

# Persistent Gaps: Global and National Perspectives on Gender and Higher Education

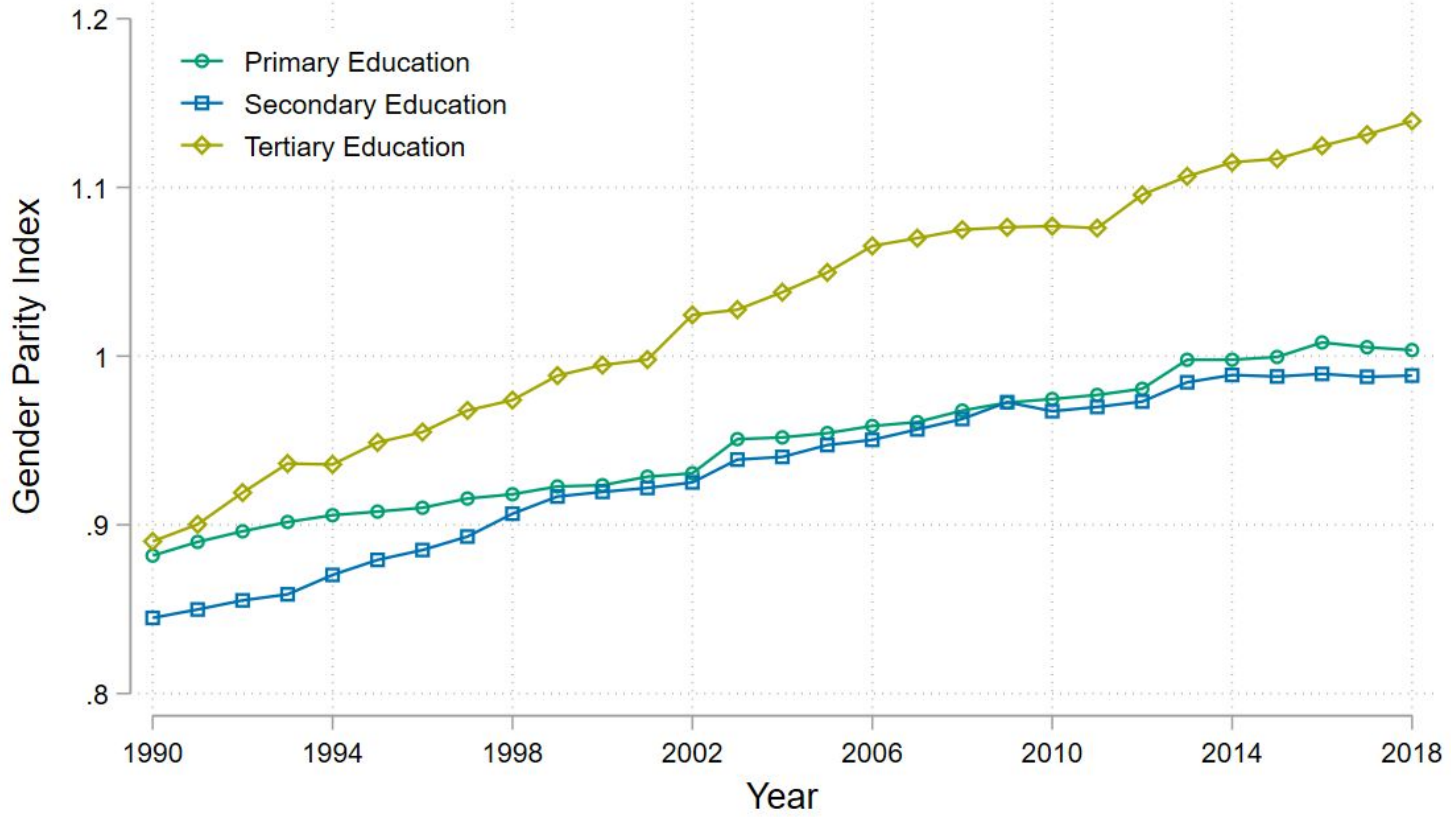
Professor Christine Min Wotipka | Stanford University



