



# **Head Coaches of Women's Collegiate Teams**

**A Comprehensive Report  
on NCAA Division-III  
Institutions  
2017-18**



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# Head Coaches of Women's Collegiate Teams

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## A COMPREHENSIVE REPORT OF NCAA DIVISION-III INSTITUTIONS 2017-18

This longitudinal research series, now in its sixth 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 the Alliance of Women Coaches, an organization dedicated to supporting and increasing the number of women in the coaching profession.

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 40+ 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 is important, and reported the percentage of women in all coaching positions in select NCAA Division-I institutions by sport and conference.

In our first four years of the report, we primarily examined a sample of “big time” FBS Division-I athletic programs, but were repeatedly asked how the data translated to the Division-III level. With over 190,000 student-athletes (79,000 females) competing for more than 450 colleges and universities throughout the US, Division-III level, is the NCAA’s largest member division. In this report employment patterns of head coaches in all Division-III women’s athletics programs at all institutions and conferences is provided. In a past D-III report we documented the percentage of women head coaches of women’s teams in a *select* group of six geographically diverse D-III conferences (LaVoi & Wasend, 2016)—this report is comprehensive. As in previous reports, we assigned a grade to each institution, sport, and conference based on the percentage of women head coaches of women’s teams.

### 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; 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 Division-III athletics programs during the 2017-18 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 free of charge at [www.TuckerCenter.org](http://www.TuckerCenter.org).

For this report, data for 2017-18 coaching rosters was collected during July, 2017, by visiting each institution's athletics website and reviewing the coaching roster/staff for the 2017-18 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. 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 2017-18 dataset included all head coaches of women's teams ( $N = 4238$ ) at 444 institutions of higher education in all geographic regions of the United States that were current members of 44 NCAA Division-III conferences. Appendix B summarizes the distribution of schools by conference for 2017-18.

## 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.

## Results

### TOTAL HEAD COACHES

A total of 4238 head coach positions of women's teams from 444 institutions comprised this sample. A small percentage of positions (.09%, n = 41) remained unfilled at the time of data collection (July 2017) resulting in a final sample of 4197 for analysis. Women held 1916 of the 4197 (45.7%) head coaching positions across 44 Division-III conferences.

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

Position	Schools	Female		Male		Total Coaches
	N	%	n	%	n	N
2016-17 Head Coaches	57	45.6	283	54.4	337	620
2017-18 Head Coaches	444	45.7	1916	54.3	2281	4197

### BY SPORT

The percentage of women head coaches in 27 sports varied greatly (see Table 2). Field hockey and lacrosse had a large majority of female head coaches (equestrian received an A but only represented 36 coaching positions). Cross country, golf, and track & field had a large majority of male head coaches. The sports assigned an F grade (squash, water polo, triathlon, and wrestling) represented 46 coaching positions. Table 3 indicates the number of coaches by sport and gender for all NCAA sponsored D-III sports.

TABLE 2. GRADE BY SPORT FOR PERCENTAGE OF FEMALE D-III HEAD COACHES FOR 2017-18

Grade	%	Sport
A	100-70	Field Hockey (96.4%), Equestrian (88.9%), Lacrosse (84.4%)
B	69-55	Beach Volleyball** (66.7%), Softball (65.3%), Volleyball (62.9%), Basketball (60.9%), Gymnastics (57.1%)
C	54-40	Rifle* (50.0%), Ice Hockey (46.3%), Rowing (43.2%), Soccer (41.8%), Bowling (40.0%)
D	39-25	Fencing (33.3%), Rugby**** (33.3%), Diving (28.7%), Alpine Skiing (28.6%), Nordic Skiing (27.3%), Tennis (26.6%), Swimming (26.1%)
F	24-0	Squash (23.5%), Water Polo (22.2%), Golf (21.9%), Triathlon*** (20.0%), Cross Country (19.7%), Track (17.8%), Wrestling**** (16.7%)

\*Only offered at two schools; \*\*Only offered at three schools; \*\*\*Only offered at five schools; \*\*\*\*Only offered at six schools

**TABLE 3. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR DIVISION-III WOMEN'S TEAMS 2017-18**

Sport	Head Coaches				N
	Female		Male		
	%	n	%	n	
Basketball	60.9	265	39.1	170	435
Bowling	40.0	8	60.0	12	20
Cross Country	19.7	82	80.3	335	417
Diving	28.7	43	71.3	107	150
Equestrian	88.9	32	11.1	4	36
Fencing	33.3	5	66.7	10	15
Field Hockey	96.4	159	3.6	6	165
Golf	21.9	50	78.1	178	228
Gymnastics	57.1	8	42.9	6	14
Ice Hockey	46.3	31	53.7	36	67
Lacrosse	84.4	243	15.6	45	288
Beach Volleyball	66.7	2	33.3	1	3
Skiing - Alpine	28.6	4	71.4	10	14
Skiing - Nordic	27.3	3	72.7	8	11
Rifle	50.0	1	50.0	1	2
Rugby	33.3	2	66.7	4	6
Soccer	41.8	184	58.2	256	440
Softball	65.3	269	34.7	143	412
Squash	23.5	4	76.5	13	17
Swimming	26.1	68	73.9	193	261
Tennis	26.6	97	73.4	267	364
Track & Field	17.8	58	82.2	267	325
Triathlon	20.0	1	80.0	4	5
Volleyball	62.9	273	37.1	161	434
Water Polo	22.2	4	77.8	14	18
Wrestling	16.7	1	83.3	5	6
TOTAL	45.7	1916	54.3	2281	4197

**BY INSTITUTION**

The range for the percentage of women head coaches by institution varied dramatically. Three institutions *at the time of data collection* (Massachusetts College of Liberal Arts, Mitchell College, and Sweet Briar College) had 100% women head coaches, while three institutions (Green Mountain College, Greenville College, and U.S. Merchant Marine Academy) had 0% women head coaches. See Appendix A for a full list of grades by institution for percentage of women head coaches. Based on the percentages of women head coaches, 40 (9.0%) of the 444 institutions received an A for being above average compared to peer institutions. Eighty-four institutions (18.9%) received a B, 162 institutions (36.5%) received a C, and 123 institutions (27.7%) received a D. Thirty-five institutions (7.9%) received a failing grade of F for having less than 25% women head coaches. Most institutions (68.9%, n = 306) had 50% or less women head coaches.

**BY CONFERENCE**

The New England Women’s and Men’s Athletic Conference (NEWMAC) had the highest percentage (58.6%) of female head coaches, while the Upper Midwest Athletic Conference (UMAC) had the lowest percentage (30.8%) of female head coaches (see Table 4). The number of head coaches by conference and gender is in Table 5. See Appendix B for institutional composition of each conference.

