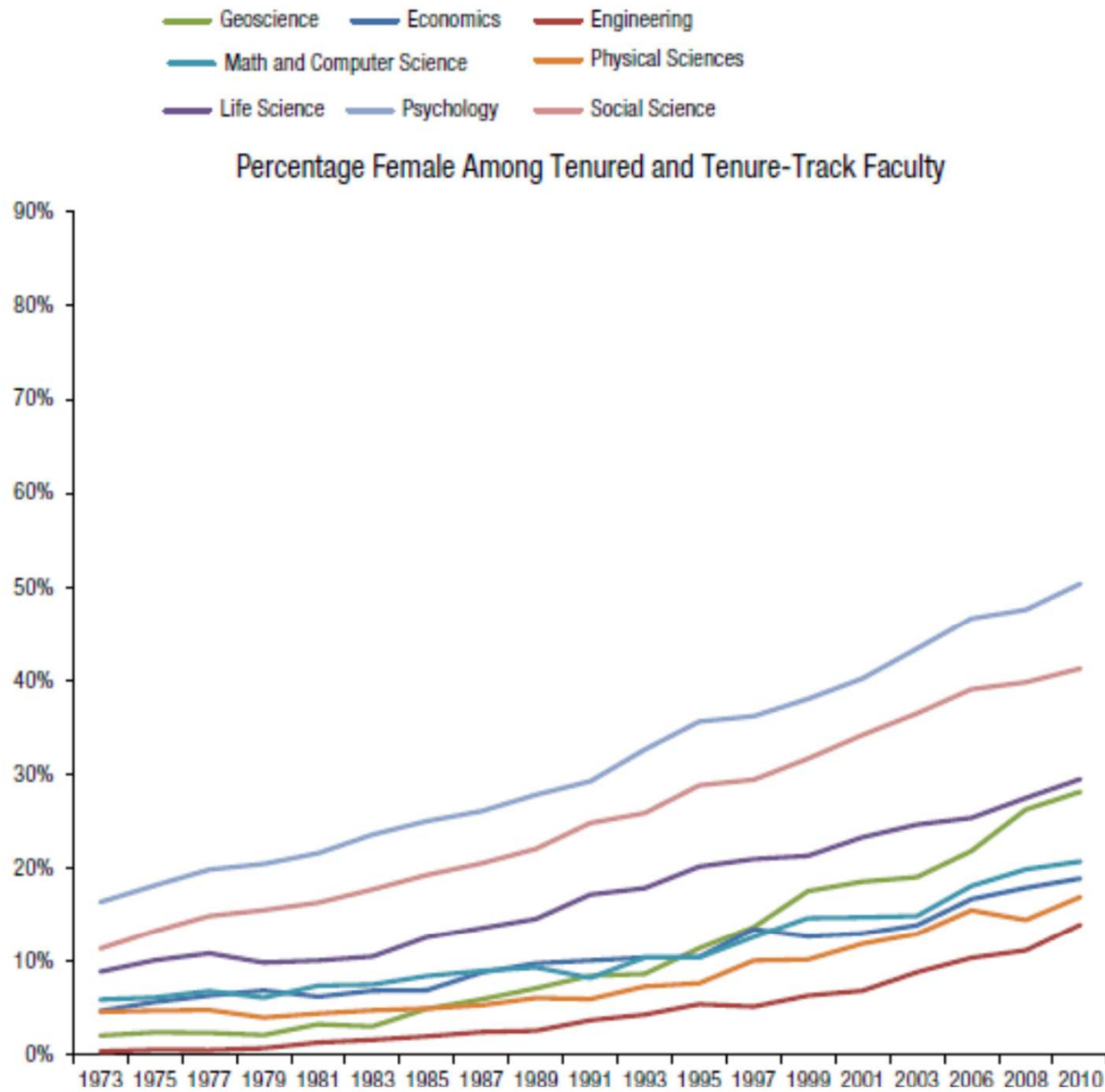


Why AFFECT?

- There are relatively few women in senior positions in finance.
- It seems that women are not advancing at the same rate as men.
- In many STEM fields the gender gap has narrowed. However, in economics it has not. Casual observation suggests that the gender gap is also not narrowing in finance.

