K-12 IT Leadership by Gender: Brief Analysis of 2014 CoSN IT Leadership Survey Data

Recent media attention has focused on the under-representation of women in high-tech fields and raised questions about gender representation in the K-12 sector.

CoSN has been asked what our 2014 CoSN IT Leadership Survey reveals about current gender equity in school district technology leadership. Analysis of the survey, cross-tabulated by gender, provides sufficient data to make some preliminary conclusions. **The overall picture our data paints? Men are in more leadership positions and earn more money, yet women are better educated, have been in the field longer, and have held leadership positions for longer.**

MAJOR FINDINGS ON GENDER IN K-12 IT LEADERSHIP POSITIONS

These findings are based on a small subsample (231 respondents provided gender data) of the CoSN 2014 K-12 IT Leadership Survey, as not all survey respondents provided gender data.[1] CoSN views these findings on gender as preliminary, but thinks that they raise important questions around fairness, compensation, and leadership positions for women in K-12 technology. Without question, this area merits further study and more data gathering in the next CoSN IT Leadership Survey, as well as additional research efforts by others in the field.
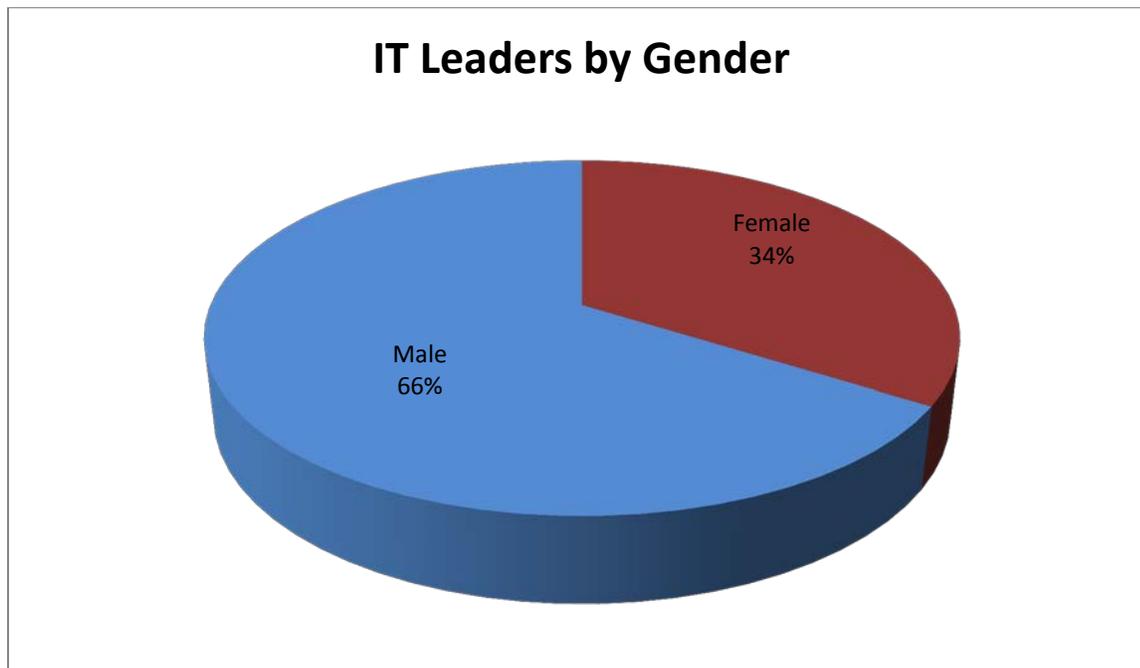
- **FINDING #1: Women are less represented in K-12 IT leadership positions than men.**
- **FINDING #2: Women in K-12 IT leadership positions earn less than men.**
- **FINDING #3: Women in K-12 IT leadership positions have less prestigious titles than men.**
- **FINDING #4: Women in K12 IT leadership positions have higher levels of education than men.**
- **FINDING #5: Women have been in this field longer and held their positions longer than men have.**

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[1] This survey was conducted in January 2014 and was distributed to over 29,000 identified school district IT leaders across the country with over 400 complete responses to the full survey. The full survey response provides a 95% reliability and 5% validity response rate.