**TABLE 4. GRADE BY CONFERENCE FOR PERCENTAGE OF WOMEN HEAD COACHES 2017-18**

Grade	Criteria	Conference
<b>A</b>	<b>100-70</b>	
<b>B</b>	<b>69-55</b>	NEWMAC (58.6%), Empire 8 (56.7%), NECC (56.7%), MSCAC (56.1%), CSAC (55.2%)
<b>C</b>	<b>54-40</b>	NESCAC (54.9%), NJAC (54.1%), ODAC (54.0%), USASAC (52.8%), LEC (51.3%), CCC (51.1%), UAA (50.6%), NCAC (50.0%), CC (49.6%), CAC (49.5%), NEAC (49.0%), NAC (48.9%), AMCC (47.6%), WIAC (47.5%), SCIAC (47.0%), MIAC (46.5%), LL (46.4%), ECAC (46.2%), CCIW (45.3%), GNAC (45.2%), LC (44.8%), MAC (44.1%), OAC (43.8%), SCAC (41.2%), PAC (40.2%)
<b>D</b>	<b>39-25</b>	NACC (39.8%), Independent (39.7%), SUNYAC (38.9%), MC (38.4%), SAA (37.6%), NC (37.2%), SC (37.1%), IIAC (36.9%), MIAA (36.3%), HCAC (35.4%), CUNY (32.8%), ASC (32.6%), SLIAC (32.0%), UMAC (30.8%)
<b>F</b>	<b>24-0</b>	

**TABLE 5. GRADE, NUMBER AND PERCENTAGE OF WOMEN HEAD COACHES BY CONFERENCE FOR 2017-18**

Conference	Grade	Female		Male		N
		%	n	%	n	
NEWMAC	<b>B</b>	58.6	75	41.4	53	128
Empire 8	<b>B</b>	56.7	59	43.3	45	104
NECC	<b>B</b>	56.7	38	43.3	29	67
MSCAC	<b>B</b>	56.1	37	43.9	29	66
CSAC	<b>B</b>	55.2	58	44.8	47	105
NESCAC	<b>C</b>	54.9	90	45.1	74	164
NJAC	<b>C</b>	54.1	46	45.9	39	85
ODAC	<b>C</b>	54.0	67	46.0	57	124
USASAC	<b>C</b>	52.8	57	47.2	51	108
LEC	<b>C</b>	51.3	41	48.8	39	80
CCC	<b>C</b>	51.1	45	48.9	43	88
UAA	<b>C</b>	50.6	41	49.4	40	81
NCAC	<b>C</b>	50.0	51	50.0	51	102
CC	<b>C</b>	49.6	59	50.4	60	119
CAC	<b>C</b>	49.5	46	50.5	47	93
NEAC	<b>C</b>	49.0	50	51.0	52	102
NAC	<b>C</b>	48.9	43	51.1	45	88
AMCC	<b>C</b>	47.6	39	52.4	43	82
WIAC	<b>C</b>	47.5	38	52.5	42	80
SCIAC	<b>C</b>	47.0	47	53.0	53	100
MIAC	<b>C</b>	46.5	60	53.5	69	129
LL	<b>C</b>	46.4	51	53.6	59	110
ECAC	<b>C</b>	46.2	6	53.8	7	13
CCIW	<b>C</b>	45.3	43	54.7	52	95
GNAC	<b>C</b>	45.2	47	54.8	57	104
LC	<b>C</b>	44.8	39	55.2	48	87
MAC	<b>C</b>	44.1	79	55.9	100	179
OAC	<b>C</b>	43.8	42	56.3	54	96
SCAC	<b>C</b>	41.2	28	58.8	40	68
PAC	<b>C</b>	40.2	41	59.8	61	102
NACC	<b>D</b>	39.8	39	60.2	59	98
Independent	<b>D</b>	39.7	31	60.3	47	78
SUNYAC	<b>D</b>	38.9	42	61.1	66	108
MC	<b>D</b>	38.4	38	61.6	61	99
SAA	<b>D</b>	37.6	35	62.4	58	93
NC	<b>D</b>	37.2	32	62.8	54	86
SC	<b>D</b>	37.1	33	62.9	56	89
IIAC	<b>D</b>	36.9	31	63.1	53	84
MIAA	<b>D</b>	36.3	37	63.7	65	102
HCAC	<b>D</b>	35.4	34	64.6	62	96
CUNY	<b>D</b>	32.8	22	67.2	45	67
ASC	<b>D</b>	32.6	31	67.4	64	95
SLIAC	<b>D</b>	32.0	24	68.0	51	75
UMAC	<b>D</b>	30.8	24	69.2	54	78

## Summary

The goal of this research series is to document the percentage of women collegiate head coaches over time and complement and add to 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 LaVoi, 2016). Data in this comprehensive report for all NCAA Division-III athletic conferences and member institutions will be used as a starting point to examine longitudinal patterns of percentages of women head coaches at within NCAA Division-III athletics. Compared to data in prior reports of select FBS NCAA D-I institutions, NCAA D-III institutions and conferences have a higher percentage of women head coaches of women's teams (45.7%) than their D-II (38.3%; LaVoi & Heffernan, 2016) and D-I counterparts (41.2%; LaVoi, 2017, February). The percentage of women head coaches in this report of 444 D-III institutions is nearly exactly the same (45.7%) as the LaVoi and Wasend (2016) report comprised of 57 institutions (45.6%). What the data continues to illustrate is that the **percentage of women head coaches of women's teams is stagnant.**

As with prior reports and in other NCAA Divisions, the percentage of women head coaches by institution, sport and conference varied greatly. Of note, this report marks the first time in six years of the *Women in College Coaching Report Card*<sup>™</sup> research series that an institution had 100% of women head coaches—and not for only one institution, but three! Congratulations to Massachusetts College of Liberal Arts, Mitchell College and Sweet Briar for having 100% of women head coaches of women's teams. The pictures on the front cover reflect one coach from each 100%, A-grade school. (Note: In communication with ADs at 2 of the 3 schools in October, 2017, to get coach pictures, Sweet Briar and MCLA indicated a male coach was hired in August 2017 after we had collected data. Both felt it important to clarify this development.) Based on the data, this report also marks the first time an NCAA conference at any division earned higher than a C grade. The NEWMAC, Empire 8, NECC, MSCAC, and CSAC all earned B grades. 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.

## How the report card is making a difference

The data in this report can be used by institutions, athletics administrators, 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 five 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 "opt out") which has dominated women in coaching narratives (LaVoi, 2016).

