DDP Dance DATA Project®

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The Largest Ballet & Classically Based Companies Leadership Report

September 2025

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Report Summary

This is Dance Data Project® (DDP)'s seventh annual study examining the gender distribution of leadership at ballet and classically based companies in the United States. This is the fourth iteration to analyze the full **Largest 150,** reflecting leadership positions as of August 20, 2025. This report analyzes the gender distribution of Artistic, Executive, and Associate/Assistant Directors, and for the third year, includes Heads of Schools, Heads of Second Companies, and Rehearsal Directors. DDP continues to expand our analysis of leadership positions within ballet, and, for the first time, the gender distribution of music directors and conductors among the **Largest 150** companies is examined.

The sample of companies examined in this report is sourced from DDP's Largest Ballet & Classically Based Companies report, which ranks the **Largest 150** companies based on FY 2023 expenditure. In fiscal year 2023, the **Largest 150** companies operated with a combined total expenditure of $830,181,580. The **Largest 50** (companies #1-50) companies operated with a total aggregate expenditure of $738,039,311 representing 88.90% of expenditure among the **Largest 150,** whereas the **Next 50** (companies #51-100) operated with $66,743,505 (8.04% of the **Largest 150**), and the **Additional 50** (companies #101-150) operated with $25,398,764 **(**3.06% of the **Largest 150**).

The gender distribution of Resident Choreographers was previously examined in the 2025 Global Resident Choreographers Report. Leadership was counted as of August 20, 2025. While past iterations of this report included compensation, moving forward, compensation will be examined in greater detail in the forthcoming 2025 Artistic & Executive Compensation Report.

Key Findings:

1. Of the 155 Artistic Directors at the **Largest 150** companies, 63 are women (40.6%), 92 are men (59.4%)
   - Within the **Largest 10,** there are 4 female (36.4%) and 7 male (63.6%) Artistic Directors[1].
   - Within the **Largest 50,** there are 12 female (38.7.0%) and 38 male (61.3%) Artistic Directors.
   - Within the **Next 50**, there are 24 female (48.0%), 26 male (52.0%) Artistic Directors.
   - Within the **Additional 50,** there are 27 female (49.1%) and 28 male (50.9%) Artistic Directors.

   Gender distribution of Artistic Directors among the **Largest 50** companies has remained relatively unchanged between 2018 and 2025. Artistic Leadership continues to be more equitable among both the Next and the Additional 50 companies.

2. As of August 2025, there are four female Artistic Directors within the **Largest 10** Companies. Female Artistic Director representation has doubled since 2022 and increased fourfold since 2021. Between 2020 and 2021, there was only one female Artistic Director within this group. This marks significant progress in opportunities for women at these prestigious, well-resourced organizations in the United States.

3. As of August 2025, there are six female Artistic Directors leading companies within the **Largest 25.** However, four of these Artistic Directors are leading companies ranked #1-10, meaning **there are only two female Artistic Directors within companies ranked #11-25.**

4. Of the 116 Executive Directors at the **Largest 150** companies, 67 are women (57.8%) and 49 are

1 Houston Ballet is the only company in the **Largest 10** that has Co-Artistic Directors, one woman and one man.

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men (42.2%). Within the **Largest 50,** there are 23 female (47.9%) and 24 male (52.1%) Executive Directors.

- Within the **Next 50,** there are 19 female (54.3%) and 16 male (45.7%) Executive Directors.
- Within the **Additional 50,** there are 25 female (73.5%) and 9 male (26.5%) Executive Directors.

The gender distribution of Executive Directors continues to be more equitable in comparison to Artistic Leadership - a trend that has been consistent since 2018.

5. Within the **Largest 150** companies, more women hold positions of Assistant/Associate Artistic Directors (26 women, 57.8%), Heads of Schools (86 women, 74.8%), and Rehearsal Directors (82 women, 60.3%). The gender distribution of Heads of Second Companies is at parity, with 15 women (50.0%) and 15 men (50.0%) holding such positions.
6. The total number of Executive Directors decreased from 121 in 2024 to 116 in 2025 YTD. With four female positions eliminated, and one male role eliminated.
7. Between 2021 and 2025 YTD, 26 women and 33 men were appointed Artistic Directors at U.S. Ballet and Classically Based Companies. In 2025 YTD, one woman and four men have been appointed as Artistic Directors.
8. **Between 2021 and 2025 YTD, men have received nearly double the number of Artistic Director appointments at ballet companies across the world (U.S. and International companies, 52 women, 97 men).** The United States, however, is affording women more Artistic Director opportunities in comparison to international companies. *Outside the U.S. - between 2021 and 2025 YTD, only 26 women became Artistic Directors in comparison to 64 men.*
9. In the U.S., the most common type of transition is from a female to a male (17 transitions)[2]. This is followed by male-to-male transitions (15 transitions), while female-to-female (12 transitions) and male-to-female (12 transitions) are less frequent. When Artistic Director positions become available, regardless of the gender of the predecessor, women are less likely to be hired.
10. Women continue to hold more Head of School positions within the **Largest 150.** Within the **Largest 10,** women hold 54.5% of all Head of School positions. This percentage increases to 66.0% within the Largest 50, 80.0% within the Next 50, and 82.6% within the **Additional 50**.
11. Within the **Largest 150** companies, there is an even distribution of male and female heads of Second Companies. Within the **Largest 50,** women hold 40% of heads of second company roles**.** Within the **Next 50**, women hold 83.3% of heads of second company roles, while in the **Additional 50**, women hold 50% of heads of second company roles.
12. For the first time, DDP analyzed the gender distribution of Music Directors/Principal Conductors and revealed large disparities throughout the **Largest 150**. Within the **Largest 150,** there are 10 (19.6%) women, 40 (78.4%) males, and one (2.0%) gender expansive Music Director/Principal Conductor. **Of all the leadership roles DDP has evaluated within this report, the gender distribution of Music Directors/Principal Conductors demonstrates the largest disparity.**

2 All transitions referenced are recorded from 2021 to August 20, 2025.

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The Report includes the following sections:

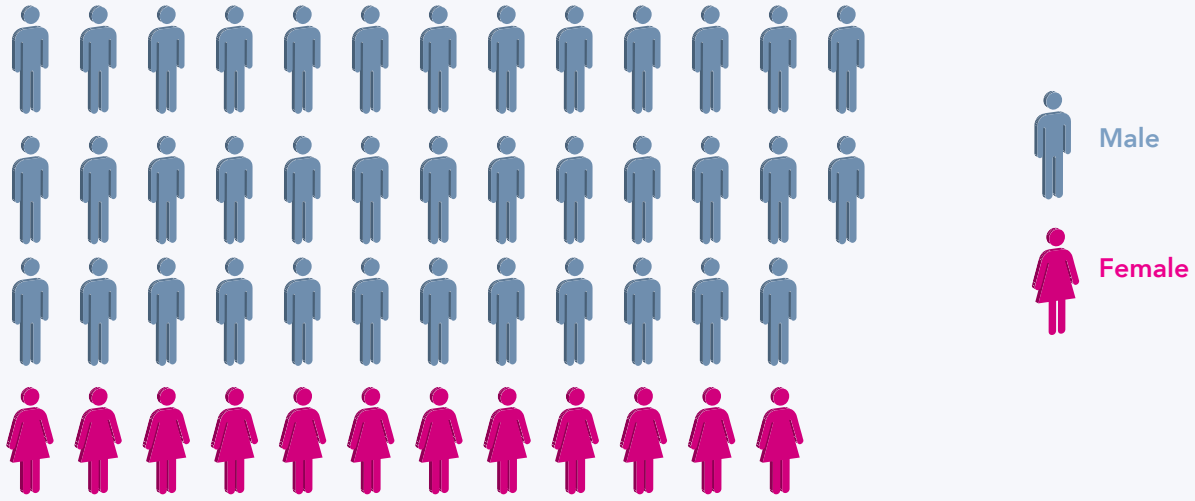
I. Gender Distribution of:
   A. Artistic Directors
   B. Executive Directors/CEOs
   C. Associate/Assistant Artistic Directors
   D. Heads of School
   E. Heads of Second Companies
   F. Rehearsal Directors
   G. Music Directors/Principal Conductors
II. Year-Over-Year Comparisons
III. Artistic Director Transitions
IV. Operational Definitions, Methods, and Limitations
Appendix A: The Largest 150 U.S. Ballet Companies - Largest 50, Next 50, and Additional 50

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Section IA:
Gender Distribution of Artistic Directors

This section provides an overview of the gender distribution of Artistic Directors using the most recent available data and reflects current leadership. Data is current as of August 20, 2025.

Gender Distribution of Artistic Directors
Largest 50 U.S. ballet companies



In the **Largest 10**, there are 4 female and 7 male Artistic Directors
36.4% Female | 63.6% Male

In the **Largest 25**, there are 6 female and 20 male Artistic Directors
23.1% Female | 76.9% Male

In the **Largest 50**, there are 12 female and 38 male Artistic Directors
23.1% Female | 76.9% Male

In the **Next 50**, there are 24 female and 26 male Artistic Directors
48.0% Female | 52.0% Male

In the **Additional 50**, there are 27 female and 28 male Artistic Directors
49.1% Female | 50.9% Male

Overall, in the **Largest 150** companies, there are 63 female and 92 male Artistic Directors
42.2% Female | 57.8% Male

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Section IB:
Gender Distribution of Executive Directors

This section provides an overview of the gender distribution of Executive Directors using the most recent available data and reflects current leadership. Data is current as of August 20, 2025.

Gender Distribution of Executive Directors
Largest 50 U.S. ballet companies



In the **Largest 10**, there are 4 female and 6 male Executive Directors
40.0% Female | 60.0% Male

In the **Largest 25**, there are 8 female and 17 male Executive Directors
32.0% Female | 68.0% Male

In the **Largest 50**, there are 23 female and 24 male Executive Directors
48.9% Female | 51.1% Male

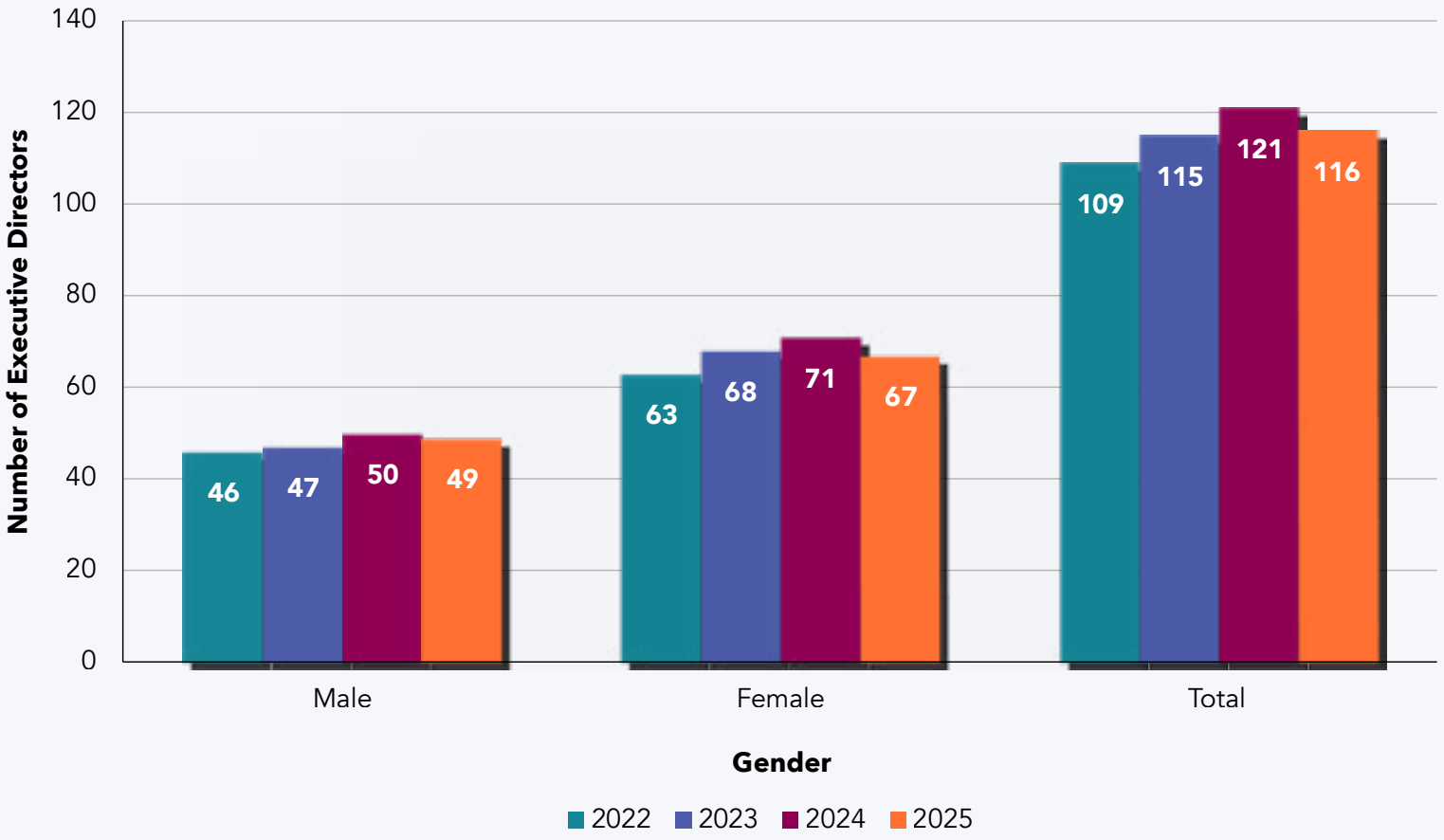
In the **Next 50**, there are 19 female and 16 male Executive Directors
54.3% Female | 45.7% Male

In the **Additional 50**, there are 25 female and 9 male Executive Directors
73.5% Female | 26.5% Male

Overall, in the **Largest 150** companies, there are 67 female and 49 male Executive Directors
57.8% Female | 42.2% Male

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Largest 150 Year-Over-Year Executive Director Position Comparison[3]



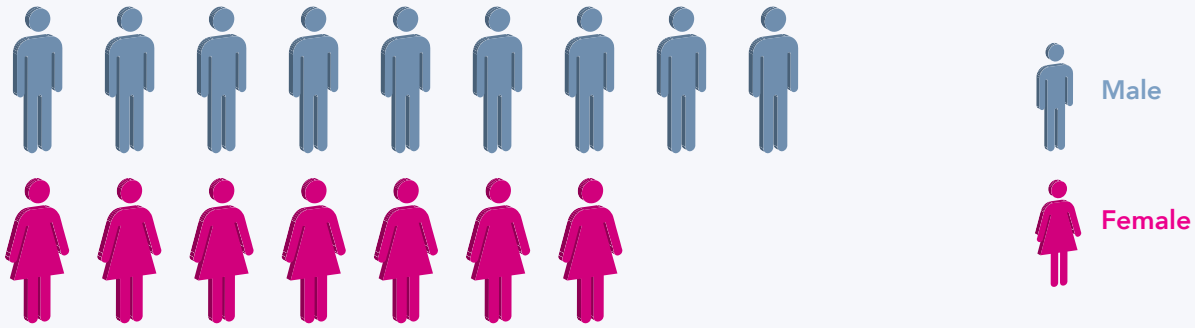
3 This chart includes Executive Director count from the past 4 years that DDP has evaluated the Largest 150

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Section IC:
Gender Distribution of Associate/Assistant Artistic Directors

This section provides an overview of the gender distribution of Assistant/Associate Artistic Directors using the most recent available data and reflects current leadership. Data is current as of August 20, 2025.

Gender Distribution of Associate/Assistant Artistic Directors Largest 50 U.S. ballet companies



In the **Largest 10**, there are 1 female and 5 male Associate/Assistant Artistic Directors
16.7% Female | 83.3% Male

In the **Largest 25**, there are 3 female and 6 male Associate/Assistant Artistic Directors
33.3% Female | 66.7% Male

In the **Largest 50** U.S. ballet companies, there are 7 female and 9 male Associate/Assistant Artistic Directors
43.8% Female | 56.2% Male

In the **Next 50**, there are 11 female and 5 male Associate/Assistant Artistic Directors
68.8% Female | 31.3% Male

In the **Additional 50**, there are 8 female and 3 male Associate/Assistant Artistic Directors
72.7% Female | 27.3% Male

Overall, among the **Largest 150** companies, there are 26 female and 17 male Associate/Assistant Artistic Directors
60.5% Female | 39.7% Male

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Section ID:
Gender Distribution of Heads of School

This section provides an overview of the gender distribution of Heads of School[4] using the most recent available data and reflects current leadership. Data is current as of August 20, 2025.