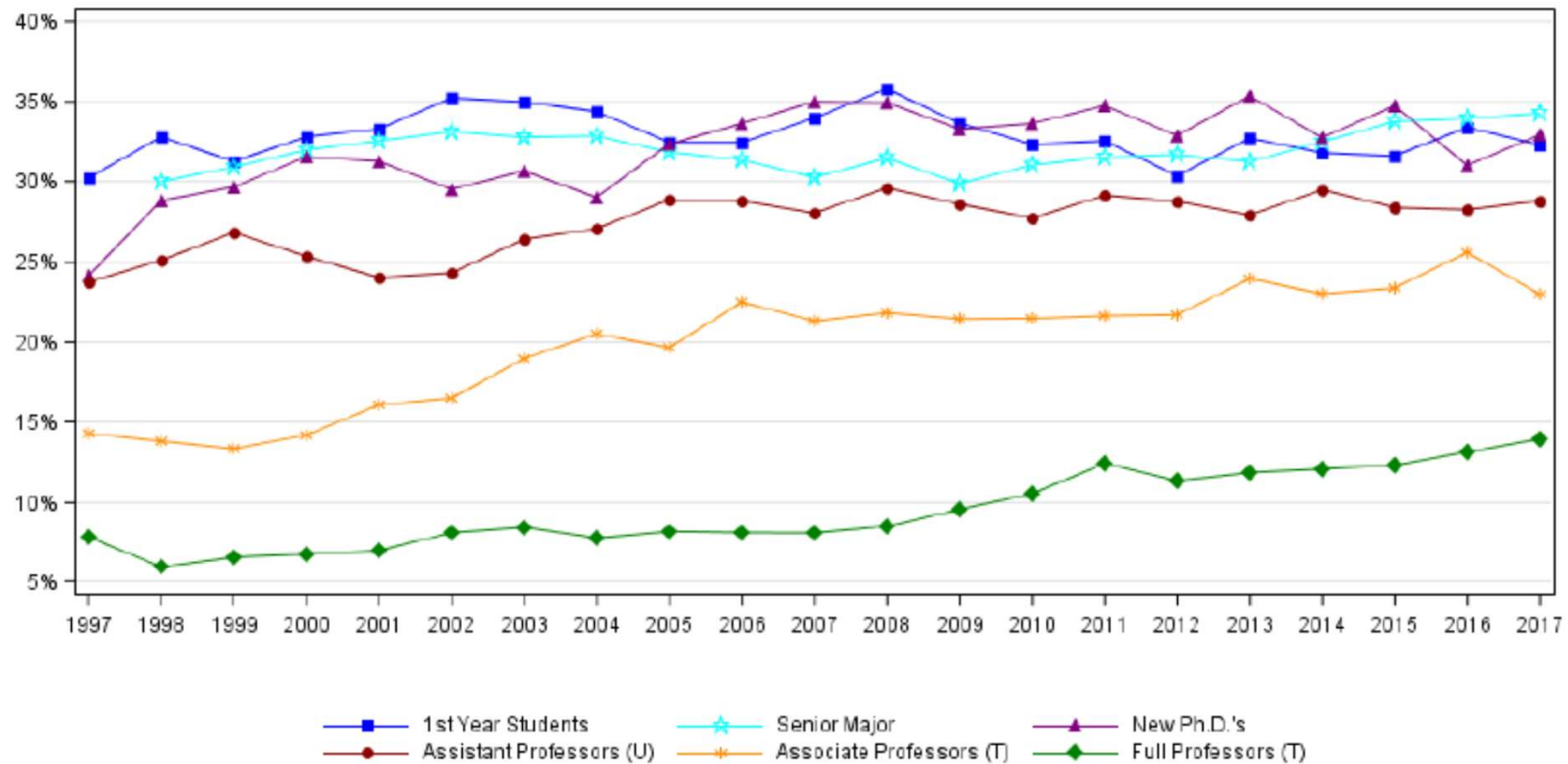


Source: Ceci, Ginther, Kahn and Williams (2014)

Fig. 4. Percentage female among tenure-track assistant professors (a) and among tenured or tenure-track faculty (b) from 1973 to 2010 as a function of field. Values shown are weighted percentages. Data shown here are drawn from the National Science Foundation's Survey of Doctorate Recipients (www.nsf.gov/statistics/srvydoctoratework).

