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# Head Coaches of Women's Collegiate Teams

A Comprehensive Report on  
NCAA Division-I  
Institutions  
2018-19



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## A COMPREHENSIVE REPORT OF NCAA DIVISION-I INSTITUTIONS

2018-19

This longitudinal research series, now in its seventh year (2012-19), 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 (formerly the Alliance of Women Coaches), the premiere organization dedicated to increasing and retaining the number of women in the coaching profession. In this longitudinal research series, 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 45+ 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” athletics programs was important, and reported the percentage of women in all coaching positions in select NCAA Division-I institutions by sport and conference.

In the initial years of the report, we primarily examined a sample of “big time” FBS NCAA Division-I athletic programs. Since then, due to demand and interest in our data, we have widened our scope of research to include Division-II and Division-III programs. In this report, we are widening the scope further to include examination of all NCAA Division-I women's programs.

### Purpose

The purpose of the *Women in College Coaching Report Card*™ research series is multifaceted: 1) to document and benchmark the percentage of women coaches of women's teams in college athletics; 2) to provide evidence that will help retain and increase the percentage of women in the coaching profession; 3) to track the effectiveness of initiatives aimed at reversing the decline of the percentage of women in coaching; 4) to bring awareness while providing an evidence-based starting point for a national discussion on this important issue; and 5) to extend and compliment research on women in sport coaching. In this report we answer the following research question:

## **What percentage of women occupy head coach positions for women's sport teams in NCAA Division-I athletics programs during the 2018-19 academic year?**

### **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 [www.TuckerCenter.org](http://www.TuckerCenter.org).

For this report, data was collected between November 1st, 2018 and January 1st, 2019, by visiting each institution's athletics website and reviewing the coaching roster/staff for the 2018-19 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 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](mailto: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 if no head women's coach was listed in the staff roster or noted specifically within any of the coach biographies. 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 2018-19 dataset included all head coaches of women's teams ( $N = 3561$ ) at 351 institutions of higher education in all geographic regions of the United States that were current members of 32 NCAA Division-I conferences. Appendix A summarizes the distribution of schools by conference for 2018-19.

### **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 head 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 head coach percentage were ordered alphabetically. For how the grading criteria was developed see past Report Cards.

## Results

### TOTAL HEAD COACHES

A total of 3561 head coach positions of women's teams from 351 institutions comprised this sample. A small percentage of positions remained unfilled (0.34%,  $n = 12$ ) or were eliminated due to lack of facilities and funding (0.22%,  $n = 8$ ) at the time of data collection (November 2018 - January 2019) resulting in a final sample of 3541 for analysis. Women held 1491 of the 3541 (42.1%) head coaching positions across 32 Division-I conferences (see Table 1), which is slightly higher (.3%) than the percentage of women head coaches of women's teams in "Select 7 FBS" conferences (LaVoi, 2019). This is also slightly higher (.4%) than the percentage of women head coaches of women's teams in 2017-2018.

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

Position	Schools	Female		Male		Total Coaches
		%	<i>n</i>	%	<i>n</i>	
2017 - 18 Head Coaches	349	41.7	1463	58.3	2049	3512
2018 - 19 Head Coaches*	86	41.8	406	58.2	565	971
<b>2018 - 19 All Head Coaches</b>	<b>351</b>	<b>42.1</b>	<b>1491</b>	<b>57.9</b>	<b>2050</b>	<b>3541</b>

\*Notes head coaches of select 7 NCAA D-I conferences in previous reports (AAC, ACC, BIG 10, BIG 12, Big East, Pac-12, SEC)

### BY SPORT

The percentage of women head coaches in 26 sports varied greatly (see Table 2). Field hockey and lacrosse had a large majority of female head coaches. Emerging NCAA sports of rugby and equestrian received As and provide positive examples of hiring women at the outset of program building and development. Triathlon (+16.7%), gymnastics (+3.1%), rowing (+3.0%), beach volleyball (+2.2%) and water polo (+3.1%) all improved their grade by one letter from 2017-2018. Diving, fencing, water polo, cross country, track and field, and swimming had a large majority of male head coaches. Table 3 indicates the number and percentage of coaches by sport and gender for all NCAA sponsored D-I sports.

TABLE 2. GRADE BY SPORT FOR PERCENTAGE OF FEMALE D-I HEAD COACHES FOR 2018-19

Grade	%	Sport
<b>A</b>	<b>100-70</b>	Lacrosse (+92.9%), Rugby (85.7%)*, Field Hockey (84.2%), Equestrian (+83.3%)**
<b>B</b>	<b>69-55</b>	Softball (+67.2%), Triathlon (↑ 66.7%)*, Golf (-62.4%), Basketball (+61.1%), Gymnastics (↑ 57.1%)
<b>C</b>	<b>54-40</b>	Bowling (-50.0%), Volleyball (+47.4%), Rowing (↑ 41.4%), Rifle (-41.2%)**, Beach Volleyball (↑ 40.7%)
<b>D</b>	<b>39-25</b>	Tennis (+37.6%), Ice Hockey (+33.3%), Soccer (+28.4%), Water Polo (↑ 25.0%)
<b>F</b>	<b>24-0</b>	Diving (-21.6%), Cross Country (+20.8%), Nordic Skiing (20.0%)*, Squash (20.0%)*, Track (+18.8%), Swimming (-16.0%), Fencing (-14.8%), Alpine Skiing (9.1%)**

\*Offered by ten or fewer schools; \*\*Offered by twenty or fewer schools; Conference decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2017-18 to 2018-19.

**TABLE 3. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR DIVISION-I WOMEN'S TEAMS 2018-19**

Sport	Head Coaches				
	Female		Male		N
	%	n	%	n	
Alpine Skiing	9.1	1	90.9	10	11
Basketball	61.2	214	38.9	136	350
Beach Volleyball	40.7	24	59.3	35	59
Bowling	50	17	50	17	34
Cross Country	20.8	73	79.2	278	351
Diving	21.6	38	78.4	138	176
Equestrian	83.3	15	16.7	3	18
Fencing	14.8	4	85.2	23	27
Field Hockey	84.2	64	15.8	12	76
Golf	62.4	166	37.6	100	266
Gymnastics	57.1	36	42.9	27	63
Ice Hockey	33.3	8	66.7	16	24
Lacrosse	92.9	105	7.1	8	113
Nordic Skiing	20.0	2	80.0	8	10
Rifle	41.2	7	58.8	10	17
Rowing	41.4	36	58.6	51	87
Rugby	85.7	6	14.3	1	7
Soccer	28.4	95	71.6	239	334
Softball	67.2	199	32.8	97	296
Squash	20.0	2	80.0	8	10
Swimming	16.0	31	84.0	163	194
Tennis	37.6	117	62.4	194	311
Track	18.8	64	81.2	277	341
Triathlon	66.7	2	33.3	1	3
Volleyball	47.4	157	52.6	174	331
Water Polo	25.0	8	75.0	24	32
Total	42.1	1491	57.9	2050	3541

