Working on the Workforce
Professional Development and Changing Work

Wednesday, October 16 | 2:15p.m. - 3:00p.m. CT
Session Type: Breakout Session
QR Code for Resources / Handouts
Panelists

Cynthia Aaronson
Senior Performance Consultant
Office of Human Resources
Northwestern University

Mark Berman
Associate Vice President &
Chief Information Officer
Siena College

Andy Brantley
President and CEO
College and University
Professional Association for
Human Resources (CUPA-HR)

Mitchell Davis
Vice President &
Chief Information Officer
Dartmouth College

Melissa Woo
Senior Vice President for
Information Technology &
Enterprise Chief Information
Officer
Stony Brook University
Higher Ed Leadership Pipeline Challenges
Age and Years in Position

- Median Age When Incumbents Started in Position
- Median Age of Incumbents Now

Overall:
- Median Age When Incumbents Started in Position: 46
- Median Age of Incumbents Now: 54

Top Executive Officers:
- Median Age When Incumbents Started in Position: 54
- Median Age of Incumbents Now: 60

Senior Institutional Officers:
- Median Age When Incumbents Started in Position: 47
- Median Age of Incumbents Now: 55

Institutional Administrators:
- Median Age When Incumbents Started in Position: 44
- Median Age of Incumbents Now: 52

Academic Deans:
- Median Age When Incumbents Started in Position: 51
- Median Age of Incumbents Now: 58

Associate/Assistant Deans:
- Median Age When Incumbents Started in Position: 48
- Median Age of Incumbents Now: 56

Heads of Units:
- Median Age When Incumbents Started in Position: 43
- Median Age of Incumbents Now: 51
Composition of Administrators by Race/Ethnicity and Sex

- **White**
  - Men: 41.7%
  - Women: 42.6%
  - Overall: 49%

- **Black/African American**
  - Men: 3.3%
  - Women: 4.5%
  - Overall: 3.3%

- **Hispanic/Latino**
  - Men: 1.7%
  - Women: 2.0%
  - Overall: 1.7%

- **Asian**
  - Men: 1.5%
  - Women: 1.3%
  - Overall: 1.5%

- **Other**
  - Men: 0.6%
  - Women: 0.1%
  - Overall: 0.6%

One square represents 0.5% of individuals.
Composition of Higher Education IT by Race/Ethnicity and Sex

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Men (74% Overall)</th>
<th>Women (26% Overall)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>58.9%</td>
<td>19.8%</td>
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<tr>
<td>Asian</td>
<td>5.0%</td>
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Representation by Sex and Race/Ethnicity in Higher Education IT Compared to Selected Populations

**Percentage Race/Ethnicity**

**College Student Population (NCES)**
- White: 58%
- Asian: 6%
- Black/African American: 14%
- Hispanic/Latino: 17%
- Other: 5%

**Computer and Mathematical Professions (BLS)**
- White: 62%
- Asian: 22%
- Black/African American: 8%
- Hispanic/Latino: 8%

**Higher Ed IT Overall**
- White: 79%
- Asian: 8%
- Black/African American: 6%
- Hispanic/Latino: 5%
- Other: 3%

**IT Staff**
- White: 74%
- Asian: 5%
- Black/African American: 10%
- Hispanic/Latino: 7%
- Other: 3%

**IT Professionals**
- White: 79%
- Asian: 8%
- Black/African American: 6%
- Hispanic/Latino: 5%
- Other: 3%

**IT Administrators**
- White: 88%
- Asian: 4%
- Black/African American: 3%
- Hispanic/Latino: 3%
- Other: 2%

*Percent White is an estimate as BLS does not separate Hispanic/Non-Hispanic Whites, and does not report an Other category.*
<table>
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#EDU19
Building Digital-Ready Culture in Traditional Organizations

Magazine: Summer 2019 Issue  •  Research Feature  •  May 21, 2019  •  Reading Time: 24 min

George Westerman, Deborah L. Soule, and Anand Eswaran

Digital, Leadership, Leading Change, Digital Business
Panelists

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What are your ideas?
Culture & Myth
Age, Demographics, DEI
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#EDU19
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Staff / Professional Development
Retention & Turnover
Team Building
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Session Evaluations

There are two ways to access the session and presenter evaluations:

1. In the online agenda, click on the “Evaluate Session” link.

2. From the mobile app, click on the session you want from the schedule > then scroll down or click on the associated resources > and the evaluation will pop up in the list.
Contact Information

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- Mark Berman, Assoc. VP & CIO, Siena College, mberman@siena.edu
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- Mitchell Davis, VP & CIO, Dartmouth College, mitchel.w.davis@dartmouth.edu
- Jim Phelps, Director of Enterprise Architecture & Strategy, University of Washington, phelps@uw.edu
- Melissa Woo, Senior Vice President for Information Technology & Enterprise Chief Information Officer at Stony Brook University, melissa.woo@stonybrook.edu

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