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Head Coaches of Women's Collegiate Teams

A REPORT ON SELECT NCAA
DIVISION-I FBS INSTITUTIONS
2013-2014



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Acknowledgements

Thank you to the following individuals for their role in producing this report: Sam Albrecht, Lauren Billing, Austin Calhoun, Julia Dutove, Marta Fahrenz, Gopher Athletics, Torrie Hazelwood, Holly Hesse, Megan Kahn, Mary Jo Kane, Elora Koepke, Julie Roe Lach, Nicole Lee, Emma Hawkins-Leyden, John Lisec, Ann Salerno, Celia Slater, Robin Sparks, Jonathan Sweet, Judy Sweet, Emily Timmerman, Stephanie VanderPloeg, and Chris Werle.

Design by Nance Longley and photos courtesy of the University of Minnesota Gopher Athletics and the Alliance of Women Coaches. Cover photo: Holly Hesse, Head Softball Coach at Missouri State University

LaVoi, N. M. (2014, January). *Head coaches of women's collegiate teams: A report on select NCAA Division-I FBS institutions, 2013-14*. Minneapolis: The Tucker Center for Research on Girls & Women in Sport

The report and infographic can be downloaded free of charge at <http://z.umn.edu/womencoachesreport>

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**COLLEGE OF EDUCATION
+ HUMAN DEVELOPMENT**

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A REPORT ON SELECT NCAA DIVISION-I FBS INSTITUTIONS 2013-2014

This longitudinal 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 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, why this research and women coaches matter, 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 76 institutions by sport and conference. Additionally, we assigned a grade to each institution, sport, and conference (six of the biggest and most prominent Football Bowl Series conferences) based on the percentage of women head coaches of women's teams and detailed the process and rationale for our data collection, methodology, and grading criteria. We also raised a number of important questions and highlighted missing information in the current body of knowledge that would help us answer a critical question: **What can be done to retain and increase the percentage of women who are 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 "big time" college athletics; 2) to provide evidence that will help retain and increase the percentage of women who are 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 the 2012-13 report, we detailed the percentage of women in all coaching positions from volunteers to assistant coaches to head coaches. In this report the focus is solely on head coaches and we answer the following research question: *What percentage of women occupy head coach positions for women's sport teams in 76 select "big time" athletics programs during the 2013-14 academic year?*

Methodology

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. Data for this report was collected during November of 2013 by visiting each institution's athletic Web site and reviewing the individual who occupied the head coaching position for each women's team listed for the 2013-14 academic year. Given the continuous shifting of institutions due to conference realignment, in this report we chose to include the original 76 schools that, at the time of the 2012-13 data collection, comprised the ACC, Big East, Big 12, BIG Ten, PAC 12, and SEC. In future report iterations, the newly formed American Athletic Conference (AAC) and new conference alignments will be examined and included.

Many efforts were undertaken to ensure accurate and reliable data. Three researchers independently verified and confirmed all head coach data from the original 2012-13 SPSS dataset, and coaching changes in 2013-14 were recorded and coded. Following triangulation, inter-coder reliability was measured by calculating a Krippendorff's alpha coefficient which met an acceptable reliability level (100%). Frequency distributions and crosstabs were run for institution and sport for each coaching position. Data was compiled into tables and verified by a second researcher.

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. If rounding up the decimal resulted in moving up a grade level, the institution or sport 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 888 head coaches from 76 institutions comprised this sample. The percent of women head coaches declined just over a half percentage (0.6%) from 40.2% in 2012-13 to 39.6% in 2013-14 (see Table 1).

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

Position	Female		Male		Total
	%	N	%	N	N
2012-2013 Head Coaches	40.2	356	59.8	530	886
2013-2014 Head Coaches	39.6	352	60.4	536	888

From 2012-13 to 2013-14, two new head coach positions were added—a female equestrian director at TCU and a male sand volleyball head coach at Arizona State. In one academic year, 66 out of the 886 (7.4%) existing head coach positions turned over. 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 the majority of vacancies (34 of 66, 51.5%) a male replaced a male and in one of ten vacancies (10.6%) a female replaced a female. Based on the data, 74.2% of all coach vacancies were filled by men resulting in a net gain of five head male coaches (15 times a male replaced a female, 10 times a female replaced a male = +5 males). This illuminates the decline in both the number and percentage of women head coaches from 2012-13 to 2013-14. Table 7 contains the number and percent of head coaches by gender and sport and also includes the breakdown of coach hires by gender dyad and sport.

