Women in College Coaching Report Card

THE PLUS (+1) CHALLENGE: TARGETS OF OPPORTUNITY

The purpose of the +1 Challenge, which began in 2018-19, is to involve all 86 institutions in reversing the stagnation of the percentage of women head coaches by putting forth a reachable challenge and goal. **The overarching goal is to increase the percentage of women head coaches to 50% by 2024**. To hit 50% by 2024, the number of women head coaches must increase from 410 to 486, that is +76 women coaches over five years. If each institution in this Select 7 NCAA D-I sample (n = 86) replaced one male head coach with a female, over the next five years, while maintaining the women head coaches they have by hiring a woman to replace a woman, the goal would be met! We are not saying fire men just to hire a woman. However, there are many targets of opportunity to hire a woman head coach: when a new sport is added, a male coach retires or leaves for another job, or yes, when he gets fired or his contract is not renewed.

What does this mean for each instiution? The +1 Challenge is achieveable and simple. 1) Replace ***one*** male head coach with a female head coach over the next five years and, 2) Replace all outgoing female head coaches with another female coach to maintain, rather than reverse, the percentage of women. Institutions who achieve the +1 Challenge will be celebrated from year to year and recognized within this report. See Table 9 for the 12 institutions who met the 2019-20 +1 Challenge by replacing an outgoing male with a female (male-female) head coach. See Table 10 for the 21 institutions who previously met the +1 Challenge. Institutions that had one or more female-female hires do not get +1 designation, as this maintains the current percentage. Institutions that had male-male or offsetting hires (i.e., male-female, female-male) also do not earn +1 designation. Hiring must result in a net gain of one female head coach.

INSTITUTIONS NEWLY EARNING +1 CHALLENGE STATUS FOR 2019-20

Alabama, Butler, Connecticut, Clemson, Iowa, Michigan State, Ohio State, Penn State, Pittsburgh, Syracuse, Tulsa, Xavier

INSTITUTIONS PREVIOUSLY EARNING +1 CHALLENGE STATUS

Arkansas, Cal, Colorado, DePaul, UConn, Georgetown, Illinois, Michigan, Mississippi, Mississippi State, Missouri, Nebraska, North Carolina, North Carolina State, Oklahoma, Rutgers, Syracuse, Tennessee, Virginia, Washington, Wisconsin