Gender Distribution of Heads of School
Largest 50 U.S. ballet companies



In the **Largest 10**, there are 6 female and 5 male Heads of School
54.5% Female | 45.5% Male

In the **Largest 25**, there are 16 female and 9 male Heads of School
63.0% Female | 37.0% Male

In the **Largest 50**, there are 31 female and 16 male Heads of School
66.0% Female | 34.0% Male

In the **Next 50**, there are 36 female and 9 male Heads of School
80.0% Female | 20.0% Male

In the **Additional 50**, there are 19 female and 4 male Heads of School
82.6% Female | 17.4% Male

Overall, in the **Largest 150** companies, there are 86 female and 29 male Heads of School
74.8% Female | 25.2% Male

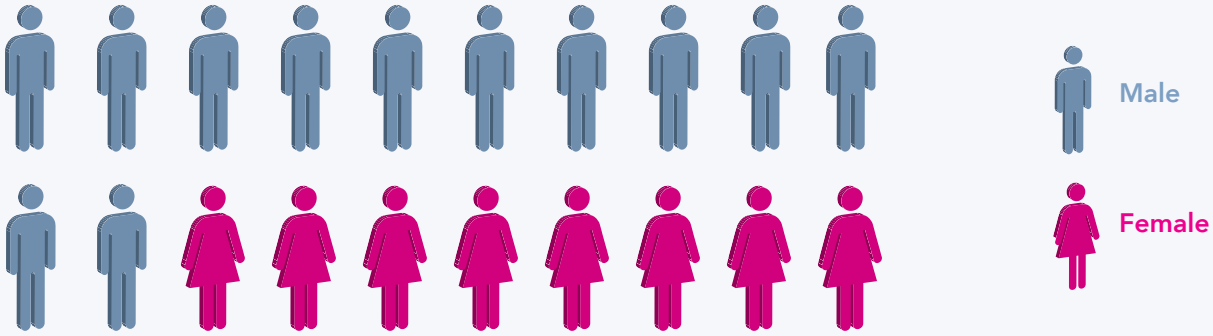
4 This category of leadership captures a wide range of titles including, Head of School, School Artistic Director, School Director, Academy Director, Academy Head, School Dean, Education Director, School Manager, Conservatory Principal, and School Principal.

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Section IE:
Gender Distribution of Heads of Second/ Trainee/Studio Company

This section provides an overview of the gender distribution of Heads of Second/Trainee/Studio Companies using the most recent available data and reflects current leadership. Data is current as of August 20, 2025.

Gender Distribution of Heads of Second/Trainee/Studio Company Largest 50 U.S. ballet companies



In the **Largest 10**, there are 1 female and 2 male Heads of Second Company
33.3% Female | 66.7% Male

In the **Largest 25**, there are 1 female and 6 male Heads of Second Company
14.3% Female | 85.7% Male

In the **Largest 50** U.S. ballet companies, there are 8 female and 12 male Heads of Second Company
40.0% Female | 60.0% Male

In the **Next 50**, there are 5 female and 1 male Heads of Second Company
83.3% Female | 16.7% Male

In the **Additional 50**, there are 2 female and 2 male Heads of Second Company
50.0% Female | 50.0% Male

Overall, in the **Largest 150** companies, there are 15 female and 15 male Heads of Second Company
50.0% Female | 50.0% Male

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Section IF:
Gender Distribution of Rehearsal Directors

This section provides an overview of the gender distribution of Rehearsal Directors using the most recent available data, reflecting current leadership. Data is current as of August 20, 2025.

Gender Distribution of Rehearsal Directors Largest 50 U.S. ballet companies



Within the **Largest 10 US ballet companies**, there are 22 female and 14 male Rehearsal Directors
61.1% Female | 38.9% Male

Within the **Largest 25 US ballet companies**, there are 35 female and 26 male Rehearsal Directors
57.4% Female | 42.6% Male

In the **Largest 50** U.S. ballet companies, there are 51 female and 40 male Rehearsal Directors
56.0% Female | 44.0% Male

In the **Next 50**, there are 18 female and 9 male Rehearsal Directors
66.7% Female | 33.3% Male

In the **Additional 50 US ballet companies**, there are 13 female and 5 male Rehearsal Directors
72.2% Female | 27.8% Male

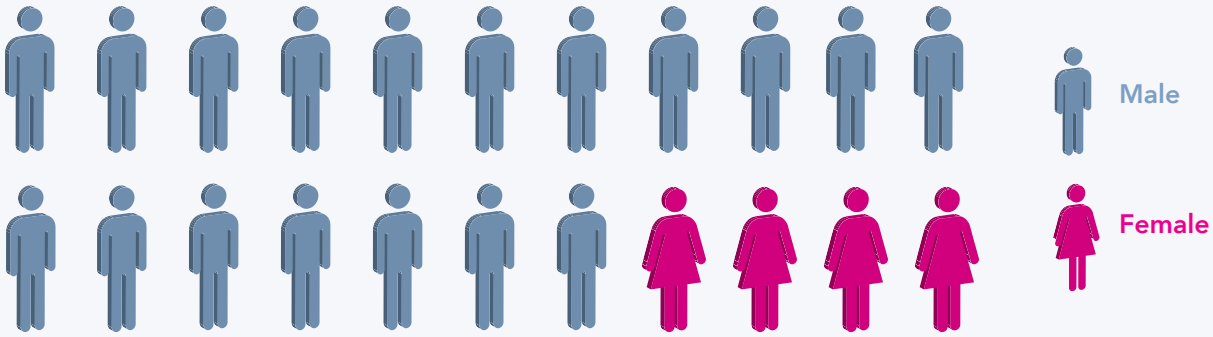
Overall, in the **Largest 150** companies, there are 81 female and 54 male Rehearsal Directors
60.3% Female | 39.7% Male

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Section IG:
Gender Distribution of Music Directors/ Principal Conductors

For the first time within this report, DDP has included the role of Music Director/Principal Conductors. This section provides an overview of the gender distribution of Music Directors/Principal Conductors[5] using the most recent available data, reflecting current leadership. Data is current as of August 20, 2025.

Gender Distribution of Music Directors/Principal Conductors
Largest 50 U.S. ballet companies



In the **Largest 10**, there are 1 female and 8 male Music Directors/Principal Conductors
11.1%% Female | 88.9% Male

In the **Largest 25**, there are 2 female and 14 male Music Directors/Principal Conductors
12.5% Female | 87.5% Male

In the **Largest 50** U.S. ballet companies, there are 4 female and 18 male Music Directors/Principal Conductors
18.2% Female | 81.8% Male

In the **Next 50**, there are 4 female and 15 male Music Directors/Principal Conductors
21.1% Female | 78.9%% Male

In the **Additional 50**, there are 2 female, 7 male, and 1 Gender Expansive Music Directors/Principal Conductors
20.0% Female | 70.0% Male| 10.0% Gender Expansive

Overall, in the **Largest 150** companies, there are 10 female, 40 male, and 1 Gender Expansive Music Directors/Principal Conductors
19.6% Female | 78.4% Male | 2.0% Gender Expansive

5 This sample does not include associate or assistant music directors/conductors. DDP plans to evaluate expansion in this field in the future.

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Section II:
Year-Over-Year Comparisons

The following section presents Year-Over-Year comparisons of the number of Artistic Directors and Executive Directors, providing a longitudinal overview of the gender distribution of these key leadership positions. A critical factor in assessing whether women are making progress overall is not just the current numbers, but also tracking whether women are being appointed to and retaining these key positions in the long term.

Additionally, longitudinally tracking the gender distribution of Associate/Assistant Directors, Heads of School, Heads of Second Company, and Rehearsal Directors is important as these positions can be considered "pipeline" jobs for future Artistic Director positions.[6] Monitoring whether women are given opportunities at the secondary level can offer insights into the future landscape of gender equity among Artistic Directors.

Comparisons are made for companies within the **Largest 10**, **Largest 25**, **Largest 50**, **Next 5**0, and **Additional 50**.

Note: DDP examined the gender distribution of Associate/Assistant Directors, Heads of School, Heads of Second Company, and Rehearsal Directors for the first time in 2023. As such, only comparisons between 2023, 2024, and 2025 are made.

6 Music Directors/Principal Conductors are not included in the year-over-year comparison as this is the first year DDP has analyzed this category.

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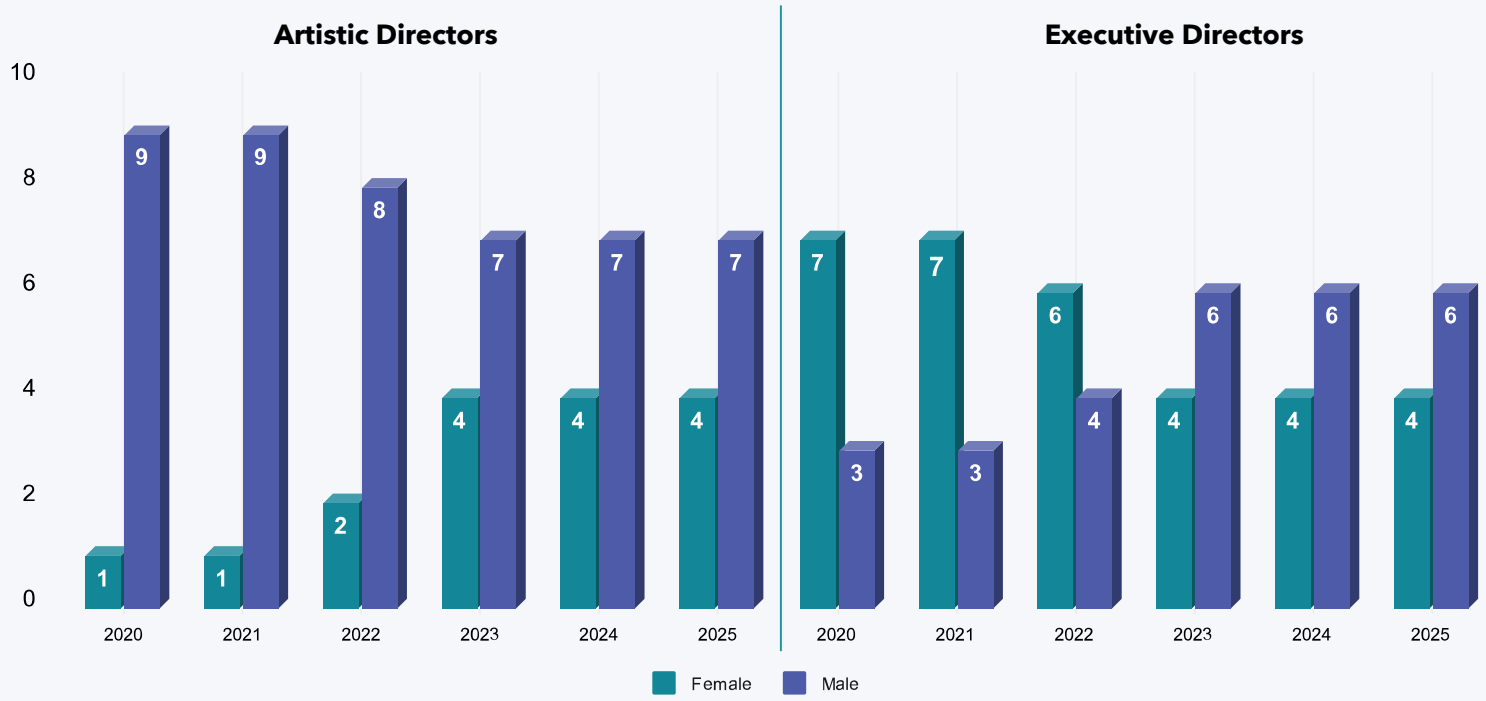
Largest 10

There was no change in the number of female or male Artistic or Executive Directors from 2024 to 2025 within the **Largest 10**. The number of female artistic directors within the **Largest 10** has doubled from 2022, and increased fourfold since 2020. This marks significant progress in opportunities for women at these well-resourced organizations in the United States.

There continues to be a disappointing decline in the number of women holding Executive Director positions. In 2020, there were seven female Executive Directors, and since 2023, there are only four. In 2025, men continue to hold more executive director positions.

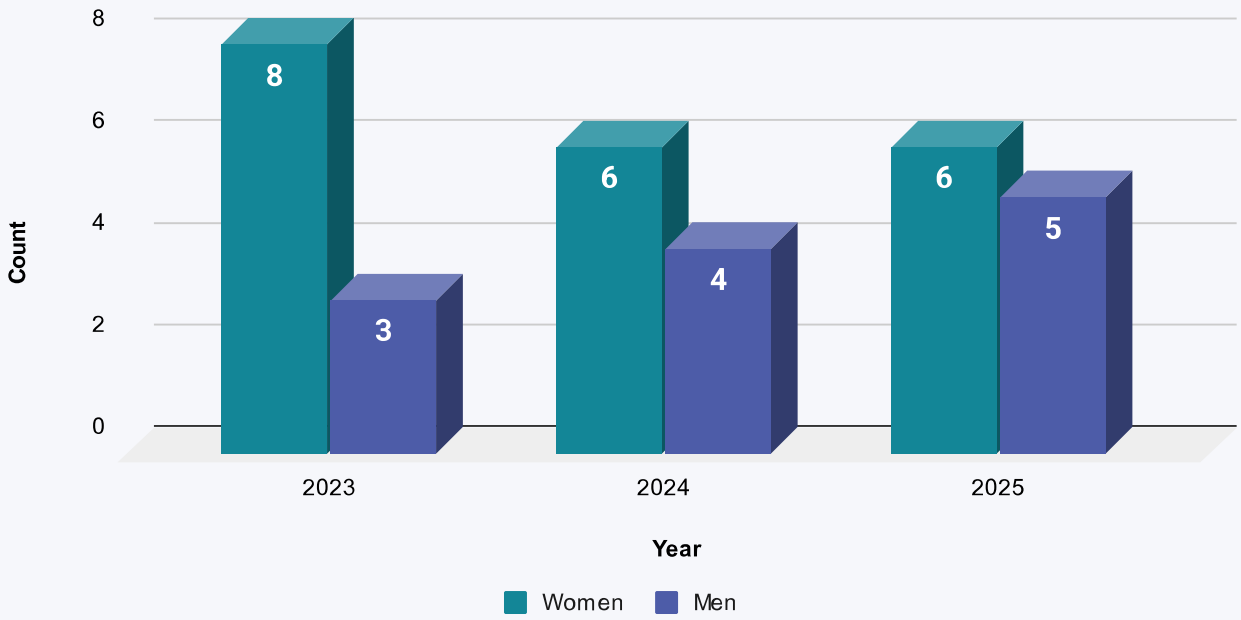
Within the **Largest 10**, women continue to hold more Head of School and Rehearsal Director positions than men in **2025**. Fewer women hold Associate/Assistant Artistic Director and Head of Second Company positions.

Number of Artistic and Executive Directors by Gender Largest 10 Year-Over-Year Comparison

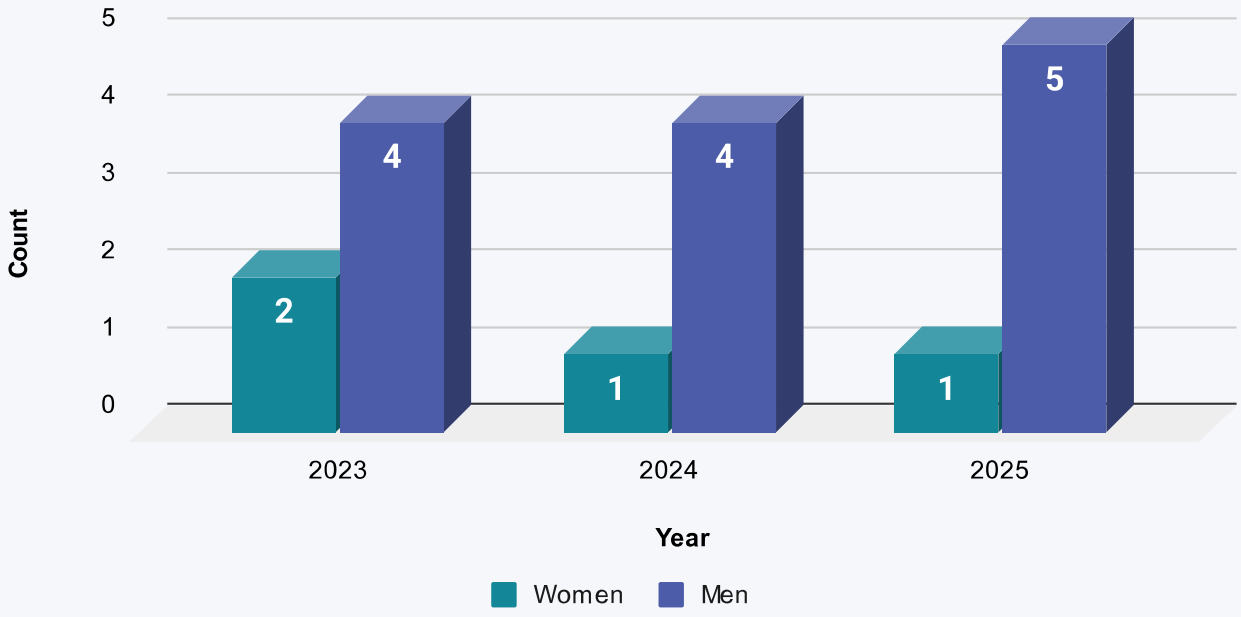


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Number of Heads of School by Gender
Largest 10 Year-Over-Year Comparison