CSWEP's 2017 Report of the Committee on the Status of Women in the Economics Profession

**Figure 1. Pipeline for Departments with Doctoral Programs:
Percent of Doctoral Students and Faculty who are Women, 1997-2017**

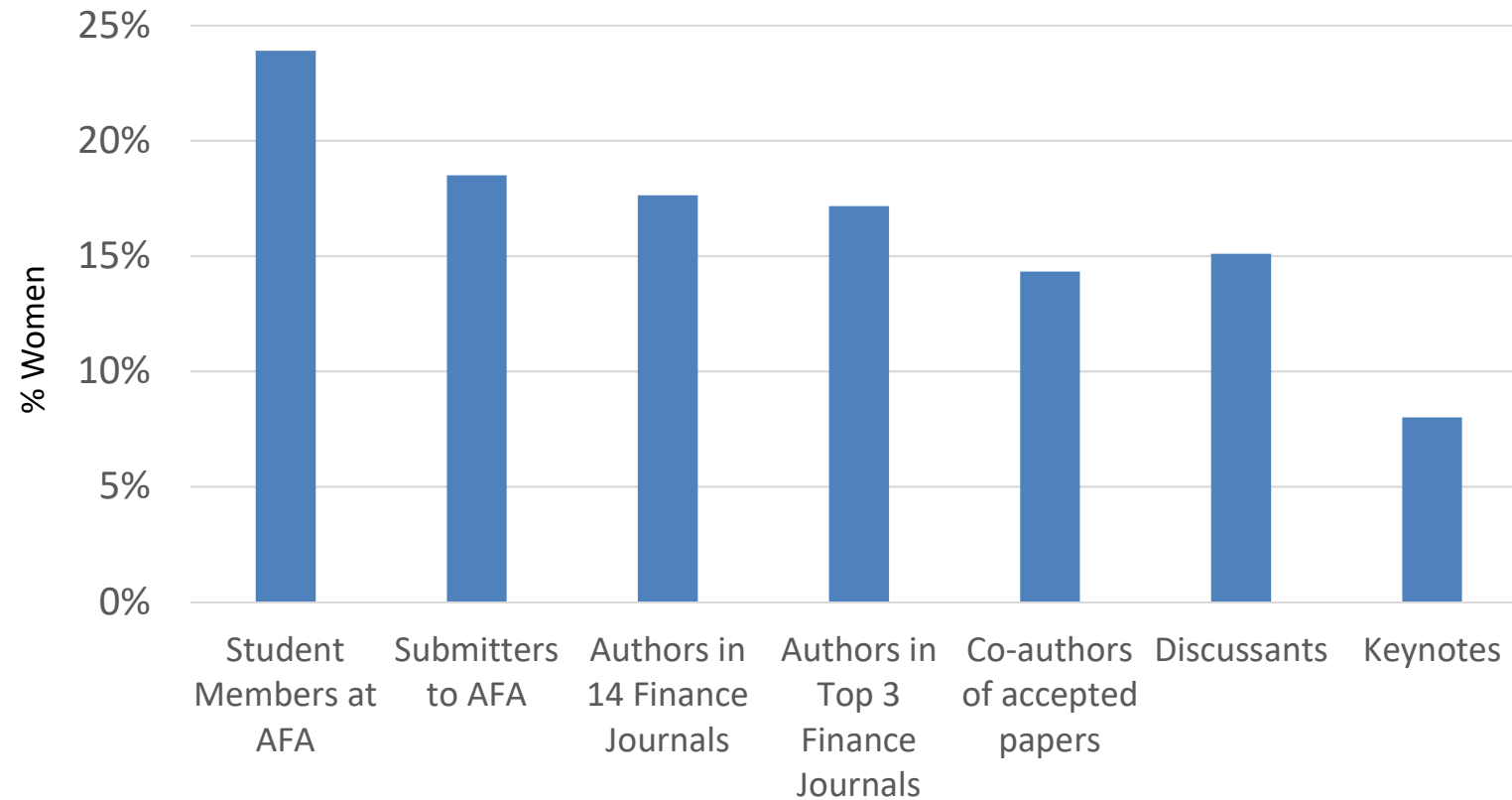


