

The American College President Study 2017

NALEO National Policy Institute on Higher Education Governance
September 27, 2019

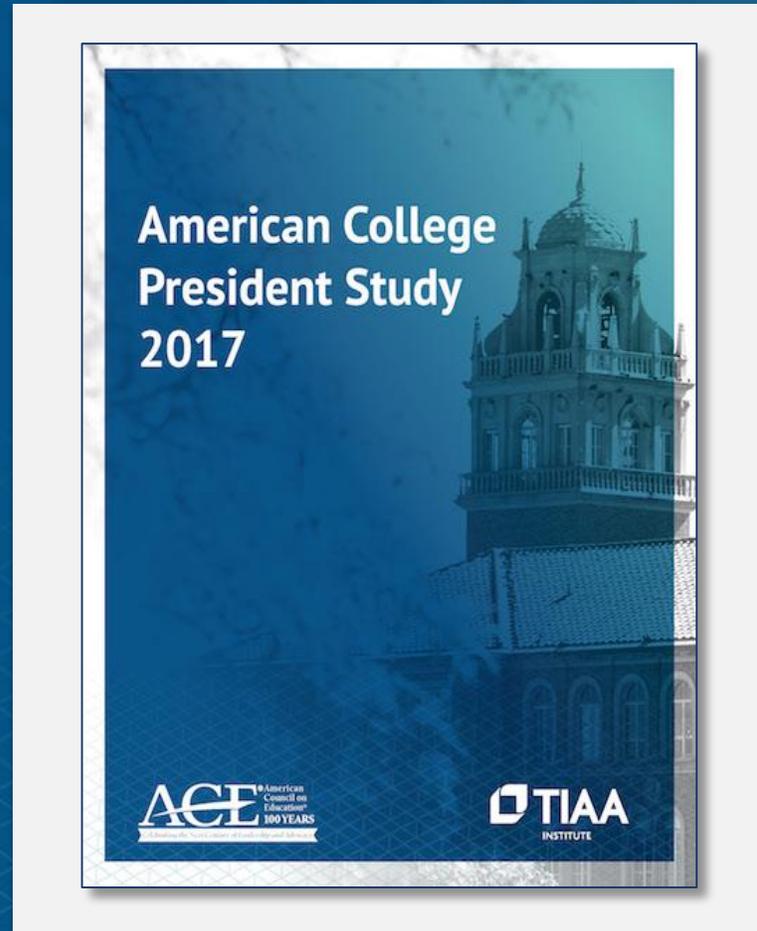


The American College President Study (ACPS) has a rich history

- Launched in 1986
- Most widely cited study on the presidency and the leadership pipeline
- The ACPS is the premier source of insight into the presidency



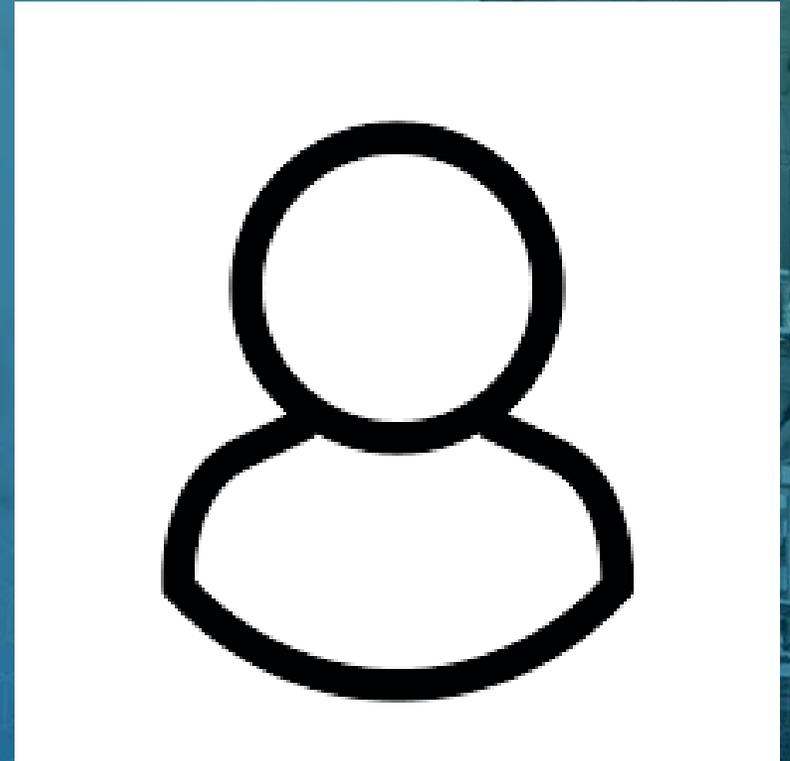
Thousands of college and university presidents were contacted in order to create the report