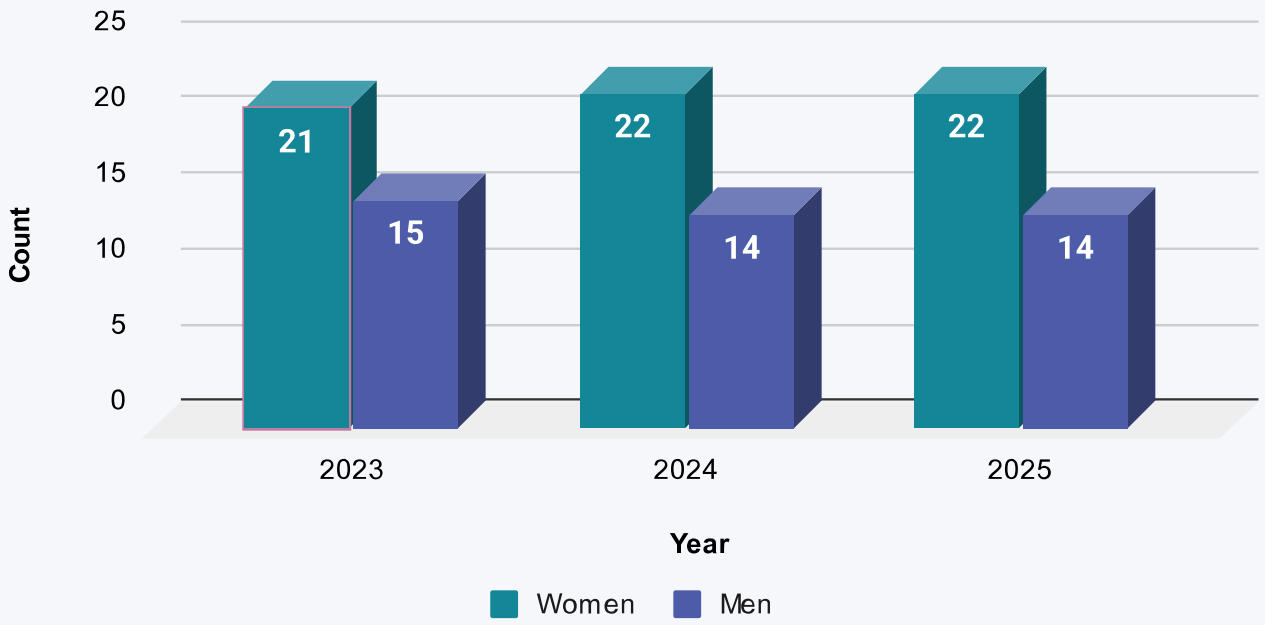


Number of Associate/Assistant Artistic Directors by Gender
Largest 10 Year-Over-Year Comparison

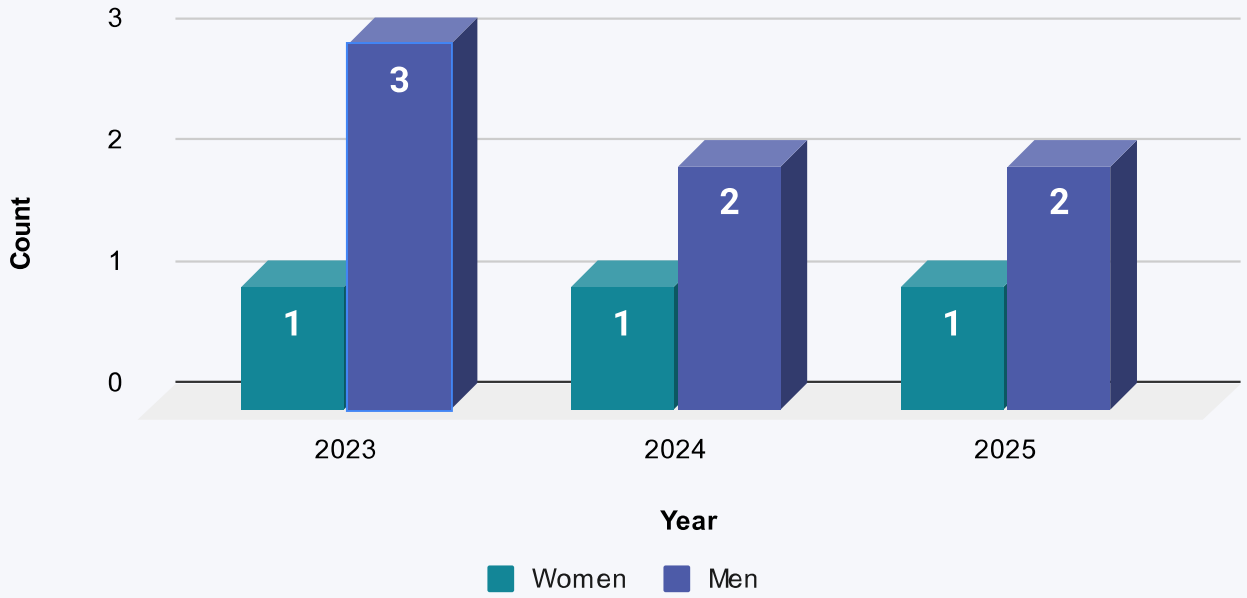


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Number of Rehearsal Directors by Gender Largest 10 Year-Over-Year Comparison



Number of Heads of Second Company by Gender Largest 10 Year-Over-Year Comparison



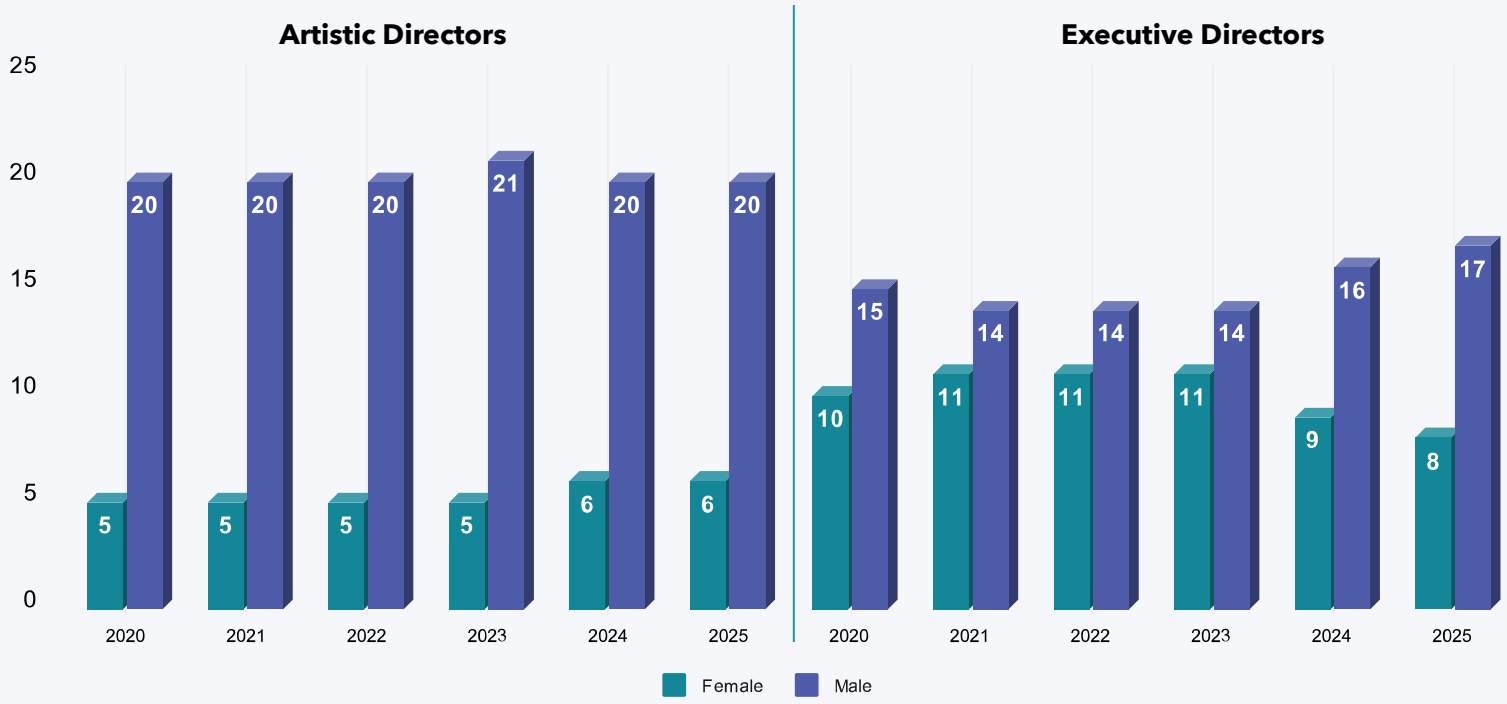
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Largest 25

The gender distribution among Artistic Director and Executive Director positions within the **Largest 25** has remained relatively consistent between 2020 and 2025, with men holding three times as many Artistic Director positions. We also saw a slight decrease in the number of women holding executive director positions from 2024 to 2025 YTD.

Of note, 4 of the Artistic Director positions held by women are within the **Largest 10**, and only 2 are held by women in companies ranked #11-25.[7] This underscores the need for increased artistic leadership opportunities for women across the board.

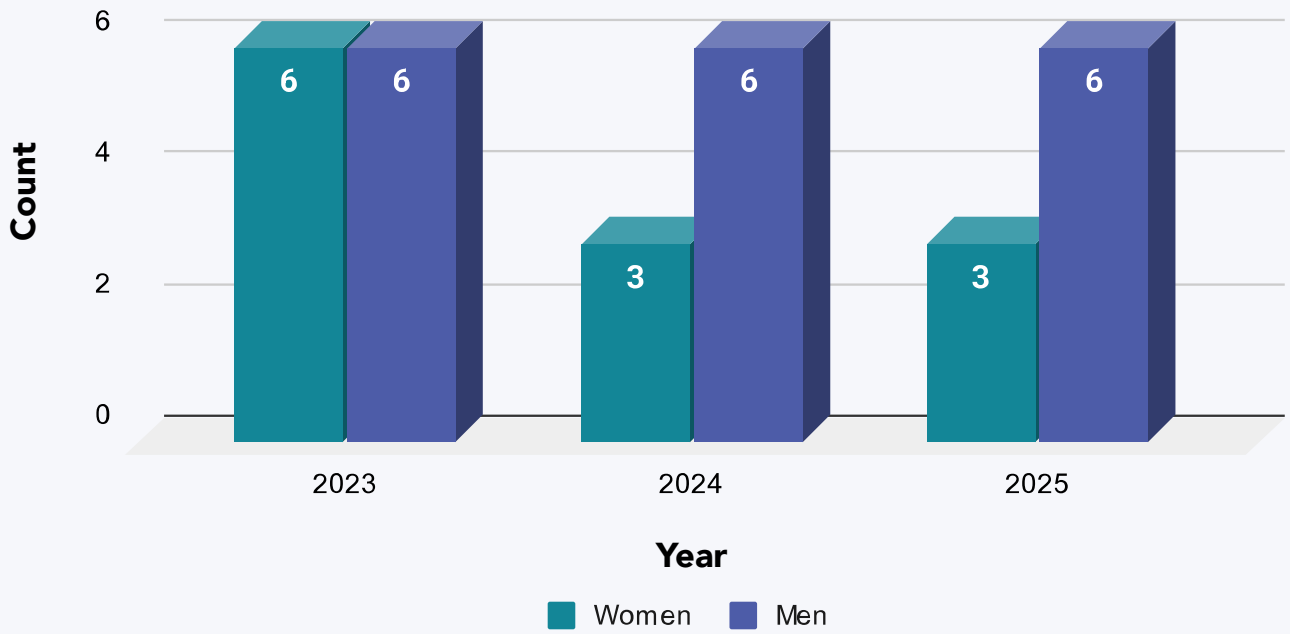
Number of Artistic and Executive Directors by Gender Largest 25 Year-Over-Year Comparison



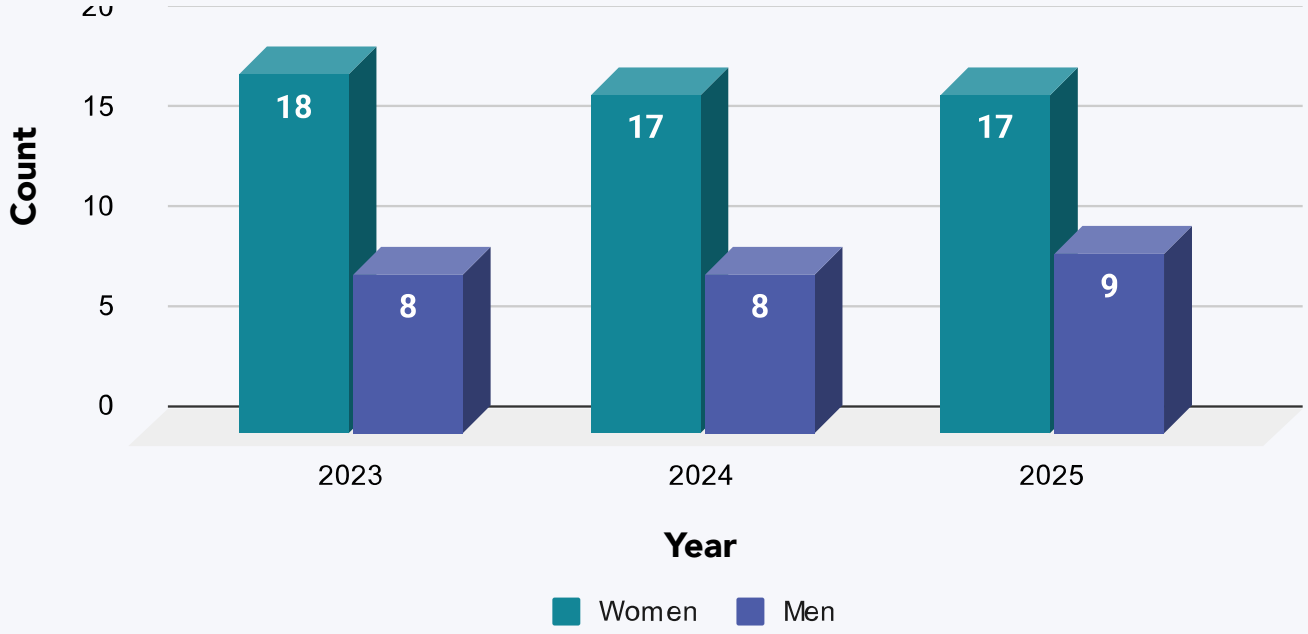
7 Looking specifically at companies ranked #11-25, there was 1 woman Artistic Director in 2023. In 2022 there were 3 female Artistic Directors. In 2021 and 2020, there were 4 female Artistic Directors among these companies.

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Number of Associate/Assistant Artistic Directors by Gender Largest 25 Year-Over-Year Comparison

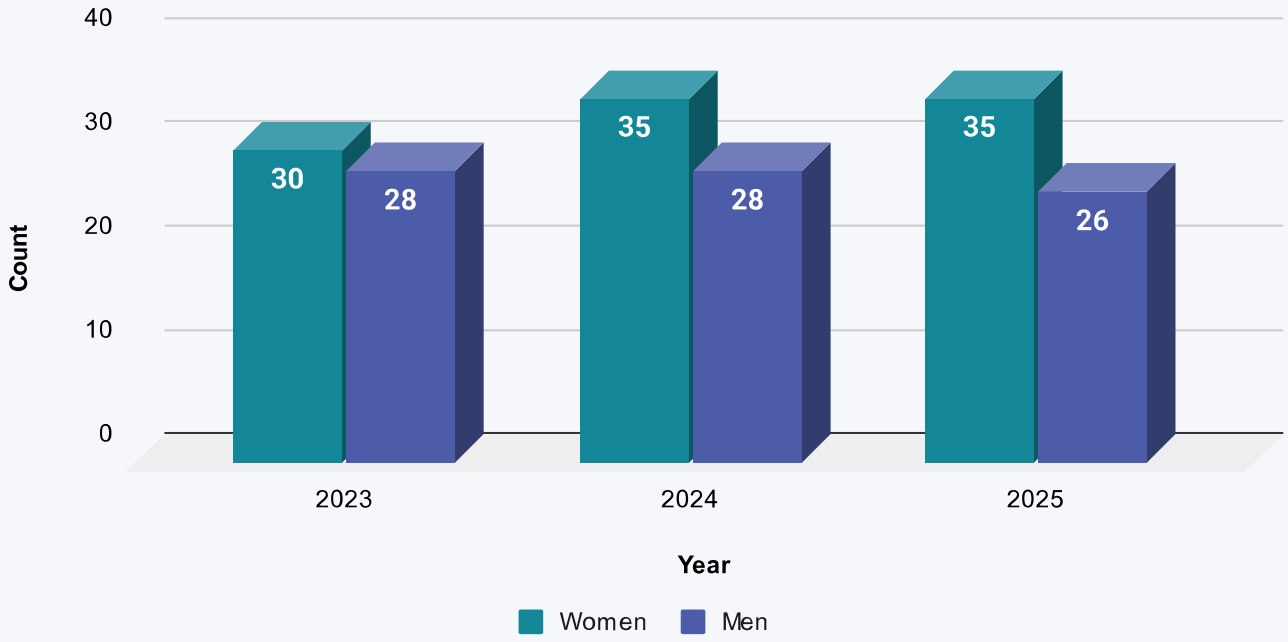


Number of Heads of School by Gender Largest 25 Year-Over-Year Comparison

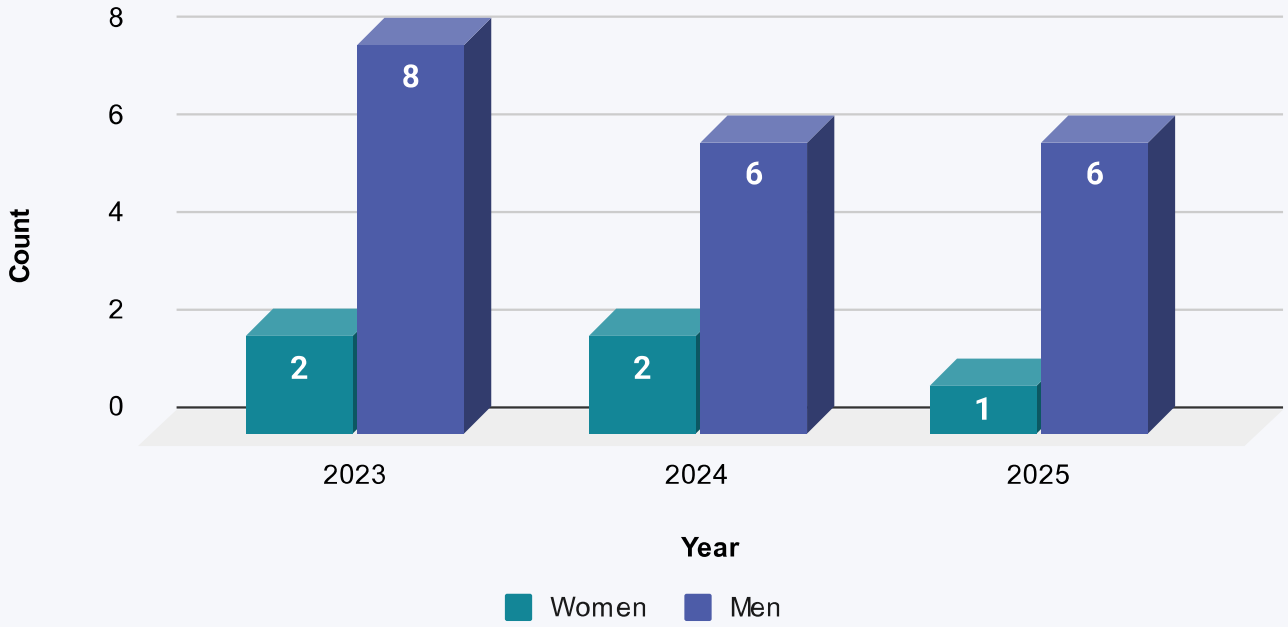


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Number of Rehearsal Directors by Gender Largest 25 Year-Over-Year Comparison