# Growing Participation of Women in Higher Education Bachelor's, Graduate, and Faculty

# Gender Parity Index of Gross Enrollment Ratios by Education Level (World)

Gender Parity Index of the Gross Enrolment Ratios by Education Level



Source: UNESCO/UIS (2018)

# Reasons for Growth in Women in Higher Education

## Global

- Attention to human rights post-World War II
- Independence of colonized countries
- Women's rights movements (global)

## National

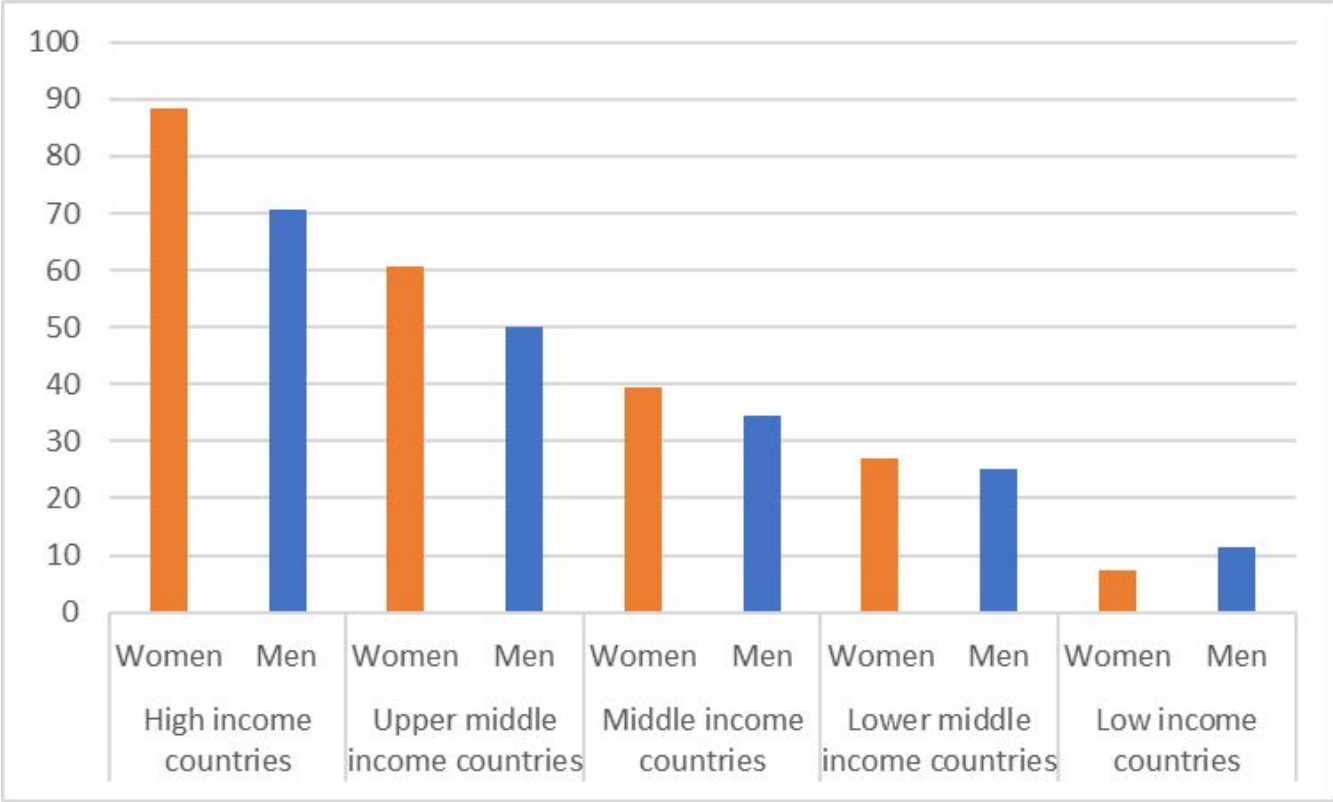
- Women's rights movements (national)
- Changed attitudes toward gender roles
- Decline in birth rates
- Need for teachers, skilled workers

