

**DIVERSITY IN THE ACADEMIC LEADERSHIP OF BIG TEN & CIC UNIVERSITIES**

**A Project of Women LeadersCount<sup>1</sup>**

The Institute for Women's Leadership Consortium is committed to increasing the numbers of women in decision-making and leadership positions across all sectors and professions. Our series of Women's Leadership Fact Sheets is designed to increase awareness of women's current underrepresentation and progress. This fact sheet explores diversity within the academic leadership of Big Ten universities. Data are current as of April 1, 2014.

The Big Ten Conference, previously the Western and Big Nine Conferences, is the oldest Division I collegiate athletic conference in the United States. Presently it has fourteen member institutions, a majority of which are flagship research universities in their respective states and are academically high-ranking, with relatively large student enrollments. Big Ten universities are primarily located in the Midwest.

The Committee on Institutional Cooperation (CIC) is an academic consortium of fifteen universities that are members of the Big Ten Conference, with the exception of the University of Chicago which is a former member of the Big Ten. The CIC leverages faculty, funding, facilities, investments, and ideas to help the collective collaborate, compete, and succeed.

**Table 1: Big Ten and Committee on Institutional Cooperation Member Universities**

<u>University</u>	<u>Campus/Location</u>	<u>Website</u>
1. Indiana University	Bloomington	<a href="http://www.iub.edu/">http://www.iub.edu/</a>
2. Michigan State University	East Lansing	<a href="http://www.msu.edu/">http://www.msu.edu/</a>
3. Northwestern University	Evanston	<a href="http://northwestern.edu/">http://northwestern.edu/</a>
4. Ohio State University	Columbus	<a href="http://osu.edu/">http://osu.edu/</a>
5. Penn State University	University Park	<a href="http://psu.edu/">http://psu.edu/</a>
6. Purdue University	West Lafayette	<a href="http://purdue.edu/">http://purdue.edu/</a>
7. Rutgers University	New Brunswick	<a href="http://rutgers.edu/">http://rutgers.edu/</a>
8. University of Illinois	Urbana-Champaign	<a href="http://illinois.edu/">http://illinois.edu/</a>
9. University of Iowa	Iowa City	<a href="http://uiowa.edu/">http://uiowa.edu/</a>
10. University of Maryland	College Park	<a href="http://umd.edu/">http://umd.edu/</a>
11. University of Michigan	Ann Arbor	<a href="https://umich.edu/">https://umich.edu/</a>
12. University of Minnesota	Minneapolis	<a href="https://umn.edu/">https://umn.edu/</a>
13. University of Nebraska	Lincoln	<a href="http://unl.edu/">http://unl.edu/</a>
14. University of Wisconsin	Madison	<a href="http://wisc.edu/">http://wisc.edu/</a>
15. University of Chicago*	Chicago	<a href="http://uchicago.edu/">http://uchicago.edu/</a>

<sup>1</sup>[Women LeadersCount](#) began as an institute research project in 1993, was reborn in the fall of 2001 as a research partnership between Rutgers' Institute for Women's Leadership (IWL) and the New Jersey Department of Community Affairs, the Division on Women, and is once again a stand-alone research project at the IWL. The reports in the series focus on the status of women in key areas such as activism, work, education, health, poverty, the law, and violence against women. Since 2007, the Institute has published 17 Women's Leadership Fact Sheets as part of the project.

\*The University of Chicago is a member of the Committee on Institutional Cooperation and former member of the Big Ten.

