



Advancing women in business.

NEW YORK
120 Wall Street, 5th Floor
New York, NY 10005
tel/ 212-514-7600
fax/ 212-514-8470

SAN JOSE
2825 North First Street, Suite 200
San Jose, CA 95134
tel/ 408-435-1300
fax/ 408-577-0425

TORONTO
110 Yonge Street, 11th Floor
Toronto, Ontario M5C 1T4
tel/ 416-815-7600
fax/ 416-815-7601

info@catalystwomen.org
www.catalystwomen.org

Women in Business: A Snapshot

Catalyst is the nonprofit research and advisory organization that works to advance women in business. Our dual mission: to enable women to achieve their full professional potential and to help employers capitalize fully on women's talents and abilities. We have offices in Toronto, New York City, and San Jose.

Women Corporate Officers and Top Earners

Source: Catalyst, 2002 *Catalyst Census of Women Corporate Officers and Top Earners*

Corporate Officers

- 15.7% of corporate officers in Fortune 500 companies are women (2,140 of 13,673 total).
- 191 women hold the highest-ranking corporate officership positions – 7.9% of the 2,412 individuals with titles of chairman, vice chairman, CEO, president, COO, SEVP, and EVP.
- Women fill only 9.9% of the total line positions held by corporate officers compared to men who fill 90.1%. Line positions are those with revenue-generating or profit-and-loss responsibility.

Top Earners

- 118 women are among the five most highly compensated officers in each company – 5.2% of 2,259 top earners. This percentage has more than tripled since 1995 – from 1.2% (29 women).

Companies

- 4129 Fortune 500 companies (85.8%) have at least one woman corporate officer; 12% have women filling at least one quarter of their officer positions.

Women on Corporate Boards

Source: Catalyst, 2003 *Catalyst Census of Women Board Directors*

Board Seats

- Women hold 13.6% of board seats in the Fortune 500 in 2003, up from 9.6% in 1995.
- Women of color hold 3.0% of the board seats at the 415 companies on which we have data*

Companies

- 54 companies in the Fortune 500 have 25% or more women board directors, up from 11 in 1995.
- The top 100 companies ranked by revenue in the Fortune 500 have at least one woman director.

Women Making it to the Top

Source: Catalyst, *Women in U.S. Corporate Leadership: 2003* (2003)

Catalyst, *Women of Color in Corporate Management: Three Years Later* (2002)

How women succeeded:

- Consistently exceeding expectations (69%)
- Successfully managing others (49%)
- Developing a style with which male managers are comfortable (47%)
- Having a recognized expertise in a specific content area (46%)

How women of color succeeded:

- Access to high-visibility assignments (62%)
- Performing over and above expectations (57%)
- Communicating well (57%)
- Having an influential mentor or sponsor (52%)

*Because the racial/ethnic composition of board members is not publicly available, Catalyst can collect this information only from those companies that are willing to provide it

What holds women back from top management?

- *Women executives say:*
 - * Lack of significant general management/line experience (47%)
 - * Exclusion from informal networks of communication (41%)
 - * Stereotyping and preconceptions of women's roles and abilities (33%)
- *CEOs say:*
 - * Lack of significant general management/line experience (68%)
 - * Failure of senior leadership to assume accountability for women's advancement (37%)

What holds women of color back?

- Lack of influential mentor or sponsor (48%)
- Lack of informal networking with influential colleagues (41%)
- Lack of company role models who are members of the same race/ethnic group (33%)
- Lack of high-visibility assignments (29%)

Women Making it to the Top

WOMEN CEOs

Source: *Fortune*, April 14, 2003

There are 8 female CEOs in the Fortune 500 and a total of 17 in the Fortune 1000:

Fortune 500

- **Carleton S. Fiorina, Hewlett-Packard Company (#14)**
- **Anne M. Mulcahy, Xerox (#116)**
- **Mary Sammons, Rite Aid Corporation (#125)**
- **Patricia F. Russo, Lucent (#141)**
- **S. Marce Fuller, Mirant (#259)**
- **Andrea Jung, Avon Products (#280)**
- **Eileen Scott, Pathmark Stores (#406)**
- **Marion O. Sandler, Golden West Financial Corporation (#425)**

Fortune 501-1000

- Dona Davis Young, Phoenix Companies (#581)
- Dorrit Bern, Charming Shoppes (#586)
- Mary Forte, Zale (#636)
- Pamela Forbes Lieberman, Truserv (#639)
- Cinda A. Hallman, Spherion Corporation (#646)
- Pamela Kirby, Quintiles Transnational (#672)
- Stephanie Streeter, Banta (#865)
- Margaret Whitman, ebay (#946)
- Patricia Gallup, PC Connection (#961)

Want More Information?

Order Catalyst's Series on Women in Corporate Leadership

Publications

- *Catalyst Census of Women Directors of the Fortune 1000*
- *Catalyst Census of Women Corporate Officers & Top Earners*
- *Women in U.S. Corporate Leadership: 2003*
- *Women of Color in Corporate Management: Three Years Later*

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About Catalyst: Catalyst is the nonprofit research and advisory organization working to advance women in business and the professions. The leading source of information on women in business and the professions for the past four decades, Catalyst has the knowledge and tools that help employers and women maximize their potential. For more

information, please call Catalyst at (212) 514-7600 or visit our website at www.catalystwomen.org.

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2825 North First Street, Suite 200, San Jose, CA 95134;

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