ANALYSIS

- **FINDING #1: Women are less represented in IT Leadership Positions in K-12**

66% of respondents to the IT Leadership Survey were men and 34% were women. National labor statistics indicate women constituted 46.8% of the total workforce and 51.4% of management and professionals in 2013.[2] The CoSN survey data is consistent with research on women in other IT sectors: "as of January 2013, women accounted for about 31 percent of the IT workforce—a percentage that has fluctuated little since 2008.[3]"
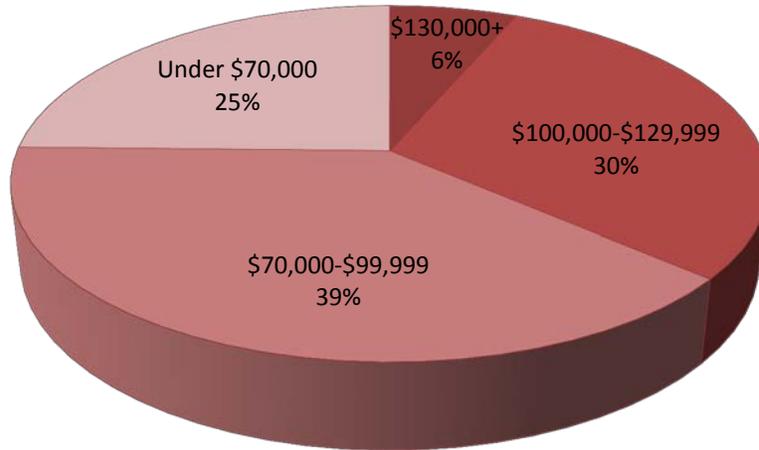
[2] Catalyst. Quick Take: Women in the United States. New York: Catalyst, 2014.
[3] http://www.eweek.com/it-management/women-underrepresented-in-high-tech-jobs-it-management/

- **FINDING #2: Women in K-12 IT Leadership positions earn less than men.**

Salary data from the 2014 CoSN IT Leadership Survey shows that men's salaries trend higher than women. 48% of males earn $100,000 or more, but only 36% of women fall into that income bracket. At the low end of the pay scale, just 15% of men earn under $70,000 vs. 26% of women.
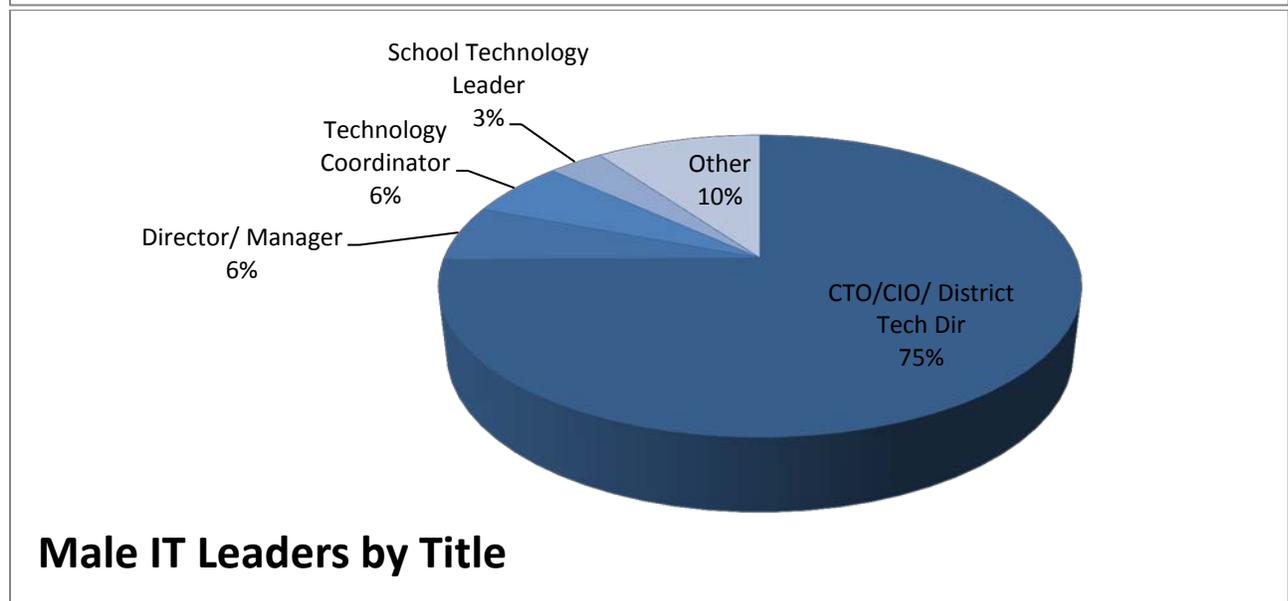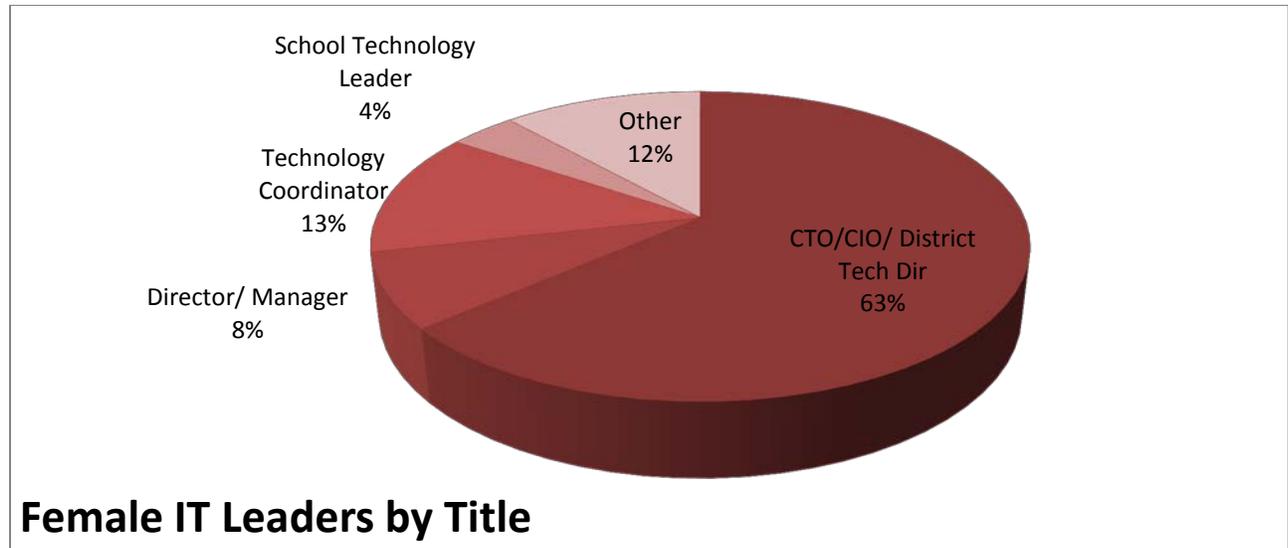