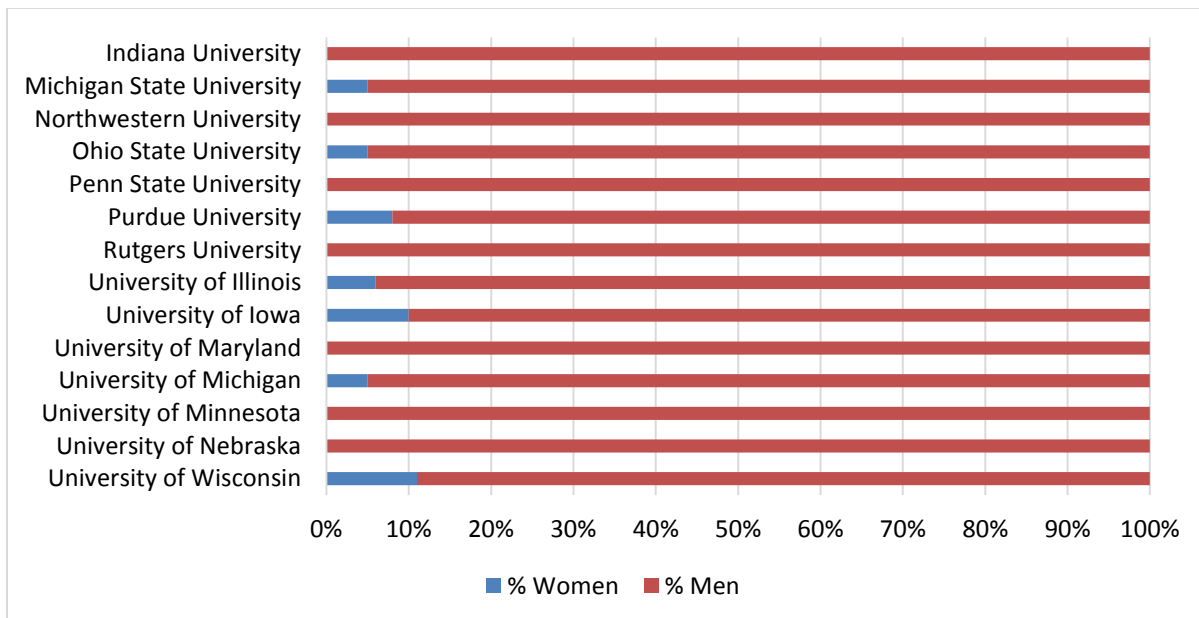
Historically, men have outnumbered women more than 26 to 1 as presidents or chancellors of Big Ten schools. Only twelve (4%) of the 332 individuals who have ever served as Big Ten presidents or chancellors have been female.

**Table 2: Women Presidents and Chancellors (c.) of Big Ten Universities since Their Founding**

University	Women Presidents/Chancellors
Michigan State University	Lou Anna K. Simon (2005-Present)
Ohio State University	Karen A. Holbrook (2002-2007)
Purdue University	France A. Córdoba (2007-2012)
University of Illinois at Urbana-Champaign	Nancy Cantor (2001-2004) (c.) Phyllis M. Wise (2011-Present) (c.)
University of Iowa	Mary Sue Coleman (1995-2002) Sally Mason (2007-Present)
University of Michigan	Mary Sue Coleman (2002-Present)
University of Wisconsin	Donna E. Shalala (1988-1993) (c.) Katharine Culbert Lyall (1992-2004) Carolyn “Biddy” Martin (2008-2011) (c.) Rebecca M. Blank (2013-Present) (c.)

Mary Sue Coleman has served as the president of both the University of Iowa and the University of Michigan. Prior to 1988, when Donna Edna Shalala took office as chancellor of the University of Wisconsin-Madison, no woman had ever sat at the helm of a Big Ten institution.

**Figure 1: Gender Diversity of Big Ten University Presidents and Chancellors since Founding**



Half (7) of the 14 Big Ten universities have never had a woman as a president or flagship chancellor. Three universities have had one, two universities have had two, and one university has had four.

In the beginning of the 21<sup>st</sup> century, the gender diversity profiles of Big Ten institutions have become more balanced. Of the forty presidents and flagship chancellors of Big Ten schools who have taken office since 2001, nine (23%) have been women. Among the 19 current presidents and chancellors of Big Ten institutions, 26% (5) are women.

Currently, 11%—two out of 19—presidents and chancellors of Big Ten schools are people of color. Phyllis M. Wise, Chancellor of the University of Illinois at Urbana-Champaign and Wallace D. Loh, President of the University of Maryland-College Park, are both of Asian descent.

**Table 3: Big Ten University Presidents and Chancellors (c.) of Color since Founding**

University	Presidents/ Chancellors (c.) of Color
Michigan State	Clifton R. Wharton, Jr. (1970-1978)
Indiana University	Adam W. Herbert (2003-2007)
Purdue University	France A. Córdoba (2007-2012)
University of Illinois	Phyllis M. Wise (2011-Present) (c.)
University of Maryland	John B. Slaughter (1982-1988) Wallace D. Loh (2010-Present)
University of Michigan	Homer A. Neal (1996)*

\*Interim President

Among all presidents and flagship chancellors of Big Ten institutions since their founding, only seven (2%) have been people of color. Furthermore, only two—France A. Córdoba (Hispanic) of Purdue University and Phyllis M. Wise (Asian) of the University of Illinois—have been women of color.