## Social/Personal

- Need for more than one household income
- Personal growth and fulfillment
- Financial protection after loss of spouse
- Labor market discrimination

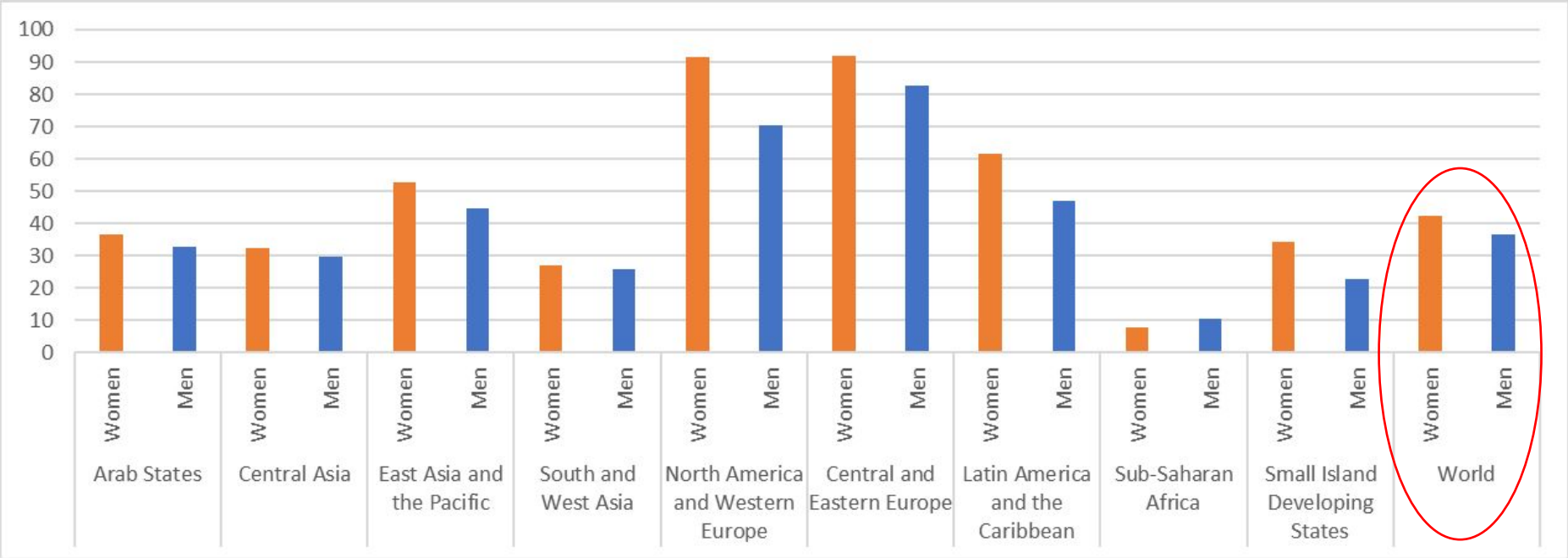
Women cannot afford not to  
complete higher education.