### BY INSTITUTION

The range for the percentage of women head coaches by institution varied dramatically. Three institutions *at the time of data collection* (University of Cincinnati, Florida A&M University, and Quinnipiac University) had over 80% women head coaches, while two institutions (University of Arkansas at Pine Bluff and Virginia Military Institute) had 0% women head coaches. Lynn Farquhar, featured on the cover, is the head field hockey coach at Saint Joseph's University, an A grade institution (77.8%), is a WeCOACH member, Women Coaches Academy Class 30 and Academy 2.0 graduate. See Appendix B for a full list of grades by institution for percentage of women head coaches. Based on the percentage of women head coaches, 17 of the 351 (4.8%) institutions received an A for being above average compared to peer institutions. Fifty-eight institutions (16.5%) received a B, 120 institutions (34.2%) received a C, and 108 institutions

(30.8%) received a D. Forty-eight institutions (13.7%) received a failing grade of F for having less than 25% women head coaches, making the number of Fs nearly three times the number of A grades. Most institutions (74.1%, n = 260) had 50% or fewer women head coaches.

## BY CONFERENCE

The Ivy League had the highest percentage (53.1%) while the Horizon League had the lowest percentage (28.1%) of female head coaches (see Table 4). The Big South (+8.3%), Mountain West (+5.0%), Ohio Valley (+3.6%) and SWAC (+4.6%) conferences all improved their grade from Ds to Cs from 2017-2018. The Conference USA dropped (-3.6%) from a C grade to a D from 2017-2018. The number of head coaches by conference and gender are in Table 5. See Appendix A for institutional composition of each conference. To date no conference has earned above a C grade.

TABLE 4. GRADE BY CONFERENCE FOR PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES 2018-19

Grade	Criteria	Conference
A	100-70	
B	69-55	
C	54-40	Ivy League (+53.1%), Patriot League (+48.8%), Big 10 (+47.8%), Colonial (-47.7%), America East (+47.7%), Northeast (-47.5%), Pac 12 (+47.4%), Atlantic 10 (-46.5%), Missouri Valley (+46.2%), Big South (↑ 46.1%), American (-45.8%), Big West (+44.6%), Mid-American (-44.5%), Mountain West (↑ 44.0%), ACC (+43.4%), Ohio Valley (↑ 42.7%), SWAC (↑ 42.3%), Sun Belt (-41.6%), WAC (-41.4%), MAAC (-41.0%)
D	39-25	Conference USA (↓ 39.4%), ASUN (-37.8%), Big Sky (+36.9%), Big East (-36.5%), Southland (+36.4%), WCC (-35.7%), Mid-Eastern (35.3%), SEC (+35.3%), Summit League (-33.3%), Southern (-33.3%), Big 12 (-29.3%), Horizon League (+28.1%)
F	24-0	

Conference decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2017-18 to 2018-19.



TABLE 5. GRADE, NUMBER AND PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES BY CONFERENCE FOR 2018-19

Conference	Grade	Female		Male		N
		%	n	%	n	
Ivy League	C	53.1	76	46.9	67	143
Patriot League	C	48.8	59	51.2	62	121
Big 10	C	47.8	88	52.2	96	184
Colonial	C	47.7	53	52.3	58	111
American East	C	47.7	42	52.3	46	88
Northeast	C	47.5	56	52.5	62	118
Pac 12	C	47.4	72	52.6	80	152
Atlantic 10	C	46.5	67	53.5	77	144
Missouri Valley	C	46.2	42	53.8	49	91
Big South	C	46.1	41	53.9	48	89
American	C	45.8	54	54.2	64	118
Big West	C	44.6	41	55.4	51	92
Mid-American	C	44.5	53	55.5	66	119
Mountain West	C	44.0	55	56.0	70	125
ACC	C	43.4	75	56.6	98	173
Ohio Valley	C	42.7	41	57.3	55	96

Conference	Grade	Female		Male		N
		%	n	%	n	
SWAC	C	42.3	33	57.7	45	78
Sun Belt	C	41.6	42	58.4	59	101
WAC	C	41.4	29	58.6	41	70
MAAC	C	41.0	48	59.0	69	117
Conference USA	D	39.4	50	60.6	77	127
ASUN	D	37.8	28	62.2	46	74
Big Sky	D	36.9	38	63.1	65	103
Big East	D	36.5	35	63.5	61	96
Southland	D	36.4	39	63.6	68	107
WCC	D	35.7	35	64.3	63	98
Mid-Eastern	D	35.3	36	64.7	66	102
SEC	D	35.3	55	64.7	101	156
Summit League	D	33.3	24	66.7	48	72
Southern	D	33.3	27	66.7	54	81
Big 12	D	29.3	29	70.7	70	99
Horizon League	D	28.1	27	71.9	69	96

### PREVALENCE OF COACHES AT ALMA MATER

We wanted to examine the prevalence of coaching at one’s alma mater. We thought that perhaps coaching at one’s alma mater might be an accessible, viable and sustainable career pathway trajectory for women. Alumni of an institution are known entities and therefore have an established network. Lack of access to the old boy’s network is an aspect that hinders women from gaining opportunity and access into head coaching positions. Alums also have social capital, know the institution, are effective recruiters, are loyal to the program and can provide program continuity. Given the many barriers women coaches face (LaVoi, 2016), female alumnae might have a less complicated pathway when seeking jobs at their alma mater. We wanted to see if the rate of women versus men coaching women’s teams at their alma maters could provide insight into this phenomena. Table 6 illustrates the results (49 coaches were excluded, 37 men and 12 women, due to no alma mater information in their online biographies,  $N = 3492$ ).

Based on the data, it is clear **women do not have an advantage in holding head coaching positions at their alma mater**. Not only is the rate similar for women (14.5%) and men (14.3%), but for all the coaches who coach at their alma mater ( $n = 509$ ), women comprise less than half (42.2%, 215 of 509) of that group. *This is striking because while the men are alums, they did not play on the women’s teams they are coaching.* What these data indicate is that men have a dual career pathway to coach at the NCAA D-I level at their alma maters, whereas women alumnae do not. Men are provided the opportunity to coach both men’s and women’s teams, whereas Wilson (2017) has documented that nearly all (~97%) men’s teams are coached by men. For the 3% of women who coach men, a handful might be coaching at their alma mater. More research is needed. So

what we thought might be a positive, viable, and exciting career trajectory to encourage or explore for women in the coaching profession, turned out to be another pathway that advantages and privileges men.

