



Study Findings

The 2022 Women at The Top® (WATT®) Study found that women continue to hold more than one in four senior management positions at the nation's 50 largest commercial banks. Senior management jobs include roles such as Chief Executive Officer, Chief Financial Officer and Chief Risk Officer.

The WATT® Study found a total of 672 senior-level positions within the 50 largest U.S. banks. Women hold 190 of those positions, including 107 C-suite positions. Here's a sample.

Chief Executive Officer (Bank)	2
Chief Executive Officer (Bank Division)	9
Chief Financial Officer (Bank Division)	7
Chief Credit Officer	4
Chief Risk Officer	10
Chief Information Officer	4
Chief Operations Officer	3
Chief Marketing Officer	6
Chief Administrative Officer	4
Chief Human Resource Officer	23

The 2022 Study lists the most common C-suite positions. The positions that had the most significant increase were CFO-Bank Division and CHRO.

Women comprise 28.27 percent of executive roles, up just over 2 percent from 26.26 percent last year. Following a year of increases in the number of senior managers at the 50 largest banks, the number of senior management jobs decreased by 43 positions from 716 last year to 672 in the current study.

Women in the C-suite at large banks continue to hold almost fifty-eight percent of the most prominent, C-level roles.

Three of the top 50 banks have zero women in management, compared to four in 2021 and five in 2020 which is a positive trend for women.

Study Methodology

The WATT® Study, conducted regularly since 1999, is sponsored and managed by The Women at the Top® (WATT®) Network. Students at Weber State University in Ogden, Utah, led by finance instructor Terrilyn B. Morgan, conducted the 2022 WATT® Study. Students identified and ranked by asset size the nation's 50 largest commercial banks, using Federal Deposit Insurance Corp. data as of December 31, 2021. They used annual reports and other public information to determine the number of women in leadership positions.

Conclusions

Of the 190 women (up from 188 in 2021) in senior management, 107 women (down by 1 from 2021 and decreasing as a percentage from 57.4 percent in 2021 to 56.32 percent this year) held the most prominent, C-level roles at the largest banks.

Although there was a slight decrease in the percentage of C-level roles held by women, The WATT® Network believes that senior management banking jobs continue to provide excellent opportunities for women who cultivate sponsors and in-demand leadership skills.