



WOMEN IN COLLEGE COACHING REPORT CARD

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**Tucker Center for Research
on Girls & Women in Sport**

UNIVERSITY OF MINNESOTA
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The 10 Year Anniversary Edition of The Women in College Coaching Report Card

A COMPREHENSIVE REPORT OF NCAA DIVISION-I INSTITUTIONS 2021-22

Our longitudinal research for women collegiate sport coaches, now in its tenth year, is a partnership between the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota—the first research center of its kind in the world—and WeCOACH, the premiere organization in the US dedicated to increasing and retaining the number of women in the coaching profession. In this longitudinal research, we assign a grade to each institution, sport, and conference based on the percentage of women head coaches of women's teams.

In the first benchmark report of this longitudinal research series, *The Decline of Women Coaches in Collegiate Athletics: A Report on Select NCAA Division-I FBS Institutions, 2012–13* (LaVoi, 2013), we detailed the historical decline in the percentage of women head coaches in the years following the passage of Title IX, explained why this research and women coaches matter and how minority status in the workplace can affect individuals, provided rationale for why examining employment patterns in 'big time' collegiate athletics programs was important, and reported the percentage of women in all coaching positions in select NCAA Division-I institutions by sport and conference. For over a decade our data indicate the percentage of women coaching collegiate women has been increasing in *very small* increments. We have coined this era 'stagnation' to note the difference from the historical and sharp decline in the 1970s and early '80s, and gradual decline evidenced between 1982 and 2010. As we celebrate the 50th anniversary of Title IX in 2022, and the 10th year of this Report Card, research related to the stagnation of women in sport leadership positions is timely and salient.

In the initial years of the report, we primarily examined a sample of 'big time' prominent FBS (Football Bowl Subdivision) NCAA Division-I athletic programs. Due to demand and interest in our data, we have widened our scope of research to include NCAA Division-I, II and III programs. All reports are at TuckerCenter.org

Over the last ten years we have consistently fielded the same battery of questions from a variety of stakeholders and media related to women in sport coaching:

Why do women coaches matter? Why should we hire women (subtext: we want to hire ‘the best’ and gender has nothing to do with it)? Why did the decline of women coaches occur post Title IX? Why is there still an underrepresentation of women coaches? What is the biggest barrier to increasing the percentage of women? Who is responsible for the underrepresentation of women sport coaches? What is the end goal of this report card? What can we do to increase the percentage of women sport coaches?

The answer to these questions, and developing solutions to unstick the stagnation, are not simple processes as it is well documented that women coaches face numerous, intertwined barriers that are complex and multiply based on women’s intersecting identities (see LaVoi, 2016). What we do want to stress is the ***underrepresentation of women is not the problem***, it is a symptom of the problem. The real problem is a culture, both societal and within sport, that does not value or support women.

Counting the number and percentage of women in sport coaching positions is one strategy to achieve the end goal. However, we realize counting individual women is limited and as a standalone, problematic. An increase in the percentage of women coaches (which is occurring... very slowly!) doesn’t mean the culture or social structure of sport is changing. Increases in the proportionality of women coaches, or even achieving numerical equality (i.e., 50/50) doesn’t mean the culture of sport is changing; nor does it indicate sport culture is changing equally for all women, as we know that gender inequality intersects with racial, ethnic, social, and sexual identities as well as other inequalities. Sport is a highly gendered context in what some argue is a gender regime—meaning it is gender segregated, highly masculinized, and encompasses male-dominated processes and practices. Therefore, sport functions to discriminate against, segregate, marginalize, and exclude women from the most powerful and prestigious roles which limits women’s cultural importance, and social and economic advancement.

To us, the ultimate endgame is to help change the culture of sport so that all women, with their various intersecting identities, feel safe, valued and supported, and the *Women in College Coaching Report Card™* is one piece of the solution puzzle.

Purpose

The purpose of the *Women in College Coaching Report Card™* (WCCRC) research series is multifaceted: 1) to document, benchmark and track the percentage of women coaches of women’s teams in collegiate athletics (i.e. gender diversity); 2) to provide evidence that can help retain and increase the percentage of women in the coaching profession; 3) to track the effectiveness of initiatives aimed at reversing the stagnation of the percentage of women in sport coaching; 4) to bring awareness, while providing an evidence-based starting point, for a national discussion on

this important issue; 5) to extend and complement research on women in sport coaching; and 6) to hold decision makers accountable for who they hire.

Additional purposes have emerged over ten years. This report has educated and informed thousands of women coaches and sport stakeholders, not only in the US but around the world. It has helped women realize they are not alone in feeling undervalued, unsupported, marginalized, and discriminated against. We let the data tell the story. When women learn the data, they begin to see the system in which they exist and how that system has failed to value and support them. In some cases women realize how their positive experiences in coaching are privileged and not the norm. Women begin thinking about how they can effect change, advocate for themselves and each other, develop networks of support, upskill their resumes, and make informed choices about their career trajectory. Data is power, and the goal of this report is to provide data that can be used in a variety of ways to ultimately change the structure and system of sport. Additional narrative about the impact of the WCCRC is in the conclusion.

Methodology

Documenting and adhering to a rigorous methodology is important for transparency, replication, comparison to other data, and consistency in tracking and reporting over time. For a detailed account of our methodology, coding key, data collection, reliability processes, and how we determined and developed grading criteria, see the 2012–13 report (LaVoi, 2013) which can be downloaded at TuckerCenter.org.

For this report, data was collected between September 27th and December 23rd, 2021, by visiting each institution's athletics website and reviewing the coaching roster/staff for the 2021-22 academic year for each women's NCAA-sponsored and NCAA-emerging sport team listed. Our goal was to achieve 100% accuracy and many efforts were undertaken to verify and ensure reliable data. As with any data, the numbers reported herein may have a small margin of error. To report an error, please contact info@tuckercenter.org

All individuals listed on the coaching roster as Head Coach, including Interim Head Coaches, were recorded. Diving coaches were coded as Head Coaches. A Director of Sport, common in track & field and swimming & diving, was coded as the Head Coach. An individual who occupied the Head Coach position for two sports (e.g., Head Coach for track & field and cross country) was coded as two separate coaches.

SAMPLE

The 2021-22 dataset included all head coaches of women's teams (N = 3642) at 359 institutions of higher education in all geographic regions of the United States that were current members of 32 NCAA Division-I conferences. Two institutions and 23 teams were added to the sample in 2021-22 due to transition from NCAA D-II and D-III to D-I: University of St Thomas and University

of California, San Diego. Appendix A summarizes the distribution of schools by conference for 2021-22.

PROGRAMS THAT WERE ELIMINATED OR ADDED

During the 2021-22 school year, there were 13 women's sports programs cut from the Division-I schools included in the Report Card. Of the 13 teams cut, the sports affected were softball (3), diving (2), swimming (2), tennis (2), and one (1) each of bowling, rowing, squash, and volleyball. Of the 13 cut programs, five were led by women and eight were led by men. See Appendix B for a full list of programs eliminated.

Also during the 2021-22 school year, 7 women's sports programs were added and 3 programs were reinstated after previously being cut. The 10 sports added or reinstated included golf (2) and one (1) of each of acrobatics and tumbling, beach volleyball, diving, lacrosse, swimming, squash, triathlon, and wrestling. Four of the programs were led by women head coaches and six were led by men. See Appendix B for a full list of programs added.

GRADE CRITERIA

The scale used to assign grades is as follows: A = 70–100%, B = 55–69%, C = 40–54%, D = 25–39%, F = 0–24% of female coaches of women's teams. If rounding up resulted in moving up a grade level, the institution, sport, or conference was placed in the higher grade bracket. Institutions with the same female coach percentage were ordered alphabetically. For how the grading criteria was developed see past Report Cards.

CODING RACE AND GENDER

The current Women in College Coaching Report Card includes analysis of the race and gender of head coaches of women's teams. For information on why and how we define, conceptualize, and code these variables, see the 2020-21 WCCRC.

Results

HEAD COACHES

A total of 3642 Head Coach positions of women's teams from 359 institutions comprised this sample. A small percentage of positions remained unfilled (0.30%, $n = 11$) at the time of data collection (September 2021 – December 2021), the position was eliminated (0.14%, $n = 5$) or the program was eliminated (0.36%, $n = 13$) resulting in a final sample of 3613 head coaches for analysis. While the overall percentage of women head coaches went up for the fourth year in a row, women continued to hold less than half (1567 of 3613, 43.4%) of the head coaching positions across 32 Division-I conferences which is slightly higher (0.7%) than in 2020-21 (See Table 1).

TABLE 1. PERCENTAGE OF DIVISION-I WOMEN HEAD COACHES FOR WOMEN'S TEAMS

Year	Schools	Female		Male		Total Coaches
	N	%	n	%	n	N
2017-18 Head Coaches	349	41.7	1463	58.3	2049	3512
2018-19 Head Coaches	351	42.1	1491	57.9	2050	3541
2019-20 Head Coaches	352	42.3	1501	57.8	2054	3555
2020-21 Head Coaches	357	42.7	1527	57.3	2051	3578
2021-22 Head Coaches	359	43.4	1567	56.6	2046	3613

HEAD COACH TURNOVER

Head coach turnover is a target of opportunity to increase the percentage of women head coaches. In the 2021-22 academic year, of the existing head coach positions, 12.2% (441 of 3613) turned over, an increase from the 8% turnover evidenced last year. See Table 2 for the gender composition of the former coach-new coach dyad (e.g., if a male coach was replaced by a female, that was coded as male-female). For the second year in a row, a minority of positional vacancies (219 of 441, 49.6%) were filled by men. However, that is still 219 missed opportunities to hire a woman and increase the number and percentage of women head coaches.

TABLE 2. HEAD COACH TURNOVER AND GENDER PAIR OF OUTGOING AND INCOMING COACH BY NUMBER AND PERCENTAGE FOR DIVISION-I HEAD COACHES 2021-22

Gender Pair of Coach Change	%	n
male-male	33.1	146
female-male	16.5	73
<i>total males hired</i>	<i>49.6</i>	<i>219</i>
female-female	27.4	121
male-female	22.9	101
<i>total females hired</i>	<i>50.3</i>	<i>222</i>
<i>total turnover</i>	<i>12.2</i>	<i>441</i>

BY SPORT

The percentage of women head coaches in 28 sports varied greatly (See Table 3). Lacrosse (90.8%) and field hockey (83.3%) had a large majority of female head coaches. Emerging NCAA sports of acrobatics & tumbling, rugby, and equestrian received A grades and provided positive examples of hiring women at the outset of program building and development. Five sports improved their grade from 2020-21 with softball (70.3%) moving up to an A, triathlon (57.1%) moving up to a B, wrestling (50%), rifle (47.1%), and volleyball (40.3%) moving up to a C. No sport moved down a letter grade from 2020-21. Swimming, diving, cross country, and track and field remained sports comprised of a large majority of male head coaches. Table 4 indicates the number and percentage of head coaches by sport and gender for all NCAA sponsored and emerging D-I sports.

TABLE 3. GRADE BY SPORT FOR PERCENTAGE OF WOMEN D-I HEAD COACHES FOR 2021-22

Grade	%	Sport
A	100-70	Acrobatics & Tumbling (100%)*, Lacrosse (+90.8%), Rugby (87.5%)*, Equestrian (85.0%)**, Field Hockey (83.3%), Softball (↑70.3%)
B	69-55	Basketball (+66.9%), Gymnastics (+60.7), Golf (-61.8%), Triathlon (↑57.1%)*
C	54-40	Wrestling (↑50.0%)*, Volleyball (-47.2), Rifle (↑47.1)**, Bowling (-44.1%), Rowing/Crew (+42.0%), Beach Volleyball (↑40.3%)
D	39-25	Tennis (-38.8%), Ice Hockey (-37.0%), Water Polo (+32.4%), Soccer (+29.1%)
F	24-0	Nordic Skiing (22.2%)*, Swimming (+20.9%), Diving (-19.7%), Squash (+20.0%), Cross Country (+19.9%), Track & Field (+19.2%), Fencing (-17.2%), Alpine Skiing (0.0%)*

*Offered by ten or fewer schools; **Offered by twenty or fewer schools; Sport decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2020-21 to 2021-22.

