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Head Coaches of Women's Collegiate Teams

**A Report on the MIAC
NCAA Division-III
2018-19**





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A REPORT ON NCAA D-III MIAC INSTITUTIONS 2018-19

This longitudinal research series, the *Women in College Coaching Report Card* (WCCRC), is now in its eighth year (2012-19). Data in our reports extends and complements the important research and contributions of Drs. R. Vivian Acosta and Linda Jean Carpenter who historically documented the percentage of women in intercollegiate sport leadership positions from 1977 to 2014 (acostacarpenter.org). In this report we highlight an exemplar NCAA D-III conference, the Minnesota Intercollegiate Athletic Conference (MIAC) for reasons we specify in the conclusion, but is illuminated by the data. In short, we feel it is important to celebrate success and exceptionality in the recruitment and hiring of women coaches. 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 WCCRC 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, and current stagnation, 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 two research questions: 1) What percentage of women occupy head coach positions for women's sport teams in 12 select Division-III athletics programs in one conference during the 2018-19 academic year? 2) Over time, which institutions have increased their percentage of women head coaches?

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.

For this report, data for 2018-19 coaching rosters were collected during November 2018, 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. Data for the 2017-18, 2016-17, and 2013-14 coaching rosters within the Minnesota Intercollegiate Athletic Conference (MIAC) were gathered in the fall of each academic year (the full reports are available at www.TuckerCenter.org), which we used to track coach turnover rates in this report.

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 ($N = 130$) at 12 institutions of higher education in the state of Minnesota that were current members of the MIAC.

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 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.

Results

TOTAL HEAD COACHES

A total of 130 head coach positions of women's teams from 12 institutions comprised this sample. Women held 61 of the 130 (46.9%) head coaching positions within the MIAC for 2018-19. The variation in total coaches is attributed to the elimination and adding of sports over time. The percentage of MIAC head women coaches increased from 38.1% in 2013-14 to 46.9% in 2018-19, an 8.8% increase. Compared to the 1.6% increase in our D-I Select 7 sample (40.2% in 2012-13 to 41.8 % in 2018-19) over the same period, this increase is notable!

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

Position	Schools	Female		Male		Total Coaches
		%	<i>n</i>	%	<i>n</i>	
2013-14 Head Coaches	12	38.1	48	61.9	78	126
2016-17 Head Coaches	12	42.1	53	57.9	73	126*
2017-18 Head Coaches	12	46.5	60	53.5	69	129
2018-19 Head Coaches	12	46.9	61	53.1	69	130

* 3 positions were unfilled at time of data collection

HEAD COACH TURNOVER IN THE MINNESOTA INTERCOLLEGIATE ATHLETIC CONFERENCE

In the two years we collected turnover data, 18.8% of the MIAC head coaches for women's teams turned over (note the first turnover rate [23%] encompasses multiple years, while the more recent figure [14.6%] is for one year). Notwithstanding, the turnover rate is nearly double than the yearly turnover rate for head coaches in NCAA Division-I Select 7 schools which ranges from 7.4% to 9.2% per year (See LaVoi, 2018). What this indicates is that far more opportunity for women to “get in the game” exists in D-III, compared to less numerous, less available, higher paying, and higher profile jobs in NCAA D-I.

In Table 2 the gender composition of the former coach-new coach hire dyad is summarized (e.g., if a male coach was replaced by a female that was coded as male-female). In just over half of all vacant positions across years (26 of 48, 54.2%) a female was hired. For 2018-19, two MIAC institutions had one coach change; one institution had two coach changes; two institutions had three changes. Macalester had four and Concordia College had five head coach changes between 2017-18 and 2018-19. The coach turnover at Macalester and Concordia are likely due to changes in personnel in the Athletic Director (AD) role. In June of 2018, Concordia hired Rachel Bergeson and Macalester fired then AD Kim Chandler.

