they make 82% of what male faculty make.

**Business:**

- Among Fortune 500 companies, women constitute only 3% of the CEOs, 6% of the top paying positions and 16% of the corporate officers.
- Among Fortune 500 companies, women account for 15% of the board members; 13% of these companies have no women on their boards.
- The leadership pipeline exists—women make up 48% of the labor force and 51% of all management/administrative/professional positions—but progress beyond this point is stalled and has been for the past three years.
- The wage gap widens as women age and move up the ladder into management. Women make only 78% of what men make—an improvement of less than half a penny a year since 1963 when The Equal Pay Act was signed. African-American women make 64% and Hispanic women make 52% of what white men make.

**Nonprofit:**

- Women make up 45% of the CEOs at nonprofits, but only 21% of the CEOs at nonprofits with budgets of \$25 million or more.
  - Women account for 43% of the board seats among all nonprofits but hold only 33% of the board seats at nonprofits with incomes of \$25 million+
- Though the vast majority of workers in the nonprofit sector (73%) are women, men still hold a majority of top leadership positions and receive significantly higher incomes.
- Women CEOs of nonprofits have been losing ground relative to men in terms of salaries: Female CEOs now make only 66% of male salaries, compared with 71% in 2000.

### **Politics:**

- Women make up only 17% of the members of the House of Representatives and the Senate; no woman has ever been president or vice president. Women of color are completely absent from the Senate and account for only 5% in the House.
- On a global scale, the U.S. ranks 71<sup>st</sup> out of 189 countries in terms of the proportion of women in their national legislatures. We trail behind the United Kingdom, Japan, France, Italy, Germany, Canada and Australia, as well as Afghanistan, Cuba, United Arab Emirates and Pakistan.
- Women have lost ground in the last decade as elected statewide executive officials and made little progress in state legislatures; they hold 24% of the seats in state legislatures—only 2 percentage points more than a decade earlier—and 24% of state executive offices.
- There are only six women governors, and women comprise only 15% of mayors of cities with populations of over 100,000.

### **Military:**

- Women make up 11% of the officers in the top five officer categories today and 15% of all military officers. This represents significant progress into the top leadership positions, as in 1994 they represented 13% of all officers, but less than 5% of the top five officer ranks.
- Women accounted for 14% of the enlisted personnel in 1996, and 9% in the top three ranks (E7, E8 and E9); despite a decrease of 5% in the overall number of enlisted personnel, women made up 14% of the ranks and 10% of the top three ranks in September 2008.
- Women in the military are more likely to be members of a racial minority group than military men. Among enlisted personnel, 46% of women identify themselves as non-white, and among officers, 32% of women identify themselves as non-white.
- The military remains the only profession in the United States which under Department of Defense policy prohibits women from taking certain jobs. This hinders women from being promoted to the top levels of leadership.