



PIPELINE'S BROKEN PROMISE

Contrary to conventional wisdom, even an MBA doesn't level the playing field for women executives. Catalyst's new report, *Pipeline's Broken Promise* explores how the "best and the brightest" have fared post-MBA. The surprising and unsettling results demonstrate that women in the pipeline are in peril. Women with MBAs lag men in advancement and compensation from their first professional jobs and are less satisfied with their careers overall.

- On average, women with MBAs were paid \$4,600 less in their first job than men.
- Men were more likely to start their first post-MBA job in higher positions than women.
- Men were twice as likely as women to be at the CEO/senior executive level.

What accounts for these differences in career outcome? What are the implications for companies that fail to fully utilize high-potential women? *Pipeline's Broken Promise* answers these questions and offers organizations useful tips and advice from corporate leaders on how to correct the inequities uncovered in the research. The bottom line is that companies cannot remain competitive and sustain success without women in their leadership.

The report is part of *The Promise of Future Leadership: Highly Talented Employees in the Pipeline*, a longitudinal study of graduates of major business schools from around the world. The series provides a myth-busting snapshot of the differences in high-potential women's and men's career experiences and satisfaction and also includes recommendations by industry experts on the leadership development and management of top talent.

Visit www.catalyst.org to read the [full report](#) and other reports in the series. Additionally, member and non-member organizations that would like help fixing their own pipelines can take advantage of the Catalyst [Speakers Bureau](#) (fees may apply), which offers customized opportunities to implement successful strategies with our researchers, consultants, and executives.

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About Catalyst

Founded in 1962, Catalyst is the leading nonprofit membership organization working globally with businesses and the professions to build inclusive workplaces and expand opportunities for women and business. With offices in the United States, Canada, and Europe, and more than 400 preeminent corporations as members, Catalyst is the trusted resource for research, information, and advice about women at work. Catalyst annually honors exemplary organizational initiatives that promote women's advancement with the Catalyst Award.