BY INSTITUTION

The range for the percentage of women head coaches by institution also varied dramatically, consistent with past Report Cards. One institution at the time of data collection (University of Rhode Island) had 90% women head coaches and three institutions (Austin Peay State University, Florida A & M, and Michigan State) had 80% or higher women coaches. Four institutions (Jacksonville State, North Dakota State, Oklahoma State, and St. Bonaventure University) had 0% women head coaches - ZERO. See Appendix C for a full list of grades by institution for the percentage of women head coaches.

Based on the percentage of women head coaches, 23 of 359 (6.4%) institutions received an A grade (70% or more women head coaches, up from 20 in 2020-21 and 18 in 2019-20!) for being above average compared to peer institutions. Seventy institutions (19.6%) received a B grade, 119 institutions (33.1%) received a C, and 106 institutions (29.5%) received a D. Forty-one institutions (11.4%) received a failing grade of F (24% or less women head coaches), making the number of F grades nearly two times the number of A grades. Over two-thirds of institutions (70.5%, n = 253) had 50% or fewer women head coaches.

BY CONFERENCE

The Ivy League evidenced the highest percentage (56.4%) while the Summit League had the lowest percentage (25.3%) of women head coaches (See Table 5). The WCC (+3.7%) and the SEC (+1.5%) were the only conferences to improve their grades of Ds to Cs from 2020-21. Conference USA and the ASUN earned lower grades of Cs to Ds from 2020-21. The Big Ten led the Power 5 conferences, and was fourth overall. The number of head coaches by conference and gender are in Table 6. See Appendix A for institutional composition of each conference.

TABLE 4. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR DIVISION-I WOMEN'S TEAMS 2021-22

Sport	Head Coaches				
	Female		Male		N
	%	n	%	n	
Acrobatics & Tumbling*	100.0	4	0.0	0	4
Alpine Skiing*	0.0	0	100.0	9	9
Basketball	66.9	239	33.1	118	357
Beach Volleyball	40.3	25	59.7	37	62
Bowling	44.1	15	55.9	19	34
Cross Country	19.9	72	80.1	289	361
Diving	19.7	34	80.3	139	173
Equestrian**	85.0	17	15.0	3	20
Fencing	17.2	5	82.8	24	29
Field Hockey	83.3	65	16.7	13	78
Golf	61.8	165	38.2	102	267
Gymnastics	60.7	37	39.3	24	61
Ice Hockey	37.0	10	63.0	17	27
Lacrosse	90.8	108	9.2	11	119
Nordic Skiing*	22.2	2	77.8	7	9
Rifle**	47.1	8	52.9	9	17
Rowing/ Crew	42.0	37	58.0	51	88
Rugby*	87.5	7	12.5	1	8
Soccer	29.1	100	70.9	244	344
Softball	70.3	211	29.7	89	300
Squash*	20.0	2	80.0	8	10
Swimming	20.9	41	79.1	155	196
Tennis	38.8	119	61.2	188	307
Track & Field	19.2	67	80.8	282	349
Triathlon*	57.1	4	42.9	3	7
Volleyball	47.2	161	52.8	180	341
Water Polo	32.4	11	67.6	23	34
Wrestling*	50.0	1	50.0	1	2
<i>Total</i>	<i>43.4</i>	<i>1567</i>	<i>56.6</i>	<i>2046</i>	<i>3613</i>

*Offered by ten or fewer schools; **Offered by twenty or fewer schools

TABLE 5. GRADE BY CONFERENCE FOR PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES 2021-22

Grade	%	Conference
A	100-70	
B	69-55	Ivy League (+56.4%)
C	54-40	Big West (+54.0%), Mid-American (+52.8%), Big 10 (52.7%), Ohio Valley (+51.2%), A10 (+49.6%), Patriot League (+48.8%), AAC (+48.6%), Mountain West (-47.4%), CAA (47.2%), Missouri Valley (+46.2%), ACC (+45.1%), Sun Belt (+44.1%), Big South (44.1%), Pac 12 (+43.8%), American East (43.6%), MAAC (+43.0%), Northeast (-43.0%), WCC (↑42.5%), SWAC (+41.9%), SEC (↑40.6%)
D	39-25	Big East (+39.1%), Conference USA (↓38.9%), ASUN (↓38.7%), Southern (+37.8%), Big Sky (35.5%), Southland (-35.4%), WAC (-33.3%), Mid-Eastern (-32.9%), Horizon League (+29.4%), Big 12 (+29.0%), Summit League (-25.3%)
F	24-0	

Conference decreased [-] or increased [+] percentage of women head coaches; moved down ↓ or up ↑ a grade from 2020-21 to 2021-22

TABLE 6. GRADE, NUMBER AND PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES BY CONFERENCE FOR 2021-22

Conference	Grade	Female		Male		N
		%	n	%	n	
Ivy League	B	56.4	79	43.6	61	140
Big West	C	54.0	61	46.0	52	113
Mid-American	C	52.8	65	47.2	58	123
Big 10	C	52.7	96	47.3	86	182
Ohio Valley	C	51.2	42	48.8	40	82
Atlantic 10	C	49.6	70	50.4	71	141
Patriot League	C	48.8	59	51.2	62	121
American/AAC	C	48.6	51	51.4	54	105
Mountain West	C	47.4	55	52.6	61	116
CAA	C	47.2	51	52.8	57	108
Missouri Valley	C	46.2	43	53.8	50	93
ACC	C	45.1	78	54.9	95	173
Sun Belt	C	44.1	45	55.9	57	102
Big South	C	44.1	41	55.9	52	93
Pac 12	C	43.8	67	56.2	86	153
American East	C	43.6	41	56.4	53	94
Conference	Grade	Female		Male		N
		%	n	%	n	
MAAC	C	43.0	52	57.0	69	121
Northeast	C	43.0	55	57.0	73	128
WCC	C	42.5	57	57.5	77	134
SWAC	C	41.9	36	58.1	50	86
SEC	C	40.6	63	59.4	92	155
Big East	D	39.1	43	60.9	67	110
Conference USA	D	38.9	49	61.1	77	126
ASUN	D	38.7	43	61.3	68	111
Southern	D	37.8	31	62.2	51	82
Big Sky	D	35.5	33	64.5	60	93
Southland	D	35.4	23	64.6	42	65
WAC	D	33.3	26	66.7	52	78
Mid-Eastern	D	32.9	28	67.1	57	85
Horizon League	D	29.4	32	70.6	77	109
Big 12	D	29.0	29	71.0	71	100
Summit League	D	25.3	23	74.7	68	91

Women Coaches of Color

HEAD COACHES

Of the 3613 head coach positions of women's teams from 359 institutions, a small percentage of coaches' race could not be discerned (0.2%, n = 6) despite multiple verification methods, resulting in a final sample of 3607 for analysis. White coaches held a majority (2983 of 3607; 82.7%) head coaching positions across 32 Division-I conferences (See Tables 7 & 9), and women of color were dramatically under-represented (See Tables 8 & 10).

Compared to 2020-2021, we saw an increase of head coaches of color. Last year, women of color held 245 (6.8%) of head coaching positions while this year, 265 (7.3%) women of color hold head coaching positions. Similarly, last year 336 (9.4%) men of color held head coaching positions, while this year 359 (10%) men of color held head coaching positions (see Table 10).

TABLE 7. PERCENTAGE OF NCAA D-I BIPOC HEAD COACHES FOR WOMEN'S TEAMS

Year	Schools	BIPOC		White		Total Coaches
	N	%	n	%	n	N
2020-21 Head Coaches	357	16.3	581	83.7	2986	3567
2021-22 Head Coaches	359	17.3	624	82.7	2983	3607

TABLE 8. PERCENTAGE OF NCAA D-I HEAD COACHES FOR WOMEN'S TEAMS BY GENDER AND RACE 2021-22

Race	Female		Male		Total Coaches	
	%	n	%	n	%	N
White/Caucasian	36.0%	1298	46.7%	1685	82.7%	2983
Black or African American	5.4%	195	6.7%	240	12.1%	435
Asian	0.8%	30	1.1%	41	2.0%	71
Hispanic or Latino/Latina	0.9%	31	2.1%	75	2.9%	106
Native American or Alaskan Native	0.0%	1	0.0%	0	0.0%	1
Native Hawaiian or Pacific Islander	0.2%	8	0.1%	3	0.3%	11

TABLE 9. PERCENTAGE OF NCAA D-I HEAD COACHES FOR WOMEN'S TEAMS BY RACE COLLAPSED

Race	Total Coaches	
	%	N
White/Caucasian	82.7%	2983
BIPOC*	17.3%	624

*BIPOC = Black, Indigenous, and People of Color

TABLE 10. PERCENTAGE OF DIVISION-I HEAD COACHES BY GENDER AND RACE 2021-22

Race	Female		Male		Total Coaches	
	%	n	%	n	%	N
BIPOC	7.3%	265	10.0%	359	17.3%	624
White/Caucasian	36.0%	1298	46.7%	1685	82.7%	2983
Total	43.3	1563	56.7	2044	100%	3607

COACH TURNOVER

Head coach occupational position turnover is a target of opportunity to increase the percentage of BIPOC head coaches. In the 2021-22 academic year, of the existing head coach positions, 12.2% (441 of 3613) turned over. One incoming and two outgoing coach's race could not be discerned resulting in a turnover sample of 438. See Table 11 for the race composition of the former coach-new coach dyad (e.g., if a white coach was replaced by a BIPOC coach, that was coded as white-BIPOC). A majority of positional vacancies (334 of 438, 75.9%) were filled by white coaches, leaving 334 missed opportunities to hire a coach of color and increase the percentage of BIPOC head coaches. Only 11% (50 of 438) of all head coaches hired were women of color.

TABLE 11. HEAD COACH TURNOVER OF OUTGOING AND INCOMING COACH BY RACE, NUMBER AND PERCENTAGE FOR HEAD COACHES 2021-22

Race Pair of Coach Change	%	n
White-White	68.2	300
BIPOC-White	7.7	34
<i>Total White coaches hired</i>	75.9	334
BIPOC-BIPOC	7.3	32
White-BIPOC	16.4	72
<i>Total coaches of color hired</i>	23.6	104

BY SPORT

The percentage of BIPOC Head Coaches in 28 sports varied from bowling (35.3%) and track & field (31.2%) which had 30%+ of BIPOC head coaches, to acrobatics & tumbling, ice hockey, nordic skiing, rugby, squash, triathlon, and wrestling where zero (0%) coaches were coded as BIPOC. Table 12 indicates the number and percentage of head coaches by sport and race. The five top sports where BIPOC women were represented as head coaches were: basketball (n=81, 22.7%), volleyball (n=42, 12.3%), tennis (n=26, 8.5%), track and field (n=28, 8.0%), and softball (n=20, 6.7%).

No sport evidenced a majority of BIPOC coaches. Based on the NCAA participation data, female student-athletes in all sports do not see coaches who look like them, and this is particularly true for BIPOC women. Same-identity athletic role models matter to increase the accrual of positive psychosocial, health, and developmental assets for girls and women.