Number of Heads of Second Company by Gender Largest 25 Year-Over-Year Comparison



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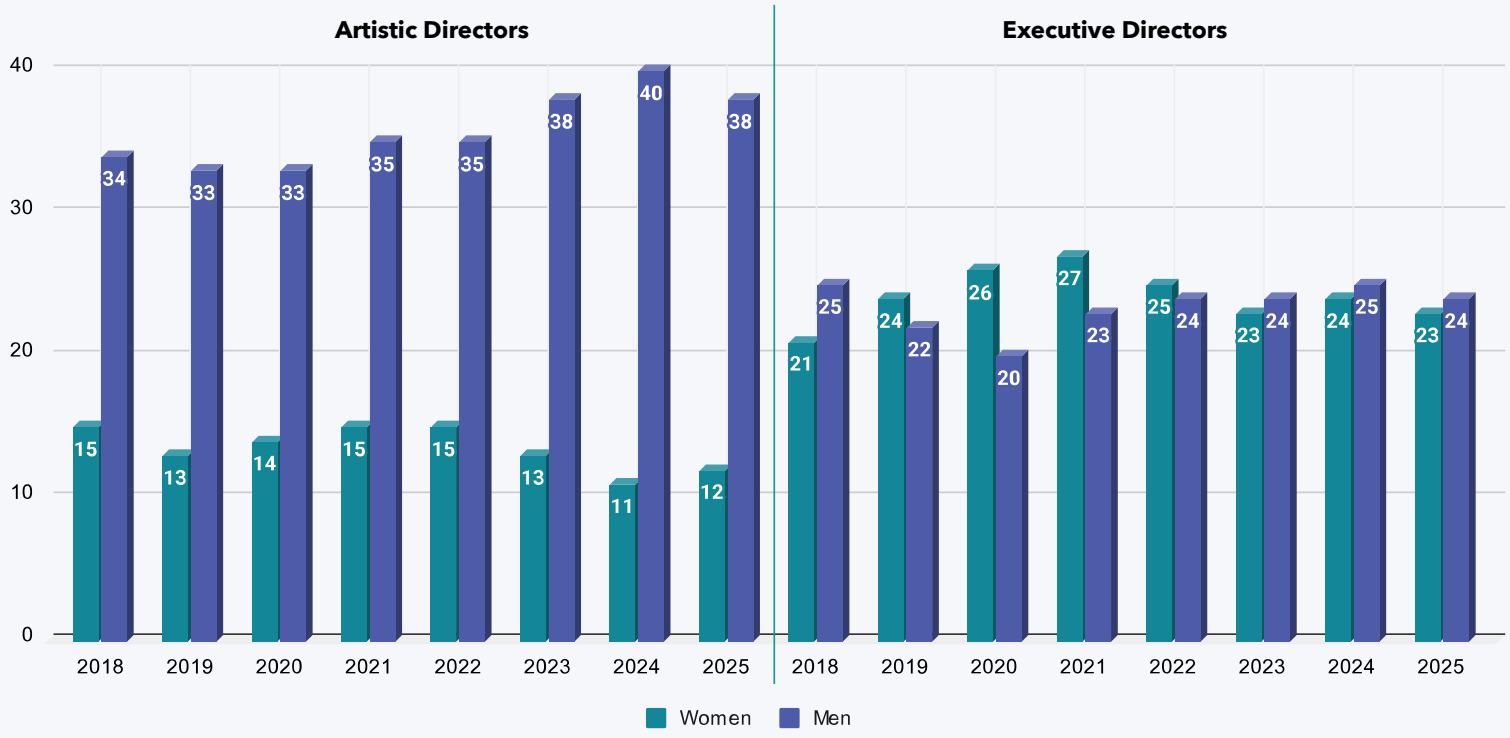
Largest 50

Between 2024 and 2025, the number of women Artistic Directors increased from 11 to 12 within the **Largest 50** companies. Men hold three times more Artistic Director positions in comparison to women.

The gender distribution of Executive Directors is more equitable in comparison to Artistic Directors. However, in a reversal of previous years, men have held more executive director positions than women since 2023.

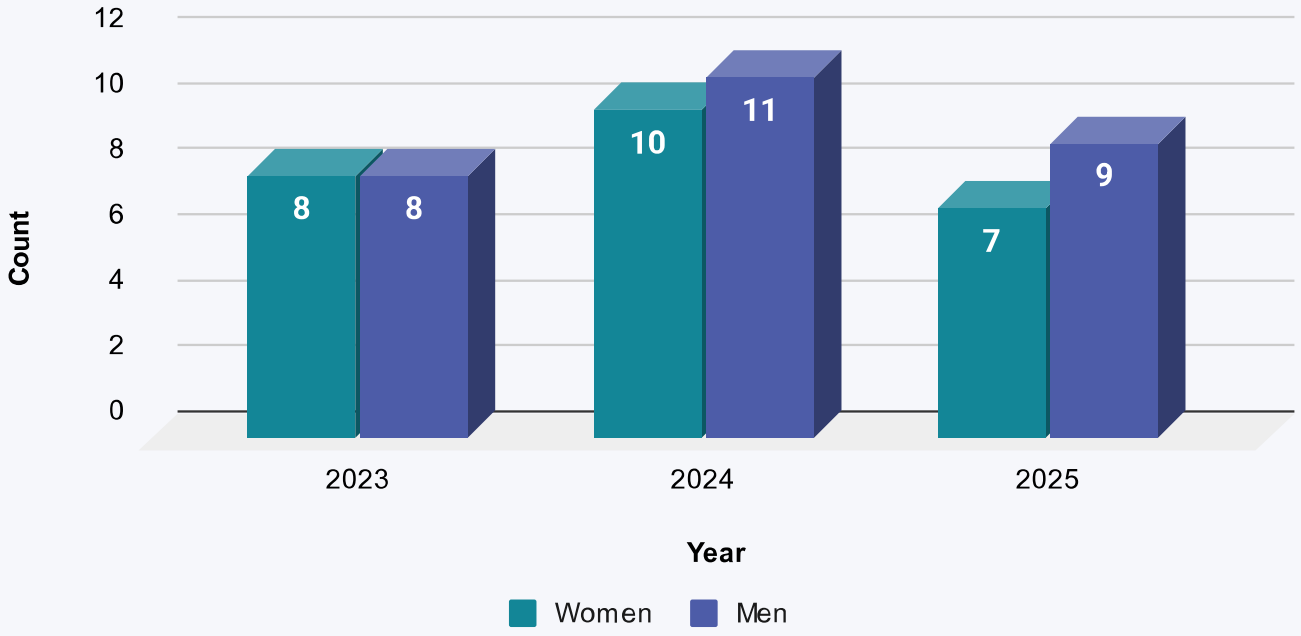
Within the **Largest 50**, women hold more Head of School and Rehearsal Director positions. In 2025, men hold more Associate/Assistant Director positions. Men continue to occupy more Head of Second Company positions.

Number of Artistic and Executive Directors by Gender Largest 50 Year-Over-Year Comparison

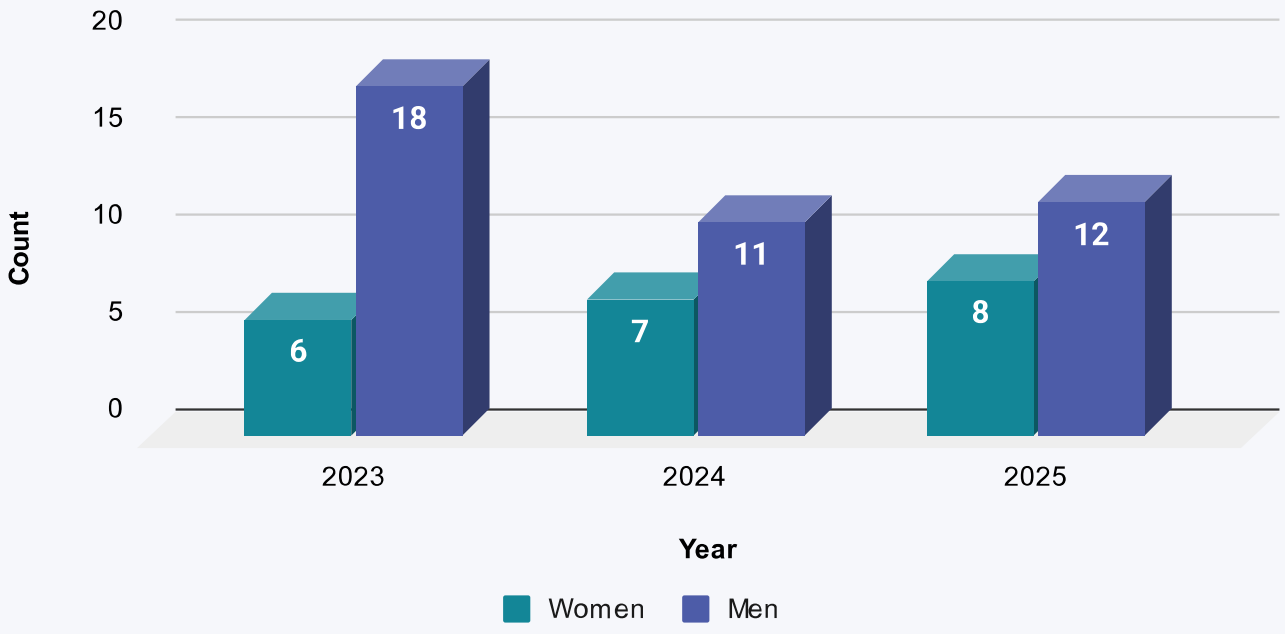


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Number of Associate/Assistant Artistic Directors by Gender Largest 50 Year-Over-Year Comparison

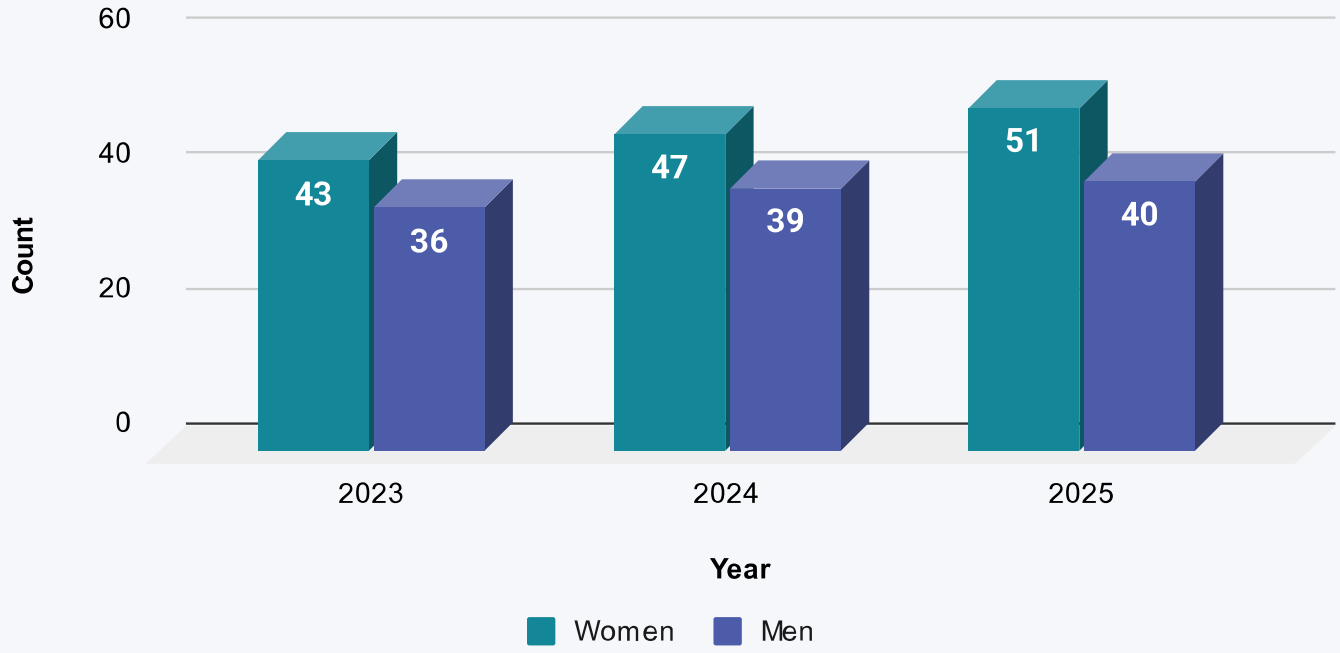


Number of Heads of Second Company by Gender Largest 50 Year-Over-Year Comparison

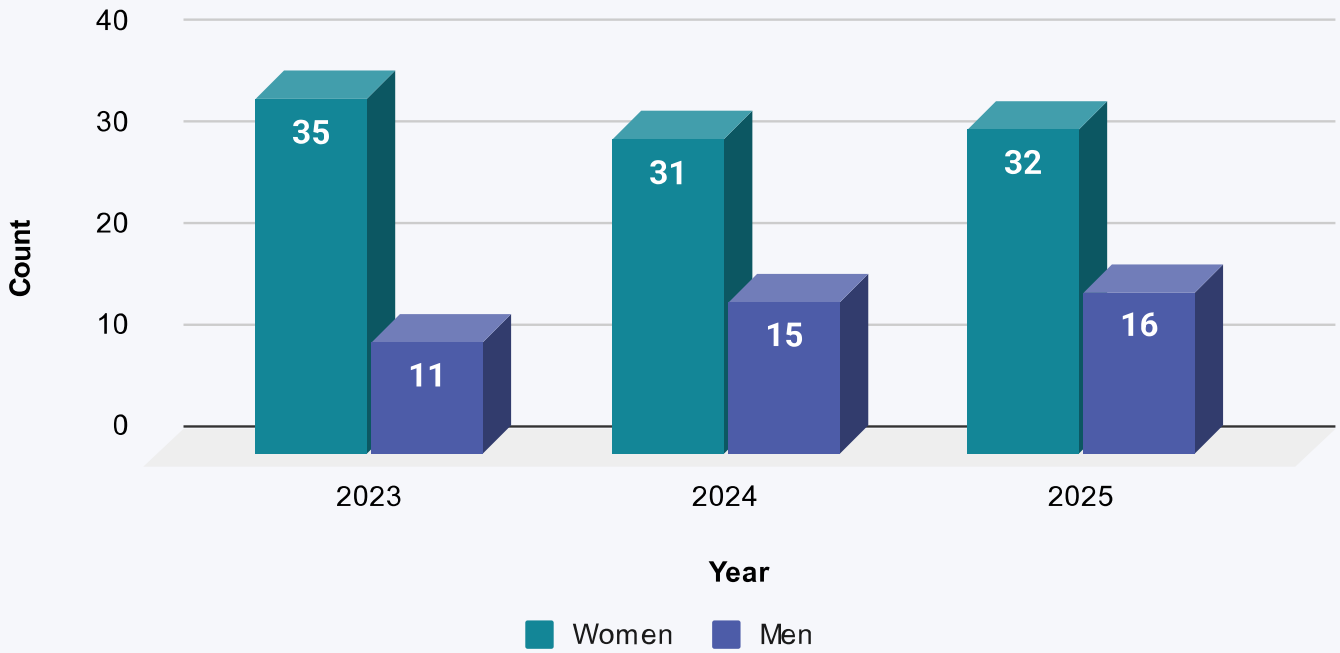


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Number of Rehearsal Directors by Gender
Largest 50 Year-Over-Year Comparison



