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Head Coaches of Women's Collegiate Teams

A Report on Haverford
Group Institutions
2016-2017



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All reports in the series can be downloaded free of charge at www.TuckerCenter.org [Research tab]

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A REPORT ON HAVERFORD GROUP INSTITUTIONS

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This report is part of a larger longitudinal research series, Head Coaches of Women's Collegiate Teams. In this series we assign grades to institutions, sports and conferences around the country based on the percentage of women head coaches of women's teams. This research series 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 the Alliance of Women Coaches, an organization dedicated to increasing and retaining the number of women in the coaching profession.

Purpose

The purpose of this 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 recruit and retain and thereby increase the percentage of women who are in the coaching profession; 3) to track the effectiveness of initiatives aimed at increasing the percentage of women in coaching; and 4) to bring awareness while providing an evidence-based starting point for a national discussion on this important issue.

In this report we answer the following research question: *What percentage of women occupy head coach positions for women's sport teams in 21 select Haverford Group institutions during the 2016-17 academic year?*



Pictured from left to right: Ariana Klinkov (Wellesley College), Kelly Roysland (Macalester College), Erin Hurley (Grinnell College), and Beth Hallenbeck (Skidmore College). All four schools received "A" grades in this report card.

Methodology

DATA COLLECTION

Documenting and adhering to a rigorous methodology is important for transparency, replication, comparison to other data, and consistency in tracking and reporting over time. Data for this report was collected from February 15 through February 22, 2017 by visiting each institution's athletics website and reviewing the coaching roster/staff for the 2016-17 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.

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. A director of sport was not counted/included if a head coach was present by title or within the text of a coach biography. 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. In some cases the number of head coaches is greater (due to co-head coaches, and inclusion of diving) than the number of sports offered at a particular institution.

CALCULATION OF GRADE CRITERIA AND GRADE SCALE

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 the decimal 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. To read how our grading criteria was developed, see LaVoi's first report, "The Decline of Women Coaches in Collegiate Athletics: A Report on Select NCAA Division-I FBS Institutions, 2012-13."

SAMPLE

The dataset included all head coaches of women's teams ($N = 242$) at 21 institutions of higher education in all geographic regions of the United States that were current members of the Haverford Group.

Results

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

Position	Schools	Female		Male		Total Coaches
2016-17 Head Coaches	<i>N</i>	%	<i>n</i>	%	<i>n</i>	<i>N</i>
Haverford Group	21	57	138	43	104	242
Division-III	57	45.6	283	54.4	337	620
Division-II	62	38.3	170	61.7	274	444
Division-I	86	41.2	397	58.8	567	964

TABLE 2. PERCENTAGE OF WOMEN HEAD COACHES BY SPORT FOR WOMEN'S TEAMS

Sport	Grade	Female		Male		Total Coaches
		%	<i>n</i>	%	<i>n</i>	<i>N</i>
Badminton	F	0	0	100	2	2
Basketball	A	90.5	19	9.5	2	21
Crew/Rowing	C	42.9	3	57.1	4	7
Cross Country	D	28.6	6	71.4	15	21
Diving	C	42.9	6	57.1	8	14
Equestrian	C	50	2	50	2	4
Fencing	C	50	1	50	1	2
Field Hockey	A	92.9	13	7.1	1	14
Golf	F	21.4	3	78.6	11	14
Ice Hockey	C	50	1	50	1	2
Lacrosse	A	93.8	15	6.3	1	16
Soccer	C	52.4	11	47.6	10	21
Softball	A	100	17	0	0	17
Squash	A	75	3	25	1	4
Swimming	C	50	10	50	10	20
Tennis	D	36.4	8	63.6	14	22
Track	D	35.3	6	64.7	11	17
Volleyball	B	66.7	14	33.3	7	21
Water Polo	F	0	0	100	3	3

TABLE 3. HEAD COACHES OF WOMEN'S TEAMS BY INSTITUTION

School	Grade	Female		Male		Total Coaches
		%	n	%	n	
Grinnell College	A	90	9	10	1	10
Wellesley College	A	80	12	20	3	15
Macalester College	A	72.7	8	27.3	3	11
Skidmore College	A	72.7	8	27.3	3	11
Smith College	B	69.2	9	30.8	4	13
Amherst College	B	64.3	9	35.7	5	14
Haverford College	B	63.6	7	36.4	4	11
The College of Wooster	B	58.3	7	41.7	5	12
DePauw University	B	58.3	7	41.7	5	12
Swarthmore College	B	54.5	6	45.5	5	11
Washington & Lee University	B	54.5	6	45.5	5	11
Bridgewater College	C	50	6	50	6	12
Centre College	C	50	6	50	6	12
Clark University	C	50	5	50	5	10
Pomona-Pitzer College	C	50	6	50	6	12
Whitman College	C	50	4	50	4	8
Wesleyan University	C	46.7	7	53.3	8	15
Bryan Mawr College	C	45.5	5	54.5	6	11
Occidental College	C	41.7	5	58.3	7	12
Austin College	D	33.3	3	66.7	6	9
Lewis & Clark University	D	30	3	70	7	10

CONCLUSION

Overall, the Haverford group outperformed all of our previous datasets in terms of head coaches of women's teams. We found that 57% of coaches of women's teams at Haverford Group schools are female, compared to schools surveyed at D-III (45.6%), D-II (38.3%), and D-I (41.2%).

Together, the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota and the Alliance of Women Coaches—along with other organizations, groups and individuals—are striving to increase the percentage of women college coaches, generate awareness, continue a national dialogue, and support and retain women in the coaching profession. Our goal is that more young women (and men) have female coaches as role models and that 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 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™.”

Recommended Resources

Acosta, R. V., & Carpenter, L. J. (2014). *Women in intercollegiate sport: A longitudinal, national study, thirty-five year update*. Retrieved from <http://www.acostacarpenter.org>

Hollomon, N. (2016). *Perceived barriers for ethnic minority females in collegiate athletics careers*. Retrieved from https://www.ncaa.org/sites/default/files/2015RES_BarriersReport2015_20160506.pdf

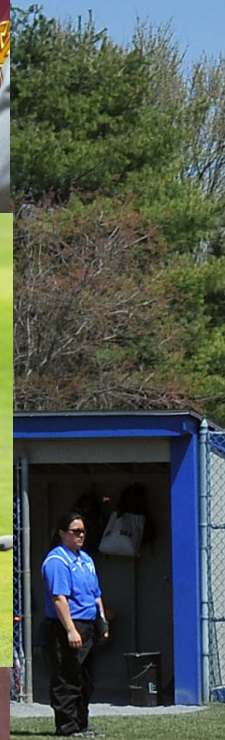
LaVoi, N. M. (2013). *The decline of women coaches in collegiate athletics: A report on select NCAA Division-I FBS institutions, 2012-13*. Minneapolis: the Tucker Center for Research on Girls & Women in Sport.

LaVoi, N. M. (Ed.) (2016). *Women in Sports Coaching*. London: Routledge.

Sabo, D., Veliz, P., & Staurowsky, E. J. (2016). *Beyond X's & O's: Gender Bias and Coaches of Women's College Sports*. East Meadow, NY: Women's Sports Foundation.

To view and download any of the reports in the Tucker Center's longitudinal series on head coaches of women's collegiate teams, please visit the Tucker Center website at www.TuckerCenter.org.

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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