- Institutions were categorized using the 2010 “basic classification” system developed by the Carnegie Foundation for the Advancement of Teaching.
- Surveys were emailed/mailed to 3,615 presidents. There were 1,546 responses, and the response rate was 43 percent.

The typical profile of the college and university president remains much as it has in past years

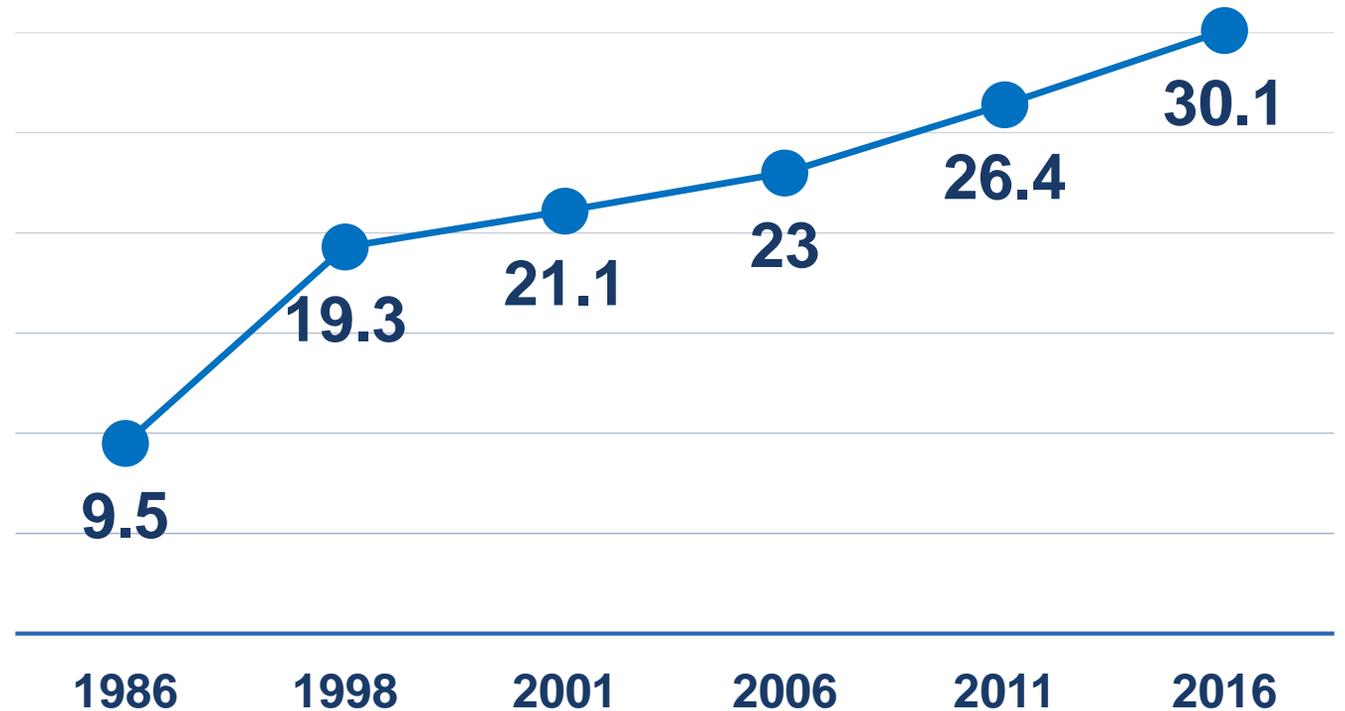
- A 62 year old white male
- Held a Ph.D. or Ed.D. in education
- Has spent an average of 7 years in their current presidency
- A quarter of presidents (26%) had been a president before