# Tertiary Enrollment by Income Level and Gender



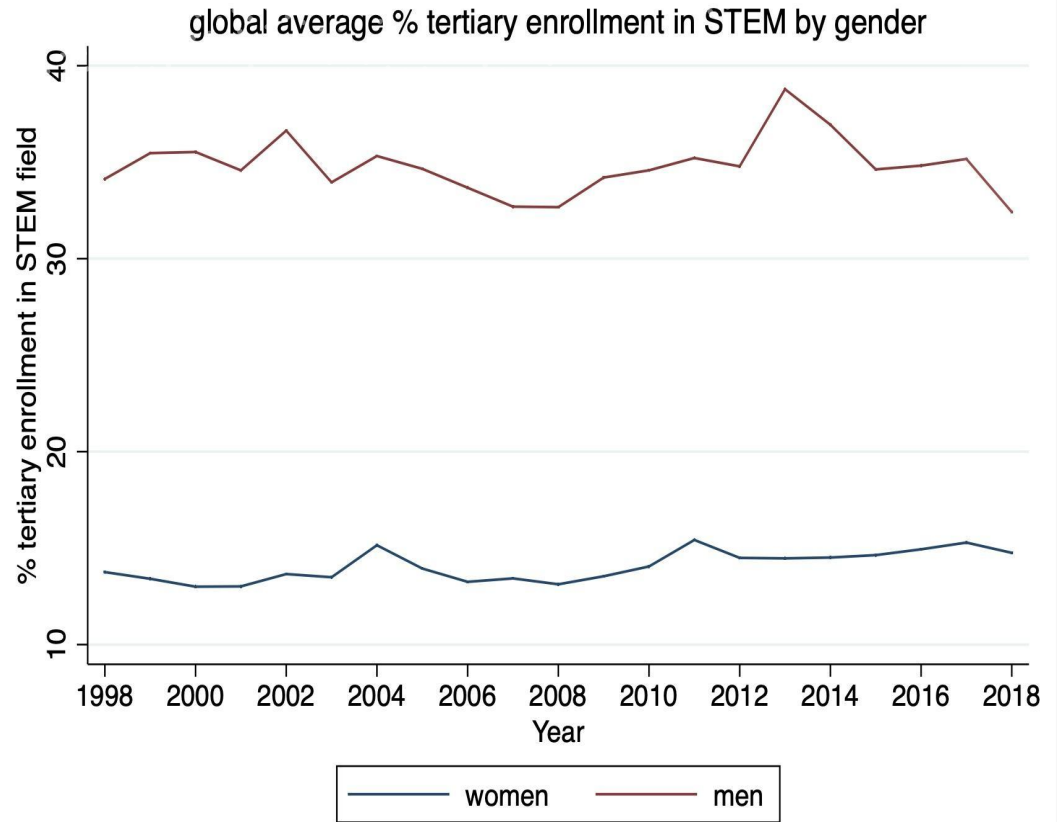
Source: UNESCO (2020)

