

1. Record Nr.	UNINA9910554498903321
Autore	Carr Ellen (Portfolio manager)
Titolo	Undiversified : the big gender short in investment management / / Ellen Carr and Katrina Dudley
Pubbl/distr/stampa	New York, New York : , : Columbia University Press, , [2021]
ISBN	0-231-55153-3
Descrizione fisica	1 online resource : illustrations
Collana	Heilbrunn Center for Graham & Dodd Investing Series
Disciplina	332.6
Soggetti	Investment advisors Portfolio managers Women in finance Portfolio management - Social aspects Financial services industry - Vocational guidance Sex discrimination in employment
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Frontmatter -- Disclaimer -- Contents -- Prologue -- Part One. The Industry, the Jobs, and the Gender Imbalance. A Reading Roadmap Based On Your Background -- Introduction -- 1. An Overview of the Active Investment Management Industry -- 2. What Is a Portfolio Manager, and Why Would Anyone Want to Become One? -- 3. Representation of Women in Investment Management -- Part Two. Diagnosis of IM's Gender Imbalance -- Introduction -- Debunking the Myths -- A Note About Our Primary Research -- 4. Why Don't Women Choose Investing Careers? The Undergraduate Pipeline -- 5. Why Don't Women Choose Investing Careers? The MBA Pipeline: Columbia Business School as a Case Study -- 6. Looking Inside Investment Management: Identifying Barriers to Women's Advancement -- 7. Your Portfolio Is Balanced—Your Life Can Be, Too! Debunking the Work–Life Balance Myth in IM -- 8. The Constellation: Discussions with Successful Women in Investment Management -- 9. How Did We Succeed in Investment Management? Our Different Paths to Successful IM Careers -- Part Three. Solutions to Investment Management's Gender Imbalance -- Introduction -- 10. Solutions: Widening the IM On-Ramp -- 11.

Solutions: Retaining and Promoting Women in IM -- 12. Solutions: The Role of Allocators -- Conclusion: Our Money Management Manifesto -- Acknowledgments -- Appendix: Organizations Mentioned in This Book -- Notes -- Glossary -- Index

---

## Sommario/riassunto

Diversification is a core principle of investing. Yet money managers have not applied it to their own ranks. Only around 10 percent of portfolio managers—the people most directly responsible for investing your money—are female, and the numbers are even worse at the ownership level. What are the causes of this underrepresentation, and what are its consequences—including for firms' and clients' bottom lines? In *Undiversified*, experienced practitioners Ellen Carr and Katrina Dudley examine the lack of women in investment management and propose solutions to improve the imbalance. They explore the barriers that subtly but effectively discourage women from entering and staying in the industry at each point in the pipeline. At the entry level, the lack of visible role models discourages students from considering the field, and those who do embark on an investment management career face many obstacles to retention and promotion. Carr and Dudley highlight the importance of informal knowledge about how to navigate career tracks, without which women are left at a disadvantage in an industry that lionizes confidence. They showcase a diverse constellation of successful female portfolio managers to demystify the profession. Drawing on wide-ranging research, interviews with prospective, current, and former industry practitioners, and the authors' own experiences, *Undiversified* makes a compelling case that increasing the number of women could help transform active investment management at a time when it is under threat from passive strategies and technological innovation.

---