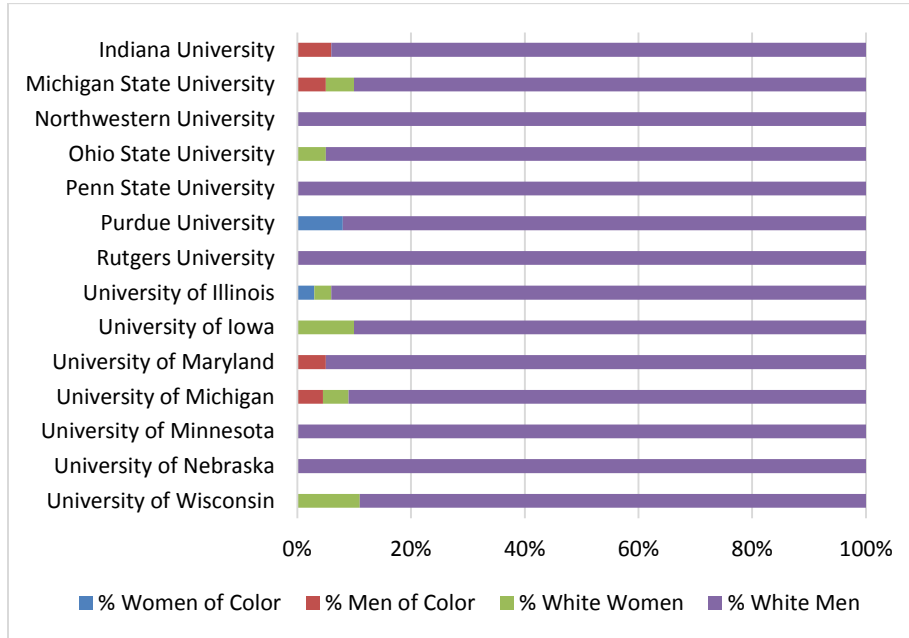
Clifton R. Wharton, Jr., who took office as president of Michigan State in 1970 was not only the first person of color to be the president of a Big Ten school but also the first African-American president of a major U.S. university.<sup>2</sup>

More than half (8 of 14) of the Big Ten universities have never had a president or chancellor of color. Three of the seven presidents or chancellors of color held office prior to 2001.

Five of the fourteen Big Ten institutions (Northwestern University, Penn State, Rutgers University, the University of Minnesota, and the University of Nebraska) have never had a woman or person of color as a president or flagship chancellor.

<sup>2</sup>Source: Joseph E. Wolff, “New MSU President: A Man of Many Firsts,” *Detroit News*, October 17, 1969.

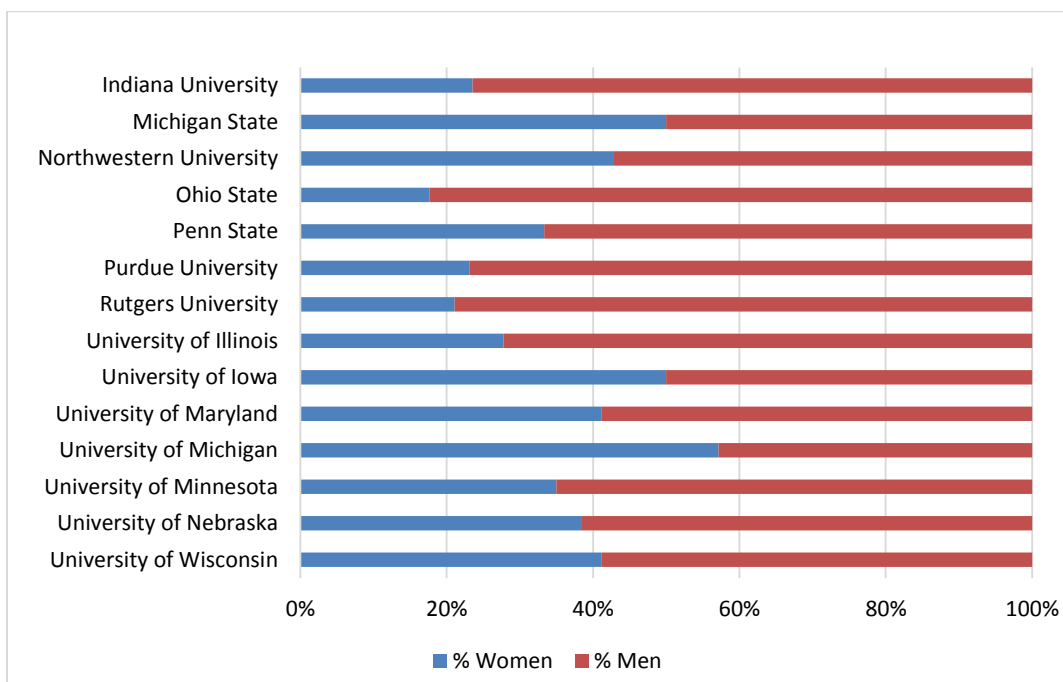
**Figure 2: Diversity of Big Ten University Presidents and Chancellors since Founding**