Number of Heads of School by Gender
Largest 50 Year-Over-Year Comparison



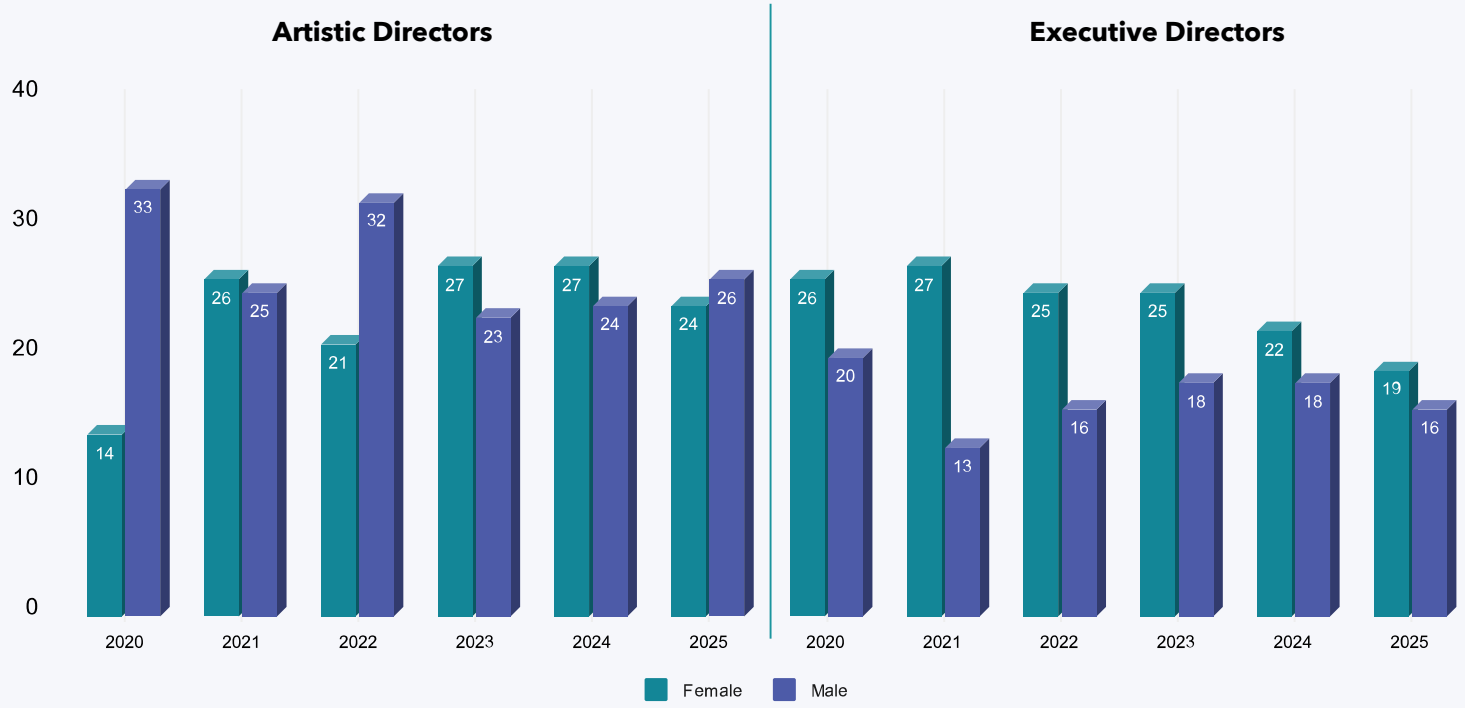
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Next 50[8]

As of August 2025, there are now more men holding Artistic Director positions within the **Next 50.** Also within the **Next 50,** women continue to hold more Executive Director positions than men. The gender distribution of Artistic and Executive Directors within the **Next 50** continues to be more equitably distributed.

Within the **Next 50**, women continue to hold more Associate/Assistant Director, Head of School, Head of Second Company, and Rehearsal Director positions than their male counterparts.

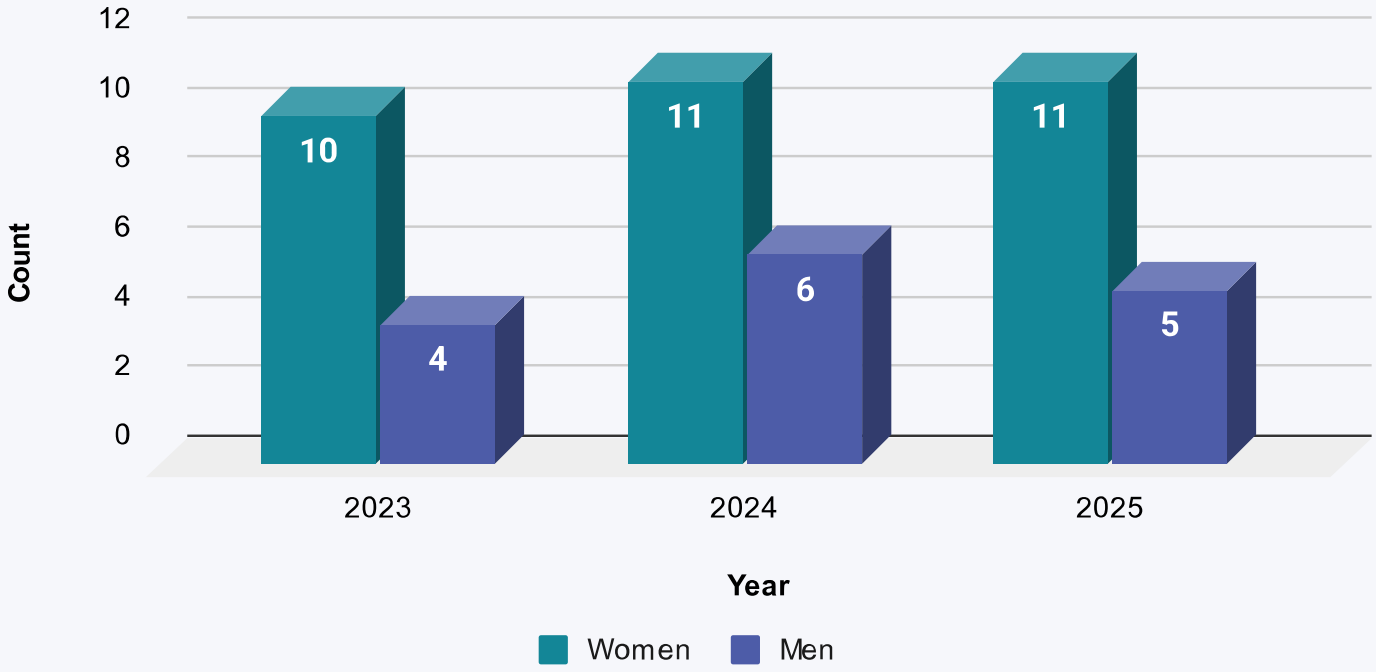
Number of Artistic and Executive Directors by Gender Next 50 Year-Over-Year Comparison



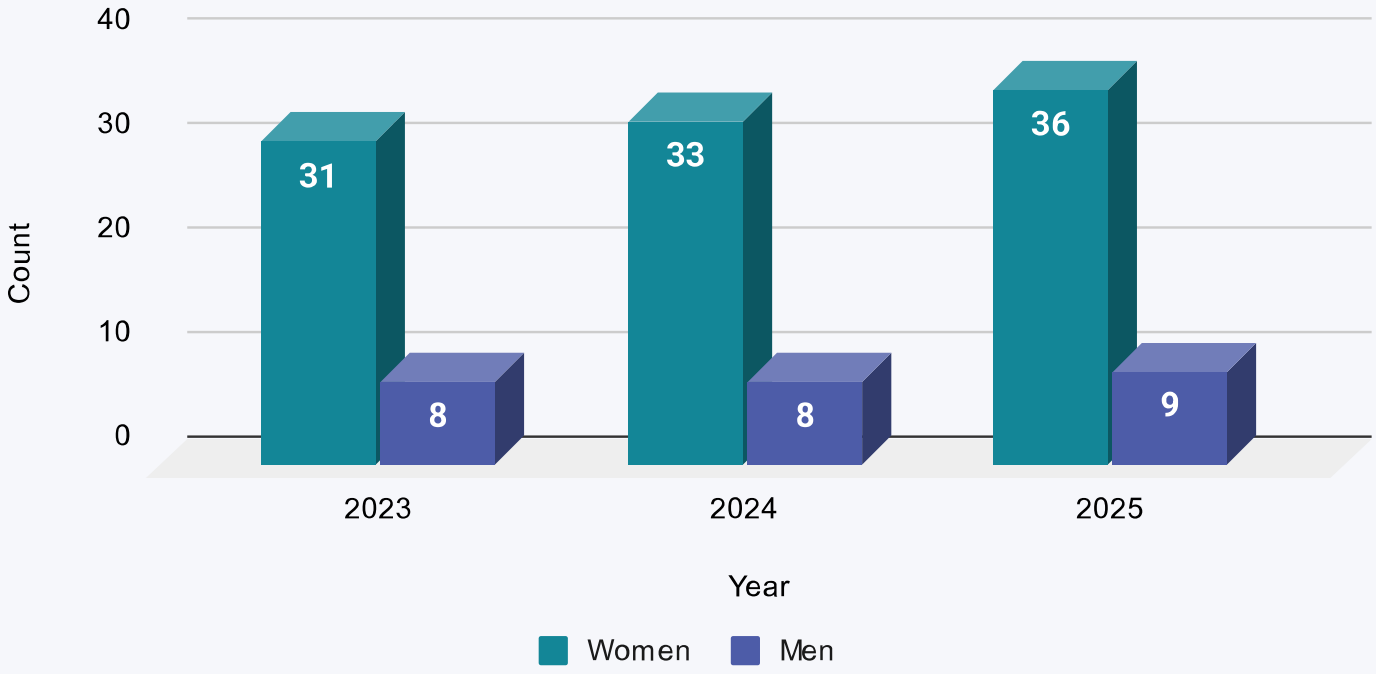
8 The **Next 50** was examined in depth for the first time in 2020. Because of this, DDP has not established longitudinal data for Artistic and Executive leadership among the **Next 50** for the same length of time as the Largest 50.

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Number of Associate/Assistant Artistic Directors by Gender Next 50 Year-Over-Year Comparison

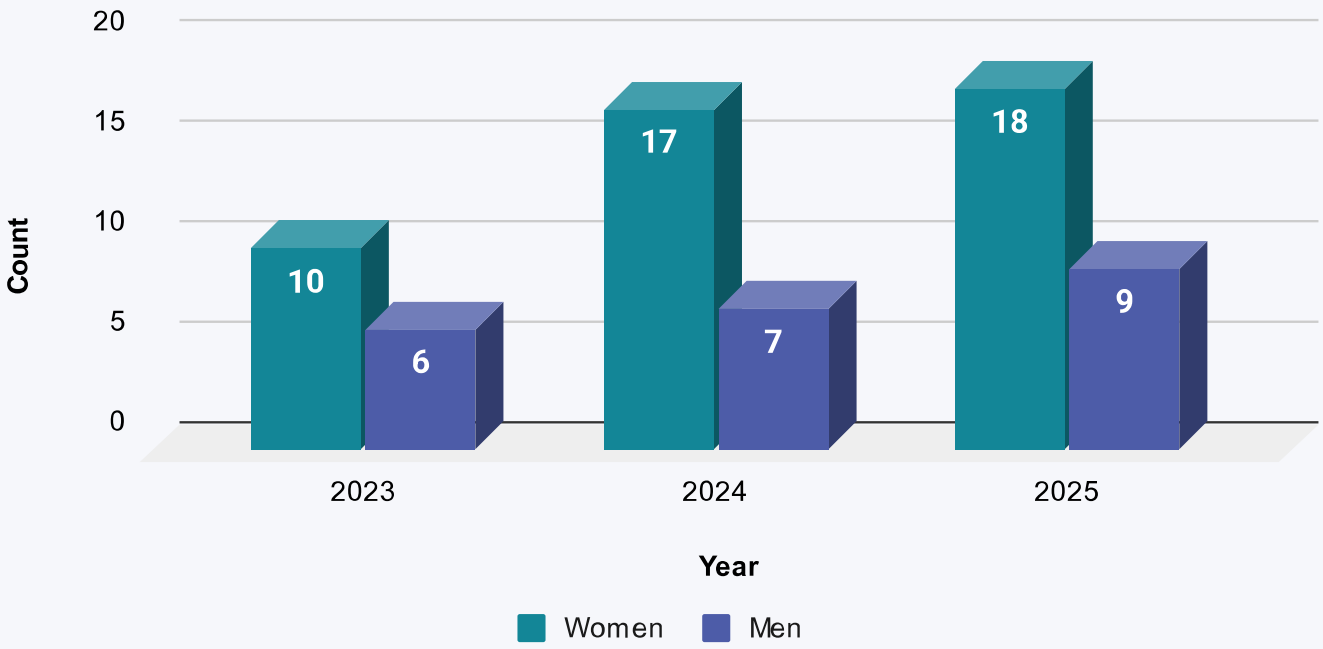


Number of Heads of School by Gender Next 50 Year-Over-Year Comparison

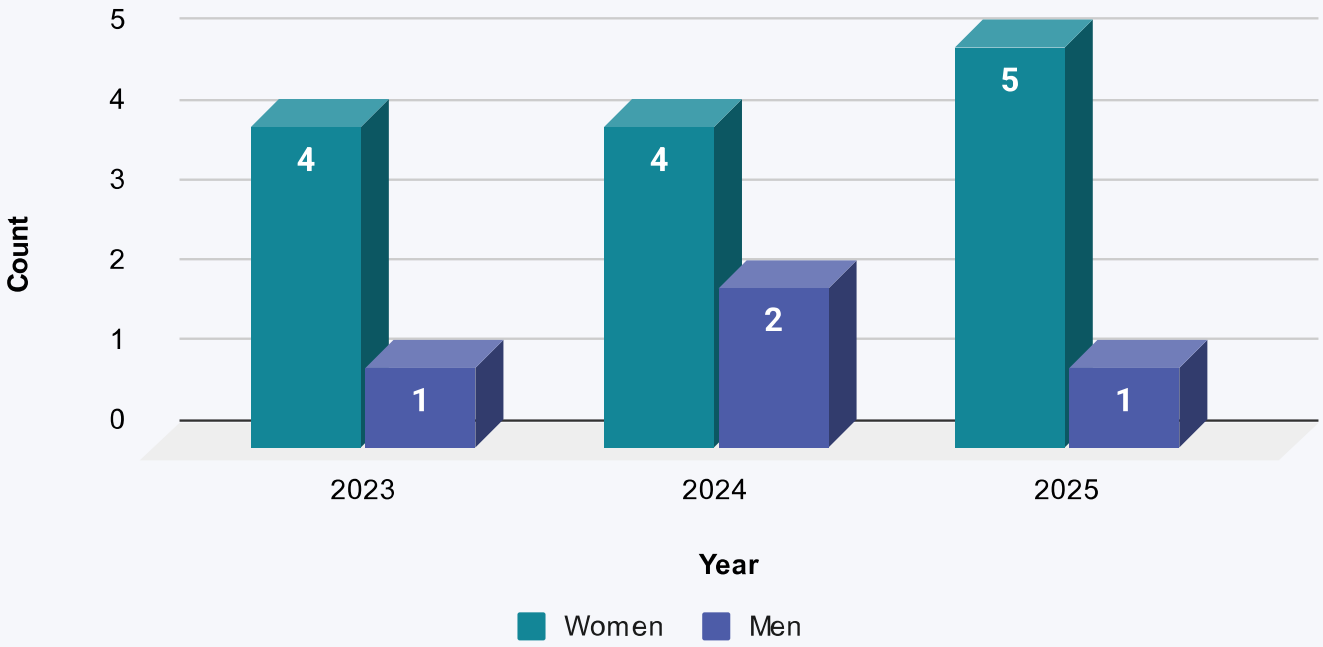


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Number of Rehearsal Directors by Gender Next 50 Year-Over-Year Comparison