AFFECT's mission

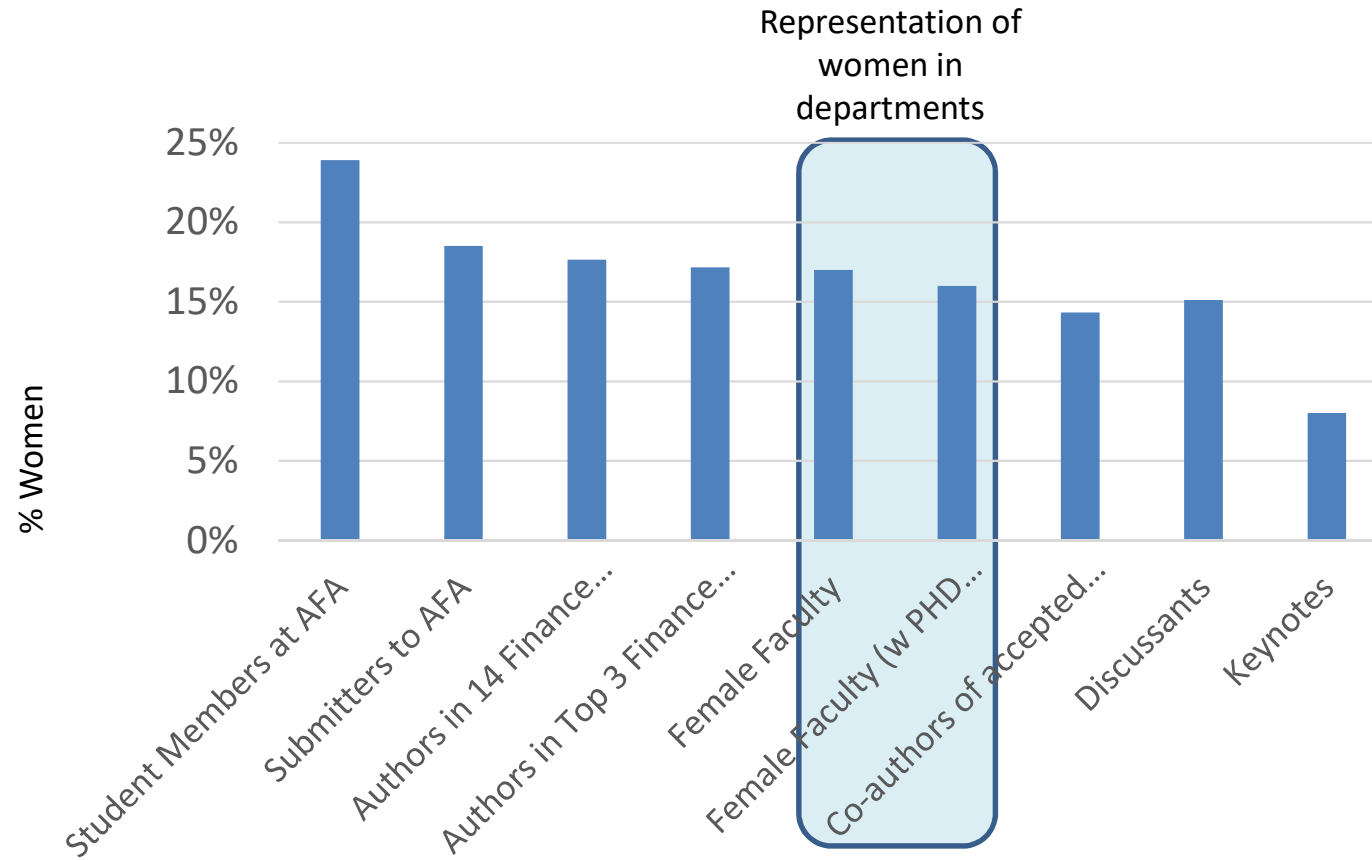
- Collect systematic data to better understand women's representation in finance
- To raise awareness
- To engage

- Please look at our website to see data and literature!