TABLE 2. GENDER COMPOSITION OF HEAD COACH HIRES IN THE MIAC BY YEAR

	Former Coach-New Coach Gender Dyad										
YEAR	M - M		F - M		M - F		F - F		Total	Total Coach Turnover	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>N</i>	<i>n</i>	%
2013-14 to 2016-17	11	37.9	3	10.3	9	31	6	20.7	126	29	23
2017-18 to 2018-19	4	21.1	4	21.1	5	26.3	6	31.6	130	19	14.6
TOTAL	15	31.2	7	14.6	14	29.2	12	25	256	48	18.8

BY SPORT

The percentage of women head coaches in 16 sports varied greatly (see Table 3). Softball and volleyball had a large majority of female head coaches (alpine skiing and lacrosse received A's but only represented 1 and 2 coaching positions respectively). Swimming, tennis, diving, water polo, and nordic skiing all earned F grades. Table 4 indicates the number of coaches by sport and gender for all NCAA sponsored MIAC sports.

TABLE 3. GRADE BY SPORT FOR PERCENTAGE OF FEMALE D-III HEAD COACHES FOR 2018-19

Grade	%	Sport
A	100-70	Alpine Skiing (100.0%)*, Lacrosse (100.0%)**, Softball (75.0%), Volleyball (75.0%)
B	69-55	Soccer (66.7%), Cross Country (58.3%)
C	54-40	Gymnastics (50.0%)**, Track & Field (50.0%), Golf (45.5%), Basketball (41.7%)
D	39-25	Ice Hockey (30.0%)
F	24-0	Swimming (18.2%), Tennis (18.2%), Diving (12.5%), Water Polo (0.0%)*, Nordic Skiing (0.0%)*

*Only offered at one school.

**Only offered at two schools.

TABLE 4. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR MIAC WOMEN'S TEAMS 2018-19

Sport	Head Coaches				
	Female		Male		N
	%	n	%	n	
Alpine Skiing	100.0	1	0.0	0	1
Basketball	41.7	5	58.3	7	12
Cross Country	58.3	7	41.7	5	12
Diving	12.5	1	87.5	7	8
Golf	45.5	5	54.5	6	11
Gymnastics	50.0	1	50.0	1	2
Ice Hockey	30.0	3	70.0	7	10
Lacrosse	100.0	2	0.0	0	2
Nordic Skiing	0.0	0	100.0	1	1
Soccer	66.7	8	33.3	4	12
Softball	75.0	9	25.0	3	12
Swimming	18.2	2	81.8	9	11
Tennis	18.2	2	81.8	9	11
Track & Field	50.0	6	50.0	6	12
Volleyball	75.0	9	25.0	3	12
Water Polo	0.0	0	100.0	1	1
TOTAL	46.9	61	53.1	69	130

BY INSTITUTION

The range for the percentage of women head coaches by institution varied dramatically. One institution at the time of data collection (Carleton College) received an A with 70% women head coaches, while four institutions (College of Saint Benedict, Bethel, Saint Mary's University, and University of St. Thomas) received Ds; no institution received an F. See Table 5 for a full list of grades by institution for percentage of women head coaches. Most institutions (58.3%, n = 7) had 50% or less women head coaches. See Figure 1 for a longitudinal graph of the percentage of MIAC women head coaches of women's teams by institution. Augsburg, Concordia and Hamline have recorded the biggest gains over time, while St. Thomas has remained consistently near or at the bottom with a D grade.

TABLE 5. GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY INSTITUTION 2018-19

School	Grade	Head Coaches				
		Female		Male		Total
		%	n	%	n	N
Carleton College	A	70.0	7	30.0	3	10
Augsburg University	B	63.6	7	36.4	4	11
Hamline University	C	54.5	6	45.5	5	11

Macalester College	C	54.5	6	45.5	5	11
St. Olaf College	C	53.8	7	46.2	6	13
Concordia College	C	50.0	5	50.0	5	10
Gustavus Adolphus College	C	45.5	5	54.5	6	11
St. Catherine University	C	45.5	5	54.5	6	11
College of Saint Benedict	D	36.4	4	63.6	7	11
Bethel University	D	33.3	3	66.7	6	9
Saint Mary's University	D	27.3	3	72.7	8	11
University of St. Thomas	D	27.3	3	72.7	8	11