When we widen the frame to include Individuals currently in leadership positions at Big Ten institutions, we see a somewhat more diverse picture. Eighty-six of the 238 individuals (36%) currently in leadership positions at Big Ten schools are women, and 32 (13%) are people of color. Thirteen (5%) are women of color.

Some institutions exhibit greater diversity than others.

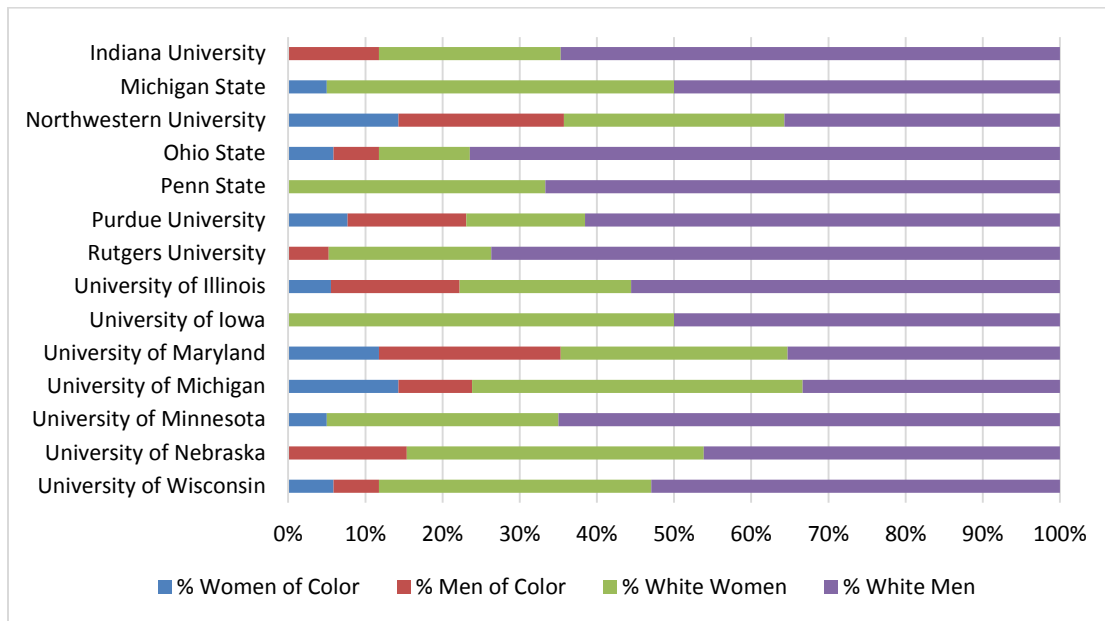
**Figure 3: Gender Diversity of Academic Leadership of Big Ten Universities (April 2014)**



The University of Iowa employs an equal number of male and female leaders, and the University of Michigan is the only Big Ten school with more women in its leadership than men—57% of its leadership positions are filled by women. Ohio State and Rutgers-New Brunswick rank the lowest, with 18% and 21% female leaders, respectively.