# Tertiary Enrollment by Geographical Region and Gender



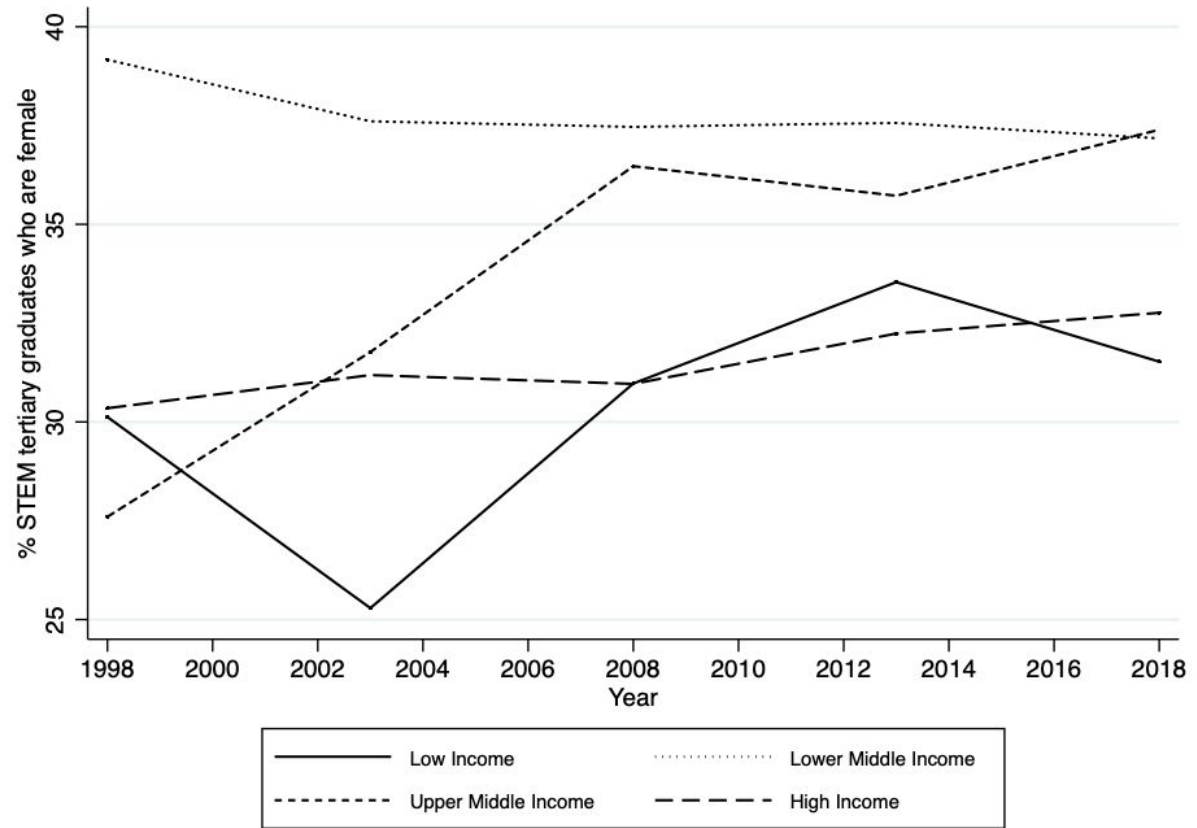
Source: UNESCO (2020)