The percentage of women presidents has grown slowly over the last 30 years

- The percentage of women presidents has tripled since 1986
- Between 2011 and 2016, the percentage of women presidents increased 4%

Percentage of presidencies held by women

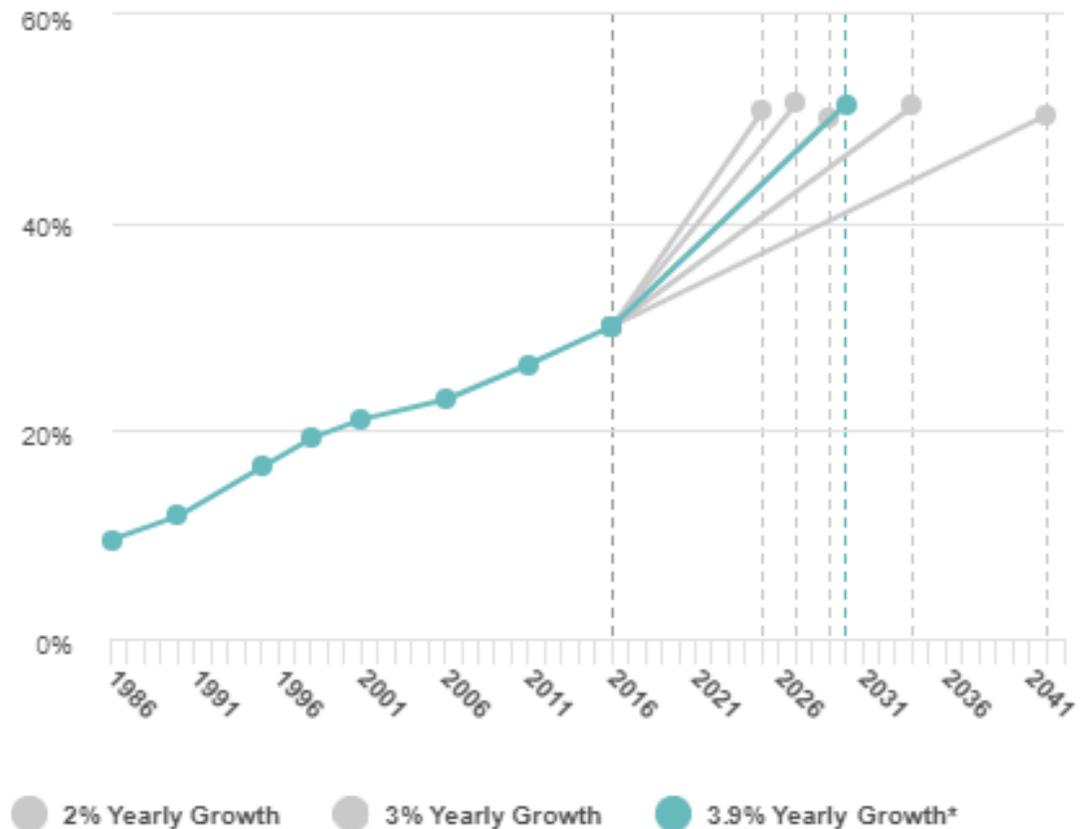


Gender parity will occur by 2030

- 2% Yearly Growth: parity will occur by 2042
- 3% Yearly Growth: parity will occur by 2034
- 3.9% Yearly Growth: parity will occur by 2030**
- 4% Yearly Growth: parity will occur by 2029
- 5% Yearly Growth: parity will occur by 2027
- 6% Yearly Growth: parity will occur by 2025