TABLE 12. PERCENTAGE OF DIVISION-I HEAD COACHES BY SPORT AND RACE 2021-22

Sport	Head Coaches				
	BIPOC		White		N
	%	n	%	n	
Bowling	35.3%	12	61.8%	21	34
Track	31.2%	109	68.8%	240	349
Basketball	30.3%	108	69.7%	249	357
Fencing	27.6%	8	72.4%	21	29
Cross Country Run	23.0%	83	77.0%	278	361
Tennis	21.5%	66	78.2%	240	307
Volleyball	20.8%	71	78.6%	268	341
Beach Volleyball	14.5%	9	85.5%	53	62
Soccer	13.1%	45	86.6%	298	344
Rugby	12.5%	1	87.5%	7	8
Diving	12.1%	21	87.9%	152	173
Gymnastics	11.5%	7	88.5%	54	61
Softball	10.7%	32	89.0%	267	300
Squash	10.0%	1	90.0%	9	10
Water Polo	8.8%	3	91.2%	31	34
Swimming	7.1%	14	92.9%	182	196
Field Hockey	6.4%	5	93.6%	73	78
Golf	6.0%	16	94.0%	251	267
Lacrosse	5.9%	7	94.1%	112	119
Rifle	5.9%	1	94.1%	16	17
Equestrian	5.0%	1	95.0%	19	20
Crew/Rowing	4.5%	4	95.5%	84	88
Acrobatics & Tumbling	0.0%	0	100.0%	4	4
Alpine Skiing	0.0%	0	100.0%	9	9
Ice Hockey	0.0%	0	100.0%	27	27
Nordic Skiing	0.0%	0	100.0%	9	9
Triathlon	0.0%	0	100.0%	7	7
Wrestling	0.0%	0	100.0%	2	2

BY INSTITUTION

Five institutions at the time of data collection (Alabama A&M, Southern University at Baton Rouge, South Carolina State, Alcorn State, and Mississippi Valley State) had 100% BIPOC head coaches, while 98 institutions had 0% BIPOC head coaches. See Appendix D for a full list of the percentage of BIPOC head coaches by institution. Most institutions (77.9%, $n = 280$) had 25% or fewer BIPOC head coaches.

BY CONFERENCE

The Southwestern Athletic Conference (SWAC, a conference made up of Historically Black Colleges and Universities {HBCUs}) evidenced the highest percentage (89.4%) while the Summit League had the lowest percentage (7.7%) of BIPOC head coaches (See Table 13).

TABLE 13. PERCENTAGE OF DIVISION-I HEAD COACHES BY CONFERENCE AND RACE 2021-22

Conference	BIPOC		White		N
	%	n	%	n	
SWAC	89.4	76	10.6	9	85
Mid-Eastern	71.8	61	28.2	24	85
American/AAC	24.0	25	76.0	79	104
WAC	20.8	16	79.2	61	77
Big West	19.5	22	80.5	91	113
Pac 12	19.0	29	81.0	124	153
Big South	18.3	17	81.7	76	93
Sun Belt	17.6	18	82.4	84	102
Northeast	17.2	22	82.8	106	128
Ohio Valley	17.1	14	82.9	68	82
CAA "Colonial"	16.8	18	83.2	89	107
Conference USA	16.7	21	83.3	105	126
Big 12	16.0	16	84.0	84	100
ACC	15.6	27	84.4	146	173
Mountain West	15.5	18	84.5	98	116
SEC	15.5	24	84.5	131	155

Conference	BIPOC		White		N
	%	n	%	n	
WCC	14.9	20	85.1	114	134
Mid-American	14.6	18	85.4	105	123
Southern	14.6	12	85.4	70	82
Patriot League	12.4	15	87.6	106	121
Big East	11.8	13	88.2	97	110
American East	11.7	11	88.3	83	94
MAAC	11.7	14	88.3	106	120
Big 10	11.5	21	88.5	161	182
Horizon League	11.0	12	89.0	97	109
Missouri Valley	9.7	9	90.3	84	93
Ivy League	9.3	13	90.7	127	140
Southland	9.2	6	90.8	59	65
Big Sky	8.6	8	91.4	85	93
Atlantic 10	8.6	12	91.4	128	140
ASUN	8.1	9	91.9	102	111
Summit League	7.7	7	92.3	84	91

Women head coaches of color held 265 positions at the NCAA D-I level (7.35%). Of the 265 women head coaches of color, five of the top conferences where they were employed included: SWAC ($n=32$, 12.1%), Mid-Eastern ($n=23$, 8.7%), American ($n=14$, 5.3%), CAA ($n=13$, 4.9%), and Mountain West ($n=13$, 4.9%). *The Big 12 was the only conference that employed zero women coaches of color.*

Select Seven Conferences NCAA Division-I Results

In past versions of the *Women in College Coaching Report Card™* we produced an additional report which documented the seven select NCAA Division-I prominent conferences we call the 'Select 7':

American Athletic Conference (AAC), Atlantic Coast Conference (ACC), Big 12, Big East, Big Ten, Pacific-12 (Pac-12), and Southeastern Conference (SEC). We made the decision to incorporate this data into the current report rather than develop a standalone report. However, we have collected data on these seven select conferences since the 2012-2013 academic year and this longitudinal data is important to document sustained stagnation and/or progress at arguably the most visible, lucrative, and powerful collegiate athletic conferences.

SELECT 7 PERCENTAGE OF HEAD COACHES

A total of 984 head coach positions of women's teams from 87 institutions comprised this sample. A small percentage of positions remained unfilled (0.10%, $n = 1$), were eliminated (0.31%, $n = 3$) or the program was cut (0.20%, $n = 2$) at the time of data collection (September 2021 - December 2021) resulting in a final sample of 978 for analysis. Women held 427 of the 978 (43.7%) head coaching positions across the seven Division-I conferences (See Table 14), which is higher (1.2%) than the percentage of select 7 women head coaches of women's teams in 2020-21. For the eighth year in a row the percentage went up, and this year marked the greatest increase in the history of the report!!

TABLE 14. PERCENTAGE OF DIVISION-I WOMEN HEAD COACHES OF WOMEN'S TEAMS WITHIN SELECT SEVEN NCAA-DIVISION I CONFERENCES

Year	Schools	Female		Male		Total Coaches
	N	%	n	%	n	N
2012-13	76	40.2	356	59.8	530	886
2013-14	76	39.6	352	60.4	536	888
2014-15*	86	40.2	390	59.8	579	969
2015-16	86	41.1	397	58.9	570	967
2016-17	86	41.2	397	58.8	567	964
2017-18	86	41.6	404	58.4	567	964
2018-19	86	41.8	406	58.2	565	971
2019-20	86	42.3	410	57.7	560	970
2020-21*	87	42.5	413	57.5	558	971
2021-22	87	43.7	427	56.3	551	978

* Number of schools increased due to conference realignment

SELECT 7 HEAD COACH TURNOVER

Head coach turnover is a key target of opportunity to increase the percentage of women head coaches. In the 2021-22 academic year, of the existing head coaches, 11.0% (108 of 978) experienced occupational turnover this year, a significant increase from the 5.6% turnover in 2020-21. See Table 15 for the gender composition of the former coach-new coach hired dyad.

For the first time in ten years, a majority of positional vacancies (56 of 108, 51.9%) were filled by women! However, 52 missed opportunities to hire a woman and increase the number and percentage of women head coaches were evidenced. For full data and analysis on longitudinal head coach turnover patterns of women's teams in the Select 7 conferences, see LaVoi & Silva-Breen (2022).

TABLE 15 . HEAD COACH TURNOVER OF OUTGOING AND INCOMING COACH BY GENDER, NUMBER AND PERCENTAGE FOR SELECT 7 HEAD COACHES 2021-22

Gender Pair of Coach Change	%	n
male-male	36.1	39
female-male	12.0	13
<i>total males hired</i>	<i>48.1</i>	<i>52</i>
female-female	27.8	30
male-female	24.1	26
<i>total females hired</i>	<i>51.9</i>	<i>56</i>
<i>total turnover</i>	<i>11.0</i>	<i>108</i>

Summary

The goal of the *Women in College Coaching Report Card™* is to document the percentage of women collegiate head coaches over time and complement and extend the excellent work in this area conducted by our colleagues. Data matters!

Data in this 2022 report and over the last ten years of the WCCRC documents longitudinal patterns of percentages of women head coaches within NCAA Division-I athletics, and carries on the tradition started by Drs. Vivian Acosta and Linda Carpenter in the 1970s through 2014 (see acostacarpenter.org). Data herein points to some good news! First, the data indicates the percentage of women head coaches of NCAA D-I women's teams in Select 7 conferences is up again for the ***eighth year in a row*** and for the fourth year in a row for all NCAA D-I women's teams. Second, the data is headed in the right direction—UP! Third, the percentage of women head coaches in the Select 7 went up by the largest margin (1.2%) in the history of the WCCRC! Lastly, for the first time in ten years, the number of women head coaches hired to replace outgoing coaches was greater than the number of men hired. While a majority of those hires were white men and women, nearly half of the BIPOC coaches hired were women.

Despite the good news, we must also point to 'opportunities for change.' First, the percentage of women head coaches is increasing very slowly. ***At this rate of increasing an average 0.4% a year, we will not reach 50% of women head coaches in this report for another 17 years and will not reach pre-Title IX levels (90%) of head coaches of women's intercollegiate teams for 117 years.*** Second, women coaches of color remain dramatically underrepresented. A large number of institutions employed zero coaches of color, which does not reflect the racial composition of the student athletes. Notably, the Summit League conference had the lowest percentage of women and BIPOC coaches. This data provides a starting point to address systems change and further documentation to hold decision makers accountable, creates dialogue and awareness, focuses collective and collaborative efforts,

and provides a road map for where to dedicate resources. Athletic directors (ADs) need to take every individual coaching change seriously. The data tells the story. Efforts to combat gender and racial bias in the occupational landscape of sport coaching must continue.

This is the second year we collected racial identity. While a large body of literature exists about women in sport coaching, a small percentage of it is dedicated solely to women of color. Existing data indicates that women of color face stereotyping, discrimination, limited opportunity for career advancement, both gender and racial bias in hiring, as well as being underrepresented, othered, marginalized, held to a higher standard than their white counterparts, and forced to face multiple oppressions within sport-related institutions. One study documented that women of color held coaching positions for less time (by 3 years, on average) and on average it took one year longer to reach a head coaching position than their white male peers (Larsen & Clayton, 2019). Hollomon (2016) noted women of color often do not apply for sport leadership positions due to perceived barriers. Our data reinforced existing knowledge on the occupational landscape for women coaches of color. The experiences of women of color and the scarcity of same identity role models and mentors also likely influences the experience, development and performance of female student-athletes of color. Future research into the experiences of women coaches of color is needed and warranted so that support systems can be developed and implemented.

As with prior reports and in other NCAA Divisions, the percentage of women head coaches by institution, sport and conference varied greatly. While some intercollegiate workplaces employ a majority of women head coaches for their women's teams and should be celebrated and recognized, room for improvement for institutions and sports with failing grades is evident. Some caveats about Report Card grades are warranted. First, the institutional grade is reflective of one piece of the workplace; an above-average grade may not accurately reflect or guarantee a positive or healthy workplace climate for women, but it is a good general indicator. Additionally, ADs new to an institution, inherit a grade and it is neither fair nor productive to blame that person for a below average grade; conversely, some ADs inherit an above average grade. Relatedly, some ADs are committed to hiring women, offer women the job but are turned down. Additional research is needed as to why women accept or decline job offers, what factors influence their decision, and how intersectional identities impact decision-making. For example, we interviewed a subsample of coaches from the WCCRC who explicitly named a same-sex partner in their online coaching biography family narrative (LaVoi & Glassford, 2021). These women have survived and thrived in the male-dominated, sexist, homophobic landscape of intercollegiate sport and cited courage, family cohesiveness, mentorship, and institutional climate and leadership as key supports in helping them (lesbian coaches) navigate the occupational landscape and stay in coaching. Similar research on supports for women with various intersectional identities, especially women of color, is needed. The Report Card data provides a visible mechanism of accountability and based on what ADs tell us, some are paying attention.