In our discussions we have learned about ways in which our reports over time are being used for social change, ways we could have never anticipated at inception. Athletic administrators at institutions with A and B Report Card grades tell us they use and showcase their grade as a "bragging right" to peers, colleagues, donors, faculty athletic representatives (FARs), trustees and college chancellors and presidents. Conference commissioners are using it to assist them in developing programming at the conference level to support and increase the percentage of women coaches. National college coaching associations use it to bring awareness to their membership and provide evidence that initiatives and policies aimed at recruiting and retaining women coaches are needed. ADs also use it to recruit and retain the most talented women, as an above average Report Card grade indicates, in part, a workplace climate that values inclusion and diversity and supports women. Educators use it in their classrooms to illuminate the underrepresentation of women in the context of sport. The Alliance of Women Coaches use it to provide evidence of the need for women-focused programming, networking, and need for change at the organizational level that supports women in the coaching profession, and to educate and empower their membership. Women coaches tell us they use Report Card grades as one tool to help them assess goodness of fit when on the job market or making a career move as women want, and deserve, a supportive, inclusive workplace where they can simultaneously develop young people and strive for performance excellence. The Report Card gives women a piece of tangible information with which to assess a potential (or current) workplace. One coach told us her immigration lawyer used our research and Report Card data to make a case for shortage-based immigration, which resulted in her attainment of a green card. In short, the *Women in College Coaching Report Card*™ is being utilized in a variety of ways!

A caveat about *Women in College Coaching Report Card*™ grades is warranted: The institutional grade is one indicator of the workplace environment, and 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. It is also true that a below average or failing grade does not necessarily reflect a hostile or unpleasant workplace climate for women.

## Targets of opportunity for change

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 (LaVoi, 2016). As recently documented in *Women in Sports Coaching* (LaVoi, 2016), the Women's Sport Foundation report *Beyond X's & O's: Gender Bias and Coaches of Women's College Sports* (Sabo, Veliz, & Staurowsky, 2016) and in the NCAA report *Perceived Barriers for Ethnic Minority Females in Collegiate Athletics Careers* (Hollomon,

2016) as well as in a plethora of scholarship over decades, systemic inequalities and gender and racial bias within the context of sport are prevalent. Bias, whether it is conscious or unconscious, results in unequal treatment, evaluation, perception, and interpretation that can result in overt, gross, or microaggressions 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), and when women coaches “coach” they are often unfairly and negatively evaluated, perceived and interpreted compared to their male counterparts—by ADs, media, peers, parents, and athletes. 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. Failure to address bias, and structural and systemic inequalities are likely reasons that 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 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™.”

***To view and download this report or any report in the Women in College Coaching Research Series, go to the Tucker Center website at [www.TuckerCenter.org](http://www.TuckerCenter.org), click on the “Current Research” tab and go to the Women in Sports Coaching page.***

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## APPENDIX A

### GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY INSTITUTION 2017-18

School	Grade	Female		Male		N
		%	n	%	n	
Massachusetts College of Liberal Arts	A	100	6	0.0	0	6
Mitchell College	A	100	6	0.0	0	6
Sweet Briar College	A	100	7	0.0	0	7
Eastern Connecticut State University	A	88.9	8	11.1	1	9
Meredith College	A	87.5	7	12.5	1	8
Western New England University	A	87.5	7	12.5	1	8
Lancaster Bible College	A	85.7	6	14.3	1	7
Smith College	A	84.6	11	15.4	2	13
Mary Baldwin University	A	80.0	4	20.0	1	5
Morrisville State College	A	80.0	8	20.0	2	10
Nichols College	A	80.0	8	20.0	2	10
Trinity Washington University	A	80.0	4	20.0	1	5
Mount Holyoke College	A	78.8	11	21.4	3	14
Cedar Crest College	A	77.8	7	22.2	2	9
Carthage College	A	75.0	9	25.0	3	12
Hobart and William Smith Colleges	A	75.0	9	25.0	3	12
Muskingum University	A	75.0	6	25.0	2	8
Saint Mary's College (Indiana)	A	75.0	6	25.0	2	8
University of Massachusetts	A	75.0	6	25.0	2	8
Augsburg	A	72.7	8	27.3	3	11
Bridgewater State University	A	72.7	8	27.3	3	11
Cabrini University	A	72.7	8	27.3	3	11
Husson University	A	72.7	8	27.3	3	11
Macalester	A	72.7	8	27.3	3	11
State University of New York at Oneonta	A	72.7	8	27.3	3	11

A REPORT ON HEAD COACHES OF NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Wheaton College (Massachusetts)	A	72.7	8	27.3	3	11
Alverno College	A	71.4	5	28.6	2	7
Baruch College	A	71.4	5	28.6	2	7
Centenary University (New Jersey)	A	71.4	5	28.6	2	7
Covenant College	A	71.4	5	28.6	2	7
Kean University	A	71.4	5	28.6	2	7
Penn State Harrisburg	A	71.4	5	28.6	2	7
Thomas College	A	71.4	5	28.6	2	7
Wellesley College	A	71.4	10	28.6	4	14
Wheelock College	A	71.4	5	28.6	2	7
Brandeis University	A	70.0	7	30.0	3	10
Elmira College	A	70.0	7	30.0	3	10
Grinnell College	A	70.0	7	30.0	3	10
Keystone College	A	70.0	7	30.0	3	10
Shenandoah University	A	70.0	7	30.0	3	10
Tufts University	B	69.2	9	30.8	4	13
Becker College	B	66.7	6	33.3	3	9
Capital University	B	66.7	6	33.3	3	9
Case Western Reserve University	B	66.7	6	33.3	3	9
Clarks Summit University	B	66.7	4	33.3	2	6
Colby-Sawyer College	B	66.7	8	33.3	4	12
College of Mount St. Vincent	B	66.7	2	33.3	1	3
Dominican University (Illinois)	B	66.7	4	33.3	2	6
Emory and Henry College	B	66.7	6	33.3	3	9
Hamilton College	B	66.7	10	33.3	5	15
Mount Ida College	B	66.7	6	33.3	3	9
New England College	B	66.7	6	33.3	3	9
Otterbein University	B	66.7	6	33.3	3	9
Southern Virginia University	B	66.7	6	33.3	3	9
State University of New York Polytechnic Institution	B	66.7	4	33.3	2	6
Stevens Institute of Technology	B	66.7	8	33.3	4	12
University of Pittsburgh, Greensburg	B	66.7	4	33.3	2	6
University of St. Joseph (Connecticut)	B	66.7	6	33.3	3	9
Western Connecticut State University	B	66.7	6	33.3	3	9
Wells College	B	66.7	6	33.3	3	9
Worcester State University	B	66.7	6	33.3	3	9
Amherst College	B	64.3	9	35.7	5	14
Gettysburg College	B	63.6	7	36.4	4	11
Grove City College	B	63.6	7	36.4	4	11