**TABLE 6. NUMBER AND PERCENTAGE OF DIVISION-I COACHES WORKING AT THEIR ALMA MATER BY GENDER**

At Alma Mater	Female		Male		Total	
	%	<i>n</i>	%	<i>n</i>	%	<i>N</i>
2017 - 2018 Coaches at Alma Mater	14.0	204	14.9	302	14.5	506/3486
2018 - 2019 Coaches at Alma Mater	14.5	215	14.3	294	14.4	509/3541

## FAMILY NARRATIVES

We also examined the family narratives which are included within the institution’s official online coach biographies. Family narratives were defined as an explicit mention of a spouse, partner, children and/or use of the generic term “family.” Based on the data, women are less likely to include family narratives in their biographies (41.7%) than men (60.8%). The number of head coaches who include family narratives in their biographies are in Table 7 (23 coaches were excluded, 5 women and 18 men, due to no biography, *N*=3518).

**TABLE 7. NUMBER AND PERCENTAGE OF DIVISION-I COACHES WITH FAMILY NARRATIVES IN BIOGRAPHIES 2018-2019**

	Female		Male		Total	
	%	<i>n</i>	%	<i>n</i>	%	<i>N</i>
Family Narrative	41.7	619	60.8	1237	52.8	1856
No Family Narrative	58.3	866	39.2	796	47.2	1662
<i>Total</i>	<i>100</i>	<i>1485</i>	<i>100</i>	<i>2033</i>	<i>100</i>	<i>3518</i>

The prevalence of homophobia and heteronormativity in the sporting world is well documented (Norman 2016). In 2011, Calhon, LaVoi and Johnson examined NCAA D-I and D-III (n=1902) intercollegiate head coach biographies of women’s teams and found a near absence of lesbian, gay, bisexual, and transgender (LGBT) coaches. In fact, 2 of 1902 (0.1%, 1 female, 1 male, both D-I) of the coach biographies indicated an explicit same sex partner. This is significantly less than the 4.5% of adult Americans who identify as LGBT according to a 2017 Gallup poll. Given the cultural shift toward equality for LGBT individuals such as the 2015 legalization of same-sex marriage in all 50 states, we thought that perhaps there would be more open and explicitly out LGBT coaches in our current dataset. To track change, types of family narratives were collected, Table 8 illustrates the results.

Of the head coaches with family narratives (n=1856) in their biographies, a majority were heterosexual (92.5%). There was an increase in the over all number of same-sex narratives (n=18) from Calhoun et al, (2011), all were female coaches.

**TABLE 8. NUMBER AND PERCENTAGE OF FAMILY NARRATIVE TYPE BY GENDER FOR DIVISION-I COACHES 2018-2019**

	Female		Male		Total	
	%	<i>n</i>	%	<i>n</i>	%	<i>N</i>
Heterosexual Narrative	86.8	537	95.4	1180	92.5	1717
Same-Sex Narrative	2.9	18	0	0	1.0	18
Generic Mention of "Family"	1.0	6	0.3	4	0.54	10
Children Only Mentioned	9.4	58	4.3	53	6	111
<i>Total</i>	<i>100</i>	<i>619</i>	<i>100</i>	<i>1237</i>	<i>100</i>	<i>1856</i>

The last component of family narrative examined was whether or not children were mentioned in the coach biography. Women’s commitments to family, desire to start families and less time to devote to coaching due to children are common blame-the-women narratives for the lack of women coaches (Kane & LaVoi, 2018; LaVoi, 2016). Table 9 gives the number of head coaches with children by gender of coach. It is important to note that due to the number of coach biographies that did not include family narratives (n=1662), it is possible there are more coaches with children.

Overall, 44.5% of all head coaches in this sample (1577/3541) explicitly mention having children in their biographies. The percent of women who explicitly mention children in their biographies (33.5%) is less than men (52.6%). The difference between men and women with children suggests that although many women are successfully both a coach and a parent, more support is needed for female coaches with children. Examining and adjusting family policies to ensure parent-coaches are supported is one way to benefit not only female coaches but all parent-coaches, including men.

**TABLE 9. NUMBER AND PERCENTAGE OF BIOGRAPHIES WITH CHILDREN MENTIONED BY GENDER FOR DIVISION-I COACHES 2018-2019**

Female		Male		Total	
%	<i>n</i>	%	<i>n</i>	%	<i>N</i>
33.5	499/1491	52.6	1078/2050	44.5/3541	1577

### COACHING STAFF COMPOSITION

In addition to information regarding head coaches, the *2018-2019 Women in College Coaching Report Card* data included the composition of coaching staffs. We examined if the sex of the head coach was related to the composition of the coaching staff.

Data was collected in tandem with the head coach information between November 1st, 2018 and January 1st, 2019, by visiting each institution’s athletics website and reviewing the coaching roster/staff for the 2018-19 academic year for each women’s NCAA-sponsored and NCAA-emerging sport team listed. All individuals listed on the coaching roster as an associate or assistant coach were recorded. Graduate assistants, volunteer coaches, trainers, recruitment positions, director of operations and technical support staff were not included. An individual who occupied an assistant coach position for two sports (e.g., assistant coach for track & field and cross country) was coded as two separate coaches.

A single-sex coaching staff (i.e. all-female and all-male) was defined as a team with a head coach, at least one assistant coach and all members on staff were the same sex. The criteria excluded teams which only had a head coach (i.e. diving). Based on the data there were 507 all-female and 480 all-male coaching staffs in this NCAA D-I sample, Table 10 illustrates the results. When looking at teams which consist of only a head coach, 206 are coached by women and 363 are coached by men. Overall, 843 (23.8%) D-I women's athletics teams do not have *any* female coaches on staff.

A few sports have a large majority of all-female staffs (see Table 10) such as field hockey and lacrosse, sports that also earn an A grade. Unfortunately, the sports most commonly sponsored have very few all-female staffs; soccer, volleyball and track & field. Swimming & diving and track & field typically have 5-6 coaches on staff, indicating numerous opportunities to hire women, and yet nearly one-fifth of those coaching staffs are *all men*. Based on the data, women head coaches, who are in the minority, are more likely to hire women. One-third (34%, 507/1491) of women head coaches have all-female staffs.