How the report card is making a difference

The WCCRC data can be, and is, used by institutions, athletics administrators, advocates, allies, conference commissioners, and sport coaching associations to advocate for women coaches, track progress or decline in comparison to peer institutions, evaluate the effectiveness of strategies aimed at increasing the percentage of women coaches, develop programming, and hold institutions and decision makers accountable in creating a gender-balanced workforce—especially for women's teams. Stakeholders across the US and around the globe have shared the numerous ways in which our reports are being used for social change, ways we could have never anticipated at its inception.

Targets of opportunity for change

It is clear that a coaching position vacancy or occupational turnover provides the biggest target of opportunity to hire women. There are four ways to realize the opportunity to increase the percentage of women coaches and to move up a grade level:

- Impact is greatest when a woman is hired in a position previously occupied by a man.
- Hire a woman head coach when an institution adds a new sport.
- Replace an outgoing woman with another woman coach.
- Change in Athletic Director leadership. Based on the previous Select 7 Division-I Report Cards, the institutions with the greatest rate of coach turnover from year-to-year are often institutions with a new Athletic Director.

Within our data, evidence exists over an AD's leadership tenure (a majority whom are male) if the institutional grade improves, is sustained, or declines. Over eight years, ADs have had over 700+ opportunities to hire women to coach women's teams, and did so less than half the time (Boucher & LaVoi, forthcoming). Some AD had 15+ opportunities over eight years to hire women. Some of them have rarely done so. While we don't make public or provide names of individual ADs or publish their hiring trends of head coaches of women's teams, we do collect it! Interestingly, some institutions have hired all women over eight years with different ADs at the helm. The Report Card data provides a visible mechanism of accountability. Additional in depth case study research that builds on the knowledge that LaVoi & Wasend (2018) gathered from A-grade ADs, pertaining to organizational culture of athletic departments that value and support women, is warranted. Particularly, data is needed to illuminate the organizational culture, policies, and practices of F-grade institutions... and sports!

Addressing Systemic Change

However, simply “adding more women ” or hiring more women as suggested above, is an individual level strategy and only part of the solution. The greatest target of opportunity to create positive and sustainable social change is to confront the gendered structure and systemic biases that permeate collegiate athletics. Women coaches—no matter the sport, institution, or level of competition—face a complex and multi-level (individual, interpersonal, organizational, societal) set of barriers and bias (Hollomon, 2016; LaVoi, 2016; Sabo et al., 2016). The numerous and complex barriers women coaches experience are well documented in the academic literature

(for a full review see *Women in Sports Coaching*, edited by LaVoi, 2016) as well as in many other scholarly works and research reports. Systemic inequalities and gender and racial bias within the context of sport are prevalent. Bias, whether it is conscious or unconscious/implicit, results in unequal treatment, evaluation, perception, and interpretation that can result in overt, gross, or micro-level aggressions due to attitudes based on the gender of an employee or group of employees—in the case of this report, women coaches. The social construction of what it means “to coach” and the stereotypical behaviors and ideologies linked with coaching, are associated with men and masculinity (assertive, tough, confident, powerful). When women coaches “coach”, they are often unfairly and negatively evaluated, perceived, and interpreted compared to their male counterparts—by Athletic Directors, media, peers, parents, and athletes. One trend to watch is the increasing prevalence of student athletes alleging coach mistreatment or abuse, which may have gender, race, and age biases that disadvantage women.

The gender regime and systemic bias in college athletics creates an unpleasant workplace climate for many women and is one reason why women do not enter the coaching profession, are often silenced for speaking out against it, or are driven out by those in power when they call attention to injustice or discrimination. The failure to address bias, and structural and systemic inequalities are likely reasons that dramatic and statistically significant upward change in the percentage of women head coaches fails to occur. It is simply not possible that as each new generation of females becomes increasingly involved in and shaped by their sport experience, they simultaneously become less interested, less passionate, and less qualified to enter the coaching profession. *We can do better.*

Conclusion

Together, the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota and WeCOACH—along with other organizations, groups and individuals—are striving to create systems change, increase the percentage of women college coaches, generate awareness, continue a national dialogue, and recruit, support and retain women in the coaching profession. Our vision is that more young women (and men) have female coaches as role models and coaching becomes a more gender-balanced profession. Women who aspire to coach should have legitimate opportunities to enter the workforce, experience a supportive, inclusive and positive work climate when they do, and be paid accordingly and fairly for their expertise. Our efforts aspire to the tagline from the Wellesley Centers for Women: “A world that is good for women is good for everyone™.”

All reports, current and past, are available at www.TuckerCenter.org.

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APPENDIX A

NCAA DIVISION I CONFERENCE COMPOSITION

America East Conference

Binghamton University	University of Hartford	University of New Hampshire,
Stony Brook University	University of Maine	Durham
New Jersey Institute of Technology	University of Maryland, Baltimore	University of Vermont
University at Albany – State	County	
University of New York	University of Massachusetts, Lowell	

American Athletics Conference (American)

East Carolina University	University of Central Florida	University of Memphis
Southern Methodist University	University of Cincinnati	University of South Florida
Temple University	University of Connecticut	University of Tulsa
Tulane University	University of Houston	Wichita State University

Atlantic 10 Conference

Davidson College	La Salle University	University of Massachusetts,
Duquesne University	St. Bonaventure University	Amherst
Fordham University	Saint Joseph's University	University of Rhode Island
George Mason University	Saint Louis University	University of Richmond
George Washington University	University of Dayton	Virginia Commonwealth University

Atlantic Coast Conference (ACC)

Boston College	Syracuse University	University of Pittsburgh
Clemson University	University of Louisville	University of Virginia
Duke University	University of Miami	Virginia Polytechnic Institute and
Florida State University	University of North Carolina at	State University
Georgia Institute of Technology	Chapel Hill	Wake Forest University
North Carolina State University	University of Notre Dame	

Atlantic Sun Conference (ASUN)

Austin Peay State	Jacksonville State University	Lipscomb University
Bellarmine University	Jacksonville University	Stetson University
Eastern Kentucky University	Kennesaw State University	University of Central Arkansas
Florida Gulf Coast University	Liverty University	University of North Alabama
		University of North Florida

Big 10 Conference

Indiana University	Purdue University	University of Michigan
Michigan State University	Rutgers University	University of Minnesota
Northwestern University	University of Illinois	University of Nebraska, Lincoln
Ohio State University	University of Iowa	University of Wisconsin, Madison
Pennsylvania State University	University of Maryland	

Big 12 Conference

Baylor University
Iowa State University
Kansas State University

Oklahoma State University
Texas Christian University
Texas Tech University

University of Kansas
University of Oklahoma
University of Texas at Austin
West Virginia University

Big East Conference

Butler University
Creighton University
DePaul University
Georgetown University

Marquette University
Providence College
St. John's University
Seton Hall University

University of Connecticut
Villanova University
Xavier University

Big Sky Conference

California State University,
Sacramento
Eastern Washington University
Idaho State University

Montana State University
Northern Arizona University
Portland State University
Southern Utah University

University of Idaho
University of Montana
University of Northern Colorado
Weber State University

Big South Conference

Campbell University
Charleston Southern University
Gardner-Webb University
Hampton University
High Point University

Longwood University
North Carolina A&T State University
Presbyterian College
Radford University

University of North Carolina at
Asheville
University of South Carolina
Upstate
Winthrop University

Big West Conference

California Polytechnic State
University
California State University,
Bakersfield
California State University, Fullerton

California State University, Long
Beach
California State University,
Northridge
University of California, Davis
University of California, Irvine

University of California, Riverside
University of California, Santa
Barbara
University of California, San Diego
University of Hawaii at Manoa

Colonial Athletic Association (Colonial)

College of Charleston
College of William & Mary
Drexel University
Elon University

Hofstra University
James Madison University
Northeastern University
Towson University

University of Delaware
University of North Carolina,
Wilmington

Conference USA

Florida Atlantic University
Florida International University
Louisiana Tech University
Marshall University
Middle Tennessee State University
Old Dominion University

Rice University
University of Alabama at
Birmingham
University of North Carolina at
Charlotte
University of North Texas

University of Southern Mississippi
University of Texas at El Paso
University of Texas at San Antonio
Western Kentucky University

Horizon League

Cleveland State University
Robert Morris University
University of Detroit Mercy
University of Wisconsin – Green Bay

Indiana University – Purdue University, Fort Wayne
Indiana University – Purdue University, Indianapolis
University of Wisconsin - Milwaukee

Northern Kentucky University
Oakland University
University of Illinois at Chicago
Wright State University
Youngstown State University

Ivy League

Brown University
Columbia University
Cornell University

Dartmouth College
Harvard University
Princeton University

University of Pennsylvania
Yale University

Metro Atlantic Athletic Conference (MAAC)

Canisius College
Fairfield University
Iona College
Manhattan College

Marist College
Monmouth University
Niagara University
Quinnipiac University

Rider University
Saint Peter's University
Siena College

Mid-American Conference

Ball State University
Bowling Green State University
Central Michigan University
Eastern Michigan University

Kent State University
Miami University
Northern Illinois University
Ohio University

University at Buffalo – State University of New York
University of Akron
University of Toledo
Western Michigan University

Mid-Eastern Athletic Conference

Coppin State University
Delaware State University
Howard University

Morgan State University
Norfolk State University
North Carolina Central University

South Carolina State University
University of Maryland Eastern Shore

Missouri Valley Conference

Bradley University
Drake University
Illinois State University

Indiana State University
Loyola University - Chicago
Missouri State University

Southern Illinois University
University of Evansville
University of Northern Iowa
Valparaiso University

Mountain West Conference

Boise State University
United State Air Force Academy
California State University, Fresno
Colorado State University

San Diego State University
San Jose State University
University of Nevada, Reno
University of Nevada, Las Vegas

University of New Mexico
University of Wyoming
Utah State University

Northeast Conference

Bryant University
Central Connecticut State University
Fairleigh Dickinson University
Long Island University - Brooklyn

Merrimack College
Mount St. Mary's University
Sacred Heart University

Saint Francis University (Pennsylvania)
St. Francis College of Brooklyn
Wagner College

Ohio Valley Conference

Belmont University
 Eastern Illinois University
 Morehead State University

Murray State University
 Southeast Missouri State University
 Southern Illinois University,
 Edwardsville

Tennessee State University
 Tennessee Technological University
 University of Tennessee at Martin

Pacific-12 Conference (Pac 12)

Arizona State University
 Oregon State University
 Stanford University
 University of Arizona

University of California, Berkeley
 University of California, Los Angeles
 University of Colorado, Boulder
 University of Oregon

University of Southern California
 University of Utah
 University of Washington
 Washington State University

Patriot League

American University
 Boston University
 Bucknell University

Colgate University
 College of the Holy Cross
 Lafayette College

Lehigh University
 Loyola University - Maryland
 United State Military Academy
 United States Naval Academy

Southeastern Conference (SEC)

Auburn University
 Louisiana State University
 Mississippi State University
 Texas A&M University
 University of Alabama

University of Arkansas
 University of Florida
 University of Georgia
 University of Kentucky
 University of Mississippi

University of Missouri
 University of South Carolina
 University of Tennessee
 Vanderbilt University

Southern Conference

The Citadel
 East Tennessee State University
 Furman University
 Mercer University

Samford University
 University of North Carolina at
 Greensboro

University of Tennessee at
 Chattanooga
 Virginia Military Institute
 Western Carolina University
 Wofford College

Southland Conference

Houston Baptist University
 McNeese State University
 Nicholls State University

Northwestern State University
 Sam Houston State University
 Southeastern Louisiana University

Texas A&M University – Corpus
 Christi
 University of the Incarnate Word
 University of New Orleans

Summit League

North Dakota State University
 Oral Roberts University
 South Dakota State University

