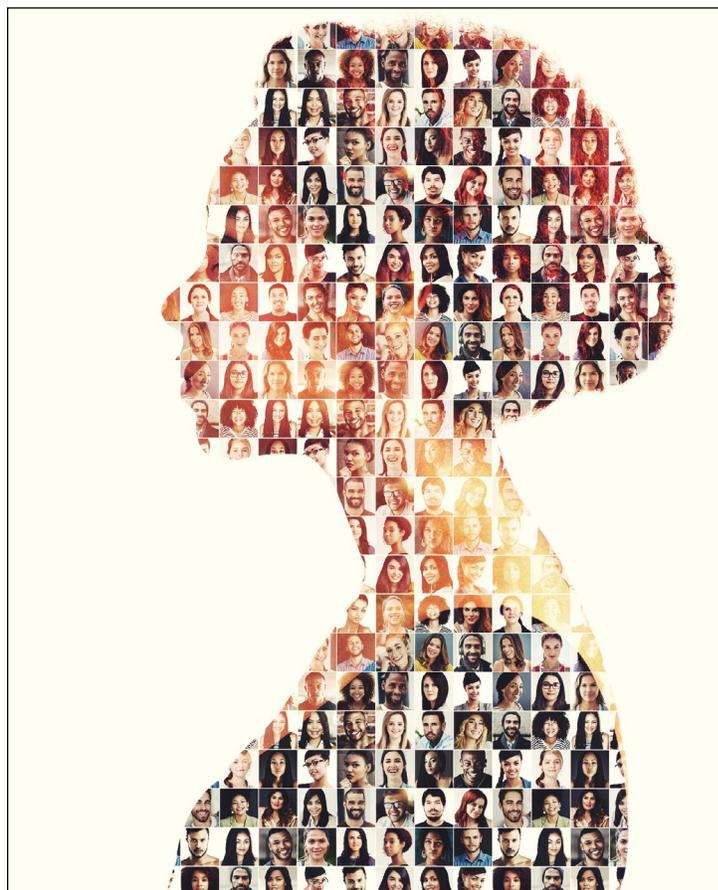


# Women in ATS schools: 8 data points for conversation

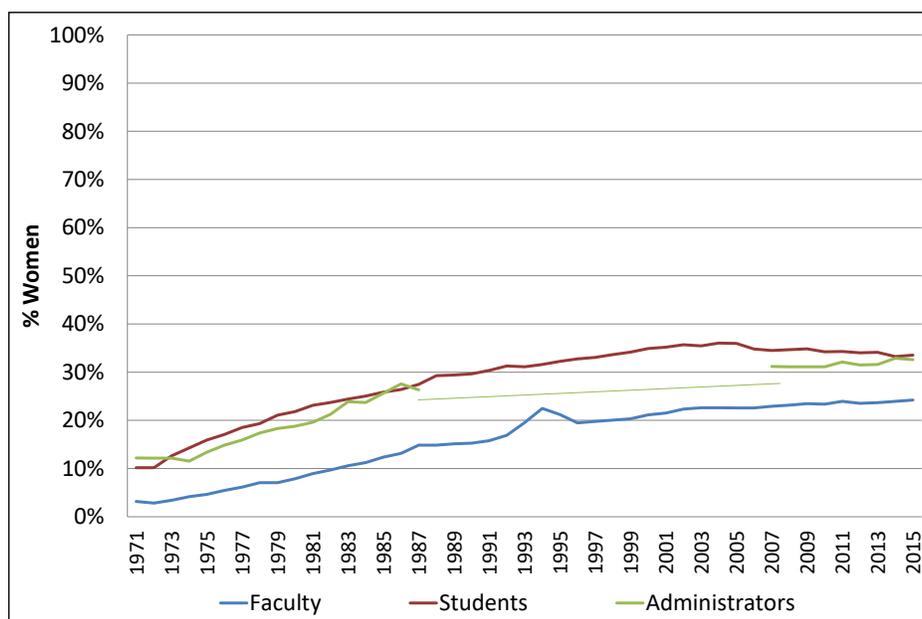
BY DEBORAH H.C. GIN AND CHRIS MEINZER

The following are select data about women in ATS schools and religious higher education. Originally compiled to inform conversations at the Women in Leadership pre-conferences to the 2017 Presidential Leadership Intensive and the Chief Academic Officers Society, these data points are worthy of discussion at any member school that aspires to greater representation and success of women among its students, faculty, or administrators. All data, unless otherwise noted, are from the Database of the Commission on Accrediting of The Association of Theological Schools.