**TABLE 10. NUMBER AND PERCENTAGE OF ALL-FEMALE AND ALL-MALE COACHING STAFF BY SPORT FOR 2018-2019**

Sport	All-Female Staff		All-Male Staff		Total Teams <i>N</i>
	%	<i>n</i>	%	<i>n</i>	
Alpine Skiing	0.0	0	72.7	8	11
Basketball	14.9	52	0.9	3	350
Beach Volleyball	16.9	10	25.4	15	59
Bowling	11.8	4	5.9	2	34
Cross Country	0.9	3	31.9	112	351
Diving	0.6	1	3.4	6	176
Equestrian	55.6	10	0.0	0	18
Fencing	0.0	0	48.1	13	27
Field Hockey	47.4	36	2.6	2	76
Golf	24.1	64	6.8	18	266
Nordic Skiing	0.0	0	70.0	7	10
Gymnastics	9.5	6	0.0	0	63
Ice Hockey	16.7	4	0.0	0	24
Lacrosse	72.6	82	0.0	0	113
Rifle	17.6	3	17.6	3	17
Rowing	12.6	11	4.6	4	87
Rugby	42.9	3	0.0	0	7
Soccer	8.1	27	17.4	58	334
Softball	41.6	123	3.4	10	296
Squash	0.0	0	40.0	4	10
Swimming	2.1	4	16.5	32	194
Tennis	11.3	35	21.2	66	311
Track	0.6	2	29.3	100	341
Volleyball	6.9	23	4.5	15	331
Water Polo	12.5	4	6.3	2	32
<i>Total</i>	<i>14.3</i>	<i>507</i>	<i>13.6</i>	<i>480</i>	<i>3541</i>

## Summary

The goal of this research series 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. The numerous and complex barriers women coaches experience are illuminated 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.

Data in this second comprehensive report for all NCAA Division-I athletic conferences and member institutions begins to establish longitudinal patterns of percentages of women head coaches within NCAA Division-I athletics. Compared to data from 2017-2018, the overall percentage of women head coaches of women's teams is slightly higher (+0.4%). The good news is that the data is headed in the right direction—UP! The bad news is that the percentage of women coaches is not increasing in any *statistically significant way, and remains remarkably stagnant*. Change within any major social institution, happens slowly and over time, and sport is no exception. This data provides a benchmark and documentation to hold decision makers accountable, creates dialogue and awareness, focuses collective and collaborative efforts, and provides a roadmap for where to dedicate resources. Efforts must continue.

As with prior reports and in other NCAA Divisions, the percentage of women head coaches by institution, sport and conference *varied greatly*. However, with the celebration of and recognition that some intercollegiate workplaces employ a majority of women head coaches for their women's teams, room for improvement for those institutions and sports with failing grades is evident.

### THE PLUS ONE (+1) CHALLENGE: TARGETS OF OPPORTUNITY

The purpose of the +1 Challenge is to involve all 351 institutions in reversing the stagnation of the percentage of women head coaches by putting forth a reachable challenge and goal. **The overarching goal is to increase the percentage of women head coaches over the next five years from 42.1% in 2019 to 50% by 2024.** To hit 50% by 2024, the number of women head coaches must increase from 1490 to 1771, that is +281 women coaches over five years. If each NCAA D-I sample institution in this sample (n = 351) replaced one male head coach with a female, over the next five years, while maintaining the women head coaches they have by hiring a woman to replace a woman, the goal would not only be met, but surpassed! If 80% (281/351) of all institutions recorded a +1, the 50% goal by 2024 would be a reality. We are not saying fire men just to hire a woman! However, there are many targets of opportunity to hire a woman head coach: when a new sport is added, a male coach retires or leaves for another job, or yes, when he gets fired or his contract is not renewed.

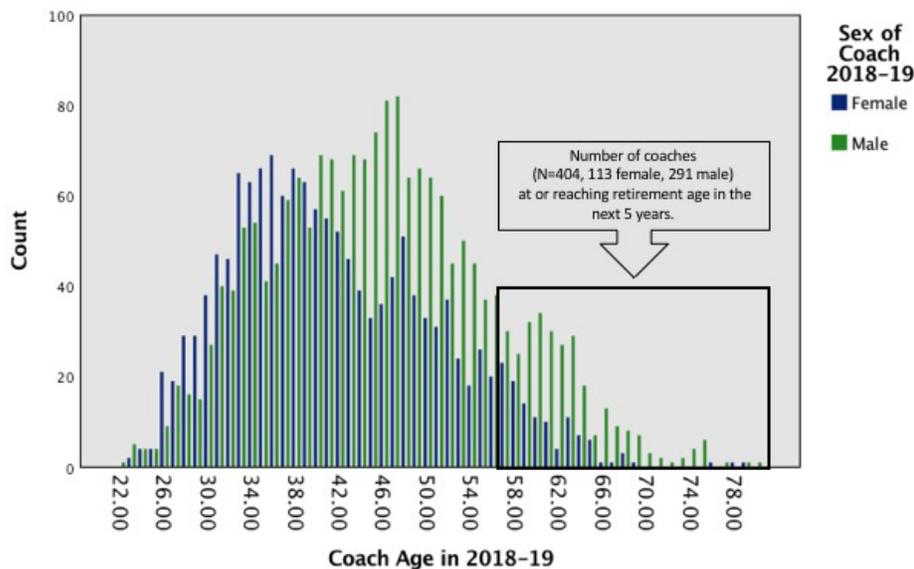


One of the greatest targets of opportunity to hire women is retiring men. The average age for retirement in the US is 62. In this sample, currently there are 176 coaches (140 men, 36 women) between the ages 62-79, at or past average retirement age, who may likely retire in the next five years. In addition, there are 228 coaches (151 men, 77 women) between 57-61 years

old that will reach or surpass the average retirement age by 2024 (See Figure 1). That means if every male head coach in this sample currently between ages of 57-79 (291 of 3541, 8.2% of this sample) retired within the next five years, was replaced by a female, and all outgoing female coaches were replaced by a female, the **+1 Challenge of 50% women head coaches of women’s teams in NCAA D-I would be met and surpassed by 2024 (50.3%)**.

What does this mean for each institution? The +1 Challenge is achievable and simple. 1) Replace *one* male head coach with a female head coach over the next five years and, 2) Replace all outgoing female head coaches with another female coach to maintain, rather than reverse, the percentage of women.

FIGURE 1. DISTRIBUTION OF NCAA D-1 HEAD COACHES BY AGE AND SEX



## How the report card is making a difference

The data in this report can be used by institutions, athletics administrators, 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, and hold institutions and decision makers accountable in creating a gender-balanced workforce—especially for women’s teams. It can also be used to start and continue discussion and educate and motivate decision makers to think differently about how they recruit, hire, and retain women coaches. Over the last seven years, we have had numerous and ongoing discussions about this topic with a variety of stakeholders at every level of sport. We feel these discussions help shift the focus to decision makers and organizational change, and away from the continual blaming of women for the lack of women coaches (e.g., women don’t apply, women lack experience, women aren’t interested in coaching, women “opt out”) which has dominated women in coaching narratives (LaVoi, 2016). How decision makers discuss the stagnation of women in coaching matters because the way something

is framed influences how people process that information and what action is taken (or not) to address the issue. For example, based on recent data we found male athletic directors (ADs) attributed the lack of women coaches to women (e.g., lack of qualified female coaches, women aren't interested in coaching), while female ADs & senior women administrators attributed the phenomena to structural factors (success of the old boys' club, conscious/unconscious discrimination in the hiring process) (Kane & LaVoi, 2018). That research is an example of how Tucker Center scholars are using data to educate and challenge these common blaming narratives, and this report card is another such effort.

