

# Leadership Excellence and Gender in Organizations

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## Women and Men Leading in Christian Nonprofits and Universities

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Across business, academic, political, and nonprofit sectors, research documents the low levels of women's leadership in comparison with men. However, many of these studies fail to consider the ways that religion intersects with different public spheres. In this paper, I address the ways that religion may be an important variable to understanding the lack of women's leadership within the nonprofit sector in particular. Based on new data collected for the Women in Leadership National Study, I find that women's leadership levels within Christian (largely evangelical) nonprofits are half of what they are in the nonprofit sector more generally. I also find that the type of sector matters among nonprofits, as women are better represented in family-related organizations than they are in ministry and theological training organizations.