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Haverford College	B	63.6	7	36.4	4	11
Kenyon College	B	63.6	7	36.4	4	11
Neumann University	B	63.6	7	36.4	4	11
Rensselaer Polytechnic Institute	B	63.6	7	36.4	4	11
Skidmore College	B	63.6	7	36.4	4	11
St. John Fisher College	B	63.6	7	36.4	4	11
Defiance College	B	62.5	5	37.5	3	8
D'Youville College	B	62.5	5	37.5	3	8
Salem State University	B	62.5	5	37.5	3	8
Sarah Lawrence College	B	62.5	5	37.5	3	8
State University of New York at Canton	B	62.5	5	37.5	3	8
University of Dallas	B	62.5	5	37.5	3	8
University of La Verne	B	62.5	5	37.5	3	8
William Paterson University of New Jersey	B	62.5	5	37.5	3	8
Williams College	B	62.5	10	37.5	6	16
Alvernia University	B	60.0	6	40.0	4	10
Carleton	B	60.0	6	40.0	4	10
Goucher College	B	60.0	6	40.0	4	10
Muhlenberg College	B	60.0	6	40.0	4	10
Ramapo College	B	60.0	6	40.0	4	10
Salve Regina University	B	60.0	6	40.0	4	10
Swarthmore College	B	60.0	6	40.0	4	10
The College of New Jersey	B	60.0	6	40.0	4	10
University of Chicago	B	60.0	6	40.0	4	10
University of Southern Maine	B	60.0	6	40.0	4	10
Wisconsin - River Falls	B	60.0	6	40.0	4	10
York College (Pennsylvania)	B	60.0	6	40.0	4	10
Bates College	B	58.8	10	41.2	7	17
Drew University	B	58.3	7	41.7	5	12
Johnson & Wales University (RI)	B	58.3	7	41.7	5	12
Ohio Wesleyan University	B	58.3	7	41.7	5	12
The College of Wooster	B	58.3	7	41.7	5	12
Averett University	B	57.1	4	42.9	3	7
East Texas Baptist University	B	57.1	4	42.9	3	7
Geneva College	B	57.1	4	42.9	3	7
Greensboro College	B	57.1	4	42.9	3	7
Ithaca College	B	57.1	8	42.9	6	14
John Jay College of Criminal Justice	B	57.1	4	42.9	3	7
La Roche College	B	57.1	4	42.9	3	7

A REPORT ON HEAD COACHES OF NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Louisiana College	B	57.1	4	42.9	3	7
Massachusetts Institute of Technology	B	57.1	8	42.9	6	14
Massachusetts Maritime Academy	B	57.1	4	42.9	3	7
Mount Aloysius College	B	57.1	4	42.9	3	7
North Carolina Wesleyan College	B	57.1	4	42.9	3	7
Rosemont College	B	57.1	4	42.9	3	7
Rutgers, The State University of New Jersey, Newark	B	57.1	4	42.9	3	7
Trinity College	B	57.1	8	42.9	6	14
Utica College	B	57.1	8	42.9	6	14
Wisconsin - Platteville	B	57.1	4	42.9	3	7
Bluffton University	B	57.1	4	42.9	3	7
Bowdoin College	B	56.3	9	43.8	7	16
Elms College	B	55.6	5	44.4	4	9
Emory University	B	55.6	5	44.4	4	9
Earlham College	B	55.6	5	44.4	4	9
Guilford College	B	55.6	5	44.4	4	9
Hollins University	B	55.6	5	44.4	4	9
Houghton College	B	55.6	5	44.4	4	9
Immaculata University	B	55.6	5	44.4	4	9
Millikin University	B	55.6	5	44.4	4	9
Washington College (Maryland)	B	55.6	5	44.4	4	9
Albright College	C	54.5	6	45.5	5	11
Bridgewater College (Virginia)	C	54.5	6	45.5	5	11
Hamline	C	54.5	6	45.5	5	11
Hartwick College	C	54.5	6	45.5	5	11
Ohio Northern University	C	54.5	6	45.5	5	11
Regis College (Massachusetts)	C	54.5	6	45.5	5	11
Rhodes College	C	54.5	6	45.5	5	11
Roger Williams University	C	54.5	6	45.5	5	11
University of Mary Washington	C	54.5	6	45.5	5	11
Virginia Wesleyan College	C	54.5	6	45.5	5	11
Washington and Lee University	C	54.5	6	45.5	5	11
Wisconsin - Stevens Point	C	54.5	6	45.5	5	11
Wisconsin - Whitewater	C	54.5	6	45.5	5	11
St. Olaf	C	53.8	7	46.2	6	13
Albion College	C	50.0	6	50.0	6	12
Alfred State College	C	50.0	4	50.0	4	8
Arcadia University	C	50.0	5	50.0	5	10

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Babson College	C	50.0	6	50.0	6	12
Bay Path University	C	50.0	3	50.0	3	6
Benedictine University (Illinois)	C	50.0	4	50.0	4	8
Bryn Mawr College	C	50.0	5	50.0	5	10
Buena Vista University	C	50.0	4	50.0	4	8
Cal Tech	C	50.0	5	50.0	5	10
Centre College	C	50.0	5	50.0	5	10
Chapman University	C	50.0	6	50.0	6	12
Chatham University	C	50.0	5	50.0	5	10
Claremont McKenna College	C	50.0	6	50.0	6	12
Clark University (Massachusetts)	C	50.0	5	50.0	5	10
College of Saint Elizabeth	C	50.0	3	50.0	3	6
Colby College	C	50.0	8	50.0	8	16
DePauw University	C	50.0	6	50.0	6	12
Edgewood College	C	50.0	4	50.0	4	8
Finlandia University	C	50.0	3	50.0	3	6
Franciscan University of Steubenville	C	50.0	5	50.0	5	10
Hilbert College	C	50.0	4	50.0	4	8
Hiram College	C	50.0	4	50.0	4	8
Keuka College	C	50.0	4	50.0	4	8
LaGrange College	C	50.0	4	50.0	4	8
Lebanon Valley College	C	50.0	6	50.0	6	12
Lynchburg College	C	50.0	5	50.0	5	10
Marymount University (Virginia)	C	50.0	4	50.0	4	8
Maryville University (Tennessee)	C	50.0	4	50.0	4	8
Messiah College	C	50.0	5	50.0	5	10
New Jersey City University	C	50.0	3	50.0	3	6
North Central University	C	50.0	4	50.0	4	8
North Park University	C	50.0	4	50.0	4	8
Pacific Lutheran University	C	50.0	5	50.0	5	10
Penn State Berks College	C	50.0	3	50.0	3	6
Plattsburgh State University, New York	C	50.0	4	50.0	4	8
Pomona College, Pitzer College	C	50.0	6	50.0	6	12
Purchase College, State University of New York	C	50.0	4	50.0	4	8
Randolph College	C	50.0	5	50.0	5	10
Rowan University	C	50.0	5	50.0	5	10
Saint Benedict	C	50.0	5	50.0	5	10
Sewanee: The University of the South	C	50.0	6	50.0	6	12
Springfield College	C	50.0	6	50.0	6	12