TABLE 2. GENDER COMPOSITION OF HEAD COACH VACANCY HIRES FROM 2012-13 TO 2013-14

Former Coach-New Coach Gender Dyad	Frequency	Percentage
Male-Male	34	51.5
Female-Male	15	22.7
Male-Female	10	15.2
Female-Female	7	10.6
TOTAL	66	100

BY SPORT

The percentage of women head coaches in 25 sports varied greatly (see Table 3). Some NCAA sponsored sports—including field hockey (100%), lacrosse (92.6%), and golf (78.8%)—continued to have a large majority of female head coaches, as did emerging NCAA sports such as synchronized swimming (100%) and equestrian (75%). Some sports had few, *if any*, head women coaches—five sports had *zero* female head coaches, a number that did not change from 2012-13. Twice as many sports received failing grades of D's or F's ($n = 14$) as received above average grades of A's or B's ($n = 7$). Thirteen sports had no change in percent of female head coaches; four sports increased, but none moved up a grade level; and eight decreased in percent, resulting in three sports moving down a grade level—softball (A to B), volleyball (C to D), and ice hockey (D to F).

TABLE 3. GRADE BY SPORT FOR PERCENT OF FEMALE HEAD COACHES

Grade	Criteria	Sport
A	100-70	field hockey (100%), synchronized swimming (100%), lacrosse (92.6%), golf (+80.3%), equestrian (+75%)
B	69-55	softball (#68.8%), basketball (60.5%)
C	54-40	gymnastics (50%), rowing (40.5%), tennis (<40.3%)
D	39-25	volleyball (#38.7%), rifle (37.5%), sand volleyball (<28.6%), fencing (27.3%), soccer (+26.7%)
F	24-0	cross country (+16.7%), ice hockey (#12.5%), swimming (<12.1%), track & field (<7.8%), diving (<7.3%), water polo (0%), bowling (0%), skiing (0%), sailing (0%), squash (0%)

Sport decreased percentage of women head coaches and moved down a grade from 2012-13 to 2013-14

< Sport decreased percentage of women head coaches, but did not move down a grade level

+ Sport increased percentage of women head coaches, but did not move up a grade level

^ Sport increased percentage of women head coaches and moved up a grade from 2012-13 to 2013-14

BY INSTITUTION

Based on the percentage of women head coaches, only *one* of the 76 institutions (1.3%)—Cincinnati (80%)—received an A for being above average compared to peer institutions, a number that went down from three institutions in 2012-13 (see Table 4). Over half (40 of 76, 52.6%) of institutions received D's or F's, a number that increased from 50% in 2012-13. A significant majority of institutions (76.3%) remained within the C and D grade levels. An identical percentage of institutions received above average grades of A's or B's (11.8%) as received a failing grade of an F (11.8%).

TABLE 4. DISTRIBUTION OF GRADES BY INSTITUTION FOR PERCENT OF WOMEN HEAD COACHES

Grade	Grade Criteria	#of institutions 2012-2013	% receiving grade	#of institutions 2013-2014	% receiving grade
A	100-70	3	4.0%	1	1.3%
B	69-55	6	7.9%	8	10.5%
C	54-40	29	38.2%	27	35.5%
D	39-25	30	39.5%	31	40.8%
F	24-0	8	10.5%	9	11.8%
TOTAL		76	100%	76	100%

Just over half (42 of 76, 55%) of the institutions in this sample experienced coach turnover. Most schools ($n=27$) had one coach change; eight institutions had two coach changes; five schools (Clemson, Iowa State, Ohio State, USC, Virginia) had three coach changes; and two schools (Miami, Penn State) had four head coach positions turn over in one academic year.