University of Denver
 University of Missouri – Kansas
 City

University of Nebraska, Omaha
 University of South Dakota
 Western Illinois University

Sun Belt Conference

Appalachian State University
Arkansas State University
Coastal Carolina University
Georgia Southern University

Texas State University
Troy University
University of Arkansas at Little Rock
University of Louisiana at Lafayette

University of Louisiana at Monroe
University of South Alabama
University of Texas at Arlington

Southwestern Athletic Conference (SWAC)

Alabama A&M University
Alabama State University
Alcorn State University
Bethune-Cookman University

Florida A&M University
Grambling State University
Jackson State University
Mississippi Valley State University

Prairie View A&M University
Southern University, Baton Rouge
Texas Southern University
University of Arkansas at Pine Bluff

Western Athletic Conference (WAC)

Abilene Christian University
Chicago State University
Grand Canyon University

Lamar University
New Mexico State University
Seattle University

Stephen F. Austin State University
University of Texas Rio Grande
Valley
Utah Valley University

West Coast Conference (WCC)

Brigham Young University
Gonzaga University
Loyola Marymount University
Pepperdine University

Saint Mary's College
Santa Clara University
University of the Pacific
University of Portland

University of San Diego
University of San Francisco

APPENDIX B

PROGRAMS THAT WERE ELIMINATED OR ADDED 2021-22

Eliminated			
Conference	School	Sport	Coach Gender
ASUN	Eastern Kentucky	Softball	Female
Atlantic 10	La Salle University	Softball	Female
Mid-American	Eastern Michigan	Softball	Female
Mountain West	Boise State	Swimming	Female
SWAC	Bethune-Cookman	Bowling	Female
Atlantic 10	George Washington University	Squash	Male
Atlantic 10	La Salle University	Tennis	Male
Atlantic 10	La Salle University	Volleyball	Male
Big 10	Michigan State	Diving	Male
Big 10	Michigan State	Swimming	Male
Mountain West	Boise State	Diving	Male
Mountain West	San Diego State	Rowing	Male
Northeast	Fairleigh Dickson, Metro Campus	Tennis	Male
Added			
Conference	School	Sport	Coach Gender
Big South	Hampton University	Triathlon	Female
Big South	Presbyterian College	Acrobatics & Tumbling	Female
Mid-American	Eastern Michigan	Lacrosse	Female
Northeast	Sacred Heart University	Wrestling	Female
Big East	Georgetown	Squash	Male
Ivy League	Dartmouth	Diving	Male
Ivy League	Dartmouth	Golf	Male
Ivy League	Dartmouth	Swimming	Male
Ohio Valley	Eastern Illinois	Beach Volleyball	Male
SWAC	Texas Southern	Golf	Male



APPENDIX C

GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY INSTITUTION 2020-21

School	Grade	Female		Male		N
		%	n	%	n	
University of Rhode Island	A	90.0%	9	10.0%	1	10
Austin Peay State University	A	88.9%	8	11.1%	1	9
Florida A&M	A	85.7%	6	14.3%	1	7
Michigan State	A	81.8%	9	18.2%	2	11
Saint Joseph's University	A	77.8%	7	22.2%	2	9
UCF Central Florida	A	77.8%	7	22.2%	2	9
Quinnipiac University	A	75.0%	9	25.0%	3	12
Texas Southern	A	75.0%	6	25.0%	2	8
Virginia Commonwealth	A	75.0%	6	25.0%	2	8
Monmouth University	A	72.7%	8	27.3%	3	11
Tennessee	A	72.7%	8	27.3%	3	11
Eastern Washington University	A	71.4%	5	28.6%	2	7
Tennessee State	A	71.4%	5	28.6%	2	7
Brown	A	70.6%	12	29.4%	5	17
California (Berkeley)	A	70.6%	12	29.4%	5	17
Central Michigan	A	70.0%	7	30.0%	3	10
Cincinnati	A	70.0%	7	30.0%	3	10
Coastal Carolina	A	70.0%	7	30.0%	3	10
Northeastern University	A	70.0%	7	30.0%	3	10
Oklahoma	A	70.0%	7	30.0%	3	10
Stetson University	A	70.0%	7	30.0%	3	10
University of San Diego	A	70.0%	7	30.0%	3	10
University of Toledo	A	70.0%	7	30.0%	3	10
Appalachian State	B	66.7%	6	33.3%	3	9
George Washington University	B	66.7%	8	33.3%	4	12
Mississippi	B	66.7%	6	33.3%	3	9
Western Michigan	B	66.7%	6	33.3%	3	9
Princeton	B	64.7%	11	35.3%	6	17
Rutgers	B	64.3%	9	35.7%	5	14
Alabama at Birmingham	B	63.6%	7	36.4%	4	11
California Polytechnic	B	63.6%	7	36.4%	4	11
Illinois	B	63.6%	7	36.4%	4	11
Illinois State	B	63.6%	7	36.4%	4	11
Manhattan College	B	63.6%	7	36.4%	4	11
SMU Southern Methodist*	B	63.6%	7	36.4%	4	11
Washington	B	63.6%	7	36.4%	4	11
Yale	B	63.2%	12	36.8%	7	19
Alabama A&M	B	62.5%	5	37.5%	3	8
Longwood University	B	62.5%	5	37.5%	3	8
Nicholls State	B	62.5%	5	37.5%	3	8

School	Grade	%	n	%	n	N
North Carolina at Greensboro	B	62.5%	5	37.5%	3	8
Ohio State	B	62.5%	10	37.5%	6	16
California State, Fresno	B	61.5%	8	38.5%	5	13
Merrimack College	B	61.5%	8	38.5%	5	13
Minnesota	B	61.5%	8	38.5%	5	13
Bellarmino University	B	60.0%	6	40.0%	4	10
California State, Bakersfield	B	60.0%	6	40.0%	4	10
Columbia	B	60.0%	9	40.0%	6	15
Davidson College	B	60.0%	6	40.0%	4	10
Long Beach State University	B	60.0%	6	40.0%	4	10
Loyola, Maryland	B	60.0%	6	40.0%	4	10
Miami	B	60.0%	6	40.0%	4	10
Nevada, Reno	B	60.0%	6	40.0%	4	10
New Mexico	B	60.0%	6	40.0%	4	10
Ohio University	B	60.0%	6	40.0%	4	10
Pepperdine	B	60.0%	6	40.0%	4	10
Southern Illinois, Carbondale	B	60.0%	6	40.0%	4	10
University of Illinois at Chicago	B	60.0%	6	40.0%	4	10
Northwestern	B	58.3%	7	41.7%	5	12
Saint Francis (Pennsylvania)	B	58.3%	7	41.7%	5	12
San Diego State	B	58.3%	7	41.7%	5	12
Bradley	B	57.1%	4	42.9%	3	7
College of the Holy Cross	B	57.1%	8	42.9%	6	14
Coppin State	B	57.1%	4	42.9%	3	7
DePaul	B	57.1%	4	42.9%	3	7
High Point University	B	57.1%	4	42.9%	3	7
Loyola University Chicago	B	57.1%	4	42.9%	3	7
Massachusetts Lowell	B	57.1%	4	42.9%	3	7
Tarleton	B	57.1%	4	42.9%	3	7
Tennessee Tech	B	57.1%	4	42.9%	3	7
California, Davis	B	56.3%	9	43.8%	7	16
California, Santa Barbara	B	55.6%	5	44.4%	4	9
Clemson	B	55.6%	5	44.4%	4	9
Drake	B	55.6%	5	44.4%	4	9
Georgia State	B	55.6%	5	44.4%	4	9
Hofstra University	B	55.6%	5	44.4%	4	9
Indiana State	B	55.6%	5	44.4%	4	9
North Carolina Asheville	B	55.6%	5	44.4%	4	9
Northern Illinois	B	55.6%	5	44.4%	4	9
Old Dominion University	B	55.6%	5	44.4%	4	9
Oregon State	B	55.6%	5	44.4%	4	9
Prairie View A&M	B	55.6%	5	44.4%	4	9
Tennessee at Martin	B	55.6%	5	44.4%	4	9

School	Grade	Female		Male		N
		%	n	%	n	
University at Albany	B	55.6%	5	44.4%	4	9
Vanderbilt	B	55.6%	5	44.4%	4	9
Washington State	B	55.6%	5	44.4%	4	9
Wofford College	B	55.6%	5	44.4%	4	9
Bowling Green State	B*	55.0%	6	45.0%	5	11
Brigham Young University	B*	55.0%	6	45.0%	5	11
Bryant University	B*	55.0%	6	45.0%	5	11
Loyola Marymount	B*	55.0%	6	45.0%	5	11
Niagara University	B*	55.0%	6	45.0%	5	11
University of Akron	B*	55.0%	6	45.0%	5	11
Boston University	C	53.8%	7	46.2%	6	13
Colgate	C	53.8%	7	46.2%	6	13
Iowa	C	53.8%	7	46.2%	6	13
Lehigh University	C	53.8%	7	46.2%	6	13
San Jose State	C	53.8%	7	46.2%	6	13
Villanova	C	53.8%	7	46.2%	6	13
Virginia	C	53.8%	7	46.2%	6	13
Penn State	C	53.3%	8	46.7%	7	15
Darmouth	C	52.6%	10	47.4%	9	19
UC San Diego	C	50.0%	6	50.0%	6	12
Abilene Christian University	C	50.0%	4	50.0%	4	8
Belmont University	C	50.0%	4	50.0%	4	8
Binghamton University	C	50.0%	5	50.0%	5	10
California, Irvine	C	50.0%	4	50.0%	4	8
California, Fullerton	C	50.0%	4	50.0%	4	8
California, Northridge	C	50.0%	5	50.0%	5	10
California, Riverside	C	50.0%	4	50.0%	4	8
Charleston Southern University	C	50.0%	4	50.0%	4	8
College of Charleston (South Carolina)	C	50.0%	5	50.0%	5	10
Drexel University	C	50.0%	5	50.0%	5	10
Duke	C	50.0%	7	50.0%	7	14
Eastern Michigan	C	50.0%	6	50.0%	6	12
Florida Atlantic University	C	50.0%	5	50.0%	5	10
Georgia Southern	C	50.0%	5	50.0%	5	10
Georgia Tech	C	50.0%	4	50.0%	4	8
Harvard	C	50.0%	10	50.0%	10	20
Houston Baptist University	C	50.0%	4	50.0%	4	8
Idaho State	C	50.0%	4	50.0%	4	8
Lafayette	C	50.0%	6	50.0%	6	12
Lipscomb University	C	50.0%	4	50.0%	4	8
Miami University (Ohio)	C	50.0%	5	50.0%	5	10
Michigan	C	50.0%	8	50.0%	8	16