A REPORT ON HEAD COACHES OF NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
State University of New York at Cortland	C	50.0	7	50.0	7	14
Stockton University	C	50.0	5	50.0	5	10
The College of St. Scholastica	C	50.0	5	50.0	5	10
Trinity University	C	50.0	5	50.0	5	10
University of Maine, Farmington	C	50.0	4	50.0	4	8
University of Massachusetts, Dartmouth	C	50.0	6	50.0	6	12
University of Redlands	C	50.0	6	50.0	6	12
Ursinus College	C	50.0	6	50.0	6	12
Washington University in St. Louis	C	50.0	5	50.0	5	10
Wentworth Institute of Technology	C	50.0	3	50.0	3	6
Widener University	C	50.0	5	50.0	5	10
Willamette University	C	50.0	4	50.0	4	8
William Peace College	C	50.0	4	50.0	4	8
Worcester Polytechnic Institute	C	50.0	5	50.0	5	10
St. Lawrence University	C	47.1	8	52.9	9	17
Wesleyan University	C	46.7	7	53.3	8	15
Franklin & Marshall College	C	46.2	6	53.8	7	13
Nazareth College	C	46.2	6	53.8	7	13
North Central College	C	46.2	6	53.8	7	13
Stevenson University	C	46.2	6	53.8	7	13
Wittenberg University	C	46.2	6	53.8	7	13
Allegheny College	C	45.5	5	54.5	6	11
Elizabethtown College	C	45.5	5	54.5	6	11
Ferrum College	C	45.5	5	54.5	6	11
Gustavus Adolphus College	C	45.5	5	54.5	6	11
Illinois Wesleyan University	C	45.5	5	54.5	6	11
Juniata College	C	45.5	5	54.5	6	11
King's College (Pennsylvania)	C	45.5	5	54.5	6	11
Lake Forest College	C	45.5	5	54.5	6	11
McDaniel College	C	45.5	5	54.5	6	11
Occidental College	C	45.5	5	54.5	6	11
Simmons College	C	45.5	5	54.5	6	11
Southwestern University	C	45.5	5	54.5	6	11
St. Catherine University	C	45.5	5	54.5	6	11
University of Mount Union	C	45.5	5	54.5	6	11
Wilkes University	C	45.5	5	54.5	6	11
University of Wisconsin, Eau Claire	C	45.5	5	54.5	6	11
University of Wisconsin, Oshkosh	C	45.5	5	54.5	6	11

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
DeSales University	C	44.4	4	55.6	5	9
George Fox University	C	44.4	4	55.6	5	9
Huntingdon College	C	44.4	4	55.6	5	9
Illinois College	C	44.4	4	55.6	5	9
Lehman College	C	44.4	4	55.6	5	9
Marian University (Wisconsin)	C	44.4	4	55.6	5	9
Moravian College	C	44.4	4	55.6	5	9
Mount St. Joseph University	C	44.4	4	55.6	5	9
Nebraska Wesleyan University	C	44.4	4	55.6	5	9
Penn State University Altoona	C	44.4	4	55.6	5	9
Piedmont College	C	44.4	4	55.6	5	9
Principia College	C	44.4	4	55.6	5	9
St. Joseph's College, Long Island	C	44.4	4	55.6	5	9
St. Mary's College of Maryland	C	44.4	4	55.6	5	9
University of New England	C	44.4	4	55.6	5	9
Wartburg College	C	44.4	4	55.6	5	9
Waynesburg University	C	44.4	4	55.6	5	9
Wesley College	C	44.4	4	55.6	5	9
Whitworth University	C	44.4	4	55.6	5	9
Wheaton College (Illinois)	C	44.4	4	55.6	5	9
Middlebury College	C	43.8	7	56.3	9	16
College of New Rochelle	C	42.9	3	57.1	4	7
Eastern Nazarene College	C	42.9	3	57.1	4	7
Emmanuel College (Massachusetts)	C	42.9	3	57.1	4	7
Eureka College	C	42.9	3	57.1	4	7
Lesley University	C	42.9	3	57.1	4	7
Lyndon State College	C	42.9	3	57.1	4	7
MacMurray College	C	42.9	3	57.1	4	7
Rivier University	C	42.9	3	57.1	4	7
Rutgers, The State University of New Jersey, Camden	C	42.9	3	57.1	4	7
Schreiner University	C	42.9	3	57.1	4	7
State University of New York, Maritime College	C	42.9	3	57.1	4	7
University of Pittsburgh, Bradford	C	42.9	3	57.1	4	7
Whitman College	C	42.9	3	57.1	4	7
Delaware Valley University	C	41.7	5	58.3	7	12
Denison University	C	41.7	5	58.3	7	12
Pacific University (Oregon)	C	41.7	5	58.3	7	12
University of Rochester	C	41.7	5	58.3	7	12

A REPORT ON HEAD COACHES OF NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
University of Scranton	C	41.7	5	58.3	7	12
Whittier College	C	41.7	5	58.3	7	12
Agnes Scott College	C	40.0	2	60.0	3	5
Alfred University	C	40.0	4	60.0	6	10
Anderson University (Indiana)	C	40.0	4	60.0	6	10
Anna Maria College	C	40.0	2	60.0	3	5
Beloit College	C	40.0	4	60.0	6	10
Birmingham-Southern College	C	40.0	4	60.0	6	10
Buffalo State, State University of New York	C	40.0	4	60.0	6	10
Carnegie Mellon University	C	40.0	4	60.0	6	10
Castleton University	C	40.0	6	60.0	9	15
Clarkson University	C	40.0	4	60.0	6	10
Coe College	C	40.0	4	60.0	6	10
Endicott College	C	40.0	4	60.0	6	10
Fairleigh Dickinson University, Florham	C	40.0	4	60.0	6	10
Frostburg State University	C	40.0	4	60.0	6	10
Iowa Wesleyan University	C	40.0	2	60.0	3	5
Kalamazoo College	C	40.0	4	60.0	6	10
Keene State College	C	40.0	4	60.0	6	10
Luther College	C	40.0	4	60.0	6	10
Maranatha Baptist University	C	40.0	2	60.0	3	5
Montclair State University	C	40.0	4	60.0	6	10
Norwich University	C	40.0	4	60.0	6	10
Pine Manor College	C	40.0	2	60.0	3	5
Roanoke College	C	40.0	4	60.0	6	10
Salisbury University	C	40.0	4	60.0	6	10
Southern Vermont College	C	40.0	2	60.0	3	5
Thomas More College	C	40.0	4	60.0	6	10
University of Minnesota, Morris	C	40.0	4	60.0	6	10
Wilson College	C	40.0	2	60.0	3	5
Washington and Jefferson College	D	38.5	5	61.5	8	13
Brooklyn College	D	37.5	3	62.5	5	8
Colorado College	D	37.5	3	62.5	5	8
Concordia University Texas	D	37.5	3	62.5	5	8
Fitchburg State University	D	37.5	3	62.5	5	8
Fontbonne University	D	37.5	3	62.5	5	8
Hardin-Simmons University	D	37.5	3	62.5	5	8
Lakeland College	D	37.5	3	62.5	5	8