Number of Heads of Second Company by Gender Next 50 Year-Over-Year Comparison



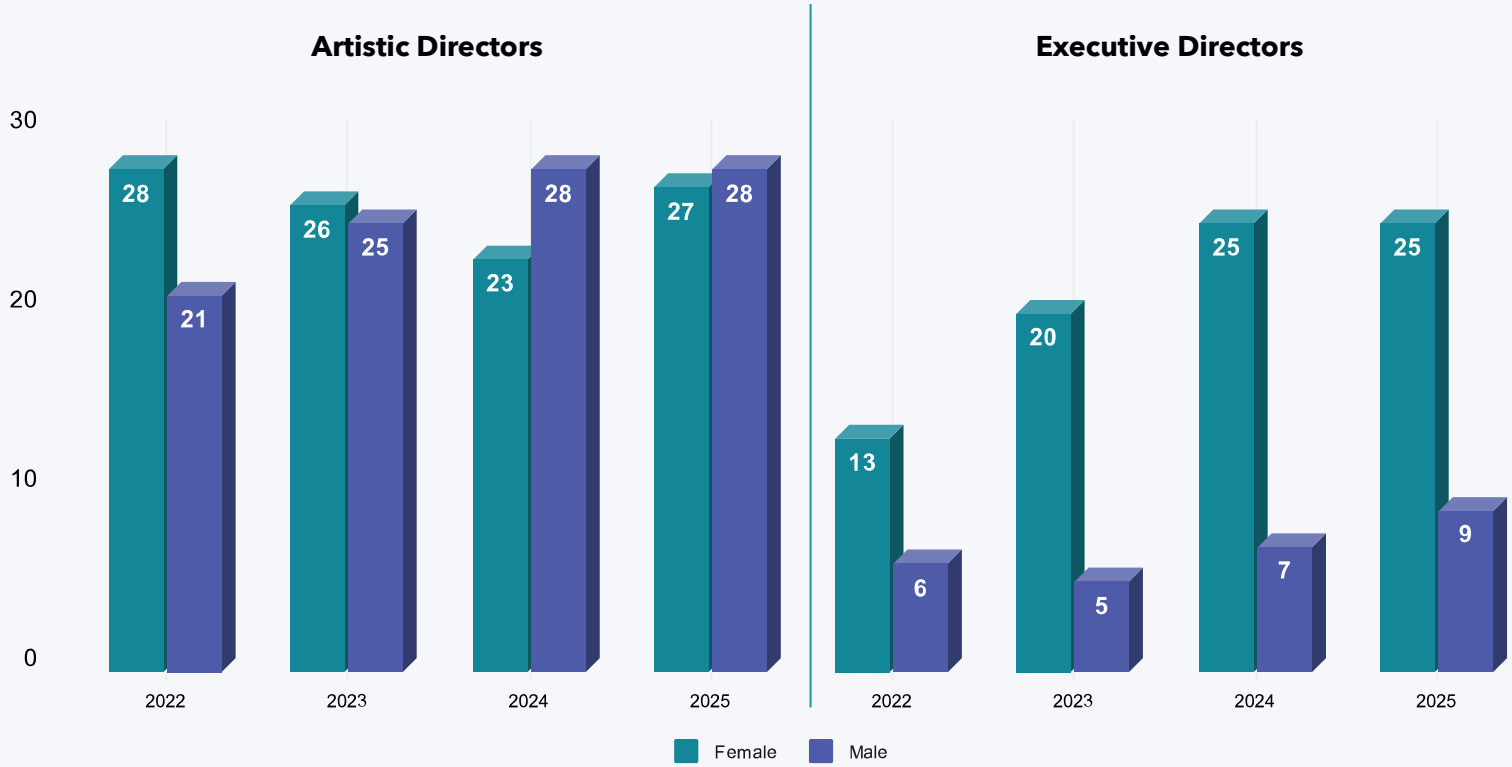
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Additional 50[9]

Women hold fewer Artistic Director positions than men within the **Additional 50**. Women continue to hold more Executive Director positions within the **Additional 50** companies.

Within the **Additional 50**, women continue to hold more Associate/Assistant Director, Head of School, and Rehearsal Director positions than their male counterparts. As of 2025, there are an equal number of male and female Heads of Second Company.

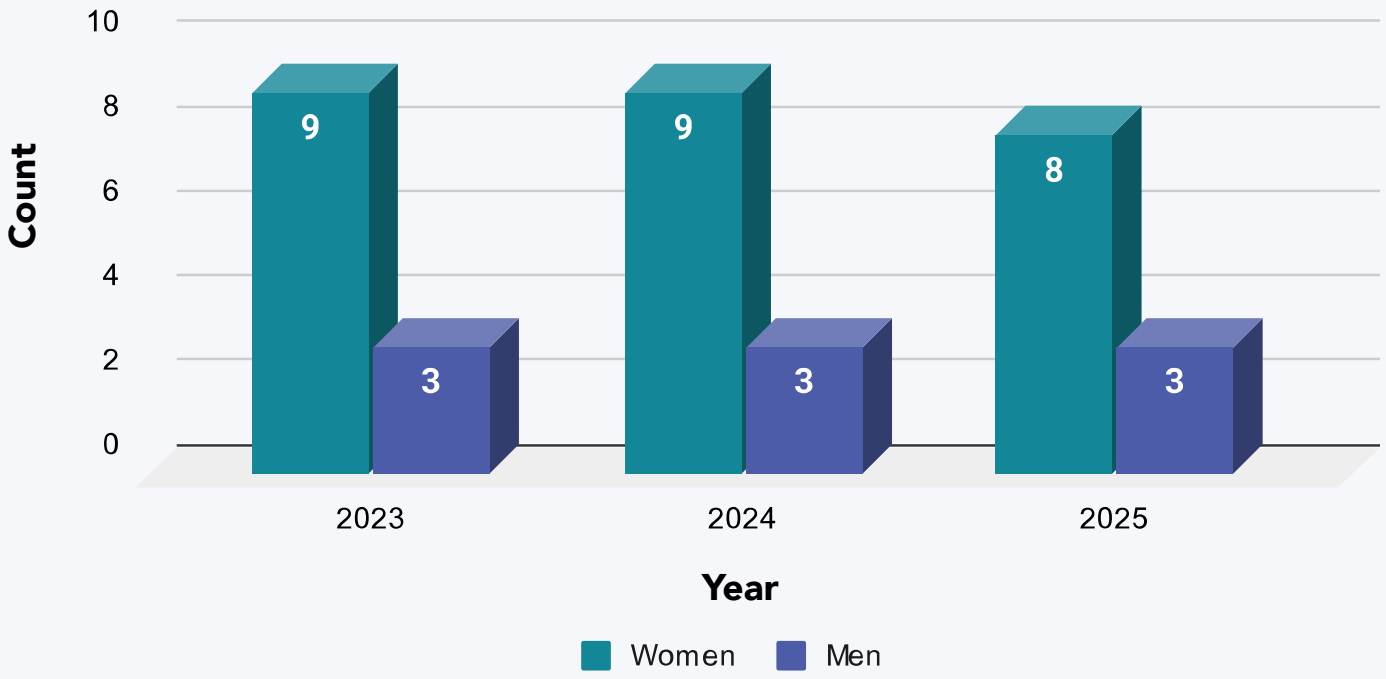
Number of Artistic and Executive Directors by Gender Additional 50 Year-Over-Year Comparison



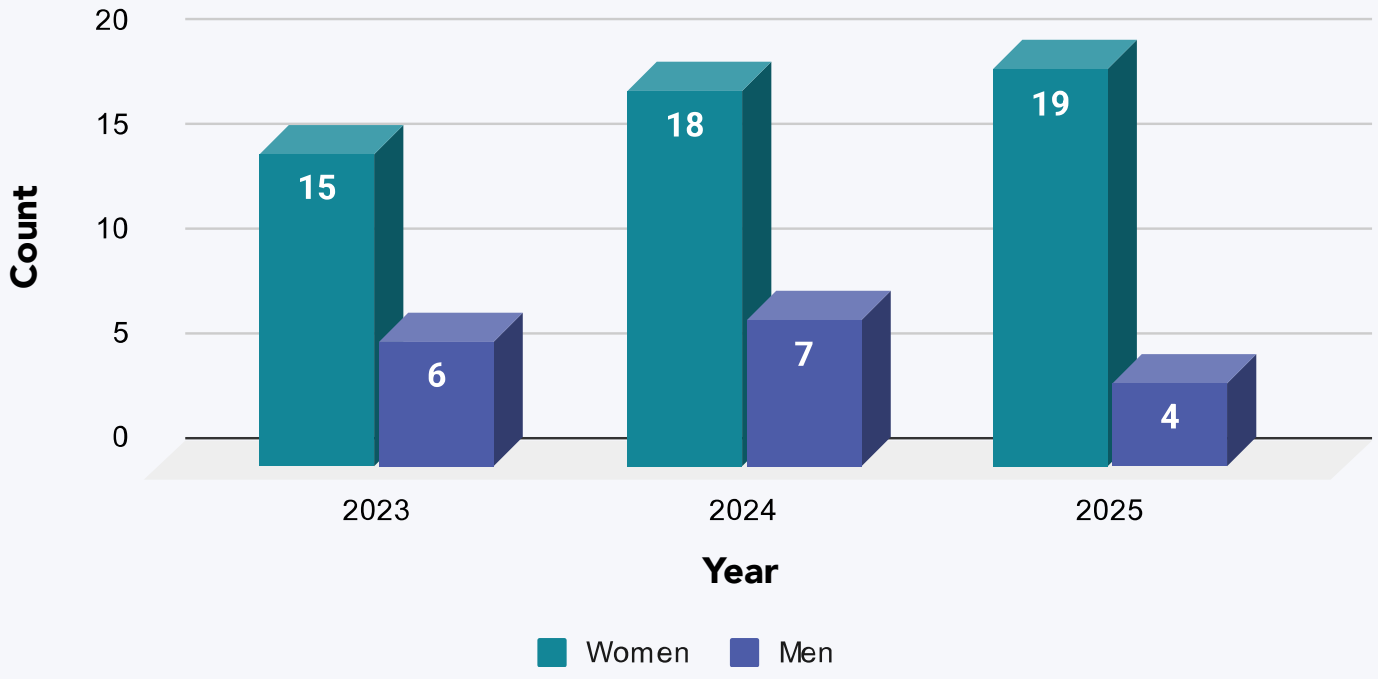
9 DDP has not yet established longitudinal data for leadership among the **Additional 50** as companies #101-150 were first ranked by expenditure in 2022.

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Number of Associate/Assistant Artistic Directors by Gender Additional 50 Year-Over-Year Comparison

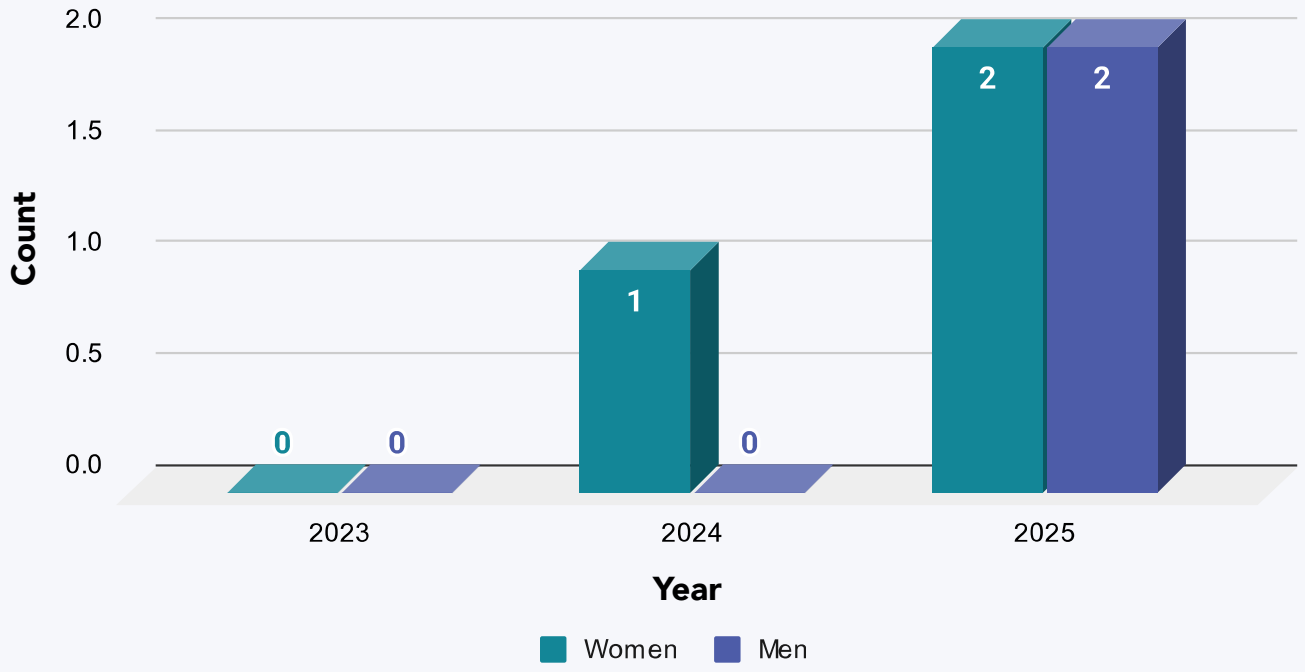


Number of Heads of School by Gender Additional 50 Year-Over-Year Comparison

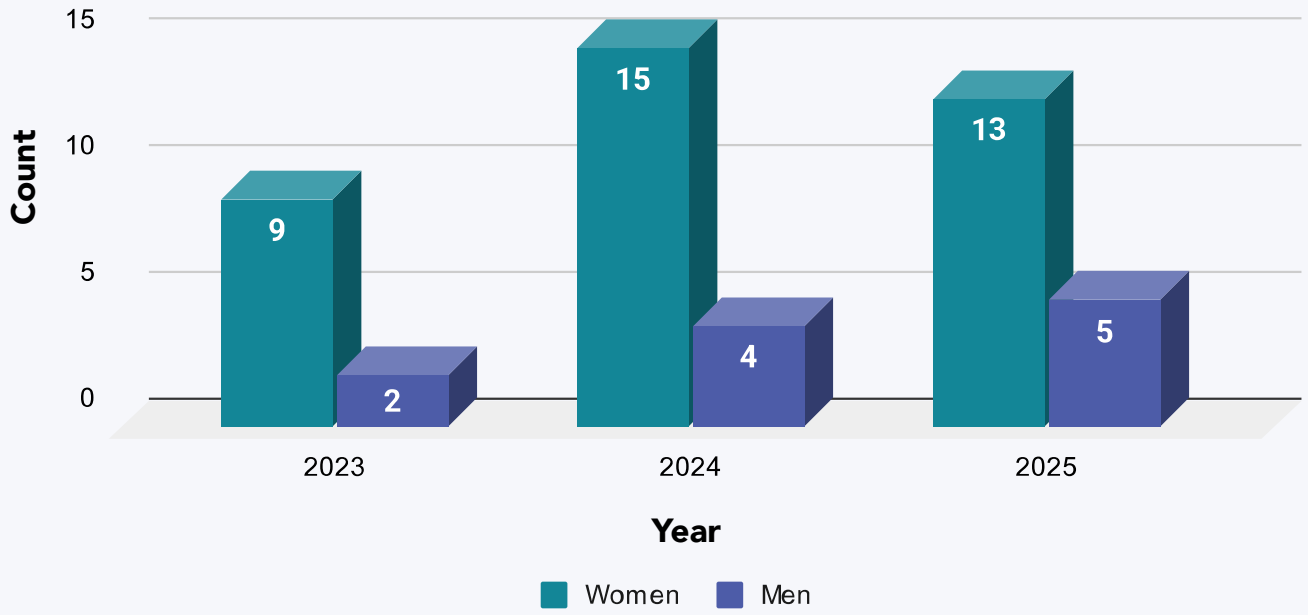


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Number of Heads of Second Company by Gender Additional 50 Year-Over-Year Comparison



Number of Rehearsal Directors by Gender Additional 50 Year-Over-Year Comparison



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Section III:
Artistic Director Transitions

The following section examines Artistic Director transitions between 2021 and YTD 2025.[10] As Artistic Director positions are typically long-term appointments, these metrics provide insight into the future landscape of Artistic Leadership in the United States. Comparisons to Artistic Director Leadership at international companies are also made.

Between 2021 and 2025 YTD, 26 women and 33 men were appointed Artistic Directors at U.S. Ballet and Classically Based Companies. In 2025 YTD, more men have been appointed Artistic Directors than their female counterparts.

Women are provided fewer Artistic Director opportunities at international companies (U.S. excluded). Between 2021 and 2025 YTD, only 26 women became Artistic Directors compared to 64 men.