School	Grade	Female		Male		N
		%	n	%	n	
Morehead State	C	50.0%	4	50.0%	4	8
Nevada, Las Vegas	C	50.0%	5	50.0%	5	10
North Carolina at Charlotte	C	50.0%	4	50.0%	4	8
North Carolina State	C	50.0%	6	50.0%	6	12
North Florida	C	50.0%	5	50.0%	5	10
Northern Kentucky University	C	50.0%	4	50.0%	4	8
Seattle University	C	50.0%	5	50.0%	5	10
South Florida	C	50.0%	4	50.0%	4	8
Southeast Missouri State	C	50.0%	4	50.0%	4	8
Texas at San Antonio	C	50.0%	4	50.0%	4	8
Texas State	C	50.0%	4	50.0%	4	8
Troy University	C	50.0%	4	50.0%	4	8
University of Denver	C	50.0%	6	50.0%	6	12
University of Hartford	C	50.0%	4	50.0%	4	8
University of New Orleans	C	50.0%	3	50.0%	3	6
University of Richmond	C	50.0%	5	50.0%	5	10
Valparaiso University	C	50.0%	5	50.0%	5	10
Wake Forest	C	50.0%	4	50.0%	4	8
Weber State University	C	50.0%	4	50.0%	4	8
Winthrop University	C	50.0%	4	50.0%	4	8
Wisconsin	C	50.0%	6	50.0%	6	12
Cornell	C	47.1%	8	52.9%	9	17
North Carolina	C	46.7%	7	53.3%	8	15
Connecticut	C	46.2%	6	53.8%	7	13
Towson University	C	46.2%	6	53.8%	7	13
Delaware State	C	45.5%	5	54.5%	6	11
Duquesne University	C	45.5%	5	54.5%	6	11
Florida State	C	45.5%	5	54.5%	6	11
Hawaii, Manoa	C	45.5%	5	54.5%	6	11
Maryland	C	45.5%	5	54.5%	6	11
Massachusetts, Amherst	C	45.5%	5	54.5%	6	11
North Carolina Wilmington	C	45.5%	5	54.5%	6	11
Santa Clara University	C	45.5%	5	54.5%	6	11
University of St Thomas	C	45.5%	5	54.5%	6	11
Temple	C	45.5%	5	54.5%	6	11
U.S. Air Force Academy	C	45.5%	5	54.5%	6	11
University of Vermont	C	45.5%	5	54.5%	6	11
American University	C	44.4%	4	55.6%	5	9
Central Arkansas	C	44.4%	4	55.6%	5	9
Central Connecticut State	C	44.4%	4	55.6%	5	9
East Tennessee State	C	44.4%	4	55.6%	5	9
Elon University	C	44.4%	4	55.6%	5	9

School	Grade	Female		Male		N
		%	n	%	n	
Furman University	C	44.4%	4	55.6%	5	9
Lousiana at Monroe	C	44.4%	4	55.6%	5	9
Maryland, Baltimore County	C	44.4%	4	55.6%	5	9
Memphis	C	44.4%	4	55.6%	5	9
Northern Arizona University	C	44.4%	4	55.6%	5	9
Radford University	C	44.4%	4	55.6%	5	9
Seton Hall	C	44.4%	4	55.6%	5	9
St John's	C	44.4%	4	55.6%	5	9
University at Buffalo, the State Univer- sity of New York	C	44.4%	4	55.6%	5	9
University of Dayton	C	44.4%	4	55.6%	5	9
U Penn	C	43.8%	7	56.3%	9	16
Arkansas, Pine Bluff	C	42.9%	3	57.1%	4	7
Bethune-Cookman	C	42.9%	3	57.1%	4	7
New Hampshire	C	42.9%	6	57.1%	8	14
Rice University	C	42.9%	3	57.1%	4	7
South Carolina State	C	42.9%	3	57.1%	4	7
Texas at Arlington	C	42.9%	3	57.1%	4	7
UCLA	C	42.9%	6	57.1%	8	14
University of Missouri-Kansas City	C	42.9%	3	57.1%	4	7
Stanford	C	42.1%	8	57.9%	11	19
Alabama	C	41.7%	5	58.3%	7	12
Ball State	C	41.7%	5	58.3%	7	12
Florida	C	41.7%	5	58.3%	7	12
James Madison University	C	41.7%	5	58.3%	7	12
South Carolina	C	41.7%	5	58.3%	7	12
Texas Christian University	C	41.7%	5	58.3%	7	12
U.S. Military Academy	C	41.7%	5	58.3%	7	12
Long Island - Brooklyn Campus	C	41.2%	7	58.8%	10	17
Canisius College	C	40.0%	4	60.0%	6	10
Colorado	C	40.0%	4	60.0%	6	10
Colorado State	C	40.0%	4	60.0%	6	10
Fordham University	C	40.0%	4	60.0%	6	10
Houston	C	40.0%	4	60.0%	6	10
Jacksonville University	C	40.0%	4	60.0%	6	10
Marshall University	C	40.0%	4	60.0%	6	10
Mercer University	C	40.0%	4	60.0%	6	10
New Mexico State University	C	40.0%	4	60.0%	6	10
Oakland University	C	40.0%	4	60.0%	6	10
Presbyterian College	C	40.0%	4	60.0%	6	10
Rider University	C	40.0%	4	60.0%	6	10
Saint Louis University	C	40.0%	4	60.0%	6	10
St. Francis College Brooklyn	C	40.0%	4	60.0%	6	10

School	Grade	Female		Male		N
		%	n	%	n	
Stephen F. Austin State	C	40.0%	4	60.0%	6	10
Tulane	C	40.0%	4	60.0%	6	10
Wright State	C	40.0%	2	60.0%	3	5
Sacred Heart University	D	38.9%	7	61.1%	11	18
Delaware	D	38.5%	5	61.5%	8	13
Louisville	D	38.5%	5	61.5%	8	13
LSU	D	38.5%	5	61.5%	8	13
Notre Dame	D	38.5%	5	61.5%	8	13
Arkansas at Little Rock	D	37.5%	3	62.5%	5	8
Boston College	D	37.5%	6	62.5%	10	16
Gonzaga	D	37.5%	3	62.5%	5	8
Grambling State	D	37.5%	3	62.5%	5	8
Hampton University	D	37.5%	3	62.5%	5	8
Jackson State	D	37.5%	3	62.5%	5	8
Lamar University	D	37.5%	3	62.5%	5	8
Louisiana Tech University	D	37.5%	3	62.5%	5	8
Portland State	D	37.5%	3	62.5%	5	8
Southern Utah University	D	37.5%	3	62.5%	5	8
Texas Tech	D	37.5%	3	62.5%	5	8
Xavier	D	37.5%	3	62.5%	5	8
Arkansas	D	36.4%	4	63.6%	7	11
College of William and Mary	D	36.4%	4	63.6%	7	11
E. Carolina	D	36.4%	4	63.6%	7	11
Florida International	D	36.4%	4	63.6%	7	11
George Mason University	D	36.4%	4	63.6%	7	11
Grand Canyon University	D	36.4%	4	63.6%	7	11
Missouri	D	36.4%	4	63.6%	7	11
Oregon	D	36.4%	4	63.6%	7	11
Providence	D	36.4%	4	63.6%	7	11
Syracuse	D	36.4%	4	63.6%	7	11
U.S. Naval Academy	D	36.4%	4	63.6%	7	11
University of the Incarnate Word	D	36.4%	4	63.6%	7	11
Virginia Tech	D	36.4%	4	63.6%	7	11
Bucknell	D	35.7%	5	64.3%	9	14
Nebraska	D	35.7%	5	64.3%	9	14
Arizona	D	33.3%	4	66.7%	8	12
Arizona State	D	33.3%	5	66.7%	10	15
Auburn	D	33.3%	4	66.7%	8	12
Dixie State	D	33.3%	3	66.7%	6	9
Fairleigh Dickinson, Metro Campus	D	33.3%	3	66.7%	6	9
Gardner - Webb University	D	33.3%	3	66.7%	6	9
Georgia	D	33.3%	4	66.7%	8	12

School	Grade	Female		Male		N
		%	n	%	n	
Kennesaw State University	D	33.3%	3	66.7%	6	9
Murray State	D	33.3%	3	66.7%	6	9
North Carolina Central	D	33.3%	2	66.7%	4	6
Northern Colorado	D	33.3%	3	66.7%	6	9
Pittsburgh	D	33.3%	3	66.7%	6	9
Siena College	D	33.3%	4	66.7%	8	12
Southern Mississippi	D	33.3%	3	66.7%	6	9
St. Mary's College of California	D	33.3%	3	66.7%	6	9
Texas A&M - Corpus Christi	D	33.3%	3	66.7%	6	9
Tulsa	D	33.3%	3	66.7%	6	9
University of Maine, Orono	D	33.3%	3	66.7%	6	9
University of San Francisco	D	33.3%	3	66.7%	6	9
Indiana	D	30.8%	4	69.2%	9	13
Mount St. Mary's University	D	30.8%	4	69.2%	9	13
Utah	D	30.8%	4	69.2%	9	13
Boise State	D	30.0%	3	70.0%	7	10
Campbell University	D	30.0%	3	70.0%	7	10
Eastern Illinois	D	30.0%	3	70.0%	7	10
Florida Gulf Coast University	D	30.0%	3	70.0%	7	10
Northern Iowa	D	30.0%	3	70.0%	7	10
South Dakota State	D	30.0%	3	70.0%	7	10
Stony Brook	D	30.0%	3	70.0%	7	10
University of North Texas	D	30.0%	3	70.0%	7	10
Alcorn State	D	28.6%	2	71.4%	5	7
Chicago State University	D	28.6%	2	71.4%	5	7
Eastern Kentucky	D	28.6%	2	71.4%	5	7
Georgetown	D	28.6%	4	71.4%	10	14
Indiana University-Purdue University, Fort Wayne	D	28.6%	2	71.4%	5	7
Louisiana at Lafayette	D	28.6%	2	71.4%	5	7
Marquette	D	28.6%	2	71.4%	5	7
Mississippi Valley State	D	28.6%	2	71.4%	5	7
New Jersey Institute of Technology	D	28.6%	2	71.4%	5	7
South Carolina Upstate	D	28.6%	2	71.4%	5	7
Southern Illinois, Edwardsville	D	28.6%	2	71.4%	5	7
Texas Rio Grande Valley	D	28.6%	2	71.4%	5	7
Virginia Military Institute	D	28.6%	2	71.4%	5	7
Wichita State	D	28.6%	2	71.4%	5	7
Butler	D	27.3%	3	72.7%	8	11
Iona College	D	27.3%	3	72.7%	8	11
Kansas	D	27.3%	3	72.7%	8	11
La Salle University	D	27.3%	3	72.7%	8	11
Liberty University	D	27.3%	3	72.7%	8	11

School	Grade	Female		Male		N
		%	n	%	n	
Missouri State	D	27.3%	3	72.7%	8	11
Purdue	D	27.3%	3	72.7%	8	11
Texas A & M	D	27.3%	3	72.7%	8	11
Wagner College	D	26.7%	4	73.3%	11	15
Creighton	D	25.0%	2	75.0%	6	8
Fairfield University	D	25.0%	3	75.0%	9	12
Kansas State	D	25.0%	2	75.0%	6	8
Kentucky	D	25.0%	3	75.0%	9	12
McNeese State	D	25.0%	2	75.0%	6	8
Middle Tennessee State	D	25.0%	2	75.0%	6	8
Mississippi State	D	25.0%	2	75.0%	6	8
Montana State - Bozeman	D	25.0%	2	75.0%	6	8
North Carolina A&T State	D	25.0%	2	75.0%	6	8
Samford University	D	25.0%	2	75.0%	6	8
Southern University, Baton Rouge	D	25.0%	2	75.0%	6	8
Tennessee at Chattanooga	D	25.0%	2	75.0%	6	8
University of Detroit Mercy	D	25.0%	2	75.0%	6	8
University of Montana	D	25.0%	2	75.0%	6	8
University of North Alabama	D	25.0%	2	75.0%	6	8
University of Portland	D	25.0%	2	75.0%	6	8
University of the Pacific	D	25.0%	3	75.0%	9	12
Utah State	D	25.0%	2	75.0%	6	8
Western Carolina	D	25.0%	2	75.0%	6	8
Western Illinois	D	25.0%	2	75.0%	6	8
Wisconsin-Milwaukee	D	25.0%	2	75.0%	6	8
USC	F	23.1%	3	76.9%	10	13
Alabama State	F	22.2%	2	77.8%	7	9
Baylor	F	22.2%	2	77.8%	7	9
Robert Morris University	F	22.2%	2	77.8%	7	9
Sam Houston State	F	22.2%	2	77.8%	7	9
Wisconsin-Green Bay	F	22.2%	2	77.8%	7	9
Wyoming	F	22.2%	2	77.8%	7	9
Indiana University-Purdue University, Indianapolis	F	20.0%	2	80.0%	8	10
Kent State	F	20.0%	2	80.0%	8	10
Howard University	F	18.2%	2	81.8%	9	11
Iowa State	F	18.2%	2	81.8%	9	11
Texas	F	18.2%	2	81.8%	9	11
West Virginia	F	18.2%	2	81.8%	9	11
California State, Sacramento	F	16.7%	2	83.3%	10	12
Marist College	F	16.7%	2	83.3%	10	12
The Citadel	F	16.7%	1	83.3%	5	6
Youngstown State	F	16.7%	2	83.3%	10	12