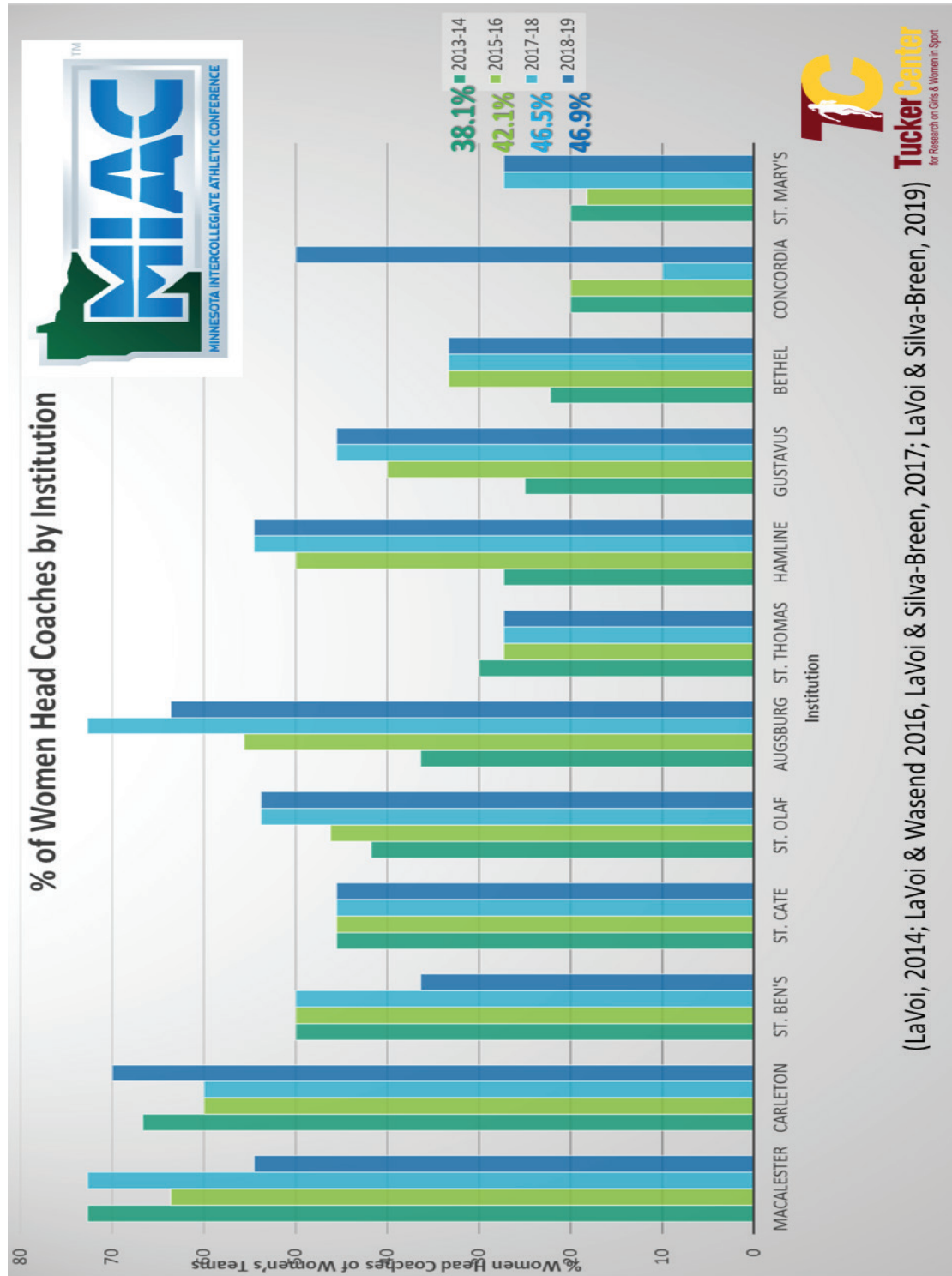
Conclusion

The goal of this research series is to document the percentage of women collegiate head coaches and data trends over time and add complementary results 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 *Women in Sports Coaching*, edited by LaVoi, 2016) as well as in many other scholarly works and research reports.

