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### Study Findings

The 2024 Women at The Top® (WATT®) Study found that women continue to hold almost one in three 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 760 senior-level positions within the 50 largest U.S. banks. Women hold 224 of those positions, including 133 C-suite positions. Here’s a sample.

Chief Executive Officer (Bank Division)	7
Chief Financial Officer (Bank Division)	4
Chief Human Resource Officer	22
Chief Audit Officer	17
Chief Risk Officer	14
Chief Legal Officer	9
Chief Marketing Officer	6
Chief Information Officer	5
Chief Operations Officer	4

The 2024 Study lists the most common C-suite positions. The positions that had the most significant increase were Chief Risk Officer and Chief Audit Officer.

Women comprise 29.47 percent of executive roles, up less than one percent from 28.97 percent last year. The number of senior management jobs increased again by 35 positions from 725 last year to 760 in the current study.

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

Three of the top 50 banks have zero women in management, compared to two in 2023 and three in 2022.

### 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 2024 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, 2023. They used annual reports and other public information to determine the number of women in leadership positions.

### Conclusions

Of the 224 women in senior management (an increase of 14 over 2023), 133 women held the most prominent, C-level roles at the largest banks. This is up by 7, although the overall percentage decreased slightly from 2023.

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