AFFECT 2017-2018: Representation of women in the profession



AFFECT 2019: Department survey



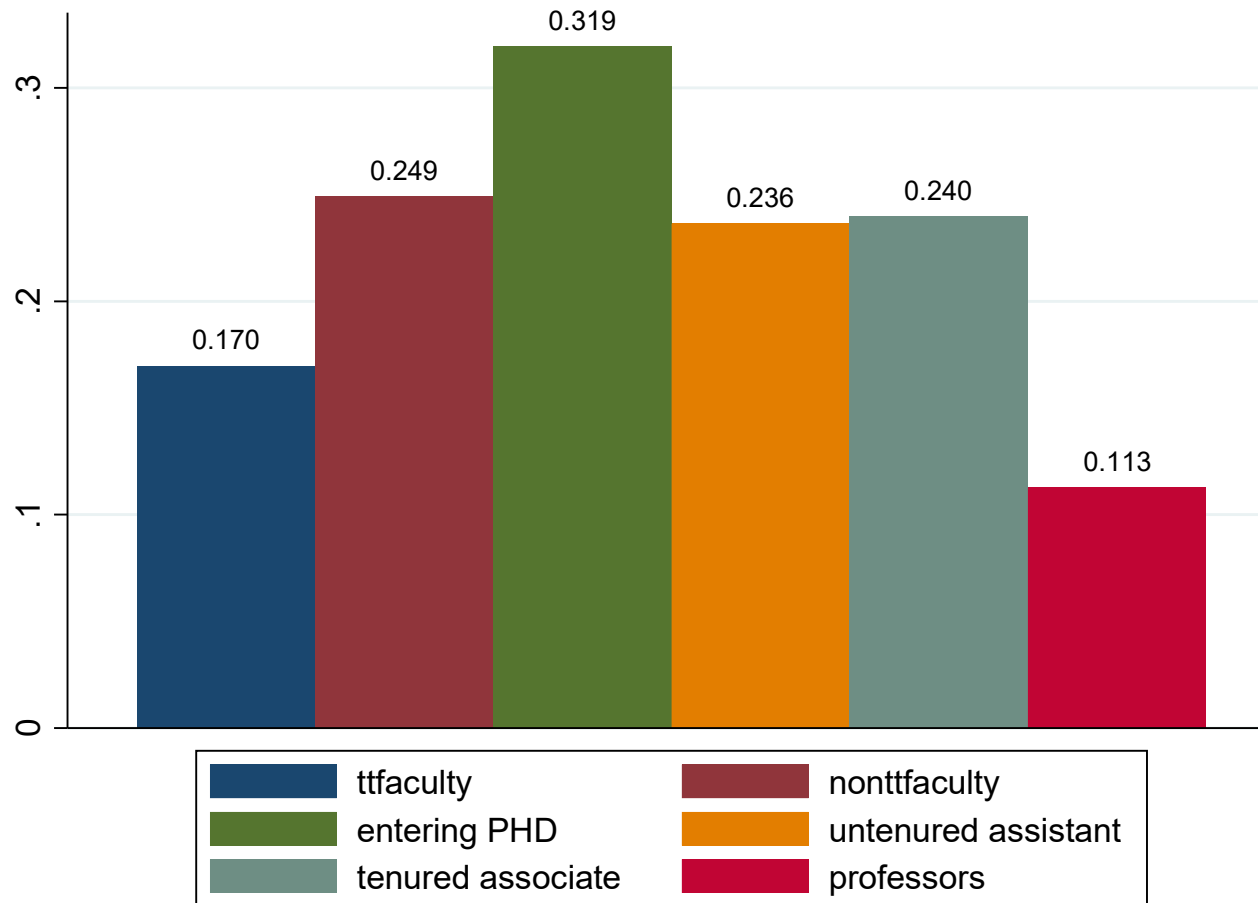
The AFFECT department survey

- We surveyed all universities on UT Dallas top 100 North America and Worldwide list: since there was an overlap it amounted to 126 universities in 14 countries
- The list was as of 2017
- We gathered department chair and administrator e-mails from websites and through contacts
- IRB approval was through LBS
- The survey was sent to department chairs with instructions to forward on to administrators
- We followed up with personal outreach due to many surveys ending up in spam folders
- 1 university opted out of the survey, overall response rate was 83.33% from 12 countries (11 surveys incomplete)