Data in this report for 12 NCAA Division-III athletic programs within the Minnesota Intercollegiate Athletic Conference (MIAC) documented a small increase (.4%) of women head coaches of women's teams over one academic year. While gains or losses by institutions or sports were small, the data is headed in the right direction—UP! For example, Concordia College saw a dramatic increase in one year going from an F (10%) to a C (50%), because their new athletic director (AD), Rachel Bergeson, capitalized on opportunities to hire women. Given that in November 2018 University of St. Thomas, the school tied for the lowest percentage of women head coaches in the MIAC (3 of 11, 27.3%), hired Dr. Phil Esten as their new AD, perhaps this leadership change will be a similar catalyst for hiring women to coach women and improving their institutional grade.

In this special report we chose to highlight and celebrate the MIAC. Out of all the conferences in our *Women in College Coaching Report Cards (WCCRC)* series over the last eight years, the MIAC stands alone as an exemplar. The MIAC has increased the percentage of women head coaches 8.8%, nearly 1% a year! Compare that to the slight increases (0.1%—0.3%) made by Division I conference counterparts over the same time period. Due to the leadership of MIAC commissioner Dan McKane who pointedly, unapologetically, and consistently champions hiring women for coaching positions, along with many MIAC ADs and SWAs, the MIAC shines. Each year McKane attends the Women Coaches Symposium (WCS) as a male ally, promotes and encourages coaches in the MIAC to attend the WCS, and sends the *WCCRC* to MIAC Athletic Directors and college Presidents. In addition, on the MIAC website a special tab exists for administrators looking for potential female candidates for open positions, making it easy for ADs who

FIGURE 1. LONGITUDINAL PERCENTAGE OF MIAC WOMEN HEAD COACHES BY INSTITUTION



“can’t find women” to see and recruit. The MIAC website [www.miacathletics.com/members/women_asst_coaches] states,

“The MIAC is committed to the promotion of women in athletics. Below is a list of female assistant coaches in the MIAC. This page is intended to be a resource for athletic department administration throughout college athletics as they seek qualified candidates for administrative and coaching vacancies.”

McKane is a true gender ally that supports and values women coaches and he, his staff, and the MIAC serve as an example that it is possible, with targeted effort, to recruit, hire and retain women coaches.

There are ~190,000 student-athletes (79,000 females) competing for more than 450 colleges and universities throughout the US at the Division-III level, making it the NCAA’s largest membership division. Division-III also provides the largest number of coaching opportunities, therefore women—including current and former female student-athletes—should consider this level of collegiate coaching as a viable career pathway. Given the turnover rate of head coaches in the MIAC over the last five years, the data also demonstrates that opportunity to “get in” exists! However, to realize opportunity it requires athletic directors who value and support women and make a commitment to recruit and hire women to coach their women’s teams, and we would argue to also coach the men’s teams. We have written a report *Athletic administration best practices of recruitment, hiring and retention of female collegiate coaches* (LaVoi & Wasend, 2018) which contains information to help the process.

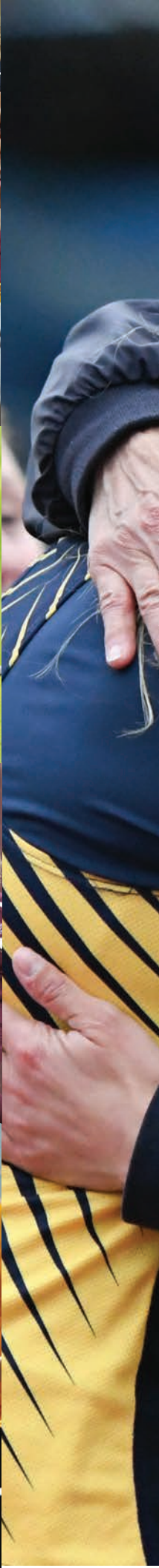
The WCCRC data provides a benchmark and documentation to hold decision makers accountable, creates dialogue and awareness, focuses collective and collaborative efforts, and provides a roadmap for where to dedicate resources. Efforts must continue and other conferences would be well advised to look to the MIAC for best practices. 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.

To view and download this report or any report in the *Women in College Coaching Report Card* series, go to the Tucker Center website at www.TuckerCenter.org, click on the “Current Research” tab and go to the Women in Sports Coaching page.

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A report designed to
make a difference in the
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