Female IT Leaders by Salary

Under $70,000 — 25%
$130,000+ — 6%
$100,000-$129,999 — 30%
$70,000-$99,999 — 39%

Male IT Leaders by Salary

Under $70,000 — 15%
$130,000+ — 17%
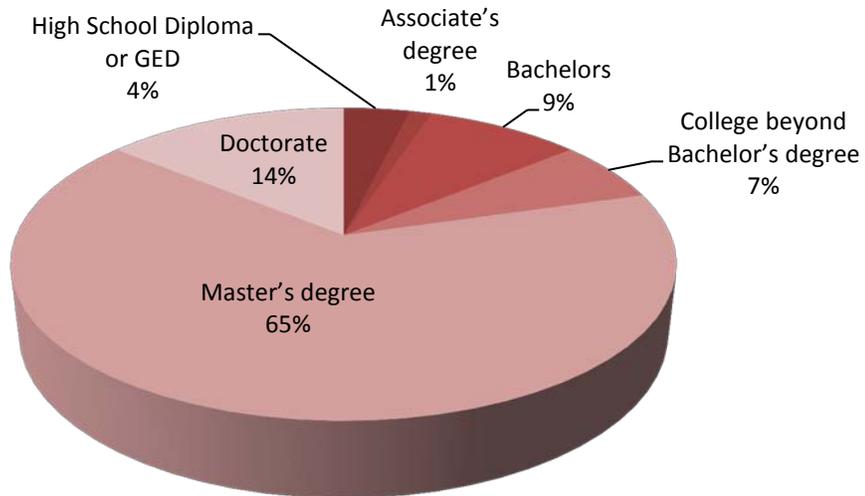$100,000-$129,999 — 31%
$70,000-$99,999 — 37%

- **FINDING #3: Women in K-12 IT leadership positions have less prestigious titles than men.**

Titles for women tend to suggest more intermediate positions—25% of women hold a Manager, Coordinator, School Technology Leader, or Director title vs. 15% of men. Conversely, 75% of men hold higher end titles such as Chief Technology Officer, Chief Information Officer, or District Director of Technology, higher than the 63% of women who have similar titles. Cross-tabulating this data by size of district, poverty level of the district, or location of district did not show statistically significant differences.