Furthermore, within Big Ten schools, women are more likely to hold some types of leadership positions than others. For instance, eight of the nine Deans of Nursing at Big Ten institutions are female. On the other hand, not one of the Deans of Engineering or Veterinary medicine is a woman.

**Figure 4: Diversity of Academic Leadership of Big Ten Universities (April 2014)**



Of the 14 universities, two— Penn State and the University of Iowa—have no people of color in their academic leadership. Four have less than 10% people of color in leadership positions. On the other hand, Northwestern University and the University of Maryland rank the highest, with 35% and 36% leaders of color, respectively.

In fact, the majority of the leaders of the University of Michigan (67%), the University of Maryland (65%), Northwestern University (64%), and the University of Nebraska (53%) are women and/or people of color.

**Table 4: Committee on Institutional Cooperation Provosts (April 2014)<sup>3</sup>**

School	CIC Provost	Term
Indiana University	Lauren Robel	2012 – Present
Michigan State University	June Youatt	2013 – Present
Northwestern University	Daniel I. Linzer	2007 – Present
Ohio State University	Joseph Steinmetz	2013 – Present
Penn State University	Nicholas P. Jones	2013 – Present
Purdue University	Timothy Sands	2010 – Present

<sup>3</sup>Source: Committee on Institutional Cooperation: <https://www.cic.net/about-cic/cic-provosts>. Retrieved 15 April 2014.

Rutgers University	Richard L. Edwards	2012 – Present
University of Chicago	Eric Isaacs	2014 – Present
University of Illinois	Ilesanmi Adesida	2012 – Present
University of Iowa	P. Barry Butler	2011 – Present
University of Maryland	Mary Ann Rankin	2012 – Present
University of Michigan	Martha Pollack	2013 – Present
University of Minnesota	Karen Hanson	2012 – Present
University of Nebraska	Ellen Weissinger	2011 – Present
University of Wisconsin	Paul M. DeLuca	2009 – Present

Of the 15 CIC Chief Academic Officers (provosts), six (40%) are women and one is a man of color (Ilesanmi Adesida). None of the CIC Chief Academic Officers is a woman of color.

#### Methods:

Data were obtained from University websites, archives, and personnel. External websites were also used to locate photographs. Gender and race were coded by observation of available visuals. Individuals without available visuals (primarily chancellors from the 1800's) were excluded from analyses involving race.

“People of color” includes individuals who are Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander, and/or Hispanic or Latino. These categories are adopted from the U.S. Census, with the addition of Hispanic/Latino, which is not included as a race on the Census.

“Presidents and chancellors” includes presidents of all University systems as well as chancellors of Big Ten flagship campuses, when applicable (in the cases of the University of Illinois at Urbana-Champaign, the University of Nebraska at Lincoln, and the University of Wisconsin-Madison) as of April 1, 2014. The University of Maryland is governed by a system chancellor and flagship president. Indiana University, Michigan State, Northwestern University, Ohio State, Pennsylvania State, Purdue University, the University of Iowa, the University of Michigan, and the University of Minnesota do not have separate chancellors who preside over their Big Ten flagship campuses. For Rutgers-New Brunswick, we only include the current chancellor, who has been the sole holder of the chancellor position, established by the New Jersey Medical and Health Sciences Education Restructuring Act of 2012 (effective July 1<sup>st</sup>, 2013). Data include acting and interim presidents.

“Academic leadership” includes current president, current chancellor (when applicable), executive vice president of academic affairs and/or provost, and the deans of colleges and schools as of April 1, 2014. Data including acting and interim deans. We exclude directors and chairs. Since only the New Brunswick campus of Rutgers University is included in the Big Ten Conference and the Committee on Institutional Cooperation<sup>4</sup>, we only include University leaders from the New Brunswick campus. However, Rutgers-Newark is currently led by a female chancellor, Nancy Cantor. As of fall 2014 Rutgers-Camden will have a female chancellor who is also a person of color, Phoebe A. Haddon.

*Report prepared by Danielle Lindemann, Research Director of the Center for Women and Work, and Yasmeeen Fahmy, IWL Program Assistant.*

<sup>4</sup>Sources: Leslie Fehrenbach, Secretary of Rutgers University (personal communication 11/20/13) and Kara S. McKinn, Communications Coordinator, Committee on Institutional Cooperation (personal communication 3/31/14)

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