School	Grade	Female		Male		N
		%	n	%	n	
Cleveland State	F	15.4%	2	84.6%	11	13
Maryland Eastern Shore	F	14.3%	1	85.7%	6	7
Morgan State	F	14.3%	1	85.7%	6	7
Norfolk State	F	14.3%	1	85.7%	6	7
Oral Roberts	F	14.3%	1	85.7%	6	7
Savannah State	F	14.3%	1	85.7%	6	7
Southeastern Louisiana	F	14.3%	1	85.7%	6	7
Utah Valley University	F	14.3%	1	85.7%	6	7
Arkansas State	F	12.5%	1	87.5%	7	8
Northwestern State	F	12.5%	1	87.5%	7	8
Saint Peter's University	F	12.5%	1	87.5%	7	8
University of Idaho	F	12.5%	1	87.5%	7	8
University of North Dakota	F	12.5%	1	87.5%	7	8
Western Kentucky University	F	12.5%	1	87.5%	7	8
South Alabama	F	11.1%	1	88.9%	8	9
Texas at El Paso	F	11.1%	1	88.9%	8	9
University of Evansville	F	11.1%	1	88.9%	8	9
Califonia Baptist	F	10.0%	1	90.0%	9	10
Nebraska Omaha	F	10.0%	1	90.0%	9	10
South Dakota	F	9.1%	1	90.9%	10	11
Jacksonville State	F	0.0%	0	100.0%	9	9
North Dakota State	F	0.0%	0	100.0%	7	7
Oklahoma State	F	0.0%	0	100.0%	8	8
St. Bonaventure University	F	0.0%	0	100.0%	9	9

* = rounding up resulted in the institution moving up a grade level

APPENDIX D

PERCENTAGE AND NUMBER OF BIPOC HEAD COACHES BY INSTITUTION 2021-22

School	BIPOC		White		N
	%	n	%	n	
Alabama A&M	100.0%	8	0.0%	0	8
Alcorn State	100.0%	7	0.0%	0	7
Mississippi Valley State	100.0%	7	0.0%	0	7
South Carolina State	100.0%	7	0.0%	0	7
Southern University, Baton Rouge	100.0%	8	0.0%	0	8
Howard University	90.9%	10	9.1%	1	11
Prairie View A&M	88.9%	8	11.1%	1	9
Grambling State	87.5%	7	12.5%	1	8
Jackson State	87.5%	7	12.5%	1	8
Arkansas, Pine Bluff	85.7%	6	14.3%	1	7
Florida A&M	85.7%	6	14.3%	1	7
Norfolk State	85.7%	6	14.3%	1	7
Texas Southern	85.7%	6	14.3%	1	7
University of New Orleans	83.3%	5	16.7%	1	6
Alabama State	77.8%	7	22.2%	2	9
Hampton University	75.0%	6	25.0%	2	8
North Carolina A&T State	75.0%	6	25.0%	2	8
Bethune-Cookman	71.4%	5	28.6%	2	7
Chicago State University	71.4%	5	28.6%	2	7
Coppin State	71.4%	5	28.6%	2	7
Morgan State	71.4%	5	28.6%	2	7
Tennessee State	71.4%	5	28.6%	2	7
North Carolina Central	66.7%	4	33.3%	2	6
Maryland Eastern Shore	57.1%	4	42.9%	3	7
Texas Rio Grande Valley	57.1%	4	42.9%	3	7
California, Fullerton	50.0%	4	50.0%	4	8
California, Riverside	50.0%	4	50.0%	4	8
Nevada, Reno	50.0%	5	50.0%	5	10
South Florida	50.0%	4	50.0%	4	8
Texas State	50.0%	4	50.0%	4	8
Delaware State	45.5%	5	54.5%	6	11
Fairleigh Dickinson, Metropolitan Campus	44.4%	4	55.6%	5	9
Houston*	44.4%	4	55.6%	5	9
Savannah State	42.9%	3	57.1%	4	7
Arizona	41.7%	5	58.3%	7	12
Kentucky	41.7%	5	58.3%	7	12
California State, Bakersfield	40.0%	4	60.0%	6	10
Campbell University	40.0%	4	60.0%	6	10
Miami University (Ohio)	40.0%	4	60.0%	6	10
Northeastern University	40.0%	4	60.0%	6	10

School	BIPOC		White		N
	%	n	%	n	
St. Francis College Brooklyn	40.0%	4	60.0%	6	10
University of North Texas	40.0%	4	60.0%	6	10
USC	38.5%	5	61.5%	8	13
Charleston Southern University	37.5%	3	62.5%	5	8
Georgia Tech	37.5%	3	62.5%	5	8
Lamar University	37.5%	3	62.5%	5	8
Saint Peter's University	37.5%	3	62.5%	5	8
Virginia Commonwealth	37.5%	3	62.5%	5	8
Florida International	36.4%	4	63.6%	7	11
North Carolina Wilmington	36.4%	4	63.6%	7	11
Temple	36.4%	4	63.6%	7	11
Virginia Tech	36.4%	4	63.6%	7	11
UCLA	35.7%	5	64.3%	9	14
Austin Peay State University	33.3%	3	66.7%	6	9
East Tennessee State	33.3%	3	66.7%	6	9
Georgia State	33.3%	3	66.7%	6	9
Maryland, Baltimore County	33.3%	3	66.7%	6	9
Northern Colorado	33.3%	3	66.7%	6	9
Pittsburgh	33.3%	3	66.7%	6	9
San Diego State	33.3%	4	66.7%	8	12
St John's	33.3%	3	66.7%	6	9
Texas Christian University	33.3%	4	66.7%	8	12
UCF Central Florida	33.3%	3	66.7%	6	9
Western Michigan	33.3%	3	66.7%	6	9
Wofford College	33.3%	3	66.7%	6	9
Fordham University	30.0%	3	70.0%	7	10
Georgia Southern	30.0%	3	70.0%	7	10
Jacksonville University	30.0%	3	70.0%	7	10
Nevada, Las Vegas	30.0%	3	70.0%	7	10
Pepperdine	30.0%	3	70.0%	7	10
Southern Illinois, Carbondale	30.0%	3	70.0%	7	10
University of San Diego	30.0%	3	70.0%	7	10
Brown	29.4%	5	70.6%	12	17
Long Island - Brooklyn Campus	29.4%	5	70.6%	12	17
Southern Illinois, Edwardsville	28.6%	2	71.4%	5	7
Tarleton	28.6%	2	71.4%	5	7
University of Missouri-kansas City	28.6%	2	71.4%	5	7
Bowling Green State	27.3%	3	72.7%	8	11
Kansas	27.3%	3	72.7%	8	11
Maryland	27.3%	3	72.7%	8	11
Ball State	25.0%	3	75.0%	9	12
Florida	25.0%	3	75.0%	9	12
Marist College	25.0%	3	75.0%	9	12

School	BIPOC		White		N
	%	n	%	n	
Middle Tennessee State	25.0%	2	75.0%	6	8
Saint Francis (Pennsylvania)	25.0%	3	75.0%	9	12
South Carolina	25.0%	3	75.0%	9	12
University of Detroit Mercy	25.0%	2	75.0%	6	8
Cleveland State	23.1%	3	76.9%	10	13
Colgate	23.1%	3	76.9%	10	13
Towson University	23.1%	3	76.9%	10	13
Utah	23.1%	3	76.9%	10	13
Virginia	23.1%	3	76.9%	10	13
Furman University	22.2%	2	77.8%	7	9
Hofstra University	22.2%	2	77.8%	7	9
Memphis	22.2%	2	77.8%	7	9
Mississippi	22.2%	2	77.8%	7	9
Northern Illinois	22.2%	2	77.8%	7	9
Old Dominion University	22.2%	2	77.8%	7	9
South Alabama	22.2%	2	77.8%	7	9
Texas at El Paso	22.2%	2	77.8%	7	9
University of San Francisco	22.2%	2	77.8%	7	9
Vanderbilt	22.2%	2	77.8%	7	9
Georgetown	21.4%	3	78.6%	11	14
Binghamton University	20.0%	2	80.0%	8	10
California, Northridge	20.0%	2	80.0%	8	10
Cincinnati	20.0%	2	80.0%	8	10
Colorado	20.0%	2	80.0%	8	10
Eastern Illinois	20.0%	2	80.0%	8	10
Florida Gulf Coast University	20.0%	2	80.0%	8	10
Indiana University-Purdue University, Indianapolis	20.0%	2	80.0%	8	10
Long Beach State University	20.0%	2	80.0%	8	10
Loyola, Maryland	20.0%	2	80.0%	8	10
Oakland University	20.0%	2	80.0%	8	10
Oklahoma	20.0%	2	80.0%	8	10
Seattle University	20.0%	2	80.0%	8	10
Stetson University	20.0%	2	80.0%	8	10
Tulane	20.0%	2	80.0%	8	10
Valparaiso University	20.0%	2	80.0%	8	10
Wagner College	20.0%	3	80.0%	12	15
Wright State	20.0%	1	80.0%	4	5
Ohio State	18.8%	3	81.3%	13	16
UC San Diego	18.2%	2	81.8%	9	11
Alabama at Birmingham	18.2%	2	81.8%	9	11
Arkansas	18.2%	2	81.8%	9	11
Butler	18.2%	2	81.8%	9	11

School	BIPOC		White		N
	%	n	%	n	
E. Carolina	18.2%	2	81.8%	9	11
George Mason University	18.2%	2	81.8%	9	11
Hawaii, Manoa	18.2%	2	81.8%	9	11
Illinois	18.2%	2	81.8%	9	11
Iona College	18.2%	2	81.8%	9	11
Loyola Marymount	18.2%	2	81.8%	9	11
Niagara University	18.2%	2	81.8%	9	11
Oregon	18.2%	2	81.8%	9	11
Providence	18.2%	2	81.8%	9	11
Purdue	18.2%	2	81.8%	9	11
Santa Clara University	18.2%	2	81.8%	9	11
Syracuse	18.2%	2	81.8%	9	11
Tennessee	18.2%	2	81.8%	9	11
Texas	18.2%	2	81.8%	9	11
West Virginia	18.2%	2	81.8%	9	11
Auburn	16.7%	2	83.3%	10	12
Georgia	16.7%	2	83.3%	10	12
Lafayette	16.7%	2	83.3%	10	12
U.S. Military Academy	16.7%	2	83.3%	10	12
Wisconsin	16.7%	2	83.3%	10	12
Stanford	15.8%	3	84.2%	16	19
Delaware	15.4%	2	84.6%	11	13
Indiana	15.4%	2	84.6%	11	13
Iowa	15.4%	2	84.6%	11	13
Louisville	15.4%	2	84.6%	11	13
Mount St. Mary's University	15.4%	2	84.6%	11	13
Notre Dame	15.4%	2	84.6%	11	13
San Jose State	15.4%	2	84.6%	11	13
College of the Holy Cross	14.3%	2	85.7%	12	14
DePaul	14.3%	1	85.7%	6	7
Duke	14.3%	2	85.7%	12	14
Eastern Washington University	14.3%	1	85.7%	6	7
Indiana University-Purdue University, Fort Wayne	14.3%	1	85.7%	6	7
Louisiana at Lafayette	14.3%	1	85.7%	6	7
Marquette	14.3%	1	85.7%	6	7
Massachusetts Lowell	14.3%	1	85.7%	6	7
New Jersey Institute of Technology	14.3%	1	85.7%	6	7
Oral Roberts	14.3%	1	85.7%	6	7
Rutgers	14.3%	2	85.7%	12	14
Texas at Arlington	14.3%	1	85.7%	6	7
Utah Valley University	14.3%	1	85.7%	6	7
Virginia Military Institute	14.3%	1	85.7%	6	7