In discussions with colleagues across the US we have learned about ways in which our reports are being used for social change, ways we could have never anticipated at its inception. Athletic administrators at institutions with A and B *Report Card* grades tell us that they showcase their grade as a “bragging right” to peers, colleagues, donors, trustees and college presidents. ADs also use it, along with institutional Alliance of Women Coaches memberships, to recruit and retain the most talented women, as an above average *Report Card* grade can be proof of a workplace climate that values inclusion and diversity and supports women. Women coaches tell us they use *Report Card* grades as one tool to help them assess workplace climate and goodness of fit when on the job market or making a career move.

In the past year, LaVoi and Wasend (2018) interviewed ADs with above average institutional grades (As and Bs) which is one indicator of a track record of recruiting, hiring and retaining women coaches. In short, these ADs valued women and explicitly tried to create a workplace culture where women felt valued, supported, appreciated, and cared about “on and of the court.” 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. Similarly, some ADs are committed to hiring women, offer women the job but are turned down. Additional research is needed as to *why* women take or decline job offers. With the data, we can see over an AD's leadership tenure if the grade improves, is sustained, or if it declines. The *Report Card* data provides a visible mechanism of accountability.

## Targets of opportunity for change

In our discussions with ADs and assessing six years of data it is clear that a coaching position vacancy provides the biggest target of opportunity to hire women. There are a 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 female is hired in a position previously occupied by a male.
- Hire a female head coach when an institution adds a new sport.
- Replace an outgoing female coach with another female.

- 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.

## Addressing Systemic Change

However, simply “adding more women” is only part of the solution. The greatest target of opportunity to create positive and sustainable social change is to confront the systemic bias that permeates 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). 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 sex 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 a gender, race, and age biases that disadvantage women. Another example involving a high profile coach highlights gender bias. In a March 2019 ThinkProgress.org article, Notre Dame women’s basketball head coach Muffet McGraw stated she was “done hiring men” (Gibbs, 2019). Many harshly and swiftly criticized McGraw for being sexist and discriminatory toward men. McGraw was simply stating she will only hire female assistants moving forward because, as she pointed out, women deserve the opportunity to coach, and are not being afforded the opportunities to do so on the men’s side. In reality, McGraw was explicitly calling out a normalized hiring practice that male head coaches on the men’s side do without scrutiny, backlash, or punity—hire assistants just like them—other men. Few, if any, would call Duke men’s basketball coach Mike Krzyzewski sexist or scrutinize him when he hires all male assistants. This double standard is an example of gender bias in action.

Based on the data, female coaches perceive gender bias very differently and feel it is more pervasive than do their male counterparts; foremost, women coaches perceive it exists, while a majority of their male colleagues do not (Sabo et al., 2016). The prevalent 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 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™.”

To view and download this report and others, go to [www.TuckerCenter.org](http://www.TuckerCenter.org).

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**APPENDIX A**

NCAA DIVISION I CONFERENCE COMPOSITION 2018-19

**America East Conference**

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

**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	St. Bonaventure University	University of Rhode Island
Duquesne University	Saint Joseph's University	University of Richmond
Fordham University	Saint Louis University	Virginia Commonwealth University
George Mason University	University of Dayton	
George Washington University	University of Massachusetts, Amherst	
La Salle 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 State University
Florida State University	University of North Carolina at Chapel Hill	Wake Forest University
Georgia Institute of Technology	University of Notre Dame	
North Carolina State University		

**Atlantic Sun Conference (ASUN)**

Florida Gulf Coast University	New Jersey Institute of Technology	University of South Carolina Upstate
Jacksonville University	Stetson University	
Kennesaw State University	University of North Florida	
Lipscomb University		

**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	Texas Christian University	University of Texas at Austin
Iowa State University	Texas Tech University	West Virginia University
Kansas State University	University of Kansas	
Oklahoma State University	University of Oklahoma	

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

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**Big East Conference**

Butler University  
Creighton University  
DePaul University  
Georgetown University

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

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 North Dakota  
University of Northern Colorado  
Weber State University

**Big South Conference**

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

Liberty University  
Longwood University  
Presbyterian College  
Radford University

University of North Carolina at  
Asheville  
Winthrop University

**Big West Conference**

California Polytechnic State  
University  
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 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

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**Horizon League**

Cleveland State University  
 University of Detroit Mercy  
 University of Wisconsin - Green  
 Bay

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**

Bethune-Cookman University  
 Coppin State University  
 Delaware State University  
 Florida A&M University  
 Hampton University  
 Howard University

Morgan State University  
 Norfolk State University  
 North Carolina A&T State  
 University  
 North Carolina Central  
 University

Savannah State 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

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**Northeast Conference**

Bryant University  
Central Connecticut State  
University  
Fairleigh Dickinson University

Long Island University -  
Brooklyn  
Mount St. Mary's University  
Robert Morris University  
Sacred Heart University

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

**Ohio Valley Conference**

Austin Peay State University  
Belmont University  
Eastern Illinois University  
Eastern Kentucky University  
Jacksonville State 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

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

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**Southland Conference**

Abilene Christian University  
Houston Baptist University  
Lamar University  
McNeese State University  
Nicholls State University  
Northwestern State University

Sam Houston State University  
Southeastern Louisiana  
University  
Stephen F. Austin State  
University

Texas A&M University - Corpus  
Christi  
University of Central Arkansas  
University of the Incarnate  
Word  
University of New Orleans

**Summit League**

Indiana University - Purdue  
University, Fort Wayne  
North Dakota State University

Oral Roberts University  
South Dakota State University  
University of Denver

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  
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)**

California State University,  
Bakersfield  
Chicago State University  
Grand Canyon University

New Mexico State University  
Seattle University  
University of Missouri - Kansas  
City