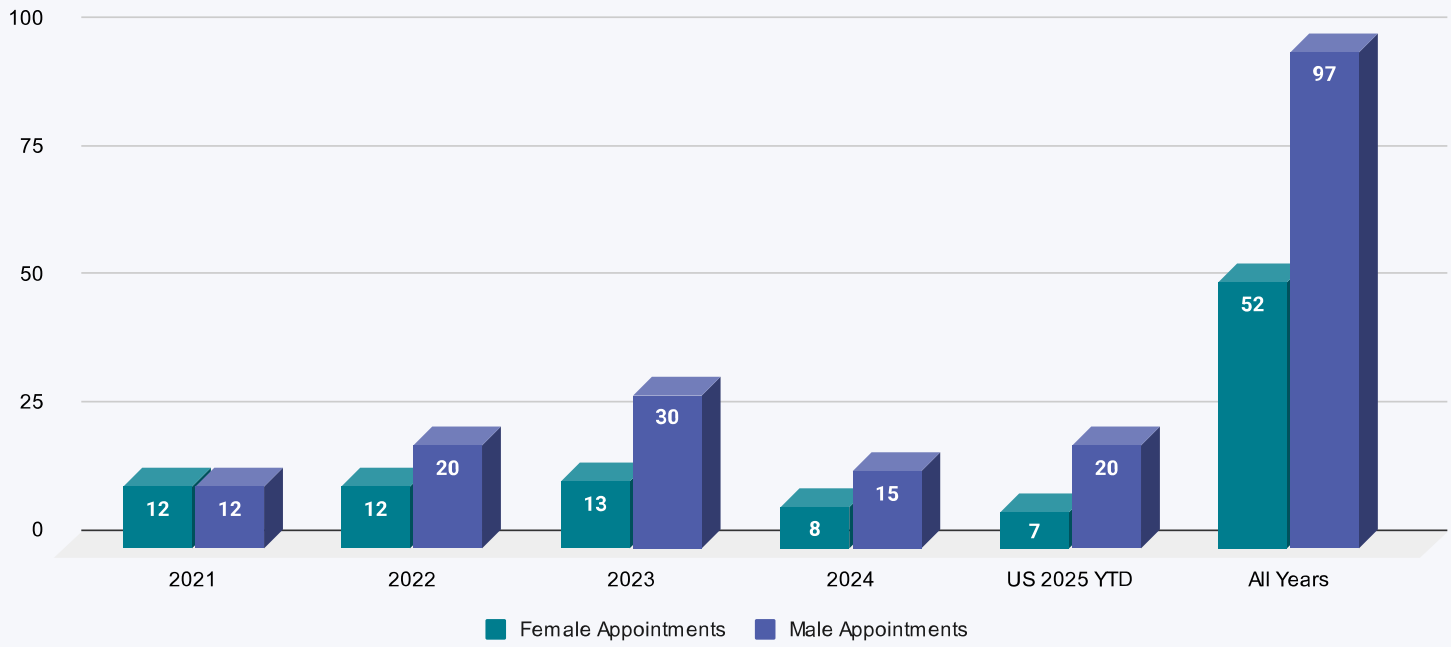
Men have been appointed to Artistic Director positions at nearly twice the rate of women at ballet companies worldwide (97 men versus 52 women). However, companies within the United States offer women more Artistic Director opportunities compared to international companies.

	2021	*2022*	*2023*	*2024*	*2025 YTD*	*All Years*
U.S. Companies						
Female Appointments	6	8	7	4	1	**26**
Male Appointments	6	10	10	3	4	**33**
International Companies						
Female Appointments	6	4	6	4	6	**26**
Male Appointments	6	10	20	12	16	**64**
All Companies[11] (U.S.Largest 150 and International)						
Female Appointments	12	12	13	9	7	**52**
Male Appointments	12	20	30	16	20	**97**

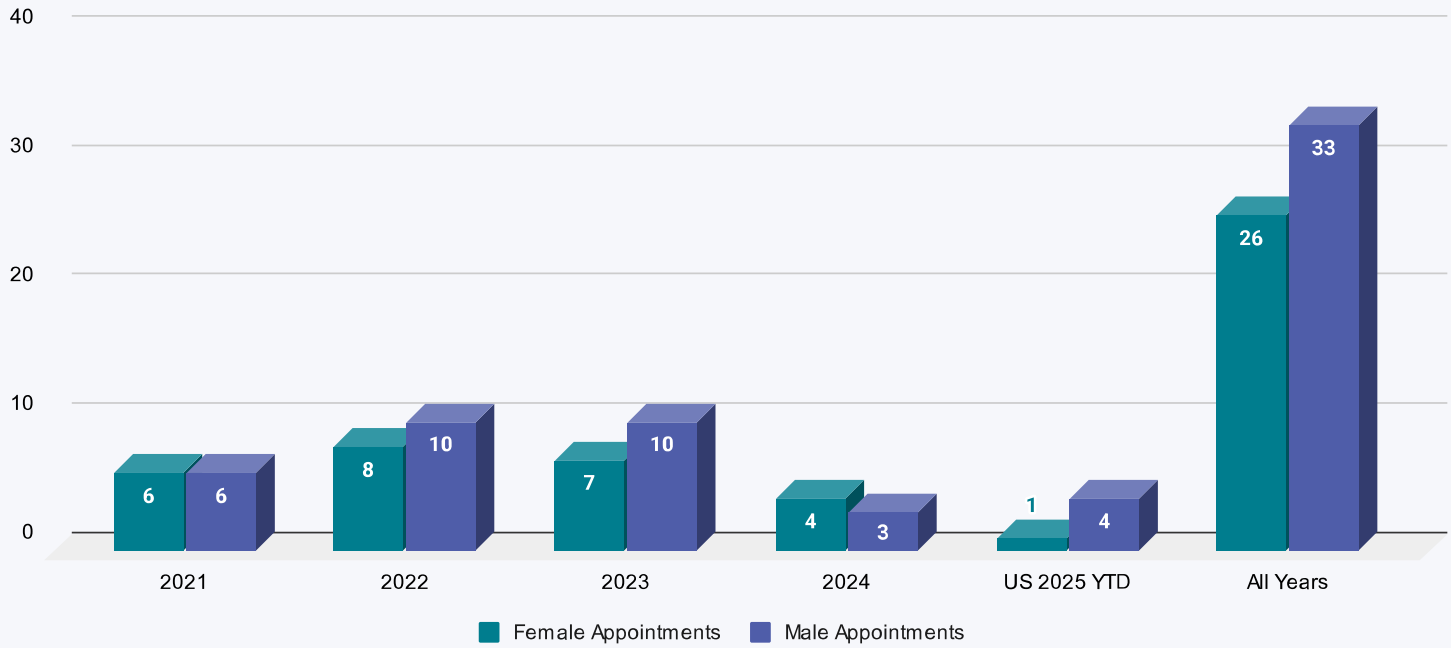
10 Later this year DDP will be examining all 2025 leadership transitions in the forthcoming, Leadership Transitions Data Byte.
11 The term 'All Companies' refers to the combination of the **Largest 150** U.S. Companies and international companies.

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All Companies - Male and Female Artistic Director Appointments 2021 to 2025 YTD

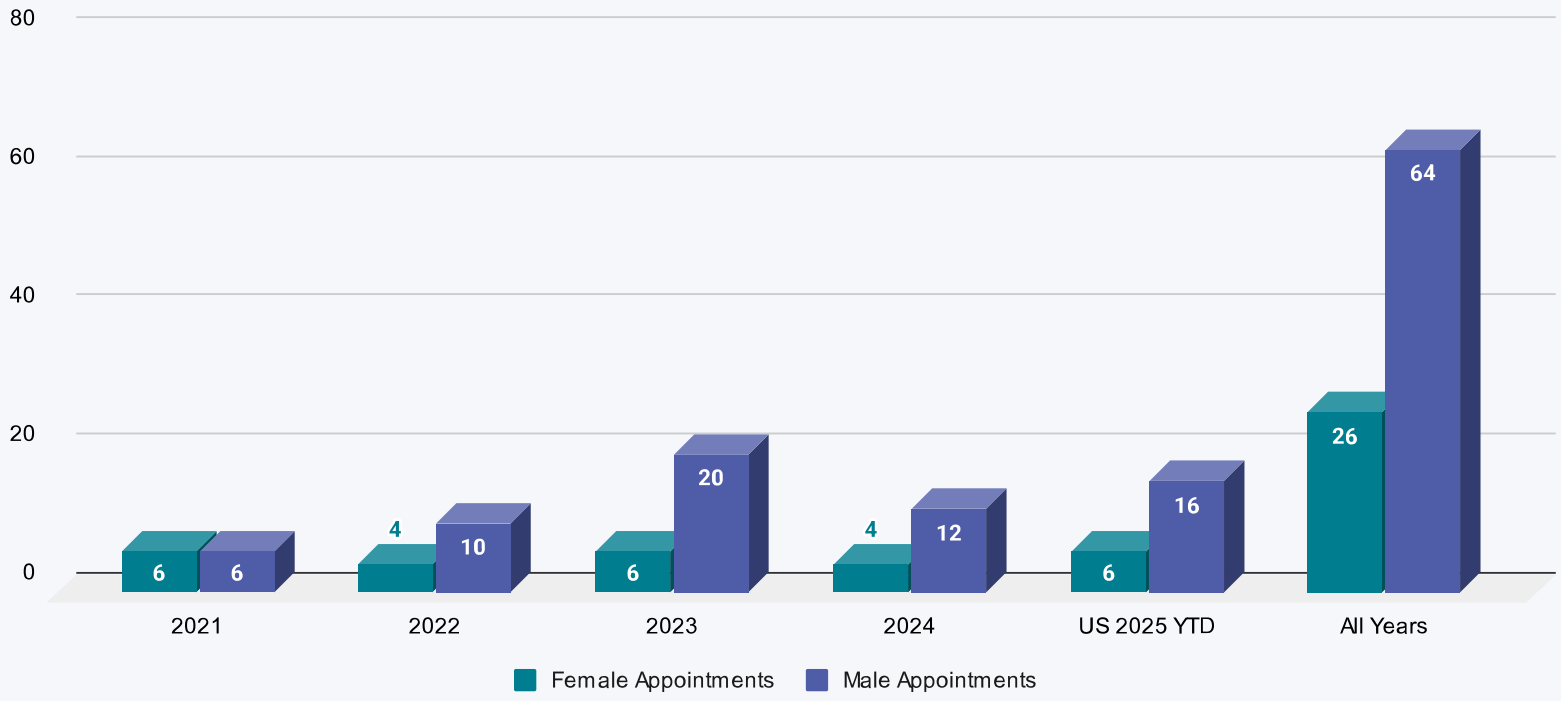


U.S. Companies - Male and Female Artistic Director Appointments 2021 to 2025 YTD



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International Companies - Male and Female Artistic Director Appointments 2021 to 2025 YTD



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Artistic Director Transitions

The following tables and graphs break down leadership transitions that occurred between 2021 and 2025 YTD (August 2025). This information provides insight into the replacement rate of Artistic Director positions, specifically, the proportion of these roles filled by women.

In the U.S., the most common type of transition is from a female to a male (F-M; 17 transitions). This is followed by male-to-male transitions (15 transitions), while female-to-female (12 transitions) and male-to-female (12 transitions) are less frequent.

Internationally, the most prevalent transitions are male-to-male (43 transitions), followed by male-to-female transitions (19 transitions), and female-to-male (17 transitions). Female-to-female (5 transitions) is less frequent among international companies.

When Artistic Director positions become available, women are less likely to be hired. Women are also more often replaced by men when they leave Artistic Director roles.

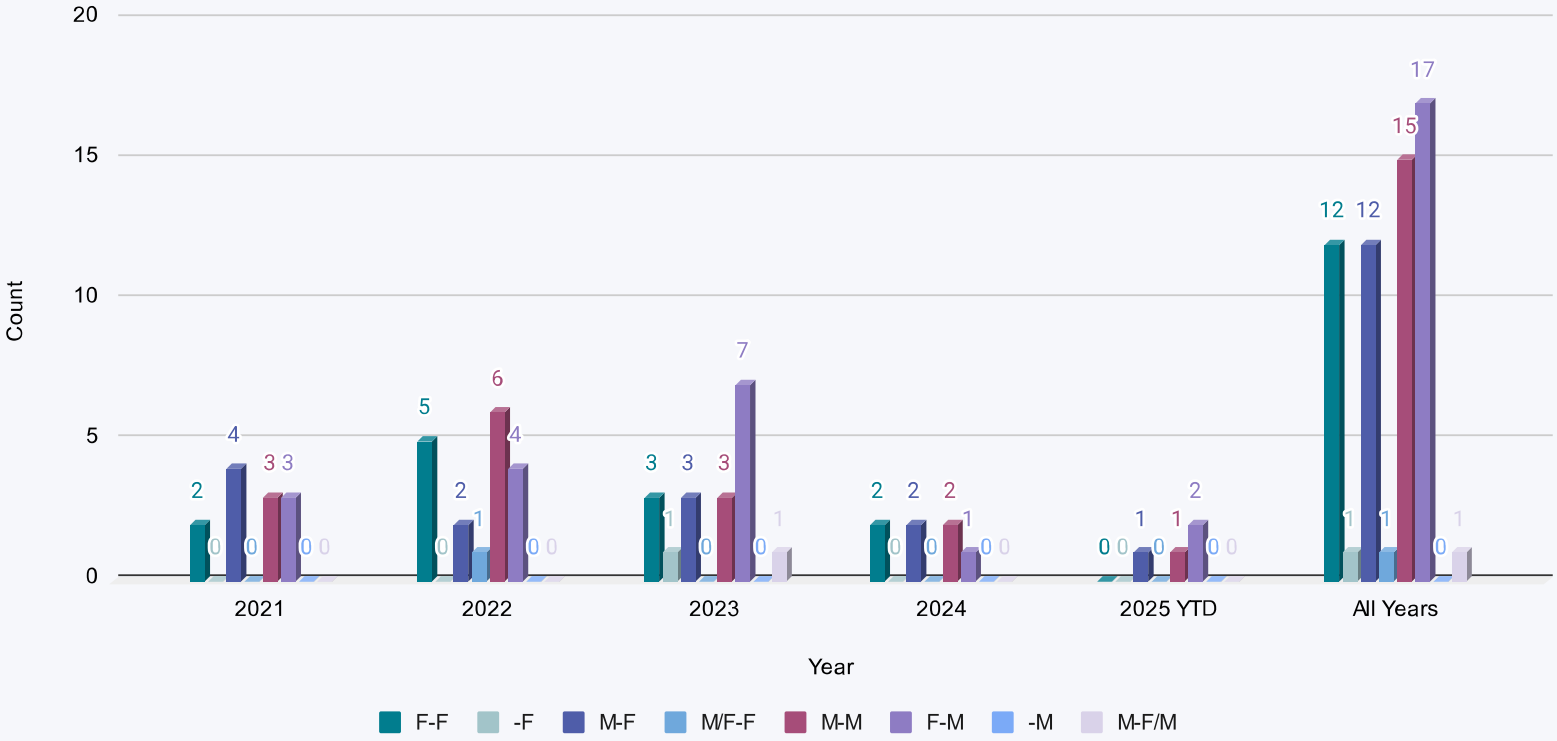
Artistic Director Transitions - U.S. Ballet and Classically Based Companies

	2021	*2022*	*2023*	*2024*	*2025 YTD*	*All Years*
F-F	2	5	3	2	0	**12**
-F[12]	0	0	1	0	0	**1**
M-F	4	2	3	2	1	**12**
M/F-F	0	1	0	0	0	**1**
M-M	3	6	3	2	1	**15**
F-M	3	4	7	1	2	**17**
-M	0	0	0	0	0	**0**
M-F/M	0	0	1	0	0	**1**

12 -F and -M denote no predecessor, ie: new company

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Types of Leadership Transitions - U.S Companies Year over Year Comparison

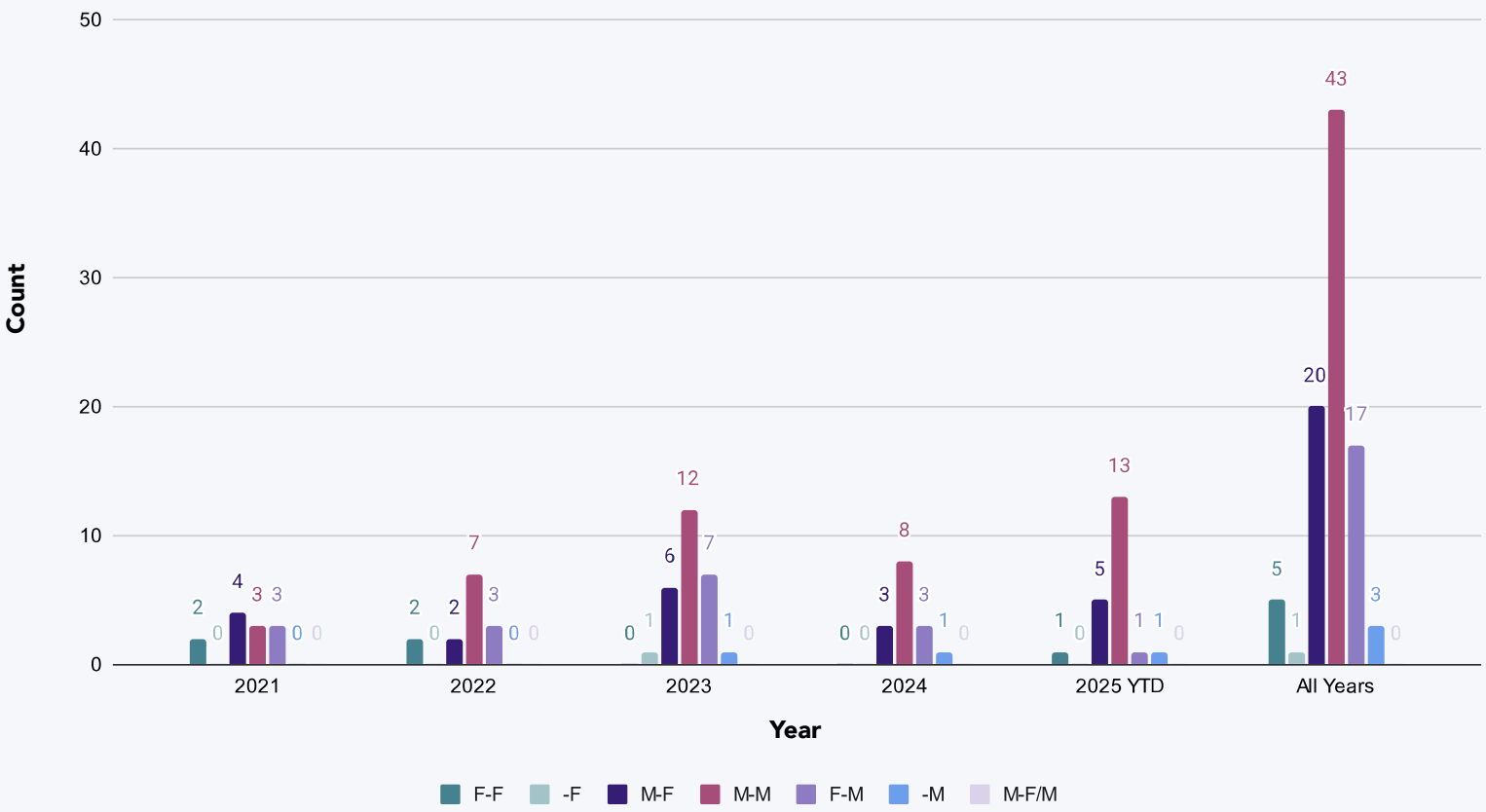


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Artistic Director Transitions - International Ballet and Classically Based Companies