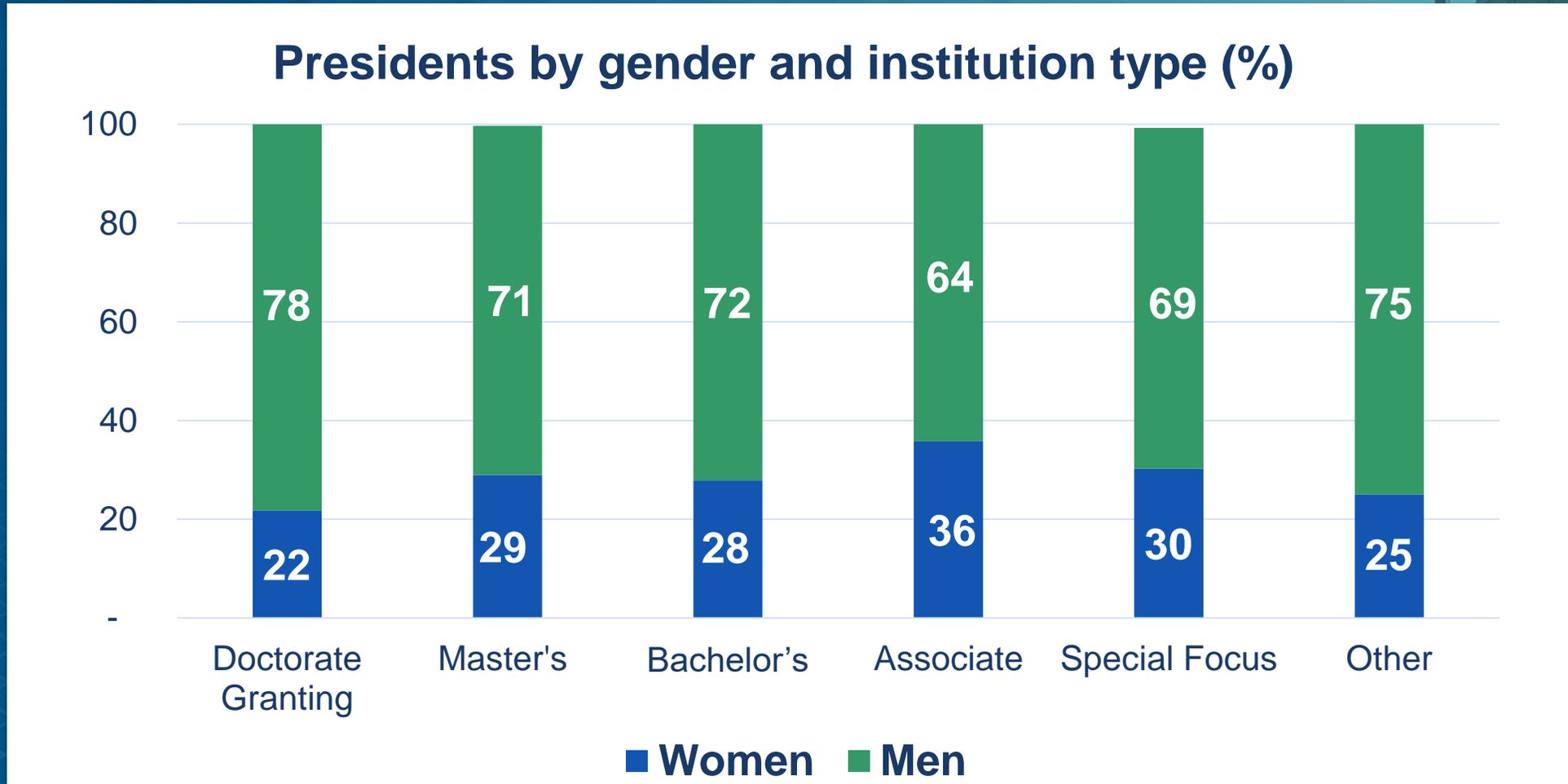
<https://www.aceacps.org/>

Based on an annual growth rate of **3.9** percent, gender parity in the presidency will occur by **2030**.