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

### GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY INSTITUTION 2018-19

School	Grade	Female		Male		N
		%	n	%	n	
Florida A&M	A	85.7%	6	14.3%	1	7
Quinnipiac University	A	81.8%	9	18.2%	2	11
Cincinnati	A	80.0%	8	20.0%	2	10
Saint Joseph's University	A	77.8%	7	22.2%	2	9
UCF Central Florida	A	77.8%	7	22.2%	2	9
Lafayette	A	75.0%	9	25.0%	3	12
Southern Illinois, Carbondale	A	75.0%	6	25.0%	2	8
Texas Southern	A	75.0%	6	25.0%	2	8
Texas State	A	75.0%	6	25.0%	2	8
University of Missouri-Kansas City	A	75.0%	6	25.0%	2	8
Monmouth University	A	72.7%	8	27.3%	3	11
Washington	A	72.7%	8	27.3%	3	11
Princeton	A	72.2%	13	27.8%	5	18
Tennessee State	A	71.4%	5	28.6%	2	7
Coastal Carolina	A	70.0%	7	30.0%	3	10
Oklahoma	A	70.0%	7	30.0%	3	10
University of San Diego	A	70.0%	7	30.0%	3	10
Boston University	B	69.2%	9	30.8%	4	13
California (Berkeley)	B	68.8%	11	31.3%	5	16
Indiana State	B	66.7%	6	33.3%	3	9
North Carolina Asheville	B	66.7%	6	33.3%	3	9
Tennessee	B	66.7%	8	33.3%	4	12
George Washington University	B	66.7%	8	33.3%	4	12
Minnesota	B	64.3%	9	35.7%	5	14
Delaware State	B	63.6%	7	36.4%	4	11
Illinois	B	63.6%	7	36.4%	4	11
SMU Southern Methodist	B	63.6%	7	36.4%	4	11
St. Francis College Brooklyn	B	63.6%	7	36.4%	4	11
Alabama A&M	B	62.5%	5	37.5%	3	8
Bethune-Cookman	B	62.5%	5	37.5%	3	8
California, Davis	B	62.5%	10	37.5%	6	16
Eastern Kentucky	B	62.5%	5	37.5%	3	8
Houston Baptist University	B	62.5%	5	37.5%	3	8
South Florida	B	62.5%	5	37.5%	3	8
Southeast Missouri State	B	62.5%	5	37.5%	3	8
University of Hartford	B	62.5%	5	37.5%	3	8
University of Montana	B	62.5%	5	37.5%	3	8
Virginia Commonwealth	B	62.5%	5	37.5%	3	8
Brown	B	61.9%	13	38.1%	8	21
California State, Fresno	B	61.5%	8	38.5%	5	13

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School	Grade	Female		Male		N
		%	n	%	n	
San Diego State	B	61.5%	8	38.5%	5	13
Binghamton University	B	60.0%	6	40.0%	4	10
California State, Bakersfield	B	60.0%	6	40.0%	4	10
Central Michigan	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
Loyola, Maryland	B	60.0%	6	40.0%	4	10
Miami	B	60.0%	6	40.0%	4	10
Nevada, Las Vegas	B	60.0%	6	40.0%	4	10
North Florida	B	60.0%	6	40.0%	4	10
Northeastern University	B	60.0%	6	40.0%	4	10
Northern Colorado	B	60.0%	6	40.0%	4	10
Stetson University	B	60.0%	6	40.0%	4	10
University of Rhode Island	B	60.0%	6	40.0%	4	10
Valparaiso University	B	60.0%	6	40.0%	4	10
Long Island - Brooklyn Campus	B	58.3%	7	41.7%	5	12
Saint Francis (Pennsylvania)	B	58.3%	7	41.7%	5	12
University of Illinois at Chicago	B	58.3%	7	41.7%	5	12
Eastern Washington University	B	57.1%	4	42.9%	3	7
High Point University	B	57.1%	4	42.9%	3	7
Indiana University-Purdue University, Fort Wayne	B	57.1%	4	42.9%	3	7
Jackson State	B	57.1%	4	42.9%	3	7
Rice University	B	57.1%	4	42.9%	3	7
San Jose State	B	57.1%	8	42.9%	6	14
South Carolina State	B	57.1%	4	42.9%	3	7
UCLA	B	57.1%	8	42.9%	6	14
Appalachian State	B	55.6%	5	44.4%	4	9
Austin Peay State University	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
Prairie View A&M	B	55.6%	5	44.4%	4	9
Southern Mississippi	B	55.6%	5	44.4%	4	9
University at Albany	B	55.6%	5	44.4%	4	9
Washington State	B	55.6%	5	44.4%	4	9
Western Michigan	B	55.6%	5	44.4%	4	9
Alabama at Birmingham	C	54.5%	6	45.5%	5	11
Bowling Green State	C	54.5%	6	45.5%	5	11
California Polytechnic	C	54.5%	6	45.5%	5	11
Florida Atlantic University	C	54.5%	6	45.5%	5	11
Florida International	C	54.5%	6	45.5%	5	11
Florida State	C	54.5%	6	45.5%	5	11
Maryland	C	54.5%	6	45.5%	5	11

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Colgate	C	53.8%	7	46.2%	6	13
Delaware	C	53.8%	7	46.2%	6	13
Georgetown	C	53.8%	7	46.2%	6	13
Lehigh University	C	53.8%	7	46.2%	6	13
Towson University	C	53.8%	7	46.2%	6	13
Virginia	C	53.8%	7	46.2%	6	13
Michigan	C	53.3%	8	46.7%	7	15
Yale	C	52.9%	9	47.1%	8	17
Darmouth	C	52.6%	10	47.4%	9	19
California, Irvine	C	50.0%	4	50.0%	4	8
California, Fullerton	C	50.0%	4	50.0%	4	8
Charleston Southern University	C	50.0%	4	50.0%	4	8
Clemson	C	50.0%	4	50.0%	4	8
College of Charleston (South Carolina)	C	50.0%	5	50.0%	5	10
Colorado	C	50.0%	5	50.0%	5	10
Duke	C	50.0%	7	50.0%	7	14
Eastern Michigan	C	50.0%	5	50.0%	5	10
Georgia Tech	C	50.0%	4	50.0%	4	8
Gonzaga	C	50.0%	4	50.0%	4	8
Harvard	C	50.0%	10	50.0%	10	20
Idaho State	C	50.0%	4	50.0%	4	8
James Madison University	C	50.0%	7	50.0%	7	14
Lamar University	C	50.0%	4	50.0%	4	8
Longwood University	C	50.0%	4	50.0%	4	8
Massachusetts Lowell	C	50.0%	4	50.0%	4	8
Miami University (Ohio)	C	50.0%	5	50.0%	5	10
Mount St. Mary's University	C	50.0%	6	50.0%	6	12
New Hampshire	C	50.0%	7	50.0%	7	14
North Carolina at Greensboro	C	50.0%	4	50.0%	4	8
North Carolina State	C	50.0%	6	50.0%	6	12
Northwestern	C	50.0%	6	50.0%	6	12
Oregon State	C	50.0%	5	50.0%	5	10
Presbyterian College	C	50.0%	4	50.0%	4	8
Rutgers	C	50.0%	7	50.0%	7	14
Stanford	C	50.0%	9	50.0%	9	18
Texas at San Antonio	C	50.0%	4	50.0%	4	8
University at Buffalo, the State University of New York	C	50.0%	4	50.0%	4	8
University of New Orleans	C	50.0%	3	50.0%	3	6
University of Portland	C	50.0%	4	50.0%	4	8
University of Richmond	C	50.0%	5	50.0%	5	10
Wake Forest	C	50.0%	4	50.0%	4	8