	2021	2022	2023	2024	2025 YTD	All Years
F-F	2	2	0	0	1	**5**
-F	0	0	1	0	0	**1**
M-F	4	2	6	3	5	**19**
M-M	3	7	12	8	13	**43**
F-M	3	3	7	3	1	**17**
-M	0	0	1	1	1	**3**
M-F/M	0	0	0	0	0	**0**

Types of Leadership Transitions - International Companies

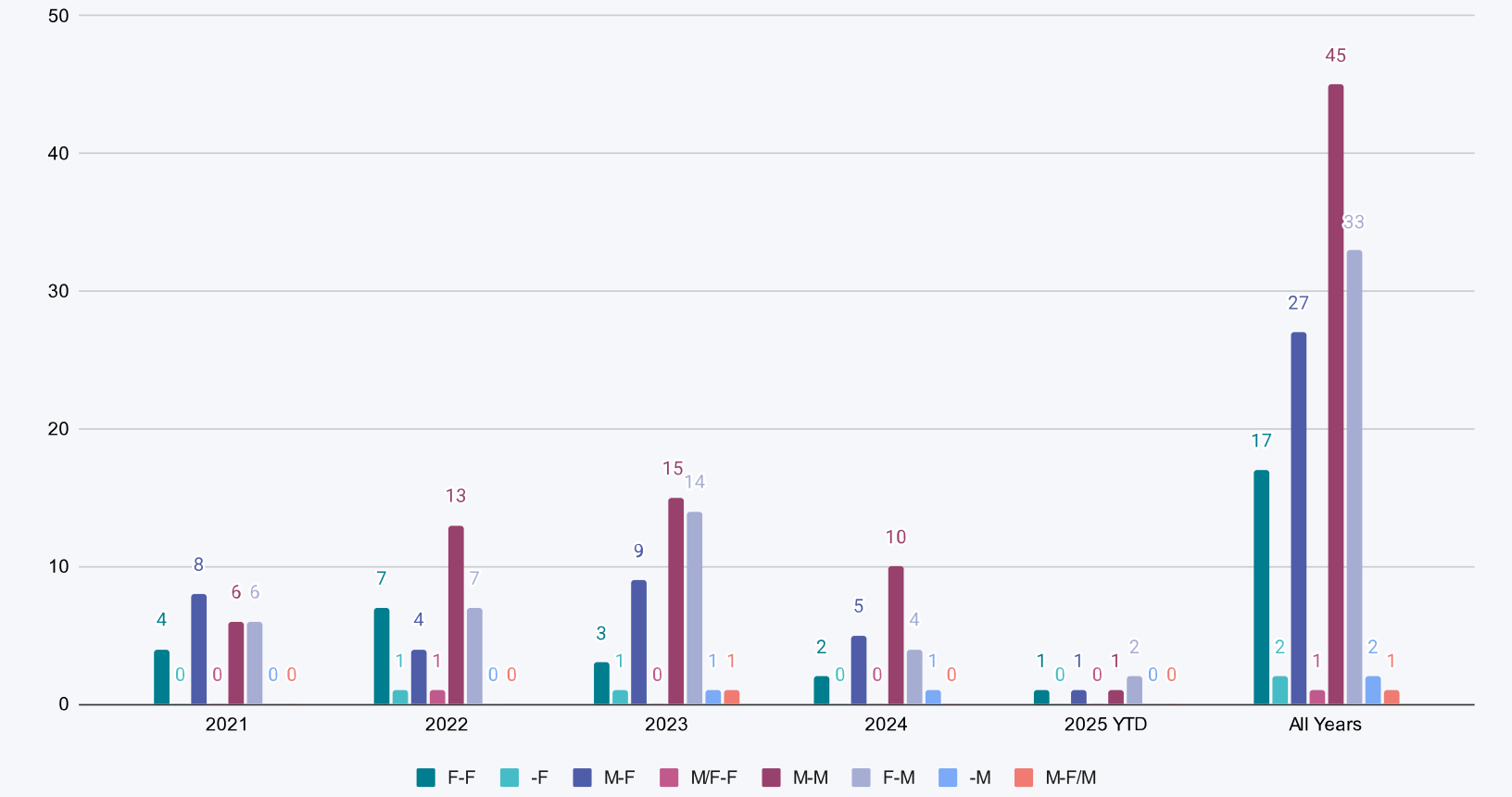


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Artistic Director Transitions - All Companies (U.S. Largest 150 and International)

	2021	2022	2023	2024	2025 YTD	All Years
F-F	4	7	3	2	1	**16**
-F	0	1	1	0	0	**2**
M-F	8	4	9	5	2	**27**
M/F-F	0	1	0	0	0	**1**
M-M	6	13	15	10	1	**44**
F-M	6	7	14	4	3	**32**
-M	0	0	1	1	0	**2**
M-F/M	0	0	1	0	0	**1**

Types of Leadership Transitions - All Companies



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Section IV:
Operational Definitions, Methods, and Limitations

Operational definitions:

Ballet company

For this study, DDP defines a "ballet company" as an organization that has both roots in classical ballet and a professional performing company. If a company (such as Alvin Ailey), defines its work as "ballet," then we honor their terminology. Note, however, that Alvin Ailey, Dallas Black Dance Theatre, LA Dance Project, and PHILADANCO!, are also counted in our Modern and Contemporary ranking. DDP also considers factors such as whether the company has an affiliated school that teaches pointe work and if the company commissions work by choreographers who also work with traditional ballet companies.

DDP remains generous and open-minded with this definition and recognizes that the art form is constantly evolving.

Artistic Director

The Artistic Director(s) of each company is defined as either the person(s) with that title, or the person(s) who most closely fills the role of overseeing and directing artistic operations at the ballet company (e.g., ballet director).

Executive Director

The executive director of each company was defined as either the person(s) with that title, or the person(s) who most closely fills the role of overseeing and directing managerial operations at the ballet company (e.g., CEO, managing director).

Associate/Assistant Artistic Directors

The associate/assistant artistic director of each company was defined as either the person(s) with that title or the person(s) who most closely fills the role of artistic assistant at the ballet company.

Head of School

The head of school for each company was defined as either the person(s) with that title or the person(s) who most closely fills the role of overseeing and directing operations at the ballet school, e.g., school director.

Heads of Second Companies

The artistic director(s) of each second/trainee company was defined as either the person(s) with that title or the person(s) who most closely fills the role of overseeing and directing artistic operations of the second/trainee company, i.e., ballet director.

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Rehearsal Director

Rehearsal directors are defined as either the person(s) with that title, or the person(s) who most closely fills the role of overseeing and directing rehearsals for the companies (e.g., répétiteur, repertory coach). DDP notes that the responsibilities and title of Rehearsal Director vary from company to company.

Music Director and Principal Conductor

DDP has expanded to examine the gender distribution of music directors and principal conductors for the first time. The music director or principal conductor was defined as either the person(s) with that title, or the person(s) whose title aligned most closely with the music director/principal conductor for the ballet company. DDP remains generous and flexible with this definition as this is a new area of research.

Gender

DDP has used the following categories to refer to choreographers' gender identities in this report: women, men, and gender expansive. In this study, "woman" and "female" are used synonymously, as are "man" and "male". Gender expansive includes individuals who identify as non-binary, genderqueer, gender non-conforming, or otherwise outside of the gender binary. DDP notes that the responsibilities and title of Music Director and Principal Conductor vary from company to company.

Data Collection and Analysis

For this study, DDP examined the **Largest 150** ballet and classically based companies in the U.S. compiled through publicly available fiscal data, as detailed in the 2025 Largest Ballet & Classically Based Company Report.

Leadership positions, as well as name and gender, were primarily sourced directly from company websites. Pronouns were utilized to determine an individual's gender. All relevant information was collected in a shared Google Sheet. After initial data collection, the data was reviewed twice more by a different member of the research team on each occasion. Data was collected and verified in August 2025. For each leadership category, the number of female, male, and gender-expansive individuals was counted, and percentages were calculated.

Artistic Director transition information has been collected on an ongoing basis since 2021 as part of DDP's annual Leadership Transitions Data Bytes. For this report, Artistic Directors of main companies were included. Artistic Directors of schools and second companies were excluded from analysis, as were transitions at modern and contemporary companies. Transitions were counted from the date they were announced. For example, Julie Kent's Co-Artistic Director position at Houston Ballet was announced in 2022, but she did not assume the role until 2023. Her transition was counted in 2022.

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Limitations

Titles and Vacancies of Artistic and Executive Director Positions

Titles vary between companies, and Dance Data Project® has attempted to represent the various leadership positions of each company as accurately as possible.

The role & responsibilities of the Executive Director vary in title. DDP used the key employee, if applicable, with the title most closely resembling Executive Director. These titles include President and Chief Executive Officer, Managing Director, Interim Executive Director, Administrative Director, Administrative Manager, Director, Founder and Chief Executive Officer. For companies where one person serves as both Artistic and Executive Director, DDP counted that person in both categories. For example, Christine Cox, the Artistic and Executive Director of BalletX, was counted among both Artistic Directors and Executive Directors in the **Largest 50**.

Armitage Gone Dance! closed their professional company in the Spring of 2022. However, they were included in DDP's sample of the **Largest 150** (ranked #124) as they were still operational for part of FY 2022. The company has been excluded from the leadership calculations throughout this report.

30 companies have one individual serving as both Artistic and Executive Director:

American Midwest Ballet
Charleston Ballet
Orlando Ballet
ARC Dance Company
Chattanooga Ballet
Sacramento Ballet
Ballet Arkansas
Cuban Classical Ballet of Miami
Saint Louis Ballet
Ballet Idaho
Eglevsky Ballet
South Carolina Ballet
Ballet North Texas
Madison Ballet
Texture Contemporary Ballet
Ballet Palm Beach
Manassas Ballet Theatre
The Minnesota Ballet
Ballet Rhode Island
Mareck Dance
The Rosin Box Project
Ballet Vero Beach
Nashville Ballet
The Roxey Ballet Company
BalletX
New Ballet
Roanoke Ballet Theatre
Carolina Ballet
Newport Contemporary Ballet
Tulsa Ballet

6 Companies list two Artistic Directors:

Anaheim Ballet
Charlottesville Ballet
Houston Ballet
Ballethnic Dance Company
Delta Festival Ballet
Olympic Ballet Theatre

1 company lists no Artistic Director:

Dance Aspen

33 companies list no Executive Director:

Albany Berkshire Ballet
Chamber Dance Project
Maine State Ballet
American Contemporary Ballet
Charlottesville Ballet
MOVEIUS Contemporary Ballet
Anaheim Ballet
City Ballet of Boston
Oakland Ballet Company
Atlantic City Ballet
City Ballet of San Diego
Ohio Contemporary Ballet
Avant Chamber Ballet
Connecticut Ballet
Olympic Ballet Theatre
Ballet Frontier
Delta Festival
PHILADANCO!
Ballet Pensacola
Diablo Ballet
Richmond Ballet

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Ballet Theatre of Maryland
Dissonance Dance Theatre
Tampa City Ballet
Ballet Virginia
Gwinnett Ballet Theatre
Terminus Modern Ballet Theatre
Ballethnic Dance Company
Huntsville Ballet
Twin Cities Ballet
Brooklyn Ballet
LA Dance Project
Utah Metropolitan Ballet

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Appendix A:
The Largest 50 U.S. Ballet Companies - Largest 50, Next 50, Additional 50

The following companies are ordered by size of annual expenditure based on their reported 2023 fiscal year. The **Largest 150** comprise the primary sample of companies that will be studied for Dance Data Project® 2025 reports.

Largest 50

1. New York City Ballet
2. San Francisco Ballet
3. American Ballet Theatre
4. Alvin Ailey American Dance Theater
5. Boston Ballet
6. Houston Ballet
7. Pacific Northwest Ballet
8. Joffrey Ballet
9. Miami City Ballet
10. Philadelphia Ballet
11. Ballet West
12. The Washington Ballet
13. Cincinnati Ballet
14. Colorado Ballet
15. Pittsburgh Ballet Theatre
16. Atlanta Ballet
17. Charlotte Ballet
18. Kansas City Ballet
19. Ballet Hispánico
20. Ballet Arizona
21. Ballet Austin
22. Texas Ballet Theater
23. The Sarasota Ballet
24. Carolina Ballet
25. Oregon Ballet Theatre
26. Nashville Ballet
27. BalletMet
28. Orlando Ballet
29. Dance Theatre of Harlem
30. Milwaukee Ballet
31. Tulsa Ballet
32. Alonzo King LINES Ballet
33. Nevada Ballet Theatre
34. Richmond Ballet
35. Oklahoma City Ballet
36. Louisville Ballet
37. Los Angeles Ballet
38. Dallas Black Dance Theatre
39. American Repertory Ballet
40. Ballet Memphis
41. Smuin Ballet
42. Collage Dance Collective
43. Sacramento Ballet
44. LA Dance Project
45. BalletX
46. Grand Rapids Ballet
47. Eugene Ballet
48. Ballet Idaho
49. The Alabama Ballet
50. New Jersey Ballet Company

Next 50

51. Ballet Rhode Island
52. Ballet Magnificat!
53. Ballet San Antonio
54. Wonderbound
55. Cleveland Ballet
56. PHILADANCO!
57. Indianapolis Ballet
58. State Street Ballet
59. American Midwest Ballet
60. Newport Contemporary Ballet
61. Saint Louis Ballet
62. Brooklyn Ballet
63. Post:ballet[13]
64. Charlottesville Ballet
65. Les Ballets Trockadero de Monte Carlo
66. Madison Ballet
67. New Ballet
68. Fort Wayne Ballet
69. South Carolina Ballet
70. City Ballet of San Diego
71. Golden State Ballet
72. Ballet Virginia
73. Manassas Ballet Theatre
74. The Florida Ballet
75. Maine State Ballet
76. Diablo Ballet
77. Boulder Ballet
78. Peninsula Ballet Theatre
79. Oakland Ballet Company
80. Ballet 5:8
81. Ballet Des Moines
82. Ballet Tucson
83. Utah Metropolitan Ballet
84. Central West Ballet
85. Ballet Palm Beach

13 Post:Ballet shuttered in January 2025.

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86. Ballet Theatre of Maryland
87. American Contemporary Ballet
88. Terminus Modern Ballet Theatre
89. The Tallahassee Ballet
90. Huntsville Ballet
91. Canyon Concert Ballet
92. Dance Alive National Ballet
93. Mystic Ballet
94. City Ballet of Boston
95. Ballet Pensacola
96. San Diego Ballet
97. Chattanooga Ballet
98. Ballet Fantastique
99. Connecticut Ballet
100. BalletCollective

Additional 50

101. Arts Ballet Theatre of Florida
102. The Minnesota Ballet
103. Ballet Theatre Company[14]
104. First State Ballet Theatre
105. The Georgia Ballet
106. Ballets with a Twist
107. Moveius Contemporary Ballet
108. Ballet Co.Laboratory
109. Dance Aspen
110. Ballet Arkansas
111. New Orleans Ballet Theatre
112. Rochester City Ballet
113. Anaheim Ballet
114. Ohio Contemporary Ballet
115. Ballethnic Dance Company
116. Marigny Opera Ballet
117. New Mexico Ballet Company
118. James Sewell Ballet[15]
119. Chamber Dance Project
120. Portland Ballet
121. The Roxey Ballet Company
122. Syracuse City Ballet
123. Winston-Salem Festival Ballet
124. Ballet Quad Cities
125. Ballet Vero Beach
126. Avant Chamber Ballet
127. Lexington Ballet Company
128. The Rosin Box Project
129. Dissonance Dance Theatre
130. Mareck Dance
131. Cuban Classical Ballet of Miami
132. Roanoke Ballet Theatre
133. Olympic Ballet Theatre
134. Columbia Classical Ballet
135. Texture Contemporary Ballet
136. ARC Dance Company
137. Ballet North Texas
138. Ballet Frontier
139. Dimensions Dance Theater of Miami
140. Columbus Dance Theatre
141. The Charleston Ballet
142. Sierra Nevada Ballet
143. Greensboro Ballet
144. Kentucky Ballet Theatre
145. New York Theatre Ballet[16]
146. Albany Berkshire Ballet
147. Atlantic City Ballet
148. Carolina Ballet Theatre
149. Delta Festival Ballet
150. Gwinnett Ballet Theatre

14 Ballet Theatre Company dissolved its professional company in 2024 and returned to its original model as a ballet school.
15 James Sewell Ballet shuttered in March 2025.
16 In July 2025 New York Theatre Ballet announced a two women as temporary co-directors, this transition was not included in the report as the appointment is temporary. .

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