Table 5 contains the grade assigned to each institution, including which institutions moved up or down a grade level. From 2012-13 to 2013-14, 13 institutions (17.1%) registered a decrease in the percentage of women head coaches, resulting in seven institutions dropping to a lower grade level: two schools dropped from an A to B (Miami, Texas); three schools dropped from a C to D (Auburn, Pitt, Seton Hall); and two schools dropped from a D to F (NC State, West Virginia). A majority of institutions ($n=56$, 73.7%) maintained their percentage of women head coaches and therefore remained in the same grade category from 2012-13 to 2013-14. The lack of change can be attributed to three reasons: 1) no coach turnover occurred; 2) a same sex individual was hired to replace the outgoing coach (male-male, female-female); or 3) multiple coach hires in the same institution offset each other (male-female, female-male). A select few institutions ($n=7$, 9.2%) increased their number of women head coaches, resulting in two institutions moving to a higher grade: Wisconsin (D to C) and USC (F to D). While both Oklahoma State and Alabama hired one new female coach, which increased their respective percent of women head coaches, they remained at the F grade level. Table 6 contains percent and number of female and male coaches for each institution ordered from highest to lowest percentage. To view and download the accompanying infographic for this report, *The Status of Women in Collegiate Coaching: A Report Card* go to the Tucker Center Web site at z.umn.edu/womencoachesreport.

**TABLE 5. 2013-14 GRADES BY INSTITUTION FOR PERCENT OF WOMEN
HEAD COACHES OF WOMEN'S TEAMS**

A (70-100%)	B (55-69%)	C (40-54%)	D (25-39%)	F (0-24%)
Cincinnati (80%)	Texas (63.6%) #	Iowa (53.8%)	Duke (38.5%)	Alabama (23.1%) +
	Miami (60%) #	Michigan State (53.8%)	Notre Dame (38.5%)	Vanderbilt (22.2%)
	Penn State (60%)	Minnesota (53.3%) +	South Carolina (38.5%)	Virginia Tech (20%)
	UCLA (57.1%)	Colorado (50%)	Tennessee (38.5%)	Syracuse (18.2%)
	Washington St (55.6%)	Florida (50%)	USC (38.5%) ^	West Virginia (18.2%)#
	Illinois (54.5%)* <	Georgia Tech (50%)	Villanova (38.5%)	Arkansas (16.7%)
	Florida State (54.5%)*	Kansas State (50%)	Wake Forest (37.5%)	Kentucky (16.7%)
	LSU (54.5%)*	Northwestern (50%)	Iowa State (36.4%)	NC State (16.7%) #
		Ohio State (50%) +	Providence (36.4%)	Oklahoma St (12.5%)+
		Oklahoma (50%)	Texas A & M (36.4%)	
		South Florida (50%)	Georgetown (35.7%)	
		Washington (50%)	Nebraska (35.7%)	
		California (46.7%)	Auburn (33.3%) #	
		Michigan (46.7%)	Georgia (33.3%)	
		Connecticut (46.2%) <	Mississippi (33.3%)	
		Louisville (46.2%)	Mississippi St. (33.3%)	
		Maryland (45.5%)	Missouri (33.3%)	
		TCU (45.5%) +	Oregon (33.3%)	
		St. John's (44.4%)	Seton Hall (33.3%) #	
		Marquette (42.9%)	Arizona State (30.8%) <	
		Wisconsin (42.9%) ^	Indiana (30.8%)	
		Temple (41.7%)	Virginia (30.8%) <	
		Boston College (41.2%)	Pittsburgh (30%) #	
		Stanford (40.9%)	Purdue (30%)	
		Clemson (40%)	DePaul (28.6%)	
		North Carolina (40%) <	Rutgers (28.6%)	
		Oregon State (40%)	Utah (28.6%)	
			Baylor (27.3)	
			Kansas (27.3%) <	
			Arizona (25%)	
			Texas Tech (25%)	

* Decimal rounded up causing institution to be placed in higher grade level

Institution decreased percentage of women head coaches and moved down a grade from 2012-13 to 2013-14

< Institution decreased percentage of women head coaches, but did not move down a grade level

+ Institution increased percentage of women head coaches, but did not move up a grade level