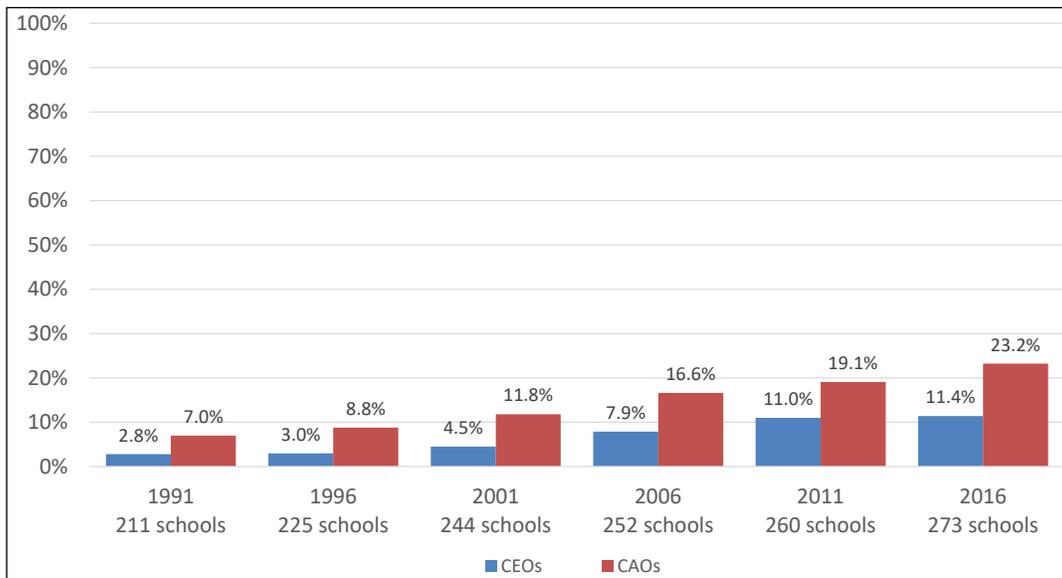
## 1 Percentage of women in ATS schools

Growth has slowed for all women groups in the past 20 years.



## 2 Percentage of women CEOs and CAOs

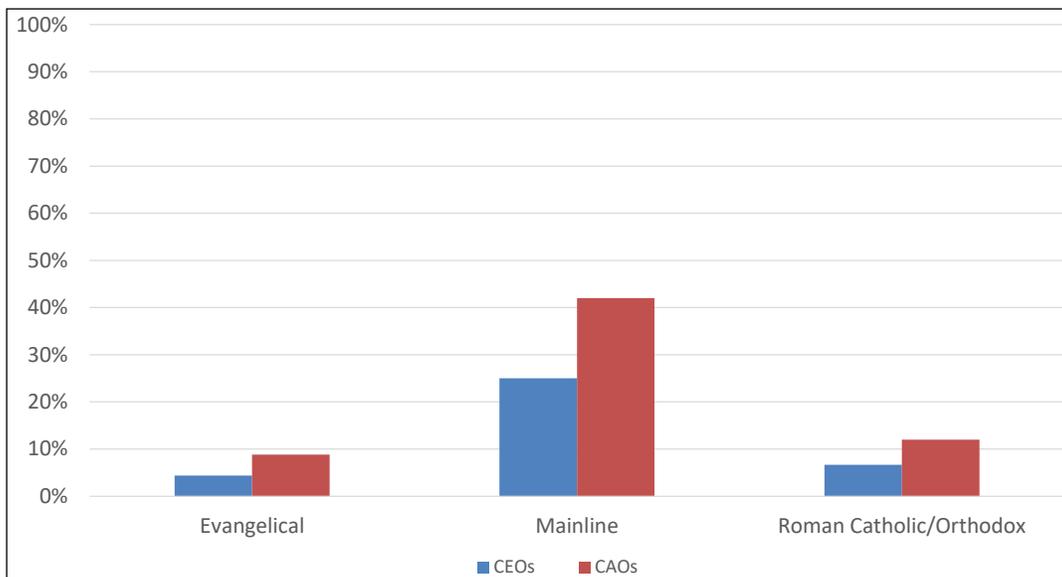
Growth has been steady but slow for women presidents and deans over the past 25 years and remains below 25%.



