
DECONSTRUCTING THE PAST RECRUITMENT SEASONS

Denice Denton and Ron Irving

May 14, 2004

UWADVANCE

University of Washington Center for Institutional Change

The Bottom Line and Diversity

- Catalyst study connecting gender diversity and financial performance for 353 Fortune 500 companies (5 industries)
- Measured Return on Equity (ROE) and Total Return to Shareholders (TRS)
- Companies with highest representation of women on their top mgmt. teams
 - 35.1% higher ROE
 - 34% higher TRS
- http://www.catalystwomen.org/publications/executive_summaries/financialperformance.pdf

Deconstructing Faculty Recruitment

# women hires versus # total hires	College of Arts and Sciences	College of Engineering
2001-2002	0/3	2/7
2002-2003	4/16	3/5