9.5%
11.8%
16.5%
19.3%
21.1%
23% i
26.4%
30.1%
Look
2% Ye
3% Ye
3.9%
4% Ye
5% Ye
6% Ye

Women were least likely to be presidents of doctorate-granting universities



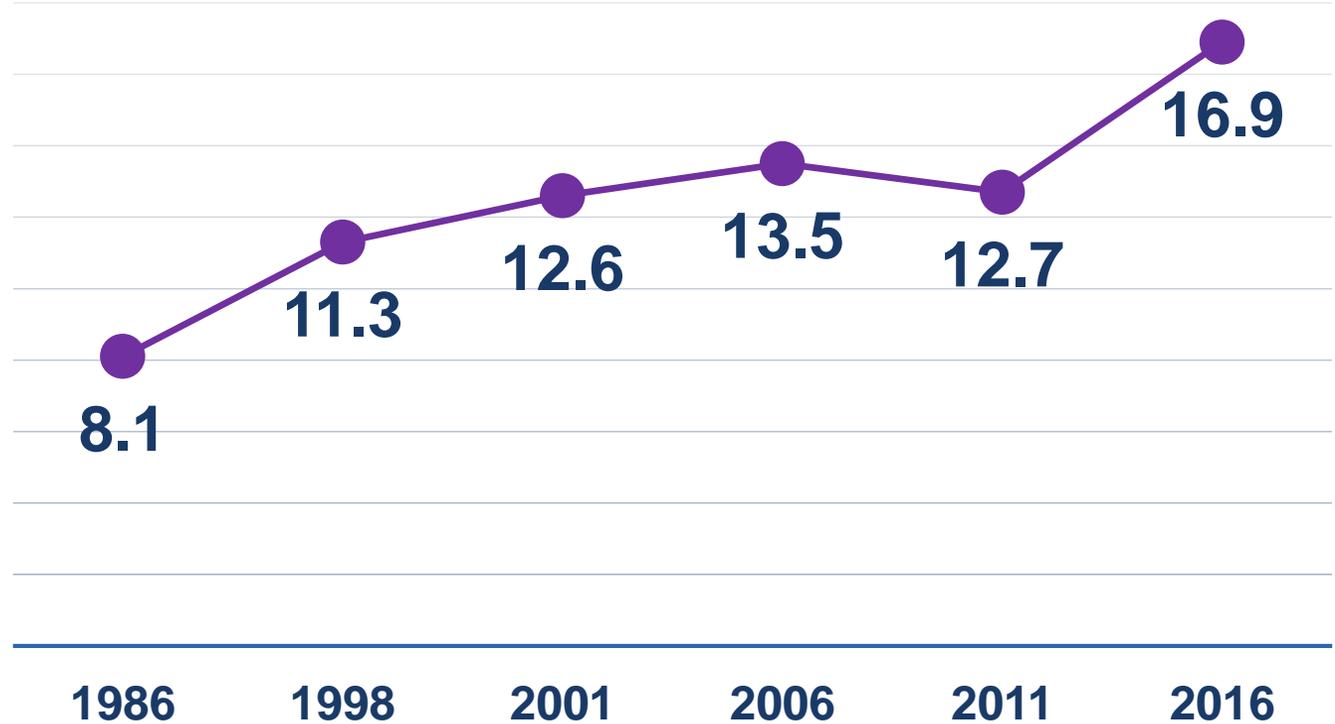
Women presidents had distinct characteristics

Women	Figures	Men
61	Age (in years)	62
86%	Has Ph.D. or Ed.D.	77%
32%	Altered career path to care for others	16%
28%	Holds tenured faculty position	31%

The percentage of presidents of color has progressed slowly but insufficiently

- The proportion of presidents of color has doubled since 1986
- Between 2011 and 2016, the percentage of presidents of color increased 4 percentage points
- In 2016, only 3.9% of presidents were Latinx