## 3 Percentage of women CEOs and CAOs by ecclesial family, fall 2016

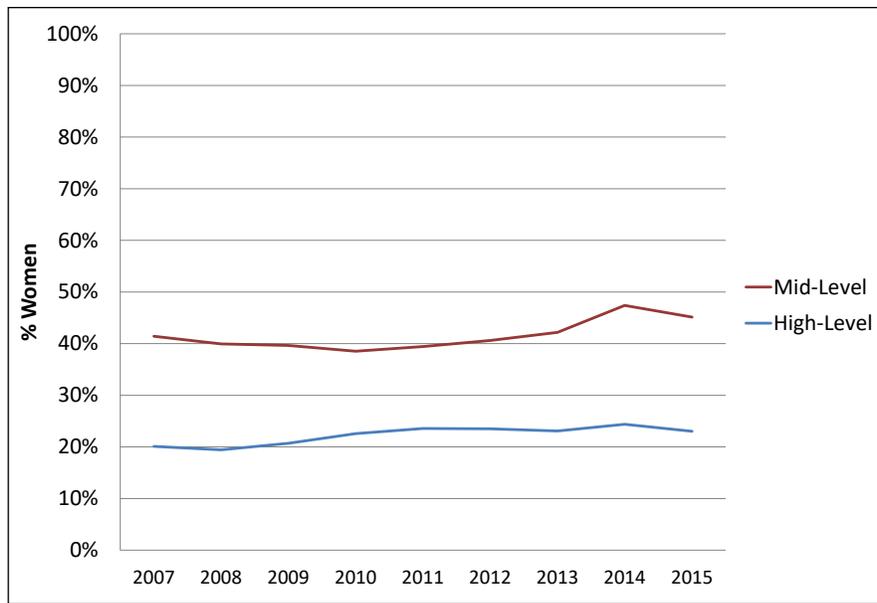
Women presidents and deans have greater representation in mainline Protestant schools.

Women occupy the president position at 25%, and the dean position at just over 40%, of mainline schools.



## 4 Percentage of women in mid-level and high-level administrator positions

Mid-level administrator positions experienced slightly higher growth over the past decade.



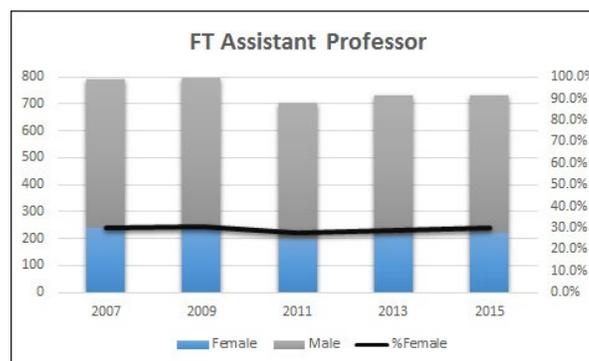
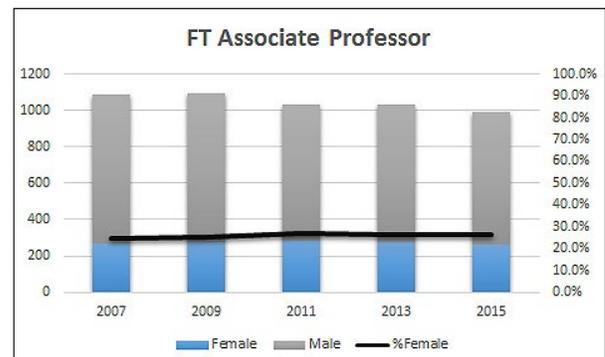
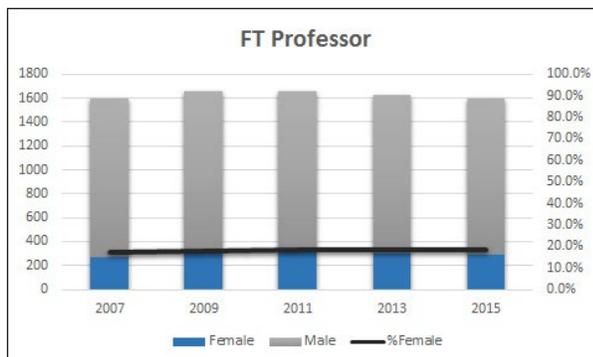
## 5 All administrative personnel positions by gender

The administrator roles occupied by majority women continue to be in mid-level positions.

	2016 % Female	2012 % Female
Financial Aid Officer	74%	88%
Registrar	73%	70%
Librarian Professional Staff	63%	60%
Director of Assessment	60%	65%
Alumni Officer	56%	53%
Director of Student Services	54%	40%
Development Professional Staff	53%	50%
Admissions Officer	52%	52%
Director of Continuing Education	48%	40%
Head Librarian	44%	43%
Recruitment Officer	43%	52%
Director of Field Education	43%	39%
Chief Financial Officer	37%	36%
Chief Development Officer	36%	36%
Dean of Students	32%	35%
Director of Ext./Distance Ed.	24%	21%
Director of Formation	24%	33%
Vice President for Administration	24%	28%
Director of Doctor of Ministry	23%	20%
Executive Vice President	22%	15%
Director of Graduate Studies	18%	21%
Information Systems Manager	14%	18%

## 6 Percentage of women among full-time faculty

Over the past decade, the percentage of women full-time faculty has stayed at under 20% for full professor, under 30% for associate professor, and at about 30% for assistant professor positions. The total number of full-time full professors has remained stable over the decade, while the number of associate and assistant professors has declined, the greatest loss occurring between 2009 and 2011 among assistant professors (100 fewer positions at this rank).