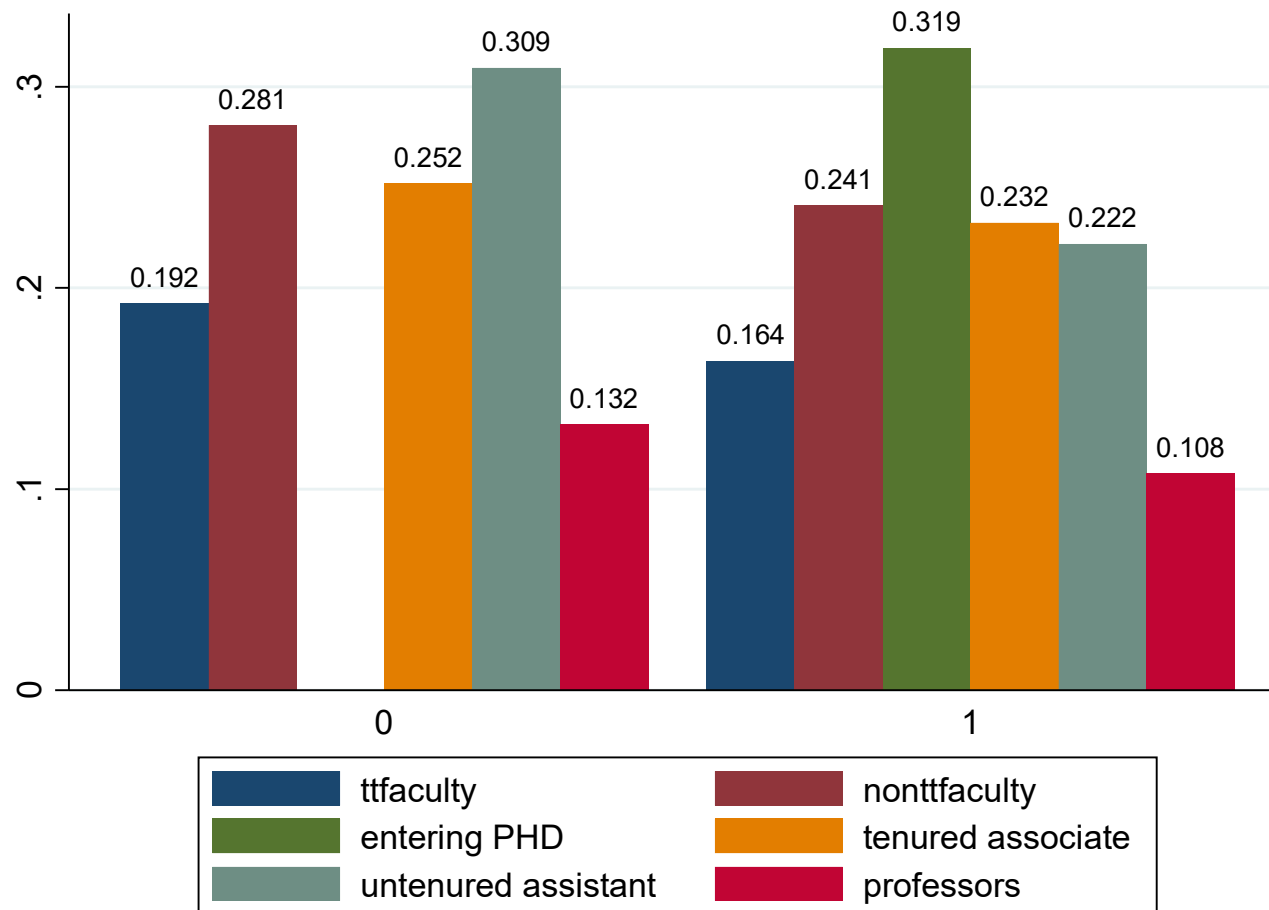
The basics

- All school that responded have at least one woman
- The average department has 17 tenure track faculty and 9 non tenure-track faculty
- 20 departments (19.42%) did not have a PhD program