Female IT Leaders by Title

School Technology Leader 4%
Technology Coordinator 13%
Director/ Manager 8%
Other 12%
CTO/CIO/ District Tech Dir 63%

Male IT Leaders by Title

School Technology Leader 3%
Technology Coordinator 6%
Director/ Manager 6%
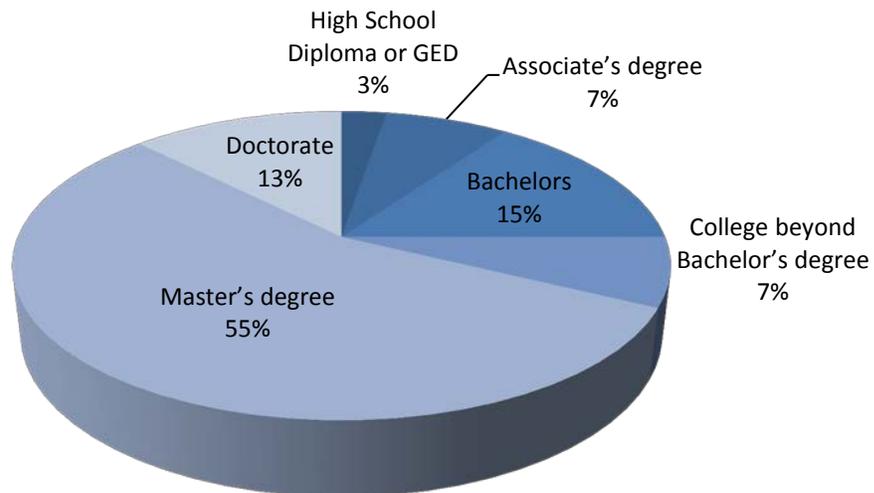Other 10%
CTO/CIO/ District Tech Dir 75%

- **FINDING #4: Women in K12 IT leadership positions have higher levels of education than men.**

According to the CoSN 2014 K-12 IT Leadership Survey, 79% of women in school district leadership positions have graduate degrees vs. 68% of men. In contrast, 25% of the men report having a bachelor's degree or less vs. 14% of women.


High School Diploma or GED 4%
Associate's degree 1%
Bachelors 9%
College beyond Bachelor's degree 7%
Doctorate 14%
Master's degree 65%

Female IT Leaders Educational Background

High School Diploma or GED 3%
Associate's degree 7%
Bachelors 15%
College beyond Bachelor's degree 7%
Doctorate 13%
Master's degree 55%