Percentage of presidencies held by people of color



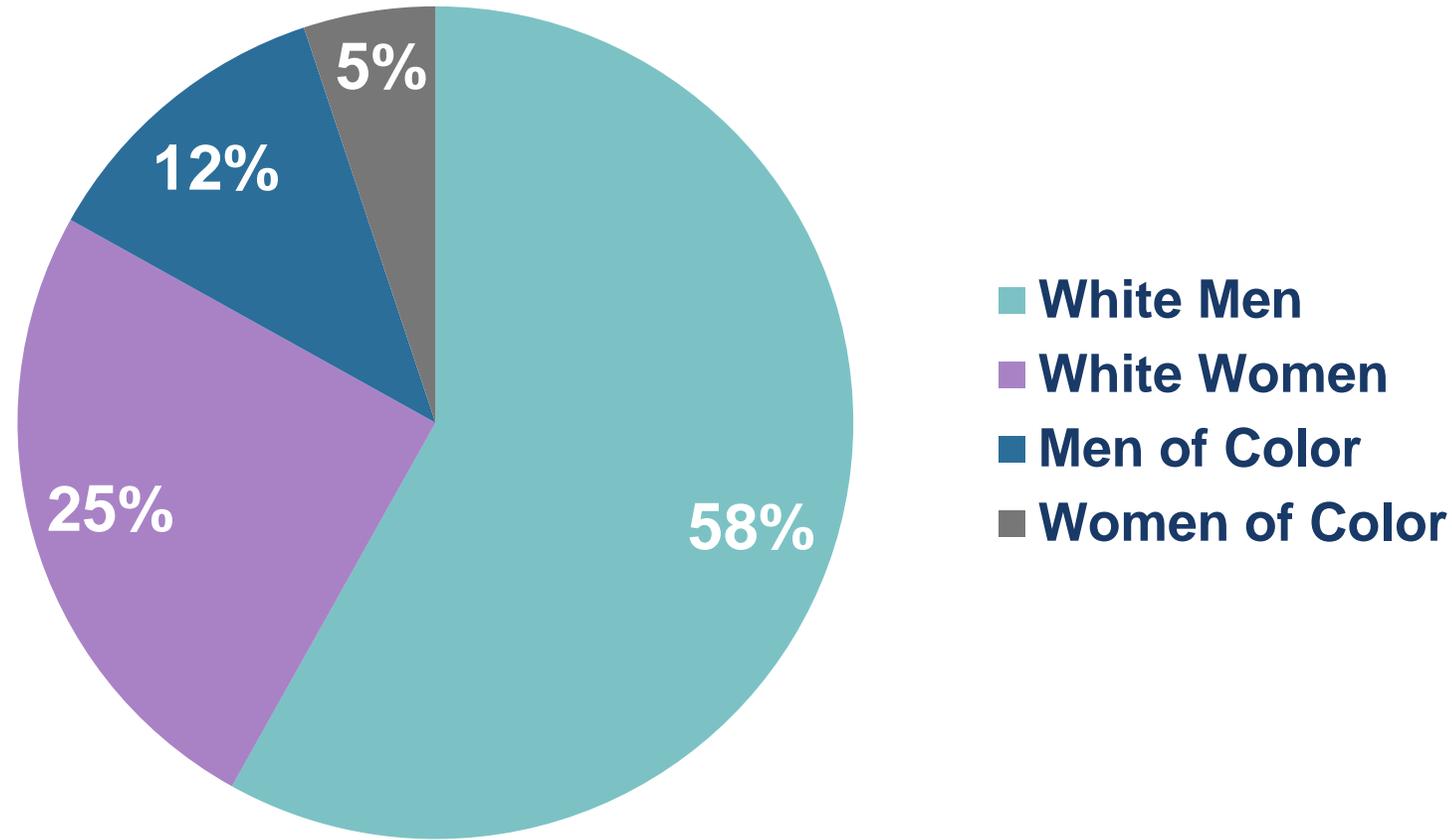
Racial parity for presidents of color

- African Americans
 - 7.9% of all presidents in 2016
 - Racial parity will occur in **2050** at current growth rate (1.5%)
- Asian
 - 2.3% of all presidents in 2016
 - Racial parity will occur in **2036** at current growth rate (6%)
- Latinx
 - 3.9% of all presidents in 2016
 - We **will not** reach racial parity by 2060 at current growth rate (2%)