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Ohio State	C	47.1%	8	52.9%	9	17
North Carolina	C	46.7%	7	53.3%	8	15
Penn State	C	46.7%	7	53.3%	8	15
Villanova	C	46.2%	6	53.8%	7	13
Iowa	C	46.2%	6	53.8%	7	13
Michigan State	C	46.2%	6	53.8%	7	13
New Mexico	C	46.2%	6	53.8%	7	13
Bryant University	C	45.5%	5	54.5%	6	11
College of William and Mary	C	45.5%	5	54.5%	6	11
Grand Canyon University	C	45.5%	5	54.5%	6	11
Illinois State	C	45.5%	5	54.5%	6	11
Liberty University	C	45.5%	5	54.5%	6	11
Loyola Marymount	C	45.5%	5	54.5%	6	11
Massachusetts, Amherst	C	45.5%	5	54.5%	6	11
Missouri State	C	45.5%	5	54.5%	6	11
Nevada, Reno	C	45.5%	5	54.5%	6	11
Niagara University	C	45.5%	5	54.5%	6	11
North Carolina Wilmington	C	45.5%	5	54.5%	6	11
Temple	C	45.5%	5	54.5%	6	11
University of Vermont	C	45.5%	5	54.5%	6	11
California, Sana Barbara	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
Drake	C	44.4%	4	55.6%	5	9
East Tennessee State	C	44.4%	4	55.6%	5	9
Eastern Illinois	C	44.4%	4	55.6%	5	9
Georgia State	C	44.4%	4	55.6%	5	9
Hofstra University	C	44.4%	4	55.6%	5	9
Manhattan College	C	44.4%	4	55.6%	5	9
Mississippi	C	44.4%	4	55.6%	5	9
North Carolina at Charlotte	C	44.4%	4	55.6%	5	9
Radford University	C	44.4%	4	55.6%	5	9
Robert Morris University	C	44.4%	4	55.6%	5	9
Seton Hall	C	44.4%	4	55.6%	5	9
Stephen F. Austin State	C	44.4%	4	55.6%	5	9
University of Dayton	C	44.4%	4	55.6%	5	9
Winthrop University	C	44.4%	4	55.6%	5	9
Bradley	C	42.9%	3	57.1%	4	7
College of the Holy Cross	C	42.9%	6	57.1%	8	14
DePaul	C	42.9%	3	57.1%	4	7
Loyola University Chicago	C	42.9%	3	57.1%	4	7
Marquette	C	42.9%	3	57.1%	4	7

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Nebraska	C	42.9%	6	57.1%	8	14
Nicholls State	C	42.9%	3	57.1%	4	7
Southern Illinois, Edwardsville	C	42.9%	3	57.1%	4	7
Southern University, Baton Rouge	C	42.9%	3	57.1%	4	7
Tennessee Tech	C	42.9%	3	57.1%	4	7
Texas at Arlington	C	42.9%	3	500.0%	4	7
Wright State	C	42.9%	3	57.1%	4	7
Sacred Heart University	C	42.1%	8	57.9%	11	19
Ball State	C	41.7%	5	58.3%	7	12
Florida	C	41.7%	5	58.3%	7	12
Wisconsin	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. Naval Academy	C	41.7%	5	58.3%	7	12
Cornell	C	41.2%	7	58.8%	10	17
Arizona State	C	40.0%	6	60.0%	9	15
Campbell University	C	40.0%	4	60.0%	6	10
Canisius College	C	40.0%	4	60.0%	6	10
Elon University	C	40.0%	4	60.0%	6	10
Fordham 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
Ohio University	C	40.0%	4	60.0%	6	10
Oregon	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
South Dakota State	C	40.0%	4	60.0%	6	10
Stony Brook	C	40.0%	4	60.0%	6	10
Tulane	C	40.0%	4	60.0%	6	10
Boise State	D	38.5%	5	61.5%	8	13
Louisville	D	38.5%	5	61.5%	8	13
Wagner College	D	38.5%	5	61.5%	8	13
Connecticut	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
Abilene Christian University	D	37.5%	3	62.5%	5	8
Alcorn State	D	37.5%	3	62.5%	5	8
Arkansas at Little Rock	D	37.5%	3	62.5%	5	8
Boston College	D	37.5%	6	62.5%	10	16
California, Riverside	D	37.5%	3	62.5%	5	8
Lipscomb University	D	37.5%	3	62.5%	5	8
McNeese State	D	37.5%	3	62.5%	5	8

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Mississippi State	D	37.5%	3	62.5%	5	8
Murray State	D	37.5%	3	62.5%	5	8
Northern Kentucky University	D	37.5%	3	62.5%	5	8
Portland State	D	37.5%	3	62.5%	5	8
Texas Tech	D	37.5%	3	62.5%	5	8
Troy University	D	37.5%	3	62.5%	5	8
Weber State University	D	37.5%	3	62.5%	5	8
Western Carolina	D	37.5%	3	62.5%	5	8
Wofford College	D	37.5%	3	62.5%	5	8
Brigham Young University	D	36.4%	4	63.6%	7	11
Duquesne University	D	36.4%	4	63.6%	7	11
Georgia Southern	D	36.4%	4	63.6%	7	11
Jacksonville University	D	36.4%	4	63.6%	7	11
Texas A & M	D	36.4%	4	63.6%	7	11
U.S. Air Force Academy	D	36.4%	4	63.6%	7	11
University of Akron	D	36.4%	4	63.6%	7	11
University of Denver	D	36.4%	4	63.6%	7	11
University of the Incarnate Word	D	36.4%	4	63.6%	7	11
Bucknell	D	35.7%	5	64.3%	9	14
Utah	D	35.7%	5	64.3%	9	14
Alabama State	D	33.3%	3	66.7%	6	9
American University	D	33.3%	3	66.7%	6	9
Georgia	D	33.3%	4	66.7%	8	12
Hawaii, Manoa	D	33.3%	4	66.7%	8	12
Marist College	D	33.3%	4	66.7%	8	12
Southern Utah University	D	33.3%	3	66.7%	6	9
Tennessee at Martin	D	33.3%	3	66.7%	6	9
The Citadel	D	33.3%	2	66.7%	4	6
University of Maine, Orono	D	33.3%	3	66.7%	6	9
Auburn	D	33.3%	4	66.7%	8	12
Furman University	D	33.3%	3	66.7%	6	9
Maryland, Baltimore County	D	33.3%	3	66.7%	6	9
Memphis	D	33.3%	3	66.7%	6	9
Northern Arizona University	D	33.3%	3	66.7%	6	9
St John's	D	33.3%	3	66.7%	6	9
U Penn	D	31.3%	5	68.8%	11	16
Indiana	D	30.8%	4	69.2%	9	13
USC	D	30.8%	4	69.2%	9	13
California, Northridge	D	30.0%	3	70.0%	7	10
Drexel University	D	30.0%	3	70.0%	7	10
Fairleigh Dickinson, Metropolitan Campus	D	30.0%	3	70.0%	7	10