School	BIPOC		White		N
	%	n	%	n	
Abilene Christian University	12.5%	1	87.5%	7	8
Arkansas State	12.5%	1	87.5%	7	8
California, Irvine	12.5%	1	87.5%	7	8
Dixie State	12.5%	1	87.5%	7	8
Kansas State	12.5%	1	87.5%	7	8
Lipscomb University	12.5%	1	87.5%	7	8
Longwood University	12.5%	1	87.5%	7	8
Louisiana Tech University	12.5%	1	87.5%	7	8
McNeese State	12.5%	1	87.5%	7	8
Mississippi State	12.5%	1	87.5%	7	8
North Carolina at Charlotte	12.5%	1	87.5%	7	8
North Carolina at Greensboro	12.5%	1	87.5%	7	8
Oklahoma State	12.5%	1	87.5%	7	8
Samford University	12.5%	1	87.5%	7	8
Southeast Missouri State	12.5%	1	87.5%	7	8
Southern Utah University	12.5%	1	87.5%	7	8
Texas at San Antonio	12.5%	1	87.5%	7	8
Troy University	12.5%	1	87.5%	7	8
U Penn	12.5%	2	87.5%	14	16
University of Hartford	12.5%	1	87.5%	7	8
University of Idaho	12.5%	1	87.5%	7	8
University of Portland	12.5%	1	87.5%	7	8
Utah State	12.5%	1	87.5%	7	8
Wake Forest	12.5%	1	87.5%	7	8
Weber State University	12.5%	1	87.5%	7	8
Winthrop University	12.5%	1	87.5%	7	8
California (Berkeley)	11.8%	2	88.2%	15	17
American University	11.1%	1	88.9%	8	9
Appalachian State	11.1%	1	88.9%	8	9
California, Santa Barbara	11.1%	1	88.9%	8	9
Clemson	11.1%	1	88.9%	8	9
Drake	11.1%	1	88.9%	8	9
Elon University	11.1%	1	88.9%	8	9
Gardner - Webb University	11.1%	1	88.9%	8	9
Radford University	11.1%	1	88.9%	8	9
Sam Houston State	11.1%	1	88.9%	8	9
Seton Hall	11.1%	1	88.9%	8	9
Southern Mississippi	11.1%	1	88.9%	8	9
Tennessee at Martin	11.1%	1	88.9%	8	9
Tulsa	11.1%	1	88.9%	8	9
University at Albany	11.1%	1	88.9%	8	9
University at Buffalo, the State University of New York	11.1%	1	88.9%	8	9

School	BIPOC		White		N
	%	n	%	n	
University of Evansville	11.1%	1	88.9%	8	9
University of Rhode Island	11.1%	1	88.9%	8	9
Washington State	11.1%	1	88.9%	8	9
Yale	10.5%	2	89.5%	17	19
Baylor	10.0%	1	90.0%	9	10
Canisius College	10.0%	1	90.0%	9	10
Coastal Carolina	10.0%	1	90.0%	9	10
College of William and Mary	10.0%	1	90.0%	9	10
Colorado State	10.0%	1	90.0%	9	10
Drexel University	10.0%	1	90.0%	9	10
Florida Atlantic University	10.0%	1	90.0%	9	10
Harvard	10.0%	2	90.0%	18	20
Kent State	10.0%	1	90.0%	9	10
Mercer University	10.0%	1	90.0%	9	10
Miami	10.0%	1	90.0%	9	10
Nebraska Omaha	10.0%	1	90.0%	9	10
New Mexico State University	10.0%	1	90.0%	9	10
North Florida	10.0%	1	90.0%	9	10
Northern Iowa	10.0%	1	90.0%	9	10
Rider University	10.0%	1	90.0%	9	10
Saint Louis University	10.0%	1	90.0%	9	10
Stony Brook	10.0%	1	90.0%	9	10
University of Illinois at Chicago	10.0%	1	90.0%	9	10
Brigham Young University	9.1%	1	90.9%	10	11
Florida State	9.1%	1	90.9%	10	11
Massachusetts, Amherst	9.1%	1	90.9%	10	11
Missouri State	9.1%	1	90.9%	10	11
SMU Southern Methodist	9.1%	1	90.9%	10	11
U.S. Air Force Academy	9.1%	1	90.9%	10	11
U.S. Naval Academy	9.1%	1	90.9%	10	11
St Thomas University	8.3%	1	91.7%	11	12
California State, Sacramento	8.3%	1	91.7%	11	12
Eastern Michigan	8.3%	1	91.7%	11	12
Fairfield University	8.3%	1	91.7%	11	12
George Washington University	8.3%	1	91.7%	11	12
Quinnipiac University	8.3%	1	91.7%	11	12
University of Denver	8.3%	1	91.7%	11	12
University of the Pacific	8.3%	1	91.7%	11	12
Boston University	7.7%	1	92.3%	12	13
California State, Fresno	7.7%	1	92.3%	12	13
Merrimack College	7.7%	1	92.3%	12	13
Minnesota	7.7%	1	92.3%	12	13

School	BIPOC		White		N
	%	n	%	n	
Bucknell	7.1%	1	92.9%	13	14
Nebraska	7.1%	1	92.9%	13	14
New Hampshire	7.1%	1	92.9%	13	14
Arizona State	6.7%	1	93.3%	14	15
North Carolina	6.7%	1	93.3%	14	15
Boston College	6.3%	1	93.8%	15	16
California, Davis	6.3%	1	93.8%	15	16
Michigan	6.3%	1	93.8%	15	16
Princeton	5.9%	1	94.1%	16	17
Darmouth	5.3%	1	94.7%	18	19
Alabama	0.0%	0	100.0%	12	12
Arkansas at Little Rock	0.0%	0	100.0%	8	8
Bellarmino University	0.0%	0	100.0%	10	10
Belmont University	0.0%	0	100.0%	8	8
Boise State	0.0%	0	100.0%	10	10
Bradley	0.0%	0	100.0%	7	7
Bryant University	0.0%	0	100.0%	11	11
California Polytechnic	0.0%	0	100.0%	11	11
Califonia Baptist	0.0%	0	100.0%	10	10
Central Arkansas	0.0%	0	100.0%	9	9
Central Connecticut State	0.0%	0	100.0%	9	9
Central Michigan	0.0%	0	100.0%	10	10
College of Charleston (South Carolina)	0.0%	0	100.0%	10	10
Columbia	0.0%	0	100.0%	15	15
Connecticut	0.0%	0	100.0%	13	13
Cornell	0.0%	0	100.0%	17	17
Creighton	0.0%	0	100.0%	8	8
Davidson College	0.0%	0	100.0%	10	10
Duquesne University	0.0%	0	100.0%	11	11
Eastern Kentucky	0.0%	0	100.0%	7	7
Gonzaga	0.0%	0	100.0%	8	8
Grand Canyon University	0.0%	0	100.0%	11	11
High Point University	0.0%	0	100.0%	7	7
Houston Baptist University	0.0%	0	100.0%	8	8
Idaho State	0.0%	0	100.0%	8	8
Illinois State	0.0%	0	100.0%	11	11
Indiana State	0.0%	0	100.0%	9	9
Iowa State	0.0%	0	100.0%	11	11
Jacksonville State	0.0%	0	100.0%	9	9
James Madison University	0.0%	0	100.0%	12	12
Kennesaw State University	0.0%	0	100.0%	9	9
La Salle University	0.0%	0	100.0%	11	11

School	BIPOC		White		N
	%	n	%	n	
Lehigh University	0.0%	0	100.0%	13	13
Liberty University	0.0%	0	100.0%	11	11
Louisiana at Monroe	0.0%	0	100.0%	9	9
Loyola University Chicago	0.0%	0	100.0%	7	7
LSU	0.0%	0	100.0%	13	13
Manhattan College	0.0%	0	100.0%	11	11
Marshall University	0.0%	0	100.0%	10	10
Michigan State	0.0%	0	100.0%	11	11
Missouri	0.0%	0	100.0%	11	11
Monmouth University	0.0%	0	100.0%	11	11
Montana State - Bozeman	0.0%	0	100.0%	8	8
Morehead State	0.0%	0	100.0%	8	8
Murray State	0.0%	0	100.0%	9	9
New Mexico	0.0%	0	100.0%	10	10
Nicholls State	0.0%	0	100.0%	8	8
North Carolina Asheville	0.0%	0	100.0%	9	9
North Carolina State	0.0%	0	100.0%	12	12
North Dakota State	0.0%	0	100.0%	7	7
Northern Arizona University	0.0%	0	100.0%	9	9
Northern Kentucky University	0.0%	0	100.0%	8	8
Northwestern	0.0%	0	100.0%	12	12
Northwestern State	0.0%	0	100.0%	8	8
Ohio University	0.0%	0	100.0%	10	10
Oregon State	0.0%	0	100.0%	9	9
Penn State	0.0%	0	100.0%	15	15
Portland State	0.0%	0	100.0%	8	8
Presbyterian College	0.0%	0	100.0%	10	10
Rice University	0.0%	0	100.0%	7	7
Robert Morris University	0.0%	0	100.0%	9	9
Sacred Heart University	0.0%	0	100.0%	19	19
Saint Joseph's University	0.0%	0	100.0%	9	9
Siena College	0.0%	0	100.0%	12	12
South Carolina Upstate	0.0%	0	100.0%	7	7
South Dakota	0.0%	0	100.0%	11	11
South Dakota State	0.0%	0	100.0%	10	10
Southeastern Louisiana	0.0%	0	100.0%	7	7
St. Bonaventure University	0.0%	0	100.0%	9	9
St. Mary's College of California	0.0%	0	100.0%	9	9
Stephen F. Austin State	0.0%	0	100.0%	10	10
Tennessee at Chattanooga	0.0%	0	100.0%	8	8
Tennessee Tech	0.0%	0	100.0%	7	7
Texas A & M	0.0%	0	100.0%	11	11

School	BIPOC		White		N
	%	n	%	n	
Texas A&M - Corpus Christi	0.0%	0	100.0%	9	9
Texas Tech	0.0%	0	100.0%	8	8
The Citadel	0.0%	0	100.0%	6	6
University of Akron	0.0%	0	100.0%	11	11
University of Dayton	0.0%	0	100.0%	9	9
University of Maine, Orono	0.0%	0	100.0%	9	9
University of Montana	0.0%	0	100.0%	8	8
University of North Alabama	0.0%	0	100.0%	8	8
University of North Dakota	0.0%	0	100.0%	8	8
University of Richmond	0.0%	0	100.0%	10	10
University of the Incarnate Word	0.0%	0	100.0%	11	11
University of Toledo	0.0%	0	100.0%	10	10
University of Vermont	0.0%	0	100.0%	11	11
Villanova	0.0%	0	100.0%	13	13
Washington	0.0%	0	100.0%	11	11
Western Carolina	0.0%	0	100.0%	8	8
Western Illinois	0.0%	0	100.0%	8	8
Western Kentucky University	0.0%	0	100.0%	8	8
Wichita State	0.0%	0	100.0%	7	7
Wisconsin-Green Bay	0.0%	0	100.0%	9	9
Wisconsin-Milwaukee	0.0%	0	100.0%	8	8
Wyoming	0.0%	0	100.0%	9	9
Xavier	0.0%	0	100.0%	8	8
Youngstown State	0.0%	0	100.0%	12	12



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