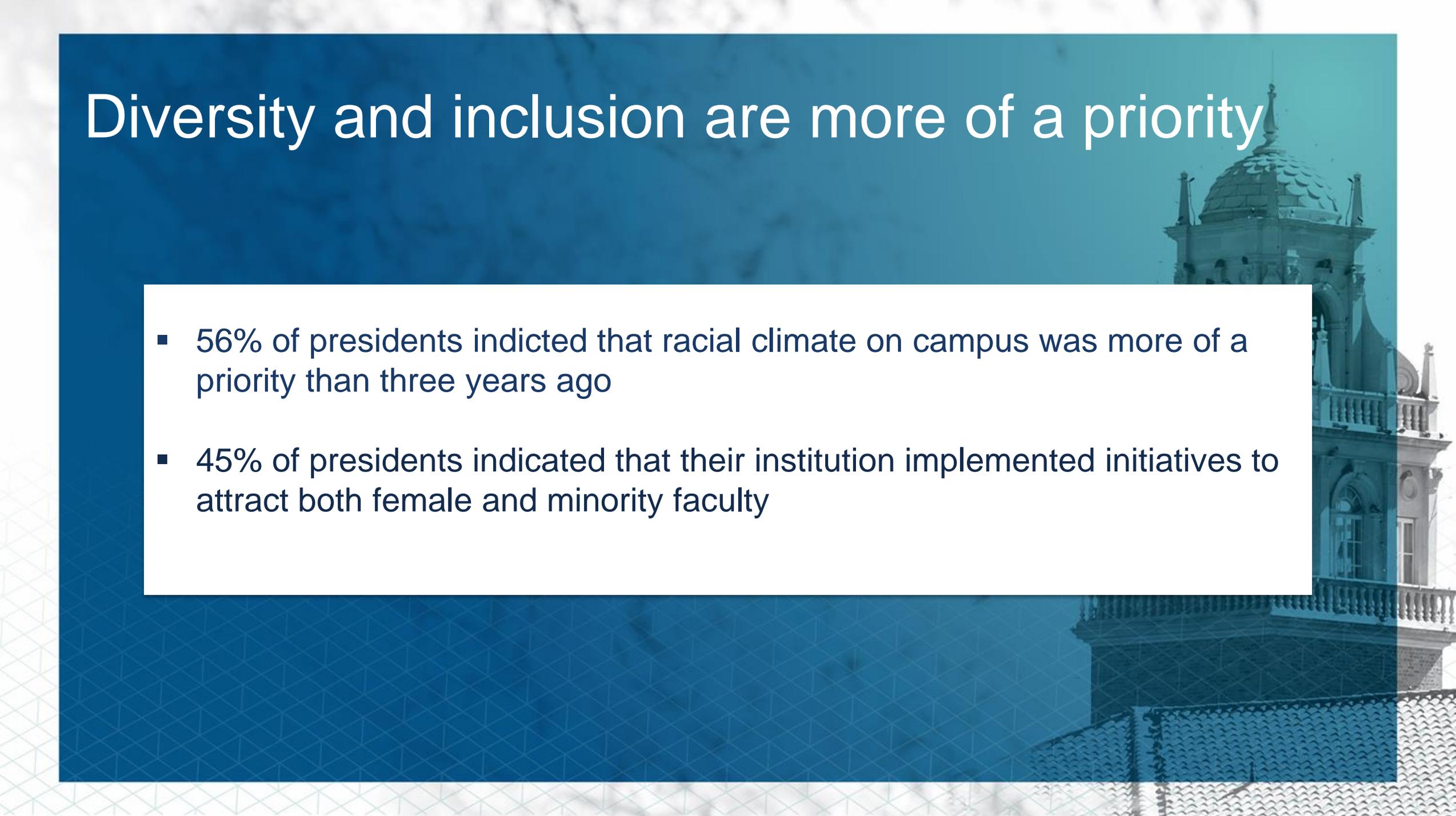


Women of color were greatly underrepresented in the presidency

Percentage distribution of presidents, by race/ethnicity and gender



Diversity and inclusion are more of a priority



- 56% of presidents indicated that racial climate on campus was more of a priority than three years ago
- 45% of presidents indicated that their institution implemented initiatives to attract both female and minority faculty

When asked about their perspectives on diversity and inclusion, presidents indicated that