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Lasell College	D	37.5	3	62.5	5	8
Lycoming College	D	37.5	3	62.5	5	8
Medaille College	D	37.5	3	62.5	5	8
Millsaps College	D	37.5	3	62.5	5	8
Northland College	D	37.5	3	62.5	5	8
Notre Dame of Maryland University	D	37.5	3	62.5	5	8
Spalding University	D	37.5	3	62.5	5	8
State University College at Old Westbury	D	37.5	3	62.5	5	8
Texas Lutheran University	D	37.5	3	62.5	5	8
The Sage Colleges	D	37.5	3	62.5	5	8
The University of Texas at Tyler	D	37.5	3	62.5	5	8
University of California, Santa Cruz	D	37.5	3	62.5	5	8
Aurora University	D	36.4	4	63.6	7	11
Bethany College (West Virginia)	D	36.4	4	63.6	7	11
Carroll University (Wisconsin)	D	36.4	4	63.6	7	11
Catholic University	D	36.4	4	63.6	7	11
Hood College	D	36.4	4	63.6	7	11
Hope College	D	36.4	4	63.6	7	11
John Carroll University	D	36.4	4	63.6	7	11
Loras College	D	36.4	4	63.6	7	11
Misericordia University	D	36.4	4	63.6	7	11
Oberlin College	D	36.4	4	63.6	7	11
St. Norbert College	D	36.4	4	63.6	7	11
U.S. Coast Guard Academy	D	36.4	4	63.6	7	11
Westminster College (Pennsylvania)	D	36.4	4	63.6	7	11
Union College (New York)	D	35.7	5	64.3	9	14
Alma College	D	33.3	4	66.7	8	12
Bard College	D	33.3	3	66.7	6	9
Bethel University	D	33.3	3	66.7	6	9
Bryn Athyn College	D	33.3	2	66.7	4	6
Cairn University	D	33.3	2	66.7	4	6
Cazenovia College	D	33.3	3	66.7	6	9
College at Brockport, State University of New York	D	33.3	4	66.7	8	12
Concordia University, Wisconsin	D	33.3	4	66.7	8	12
Heidelberg University	D	33.3	3	66.7	6	9
Hendrix College	D	33.3	4	66.7	8	12
Howard Payne University	D	33.3	2	66.7	4	6
Illinois Institute of Technology	D	33.3	3	66.7	6	9

A REPORT ON HEAD COACHES OF NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Knox College	D	33.3	3	66.7	6	9
Marywood University	D	33.3	4	66.7	8	12
McMurry University	D	33.3	3	66.7	6	9
Mills College	D	33.3	2	66.7	4	6
Mount Saint Mary College (New York)	D	33.3	3	66.7	6	9
Pennsylvania College of Technology	D	33.3	2	66.7	4	6
Olivet College	D	33.3	4	66.7	8	12
Randolph-Macon College	D	33.3	3	66.7	6	9
Ripon College	D	33.3	3	66.7	6	9
Rockford University	D	33.3	2	66.7	4	6
Saint Joseph's College (Maine)	D	33.3	3	66.7	6	9
State University of New York at Cobleskill	D	33.3	3	66.7	6	9
State University of New York at Geneseo	D	33.3	4	66.7	8	12
State University of New York at Oswego	D	33.3	4	66.7	8	12
Suffolk University	D	33.3	3	66.7	6	9
University of Dubuque	D	33.3	3	66.7	6	9
University of Maine at Presque Isle	D	33.3	2	66.7	4	6
University of Northwestern, St. Paul	D	33.3	3	66.7	6	9
Vassar College	D	33.3	5	66.7	10	15
University of Wisconsin, Stout	D	33.3	3	66.7	6	9
Plymouth State University	D	30.8	4	69.2	9	13
Transylvania University	D	30.8	4	69.2	9	13
Christopher Newport University	D	30.0	3	70.0	7	10
Eastern University	D	30.0	3	70.0	7	10
Elmhurst College	D	30.0	3	70.0	7	10
Gordon College	D	30.0	3	70.0	7	10
Johns Hopkins University	D	30.0	3	70.0	7	10
Lawrence University	D	30.0	3	70.0	7	10
Lewis & Clark College	D	30.0	3	70.0	7	10
Manhattanville College	D	30.0	3	70.0	7	10
Simpson College	D	30.0	3	70.0	7	10
State University of New York at Potsdam	D	30.0	3	70.0	7	10
Westfield State University	D	30.0	3	70.0	7	10
University of Wisconsin, La Crosse	D	30.0	3	70.0	7	10
Adrian College	D	28.6	4	71.4	10	14
Framingham State University	D	28.6	2	71.4	5	7

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Johnson State College	D	28.6	2	71.4	5	7
Milwaukee School of Engineering	D	28.6	2	71.4	5	7
Mount Mary University	D	28.6	2	71.4	5	7
Newbury College	D	28.6	2	71.4	5	7
Penn State University, Abington	D	28.6	2	71.4	5	7
St. Joseph's College (Brooklyn)	D	28.6	2	71.4	5	7
Sul Ross State University	D	28.6	2	71.4	5	7
University of Texas at Dallas	D	28.6	2	71.4	5	7
Webster University	D	28.6	2	71.4	5	7
Yeshiva University	D	28.6	2	71.4	5	7
Baldwin Wallace University	D	27.3	3	72.7	8	11
Berry College	D	27.3	3	72.7	8	11
California Lutheran University	D	27.3	3	72.7	8	11
Franklin College	D	27.3	3	72.7	8	11
Linfield College	D	27.3	3	72.7	8	11
New York University	D	27.3	3	72.7	8	11
Rochester Institute of Technology	D	27.3	3	72.7	8	11
Saint Mary's University	D	27.3	3	72.7	8	11
Saint Vincent College	D	27.3	3	72.7	8	11
St. Thomas University	D	27.3	3	72.7	8	11
Susquehanna University	D	27.3	3	72.7	8	11
Transylvania University	D	27.3	3	72.7	8	11
Westminster College (Missouri)	D	27.3	3	72.7	8	11
Albertus Magnus College	D	25.0	2	75.0	6	8
Augustana College (Illinois)	D	25.0	3	75.0	9	12
Austin College	D	25.0	2	75.0	6	8
Centenary College (Louisiana)	D	25.0	2	75.0	6	8
Connecticut College	D	25.0	3	75.0	9	12
Cornell College	D	25.0	2	75.0	6	8
Dickinson College	D	25.0	3	75.0	9	12
Eastern Mennonite University	D	25.0	2	75.0	6	8
Farmingdale State College	D	25.0	2	75.0	6	8
Gallaudet University	D	25.0	2	75.0	6	8
LeTourneau University	D	25.0	2	75.0	6	8
Marietta College	D	25.0	2	75.0	6	8
Monmouth College (Illinois)	D	25.0	3	75.0	9	12
Pennsylvania State University Erie, the Behrend College	D	25.0	3	75.0	9	12
Trine University	D	25.0	3	75.0	9	12
University of Valley Forge	D	25.0	1	75.0	3	4