^ Institution increased percentage of women head coaches and moved up a grade from 2012-13 to 2013-14

TABLE 6. HEAD COACH NUMBER AND PERCENTAGE HIGH TO LOW BY INSTITUTION AND GENDER

	Head Coaches			
	Female		Male	
School	%	N	%	N
Cincinnati	80%	8	20%	2
Texas	63.6%	7	36.4%	4
Miami	60%	6	40%	4
Penn State	60%	9	40%	6
UCLA	57.1%	8	42.9%	6
Washington State	55.6%	5	44.4%	4
Florida State	54.5%	6	45.5%	5
Illinois	54.5%	6	45.5%	5
LSU	54.5%	6	45.5%	5
Iowa	53.8%	7	46.2%	6
Michigan State	53.8%	7	46.2%	6
Minnesota	53.3%	8	46.7%	7
Colorado	50%	5	50%	5
Florida	50%	6	50%	6
Georgia Tech	50%	4	50%	4
Kansas State	50%	4	50%	4
Northwestern	50%	6	50%	6
Ohio State	50%	10	50%	10
Oklahoma	50%	5	50%	5
South Florida	50%	4	50%	4
Washington	50%	5	50%	5
California (Berkeley)	46.7%	7	53.3%	8
Michigan	46.7%	7	53.3%	8
Connecticut	46.2%	6	53.8%	7
Louisville	46.2%	6	53.8%	7
Maryland	45.5%	5	54.5%	6
Texas Christian University	45.5%	5	54.5%	6
St John's	44.4%	4	55.6%	5
Marquette	42.9%	3	57.1%	4
Wisconsin	42.9%	6	57.1%	8
Temple	41.7%	5	58.3%	7
Boston College	41.2%	7	58.8%	10
Stanford	40.9%	9	59.1%	13
Clemson	40%	4	60%	6
North Carolina	40%	6	60%	9
Oregon State	40%	4	60%	6
Duke	38.5%	5	61.5%	8
Notre Dame	38.5%	5	61.5%	8

	Head Coaches			
	Female		Male	
School	%	N	%	N
South Carolina	38.5%	5	61.5%	8
Tennessee	38.5%	5	61.5%	8
USC	38.5%	5	61.5%	8
Villanova	38.5%	5	61.5%	8
Wake Forest	37.5%	3	62.5%	5
Iowa State	36.4%	4	63.6%	7
Providence	36.4%	4	63.6%	7
Texas A & M	36.4%	4	63.6%	7
Georgetown	35.7%	5	64.3%	9
Nebraska	35.7%	5	64.3%	9
Auburn	33.3%	4	66.7%	8
Georgia	33.3%	4	66.7%	8
Mississippi	33.3%	3	66.7%	6
Mississippi State	33.3%	3	66.7%	6
Missouri	33.3%	4	66.7%	8
Oregon	33.3%	3	66.7%	6
Seton Hall	33.3%	3	66.7%	6
Arizona State	30.8%	4	69.2%	9
Indiana	30.8%	4	69.2%	9
Virginia	30.8%	4	69.2%	9
Pittsburgh	30%	3	70%	7
Purdue	30%	3	70%	7
DePaul	28.6%	2	71.4%	5
Rutgers	28.6%	4	71.4%	10
Utah	28.6%	4	71.4%	10
Baylor	27.3%	3	72.7%	8
Kansas	27.3%	3	72.7%	8
Arizona	25%	3	75%	9
Texas Tech	25%	2	75%	6
Alabama	23.1%	3	76.9%	10
Vanderbilt	22.2%	2	77.8%	7
Virginia Tech	20%	2	80%	8
Syracuse	18.2%	2	81.8%	9
West Virginia	18.2%	2	81.8%	9
Arkansas	16.7%	2	83.3%	10
Kentucky	16.7%	2	83.3%	10
North Carolina State	16.7%	2	83.3%	10
Oklahoma State	12.5%	1	87.5%	7