- it is important or very important to make clear public statements that the status of women (81%) / people of color is a high priority (92%)
- it is important or very important to review institutional or system policies and procedures to eliminate gender bias (89%) / racial bias (94%)
- it is important or very important that faculty searches yield a significant number of qualified women candidates (81%) / candidates of color (90%)

Presidents expressed their biggest challenges include money, culture, and time

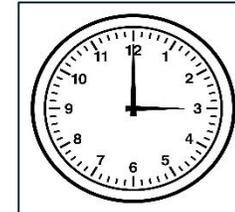
Key challenges facing presidents:

61% selected never enough money



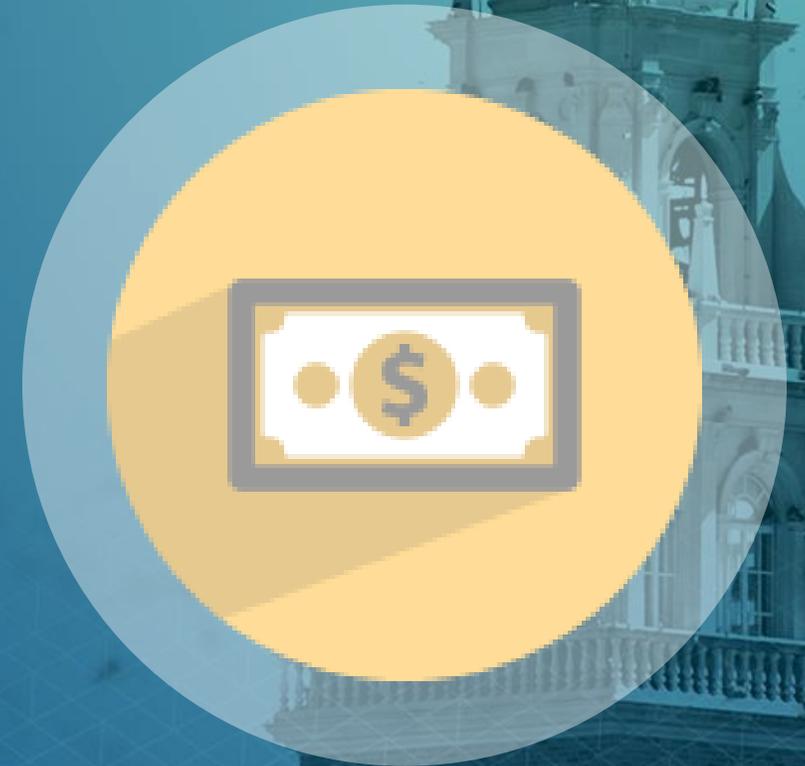
45% selected faculty resistance to change

44% selected lack of time to think



In the future, presidents anticipate that resource strategies will grow in importance

- Presidents identified budget and financial management (68%), and fundraising (58%) as key issues facing presidents
- Enrollment management (38%), and diversity and equity issues (30%) were the next most widely selected areas of growing importance.



Empowering data-enabled leaders will grow in importance

- Continued diversification of students
- The anticipated decline of traditional funding sources
- Need to strategically invest dollars and talent



Performance measures

Most legitimate performance measures

- Retention rates
- Graduation rates
- **Minority student outcomes**

Least legitimate performance measures

- U.S. News and World Report's Rankings
- Competitive/external research grants
- In-state tuition and fees costs

Diversity and equity are increasingly important, as are resource strategies, both of which require data-savvy & equity-minded leaders



How can we ensure that presidents are prepared to lead diverse institutions?

- Stay connected with your constituents
- Do the hard work of inclusion
- Understand your data and be relentless in your pursuit of metrics of success
- Confront implicit bias head on



How can we impact parity in the presidency?

- Reach parity in student, faculty, and staff participation and success
- Encourage promising individuals and be a champion and mentor
- Provide meaningful development experiences; eliminate road blocks, barriers, and burdens
- Recognize different pathways to leadership
- Promote leadership development through programs like HERS and ACE Fellows
- ACE ENGAGE®



Thank You!

If you have additional questions or would like more information, please reach out!

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