A REPORT ON HEAD COACHES OF NCAA DIVISION-III TEAMS

School	Grade	Female		Male		N
		%	n	%	n	
Wisconsin Lutheran College	D	25.0	2	75.0	6	8
York College (New York)	D	25.0	2	75.0	6	8
Gwynedd Mercy University	F	22.2	2	77.8	7	9
Methodist University	F	22.2	2	77.8	7	9
State University of New York at New Paltz	F	22.2	2	77.8	7	9
University of Wisconsin, Superior	F	22.2	2	77.8	7	9
Maine Maritime Academy	F	20.0	1	80.0	4	5
Manchester University	F	20.0	2	80.0	8	10
Medgar Evers College	F	20.0	1	80.0	4	5
Rose-Hulman Institute of Technology	F	20.0	2	80.0	8	10
The State University of New York at Fredonia	F	20.0	2	80.0	8	10
Calvin College	F	18.2	2	81.8	9	11
Blackburn College	F	16.7	1	83.3	5	6
University of Mary Hardin-Baylor	F	16.7	1	83.3	5	6
Belhaven University	F	14.3	1	85.7	6	7
Berea College	F	14.3	1	85.7	6	7
College of Staten Island	F	14.3	1	85.7	6	7
Curry College	F	14.3	1	85.7	6	7
Emerson College	F	14.3	1	85.7	6	7
The City College of New York	F	14.3	1	85.7	6	7
University of the Ozarks (Arkansas)	F	14.3	1	85.7	6	7
Bethany Lutheran College	F	12.5	1	87.5	7	8
Central College (Iowa)	F	12.5	1	87.5	7	8
Concordia University Chicago	F	12.5	1	87.5	7	8
Crown College (Minnesota)	F	12.5	1	87.5	7	8
Martin Luther College	F	12.5	1	87.5	7	8
Oglethorpe University	F	12.5	1	87.5	7	8
Hanover College	F	11.1	1	88.9	8	9
Hunter College	F	11.1	1	88.9	8	9
Rhode Island College	F	11.1	1	88.9	8	9
Thiel College	F	11.1	1	88.9	8	9
Wilmington College (Ohio)	F	11.1	1	88.9	8	9
Concordia College, Moorhead	F	10.0	1	90.0	9	10
University of Puget Sound	F	10.0	1	90.0	9	10
Green Mountain College	F	0.0	0	100	7	7
Greenville College	F	0.0	0	100	7	7
U.S. Merchant Marine Academy	F	0.0	0	100	7	7

## Appendix B CONFERENCE COMPOSITION 2017-2018

### Allegheny Mountain Collegiate Conference (AMCC):

D'Youville College	Medaille College	University of Pittsburgh, Bradford
Franciscan University	Mount Aloysius College	University of Pittsburgh, Greensburg
Hilbert College	Penn State Behrend	
La Roche College	Penn State Altoona	

### American Southwest Conference (ASC):

Belhaven University	LeTourneau University	Sul Ross State University
Concordia University, Texas	Louisiana College	University of Texas at Dallas
East Texas Baptist University	University of Mary Hardin-Baylor	University of Texas at Tyler
Hardin-Simmons University	McMurry University	
Howard Payne University	University of the Ozarks	

### Capital Athletic Conference (CAC):

Christopher Newport University	University of Mary Washington	Salisbury University
Frostburg State University	Marymount University	Southern Virginia University
	Penn State Harrisburg	Wesley College
	St. Mary's College of Maryland	York College of Pennsylvania

### Centennial Conference (CC):

Bryn Mawr College	Haverford College	Swarthmore College
Dickinson College	Johns Hopkins University	Ursinus College
Franklin & Marshall College	McDaniel College	Washington College
Gettysburg College	Muhlenberg College	

### City University of New York Athletic Conference (CUNY):

Baruch College	Lehman College	Kingsborough Community College
Brooklyn College	Medgar Evers College	LaGuardia Community College
City College of New York	York College	Queensborough Community College
College of Staten Island	Bronx Community College	
Hunter College	Manhattan Community College	
John Jay College	Hostos Community College	

### College Conference of Illinois and Wisconsin (CCIW):

Augustana College (Illinois)	Elmhurst College	North Central College
Carroll University	Illinois Wesleyan University	North Park University
Carthage College	Millikin University	Wheaton College

### Colonial States Athletic Conference (CSAC):

Cabrini University	Gwynedd Mercy University	Notre Dame of Maryland University
Cairn University	Immaculata University	Rosemont College
Cedar Crest College	Keystone College	
Centenary University	Marywood University	
Clarks Summit University	Neumann University	

### Commonwealth Coast Conference (CCC):

Curry College	Nichols College	Wentworth Institute of Technology
Eastern Nazarene College	Roger Williams University	Western New England University
Endicott College	Salve Regina University	
Gordon College	University of New England	

### Eastern College Athletic Conference (ECAC):

Pine Manor College\*

\*The ECAC is a combination of multiple conferences, with Pine Manor College being the only institution that is not a member of a conference, and is listed as "Independent" within the ECAC.

**Empire 8:**

Alfred University	Nazareth College	Utica College
Elmira College	The Sage Colleges	
Hartwick College	St. John Fisher College	
Houghton College	Stevens Institute of Technology	

**Great Northeast Athletic Conference (GNAC):**

Albertus Magnus College	Mount Ida College	Simmons College
Anna Maria College	Norwich University	Suffolk University
Emmanuel College	Regis (Massachusetts)	University of Saint Joseph
Johnson & Wales University	Rivier University	
Lasell College	Saint Joseph's College of Maine	

**Heartland Collegiate Athletic Conference (HCAC):**

Anderson University	Franklin College	Rose-Hulman Institute of Technology
Bluffton University	Hanover College	Transylvania University
Defiance College	Manchester University	
Earlham College	Mount St. Joseph University	

**Independent Colleges/Universities:**

University of California, Santa Cruz	Illinois Institute of Technology	College of New Rochelle
	Maranatha Baptist University	Trinity Washington University
	Mount Mary University	

**Iowa Intercollegiate Athletic Conference (IIAC):**

Buena Vista University	Loras College	Wartburg College
Central College	Luther College	
Coe College	Nebraska Wesleyan University	
University of Dubuque	Simpson College	

**Landmark Conference (LC):**

The Catholic University of America	Elizabethtown College	Moravian College
Drew University	Goucher College	Susquehanna University
	Juniata College	University of Scranton

**Liberty League (LL):**

Bard College	Rensselaer Polytechnic Institute	Skidmore College
Clarkson University	Rochester Institute of Technology	Union College
Hobart College	University of Rochester	Vassar College
Ithaca College	St. Lawrence University	William Smith College

**Little East Conference (LEC):**

Eastern Connecticut State University	Rhode Island College	University of Southern Maine
Keene State College	University of Massachusetts Boston	Western Connecticut State University
Plymouth State College	University of Massachusetts Dartmouth	

**Massachusetts State Collegiate Athletic Conference (MSCAC):**

Bridgewater State University	Massachusetts College of Liberal Arts	Salem State University
Fitchburg State University	Massachusetts Maritime Academy	Westfield State University
Framingham State University		Worcester State University