TABLE 7. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT, GENDER, AND HIRING DYADS FOR WOMEN'S TEAMS

Sport	Head Coaches					Former Coach-New Coach Hire Gender Dyads				
	Female		Male		TOTAL	male-male	male-female	female-female	female-male	TOTAL HIRES
	%	N	%	N						
Basketball	60.5	46	39.5	30	76	4	2	3	2	11
Bowling	0	0	100	2	2					
Cross Country	16.7	13	83.3	65	78	8	3	1	0	12
Diving	7.3	4	95.7	51	55	7	0	0	1	8
Equestrian	75	6	25	2	8					
Fencing	27.3	3	72.7	8	11	1	0	0	0	1
Field Hockey	100	23	0	0	23					
Golf	80.3	53	19.7	13	66	0	1	1	0	2
Gymnastics	50	18	50	18	36	1	0	0	0	1
Ice Hockey	12.5	1	87.5	7	8	0	0	0	1	1
Lacrosse	92.6	25	7.4	2	27					
Rifle	37.5	3	62.5	5	8					
Rowing	40.5	15	59.5	22	37	2	0	0	0	2
Sailing	0	0	100	3	3					
Sand Volleyball	28.6	2	71	5	7					
Skiing	0	0	100	4	4					
Soccer	26.7	20	73.3	55	75	1	2	0	1	4
Softball	68.8	44	31.2	20	64	1	0	2	2	5
Squash	0	0	100	1	1					
Swimming	12.1	7	87.9	51	58	5	0	0	1	6
Synch Swim	100	2	0	0	2					
Tennis	40.3	31	59.7	46	77	0	1	0	3	4
Track & Field	7.8	6	92.2	71	77	4	1	0	3	8
Volleyball	38.7	29	61.3	46	75	0	0	0	1	1
Water Polo	0	0	100	8	8					
TOTAL	39.6	352	60.4	536	536	34	10	7	15	66

Conclusion

The decline in percentage of women collegiate coaches is an evidence-based reality, which is documented in this report and by other researchers (Acosta & Carpenter, 2012; Lapchick et al., 2013; Wilson, 2012). Also a reality are the numerous, complex barriers and limits to coaching opportunities that women coaches experience (LaVoi & Dutove, 2012). Data in this report of 76 big time FBS NCAA Division-I athletic programs documented a decline of women head coaches of women's teams over one academic year, highlighted the fact that in over half of the coaching vacancies a male replaced a male, and provided a benchmark for coach turnover. Data also noted that a few institutions are above average compared to peer institutions, while select others have very few women head coaches and opportunity for improvement is evident. In addition, some sports maintained

all women head coaches, while other sports still had none. Overall, the data was **trending in the wrong direction** from 2012-13 to 2013-14. Additional research is needed to aid in the development of strategies and to answer remaining key questions which were detailed in the 2012-13 report (LaVoi, 2013) that, if answered, may help increase the number of women in the coaching profession.

Policy creation is one strategy that often leads to change. Title IX is an exemplar federal civil rights law that increased opportunities for females to play sports in schools receiving federal funding. When participation opportunities were created, females came to play sports in record numbers and currently female high school and college sport participation is at an all time high. However, only 20% of all collegiate teams (men's and women's) are coached by women (Acosta & Carpenter, 2012). The NFL's Rooney Rule—created in 2003 to help increase the number of minority head coaches by requiring that at least one minority male be given the opportunity to interview for every vacant head coach position—has increased the number of minority head coaches. We advocate that a gender-based policy similar to the Rooney Rule be embraced by all colleges and universities. As a starting point, collegiate athletics departments should commit to interviewing at least one female for all head coach vacancies for women's teams. Such a policy, if enacted, could potentially have a significant impact on stopping the decline of women coaches by guaranteeing opportunity for females to be included in the interview pool.

The data in this report can be used by institutions 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, and hold institutions and decision makers accountable in creating a gender-balanced workforce—especially for women's teams. It can also be used to educate and motivate stakeholders and decision-makers to recruit, hire, and retain women coaches. Together, the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota and the Alliance of Women Coaches, along with others, are striving to reverse the trend and increase the percentage of women college coaches, generate awareness, and start a national dialogue on this issue. Women who desire 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 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™.”

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A report designed to
make a difference in the
lives of girls and women
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