# Global Average % Tertiary Enrollment in STEM by Gender, 1998-2018



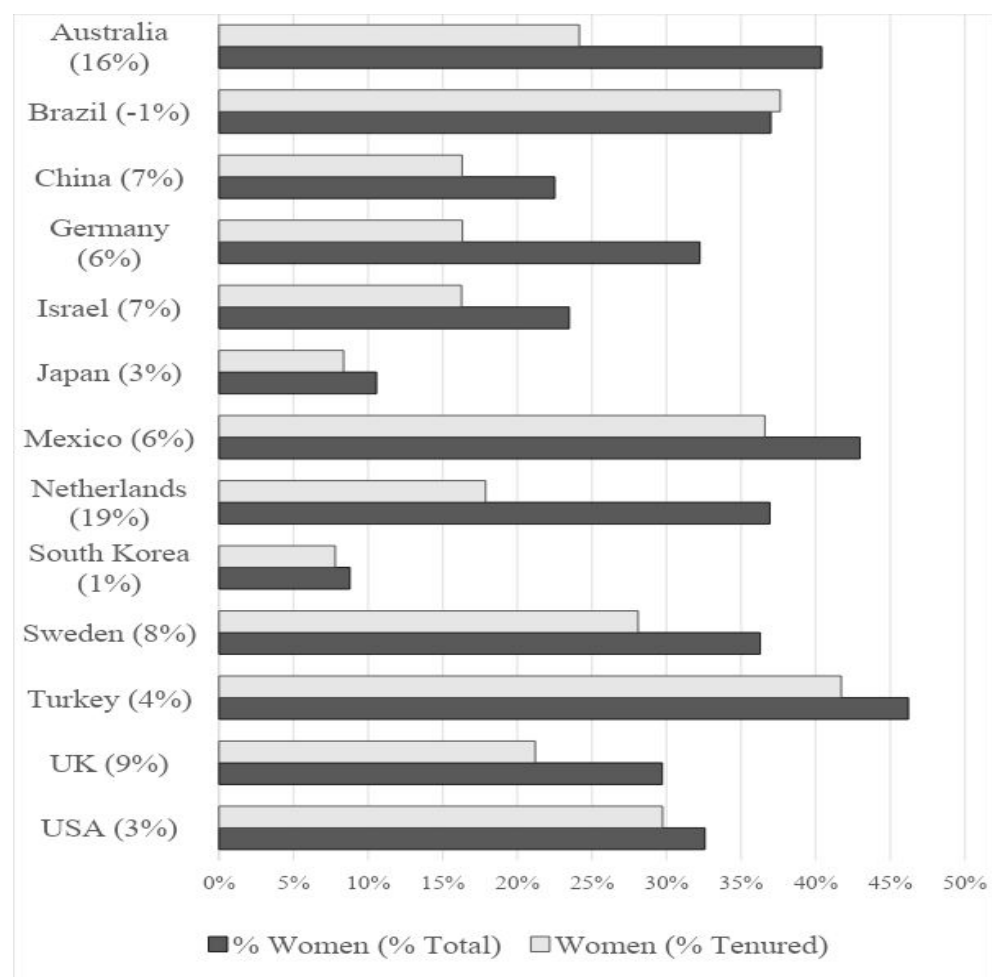


# Women's Share of STEM Graduates, by Level of Economic Development



# The Tenure Gap for Women Faculty

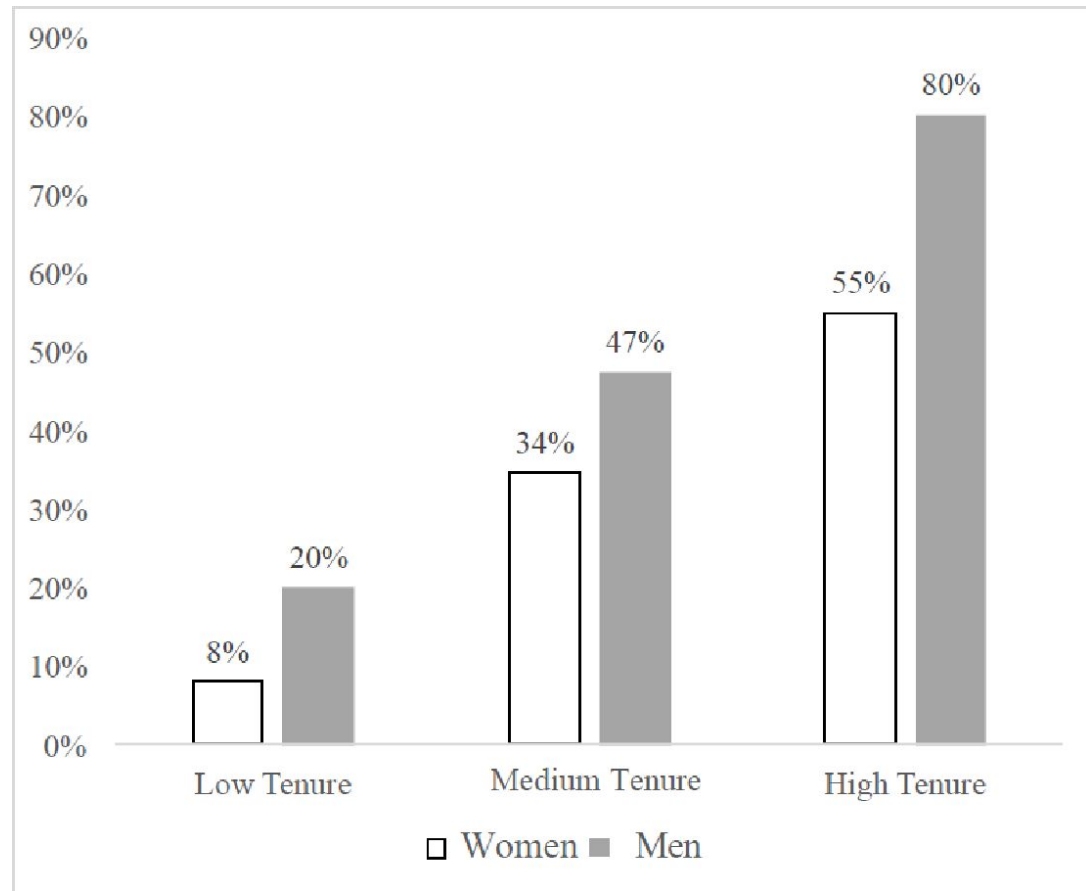
Women's share of all faculty compared with women's share of faculty with tenure, by country