Male IT Leaders Educational Background

- **FINDING #5: Women have been in this field longer and held their positions longer than men have.**
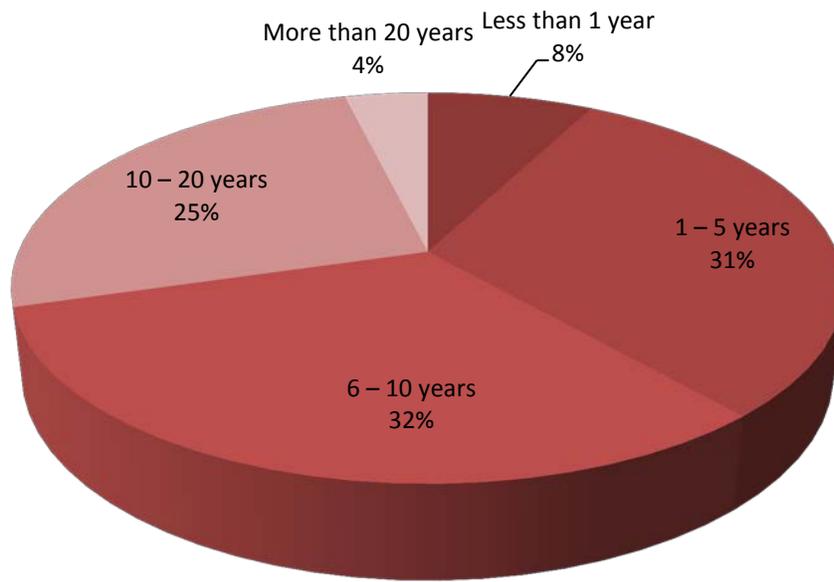
According to the survey, 85% of the women in school district technology leadership roles have been in the field for 10 or more years vs. 73% of men. Women have also held their specific positions for longer: 61% of women reported having been in their positions for more than 5 years vs. 53% of men.
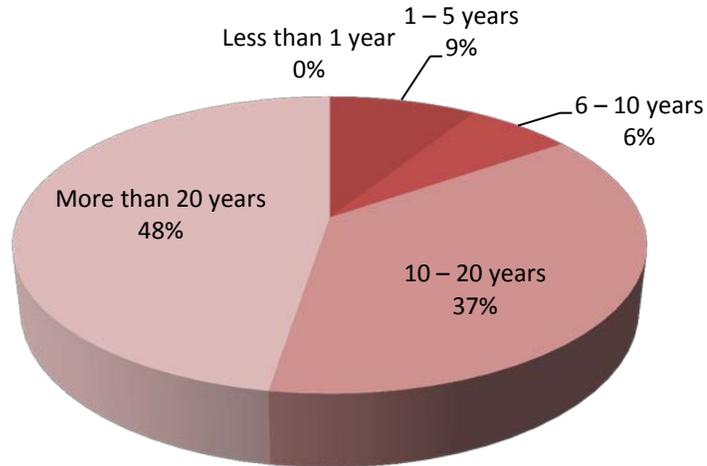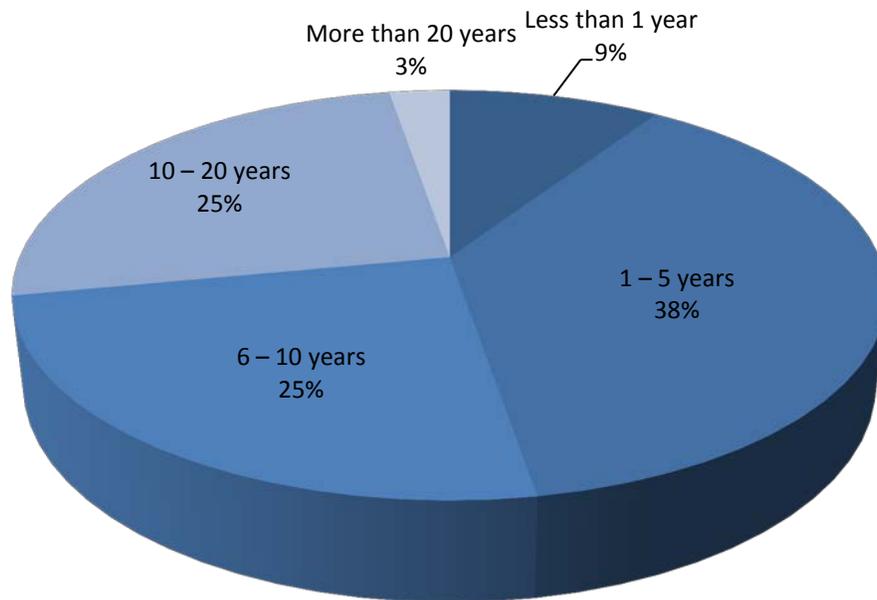

Female IT Leaders --Years in the Field
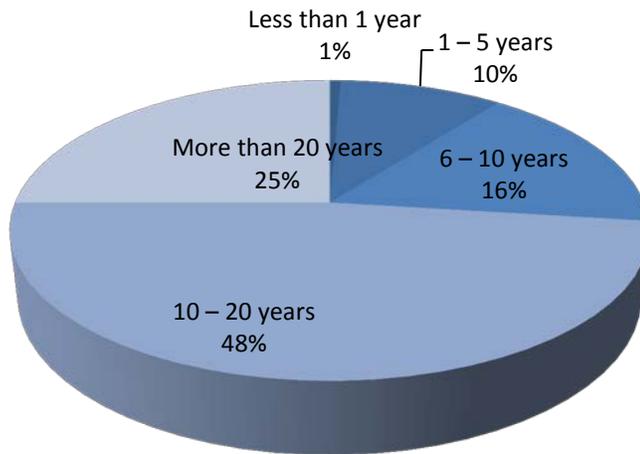
Male IT Leaders--Years in the Field

Female IT Leaders--Years in the Position

Less than 1 year 8%
1 – 5 years 31%
6 – 10 years 32%
10 – 20 years 25%
More than 20 years 4%

Male IT Leaders--Years in the Position

Less than 1 year 9%
1 – 5 years 38%
6 – 10 years 25%
10 – 20 years 25%
More than 20 years 3%