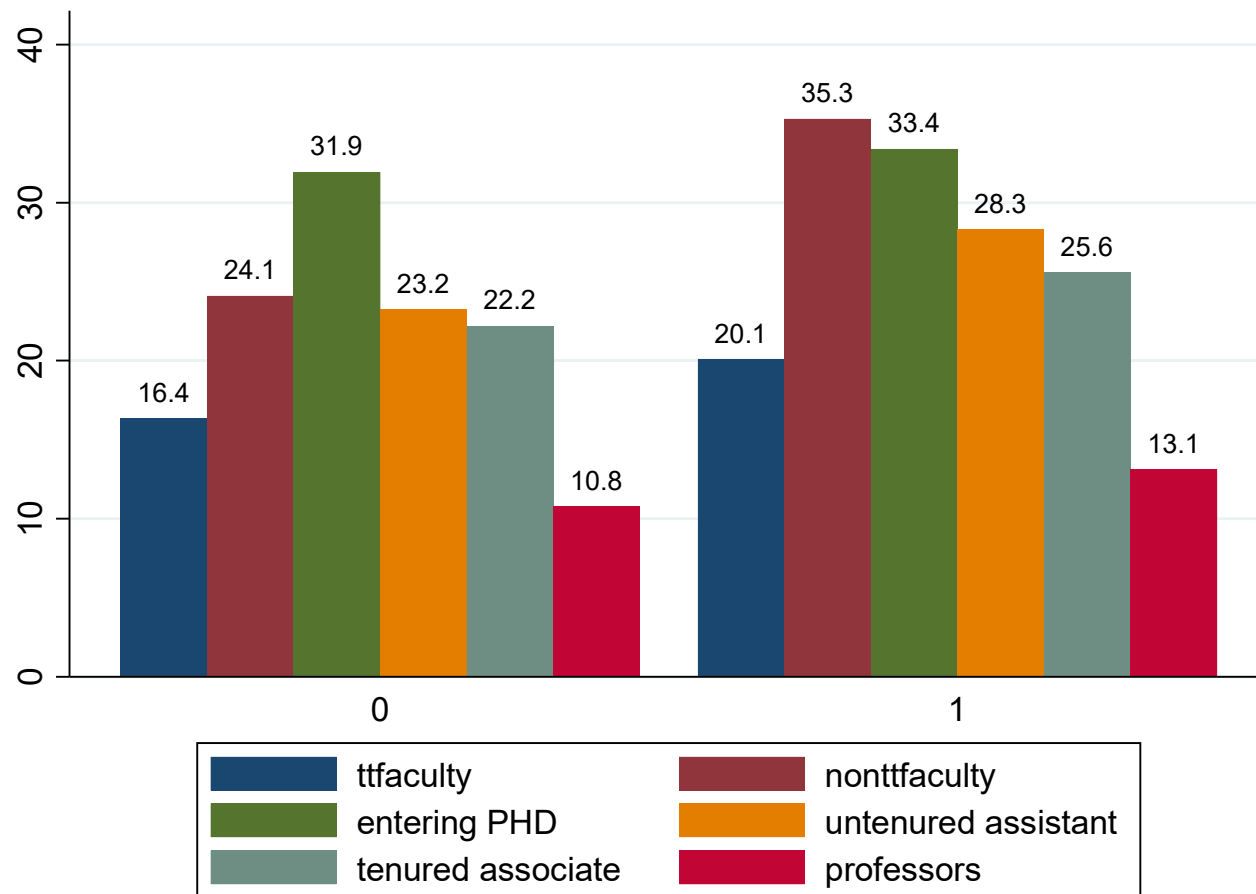
Faculty (gender) diversity



Faculty diversity by PhD program



Benchmarking against CSWEP (Economists=1)



As in Economics:

- The gender gap increases with rank
- The gender gap increases with increased research expectations (doctoral programs)
- BUT: On average, Finance does worse than Economics at every level!

Department survey

- Goal: yearly so can examine trends
- Please encourage your department chair to fill out data/forward to someone who will!

Input welcome!

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