## 7 Characteristics of schools with majority women, 2016

Schools that have a majority of women students also have more women upper-level administrators and are majority-women faculty. Schools that are majority-women faculty are those with fewer faculty overall. These are statistically significant predictive relationships.

Schools with majority women students	Schools with majority women faculty
<ul style="list-style-type: none"> <li>• Ecclesial family: mainline Protestant</li> <li>• Higher percentage of women upper-level administrators</li> <li>• Has majority women faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Ecclesial family: mainline Protestant</li> <li>• Has majority women students</li> <li>• Has fewer total number FT faculty</li> </ul>

## Characteristics of schools (no known limits<sup>1</sup>) with majority women, 2016

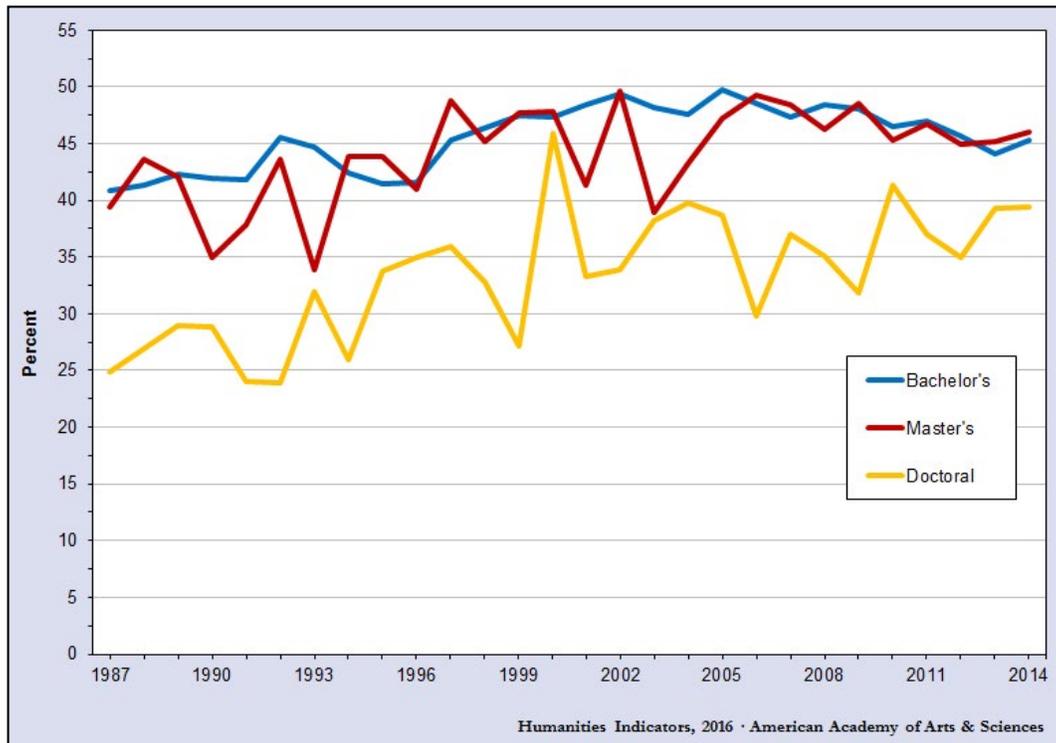
Among schools with no known limits to women in leadership, those most likely to be majority-women faculty are freestanding schools with a smaller faculty body, full-time women faculty, and a high number of mid-level women administrators.

Schools with majority women students	Schools with majority women faculty
<ul style="list-style-type: none"> <li>• Higher percentage of women upper-level administrators</li> <li>• Has majority women faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Has fewer number of total FT faculty</li> <li>• Has FT women faculty</li> <li>• Freestanding</li> <li>• Higher number of mid-level women administrators</li> </ul>

<sup>1</sup> No known limits to women in leadership, based on known doctrinal/theological positions.

## 8 The pipeline: percentages of bachelor's and graduate degrees in religion awarded to women

Bachelor's and master's degrees awarded to women have approached 50% over the past decade; doctoral degrees awarded to women, with one exception in 2000, continue under 40%. This may have implications for representation of women in faculty positions.



### Starting the conversation

These data points could help a board, administrative cabinet, or faculty launch a fruitful discussion along the following lines:

1. Where does our school fall on these measures? How are women represented among our students, faculty, and administration?
2. What are our aspirations? How might we define success beyond just the numbers that measure representation (e.g., policies, campus climate, applications, longevity of faculty and administrators, etc.)?
3. What impediments might be getting in our way of achieving our aspirations?
4. What would we need to change to reach our aspirational goals?

For more data to inform the conversation at your school, please email the authors listed below.



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