



Study Findings

The 2025 Women at The Top® (WATT®) Study found that women continue to hold just over 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 724 senior-level positions within the 50 largest U.S. banks. Women hold 220 of those positions, including 133 C-suite positions. Here's a sample.

Chief Executive Officer	3
Chief Executive Officer (Bank Division)	6
Chief Financial Officer (Bank Division)	3
Chief Human Resource Officer	22
Chief Audit Officer	12
Chief Risk Officer	16
Chief Legal Officer	9
Chief Marketing Officer	8
Chief Operations Officer	5

The 2025 Study lists the most common C-suite positions. The positions that had the most significant increase were Chief Executive Officer, Chief Risk Officer and Chief Marketing Officer.

Women comprise 30.39 percent of executive roles, up just almost one percent from 29.47 percent last year. The number of senior management jobs decreased by 36 positions from 760 last year to 724 in the current study.

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

Two of the top 50 banks have zero women in management, compared to three in the 2024 study and two in the 2023 study.

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 2025 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, 2024. They used annual reports and other public information to determine the number of women in leadership positions.

Conclusions

Of the 220 women in senior management (an decrease of 4 over 2024), 133 women held the most prominent, C-level roles at the largest banks. This has remained steady, although the overall percentage increased over one percent from 2024.

There was an increase in the percentage of C-level roles held by women in the current study. 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.