Source: Nakagawa, Wotipka, and Buckner (2023)

# Share of Tenured Faculty

By gender in low, medium, and high tenure systems





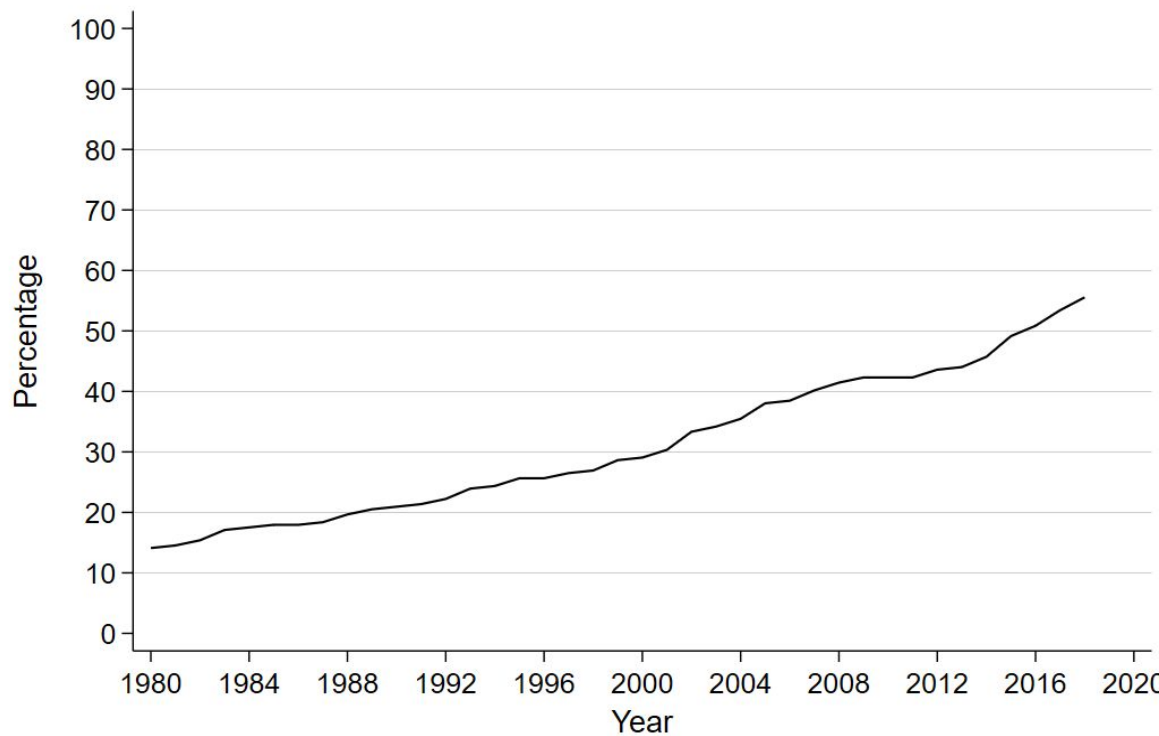
Availability of Women Ph.D.  
Graduates

Availability of  
Tenure Track  
Positions

Advancement  
to Tenure

The Leaky  
Pipeline for  
Women in  
Tenured  
Faculty  
Positions





Percentage of  
Institutions  
with a First  
Woman  
President  
within a national  
probability sample  
of HEIs in the U.S.,  
1980–2018



# Reasons for First Women Presidents

More tenured women faculty


More women students

Presence of gender studies programs\*\*

Presence of diversity-related offices

Influence of similar institutions

More women in state legislatures\*



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