**Michigan Intercollegiate Athletic Association (MIAA):**

Adrian College	Calvin College	Olivet College
Albion College	Hope College	Saint Mary's College
Alma College	Kalamazoo College	Trine University

**Middle Atlantic Conference (MAC):**

Albright College	Hood College	Messiah College
Alvernia University	Lebanon Valley College	Stevenson University
Arcadia University	Lycoming College	Widener University

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

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**Midwest Conference (MC):**

Beloit College	Knox College	Ripon College
Cornell College	Lake Forest College	St. Norbert College
Grinnell College	Lawrence University	
Illinois College	Monmouth College	

**Minnesota Intercollegiate Athletic Conference (MIAC):**

Augsburg University	Concordia College - Moorhead	St. Catherine University
Bethel University	Gustavus Adolphus College	St. Mary's University
Carleton College	Hamline University	St. Olaf College
College of Saint Benedict	Macalester College	University of St. Thomas

**New England Collegiate Conference (NECC):**

Bay Path University	Elms College	Newbury College
Becker College	Lesley University	Southern Vermont College
Dean College	Mitchell College	Wheelock College

**New England Small College Athletic Conference (NESCAC):**

Amherst College	Connecticut College	Tufts University
Bates College	Hamilton College	Wesleyan University
Bowdoin College	Middlebury College	Williams College
Colby College	Trinity College	

**New England Women's and Men's Athletic Conference (NEWMAC):**

Babson College	Mount Holyoke College	Wheaton College
Clark University	Smith College	Worcester Polytechnic Institute
Emerson College	Springfield College	
Massachusetts Institute of Technology	United States Coast Guard Academy	
	Wellesley College	

**New Jersey Athletic Conference (NJAC):**

Montclair State University	William Paterson University	Rutgers University, Camden
New Jersey City University	The College of New Jersey	Stockton University
Ramapo College	Kean University	
Rutgers University, Newark	Rowan University	

**North Atlantic Conference (NAC):**

Castleton University	Johnson State College	New England College
Colby-Sawyer College	Lyndon State College	Thomas College
Green Mountain College	University of Maine at Farmington	
Husson University	Maine Maritime Academy	

**North Coast Athletic Conference (NCAC):**

Allegheny College	Hiram College	Ohio Wesleyan University
Denison University	Kenyon College	Wittenberg University
DePauw University	Oberlin College	The College of Wooster

**North Eastern Athletic Conference (NEAC):**

Cazenovia College	State University of New York at Morrisville	Lancaster Bible College
Keuka College		Pennsylvania College of Technology
State University of New York at Cobleskill	College of Saint Elizabeth	Penn State Abington
State University of New York Polytechnic Institute	Wells College	Penn State Berks
	Bryn Athyn College	Wilson College
	Gallaudet University	

**Northern Athletics Collegiate Conference (NACC):**

Alverno College	Wisconsin Lutheran College	Rockford University
Concordia University Wisconsin	Aurora University	Illinois Institute of Technology
Edgewood College	Benedictine University	
Lakeland University	Concordia University Chicago	
Marian University	Dominican University	
	Milwaukee School of Engineering	

**Northwest Conference (NC):**

George Fox University	Pacific University	Whitman College
Lewis & Clark College	Pacific Lutheran University	Whitworth University
Linfield College	University of Puget Sound	Willamette University

**Ohio Athletic Conference (OAC):**

Baldwin Wallace University	Marietta College	Otterbein University
Capital University	University of Mount Union	Wilmington College
Heidelberg University	Muskingum University	
John Carroll University	Ohio Northern University	

**Old Dominion Athletic Conference (ODAC):**

Bridgewater College	Lynchburg College	Sweet Briar College
Eastern Mennonite University	Randolph College	Virginia Wesleyan University
Emory & Henry College	Randolph-Macon College	Washington and Lee University
Guilford College	Roanoke College	
Hollins University	Shenandoah University	

**Presidents' Athletic Conference (PAC):**

Bethany College	Saint Vincent College	Waynesburg University
Chatham University	Thiel College	Westminster College
Geneva College	Thomas More College	
Grove City College	Washington & Jefferson College	

**Skyline Conference (SC):**

College of Mount Saint Vincent	Sarah Lawrence College	United States Merchant Marine Academy
Farmingdale State College	St. Joseph's College Brooklyn	Yeshiva University
Mount Saint Mary College	St. Joseph's College Long Island	
Purchase College	Maritime College	
	College at Old Westbury	

**Southern California Intercollegiate Athletic Conference (SCIAC):**

California Institute of Technology	Chapman University	Pomona-Pitzer Colleges
California Lutheran University	Claremont-Mudd-Scripps Colleges	University of Redlands
	University of La Verne	Whittier College
	Occidental College	

**Southern Collegiate Athletic Conference (SCAC):**

Austin College	Colorado College	Southwestern University
Centenary College of Louisiana	University of Dallas	Texas Lutheran University
	Schreiner University	Trinity University

**St. Louis Intercollegiate Athletic Conference (SLIAC):**

Blackburn College	Iowa Wesleyan University	Webster University
Eureka College	MacMurray College	Westminster College
Fontbonne University	Principia College	
Greenville University	Spalding University	

**State University of New York Athletic Conference (SUNYAC):**

State University of New York at Cortland	State University of New York Plattsburgh	State University of New York at Fredonia
State University of New York at New Paltz	State University of New York at Potsdam	State University of New York at Geneseo
State University of New York at Oneonta	State University of New York at Brockport	State University of New York at Oswego
	Buffalo State College	

**USA South Athletic Conference (USASAC):**

Agnes Scott College	Covenant College	Huntington College
Averett University	Ferrum College	LaGrange College
Brevard College	Greensboro College	Mary Baldwin University

A REPORT ON HEAD COACHES OF SELECT NCAA DIVISION-III TEAMS

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Maryville College  
Meredith College  
Methodist University

North Carolina Wesleyan College  
Pfeiffer University  
Piedmont College

Salem College  
Wesleyan College  
William Peace University

**University Athletic Association (UAA):**

Brandeis University  
Carnegie Mellon University  
Case Western Reserve  
University

Emory University  
New York University  
University of Chicago  
University of Rochester

Washington University in St  
Louis

**Upper Midwest Athletic Conference (UMAC):**

Bethany Lutheran College  
Crown College  
Martin Luther College

University of Minnesota Morris  
North Central University  
Northland College  
University of Northwestern, St. Paul

College of St. Scholastica  
University of Wisconsin,  
Superior

**Wisconsin Intercollegiate Athletic Conference (WIAC):**

University of Wisconsin, Eau  
Claire  
University of Wisconsin, La  
Crosse

University of Wisconsin, Oshkosh  
University of Wisconsin, Platteville  
University of Wisconsin, River Falls  
University of Wisconsin, Stevens  
Point

University of Wisconsin,  
Stout  
University of Wisconsin,  
Whitewater





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