

# Women in Leadership

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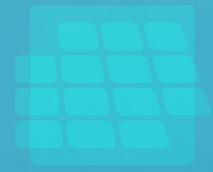
Anna Machaj, CIO, Vancouver Island University

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Gayle Gorrill, VPFO, University of Victoria

Brian Mackay, CIO, Thompson Rivers University

# From Gartner 2016 CIO Survey...



- Only 12.4% of total CIO's (all sectors) were women, number unchanged for 10 years!
- Tenure at organization before promotion to CIO: 3.9 years men, 6.6 years women

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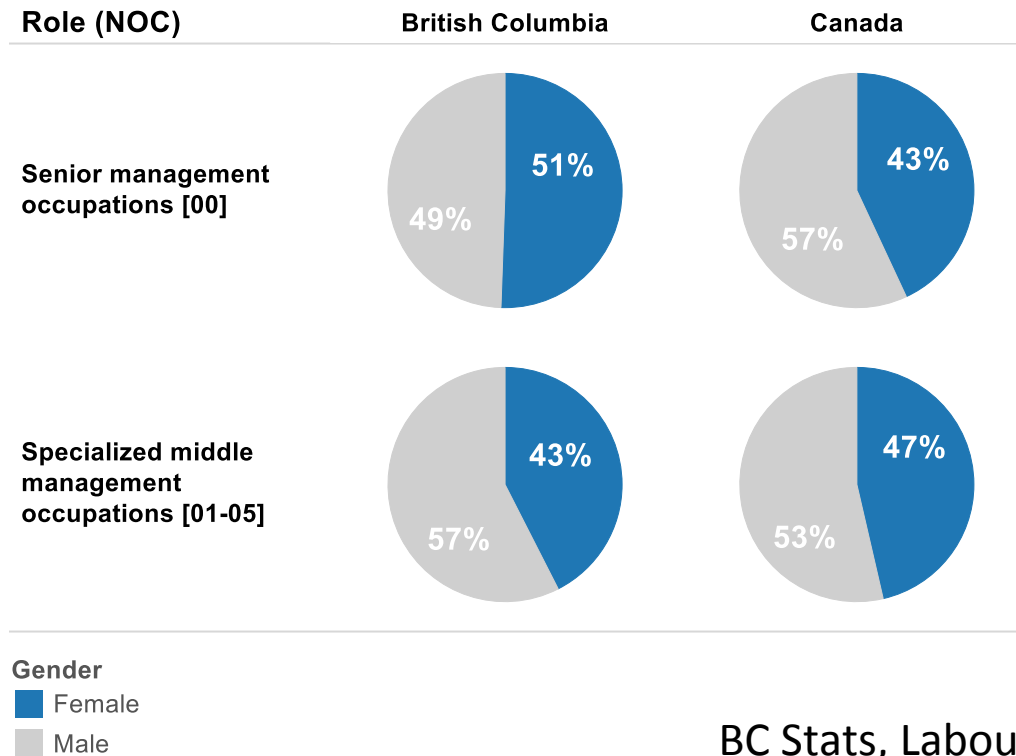
- When asked what they loved most about their roles, female CIO's and male CIOs had the identical top three preferences.
  - The top choice was **leadership/responsibility** female/male percentages (22% vs 15%);
  - followed by **impacting the business** (18% vs 15%) ,and ;
  - **being a change agent** (17% vs 13%).
- When asked what they most disliked about their roles, a notable difference arose.
  - Female CIO's most disliked aspect of the role was **politics**, with 27% of respondents choosing this option.
  - By comparison, only 9% of male CIOs chose politics.

# Higher Education



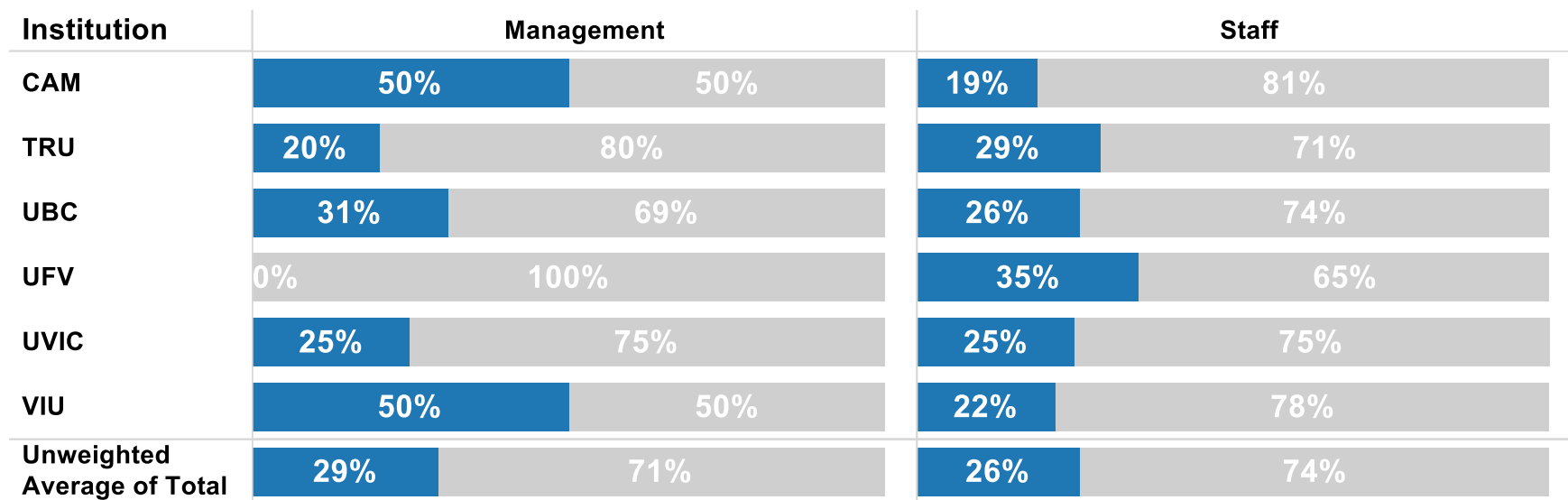
- BC: 24% of highest IT leadership position held by women
- Overall: CIO Position 21%-26% held by women (ECAR 2013)

# Female representation in Senior Management & Specialized Middle Management Occupations



BC Stats, Labour Market Statistics  
(March 2016)

# BC HE – Lower representation of Women to Men in both IT Staff and Leadership Roles



## Gender

Male

Female

# Notes



- Labour market data from BC Stats (March 2016).  
CANSIM-2820141- Table 282-0141 Labour force survey estimates (LFS), by National Occupational Classification (NOC) and sex, unadjusted for seasonality, monthly (persons x 1,000)(1,2,12)
- Clark, Elizabeth, *Gender Diversity among Higher Education CIOs*. Research Report Louisville, CO. EDUCAUSE Centre for Analysis and Research, September 27<sup>th</sup>, 2013 available from <https://net.educause.edu/ir/library/pdf/ERS1311.pdf>