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Florida Gulf Coast University	D	30.0%	3	70.0%	7	10
Houston	D	30.0%	3	70.0%	7	10
Indiana University-Purdue University, Indianapolis	D	30.0%	3	70.0%	7	10
Kennesaw State University	D	30.0%	3	70.0%	7	10
Long Beach State University	D	30.0%	3	70.0%	7	10
Nebraska Omaha	D	30.0%	3	70.0%	7	10
Northern Iowa	D	30.0%	3	70.0%	7	10
Pepperdine	D	30.0%	3	70.0%	7	10
Pittsburgh	D	30.0%	3	70.0%	7	10
Purdue	D	30.0%	3	70.0%	7	10
Seattle University	D	30.0%	3	70.0%	7	10
University of Toledo	D	30.0%	3	70.0%	7	10
Western Illinois	D	30.0%	3	70.0%	7	10
Belmont University	D	28.6%	2	71.4%	5	7
Chicago State University	D	28.6%	2	71.4%	5	7
Coppin State	D	28.6%	2	71.4%	5	7
La Salle University	D	28.6%	4	71.4%	10	14
Louisiana at Lafayette	D	28.6%	2	71.4%	5	7
Mississippi Valley State	D	28.6%	2	71.4%	5	7
North Dakota State	D	28.6%	2	71.4%	5	7
Oral Roberts	D	28.6%	2	71.4%	5	7
Utah Valley University	D	28.6%	2	71.4%	5	7
Wichita State	D	28.6%	2	71.4%	5	7
Arkansas	D	27.3%	3	72.7%	8	11
E. Carolina	D	27.3%	3	72.7%	8	11
George Mason University	D	27.3%	3	72.7%	8	11
Howard University	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
Missouri	D	27.3%	3	72.7%	8	11
Providence	D	27.3%	3	72.7%	8	11
Texas	D	27.3%	3	72.7%	8	11
Virginia Tech	D	27.3%	3	72.7%	8	11
Alabama	D	25.0%	3	75.0%	9	12
Creighton	D	25.0%	2	75.0%	6	8
Fairfield University	D	25.0%	3	75.0%	9	12
Grambling State	D	25.0%	2	75.0%	6	8
Kansas State	D	25.0%	2	75.0%	6	8
Louisiana Tech University	D	25.0%	2	75.0%	6	8
Louisiana at Monroe	D	25.0%	2	75.0%	6	8
Maryland Eastern Shore	D	25.0%	2	75.0%	6	8
Middle Tennessee State	D	25.0%	2	75.0%	6	8

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Montana State - Bozeman	D	25.0%	2	75.0%	6	8
Morehead State	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
Siena College	D	25.0%	3	75.0%	9	12
South Alabama	D	25.0%	2	75.0%	6	8
South Carolina Upstate	D	25.0%	2	75.0%	6	8
Tennessee at Chattanooga	D	25.0%	2	75.0%	6	8
University of San Francisco	D	25.0%	2	75.0%	6	8
Utah State	D	25.0%	2	75.0%	6	8
Wisconsin-Milwaukee	D	25.0%	2	75.0%	6	8
Xavier	D	25.0%	2	75.0%	6	8
Baylor	F	22.2%	2	77.8%	7	9
Sam Houston State	F	22.2%	2	77.8%	7	9
St. Bonaventure University	F	22.2%	2	77.8%	7	9
St. Mary's College of California	F	22.2%	2	77.8%	7	9
Texas A&M - Corpus Christi	F	22.2%	2	77.8%	7	9
Tulsa	F	22.2%	2	77.8%	7	9
University of Idaho	F	22.2%	2	77.8%	7	9
Vanderbilt	F	22.2%	2	77.8%	7	9
Colorado State	F	20.0%	2	80.0%	8	10
Gardner - Webb University	F	20.0%	2	80.0%	8	10
Marshall University	F	20.0%	2	80.0%	8	10
South Dakota	F	20.0%	2	80.0%	8	10
University of North Texas	F	20.0%	2	80.0%	8	10
Butler	F	18.2%	2	81.8%	9	11
California State, Sacramento	F	18.2%	2	81.8%	9	11
Cleveland State	F	18.2%	2	81.8%	9	11
Iowa State	F	18.2%	2	81.8%	9	11
Santa Clara University	F	18.2%	2	81.8%	9	11
Syracuse	F	18.2%	2	81.8%	9	11
U.S. Military Academy	F	18.2%	2	81.8%	9	11
Youngstown State	F	18.2%	2	81.8%	9	11
Arizona	F	16.7%	2	83.3%	10	12
North Carolina Central	F	16.7%	1	83.3%	5	6
University of the Pacific	F	16.7%	2	83.3%	10	12
Kentucky	F	16.7%	2	83.3%	10	12
Morgan State	F	14.3%	1	85.7%	6	7
New Jersey Institute of Technology	F	14.3%	1	85.7%	6	7
Norfolk State	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

A REPORT ON HEAD COACHES OF ALL NCAA DIVISION-I TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Texas at El Paso	F	14.3%	1	85.7%	6	7
Texas Rio Grande Valley	F	14.3%	1	85.7%	6	7
Arkansas State	F	12.5%	1	87.5%	7	8
Hampton University	F	12.5%	1	87.5%	7	8
Northwestern State	F	12.5%	1	87.5%	7	8
Oklahoma State	F	12.5%	1	87.5%	7	8
Saint Peter's University	F	12.5%	1	87.5%	7	8
University of North Dakota	F	12.5%	1	87.5%	7	8
Jacksonville State	F	11.1%	1	88.9%	8	9
Kent State	F	11.1%	1	88.9%	8	9
University of Detroit Mercy	F	11.1%	1	88.9%	8	9
University of Evansville	F	11.1%	1	88.9%	8	9
Western Kentucky University	F	11.1%	1	88.9%	8	9
Wyoming	F	11.1%	1	88.9%	8	9
Wisconsin-Green Bay	F	10.0%	1	90.0%	9	10
West Virginia	F	9.1%	1	90.9%	10	11
Arkansas, Pine Bluff	F	0.0%	0	100.0%	7	7
Virginia Military Institute	F	0.0%	0	100.0%	7	7





A report designed to make a difference in the lives of girls and women in sport and to increase the number of women in the coaching profession.



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