

WOMEN IN COLLEGE COACHING REPORT CARD

A Comprehensive Report
of Coaching Position
Composition of Women's
NCAA Division-I Teams

2019-2020





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**Tucker Center for Research
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Coaches of Women's Collegiate Teams

A COMPREHENSIVE REPORT OF NCAA DIVISION-I INSTITUTIONS 2019-20

This longitudinal research series, now in its eighth year (2012-20), 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 WeCOACH, the premiere organization dedicated to increasing and retaining the number of women in the coaching profession. In this longitudinal research series, we assign a grade to each institution, sport, and conference based on the percentage of women head coaches of women's teams.

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

In the initial years of the report, we primarily examined a sample of Power 5 FBS NCAA Division-I athletic programs. Since then, due to demand and interest in our data, we have widened our scope of research to include Division-II and Division-III programs. In this report, we are widening the scope further to include examination of all NCAA Division-I women's programs.

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; 4) to bring awareness while providing an evidence-based starting point for a national discussion on this important issue; and 5) to extend and compliment research on women in sport coaching. In this report we answer the following research question:

What percentage of women occupy coaching staff positions for women's sport teams in NCAA Division-I athletics programs during the 2019-20 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 at www.TuckerCenter.org.

For this report, data was collected between October 1st, 2019 and January 1st, 2020, by visiting each institution's athletics website and reviewing the coaching roster/staff for the 2019-20 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. To report an error, please contact info@tuckercenter.org.

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.

Furthermore, all individuals listed on the coaching roster as a paid member of the staff head were recorded. This includes Associate Head Coaches, Assistant Coaches, Director of Operations and Graduate Assistants. A Director of Sport was coded as the 'Director' if a Head Coach was explicitly listed on the staff roster. An individual who occupied a position for two sports (e.g., Assistant Coach for track & field and cross country) was coded as two separate coaches. Reference Table A for a complete coding key regarding coaching positions.

TABLE A. CODING KEY FOR COACH POSITIONS

| Position in Sport | Incorporated Positions |
|------------------------|--|
| Head Coach | Head Coach, Co-Head Coach, Interim Head Coach, Director of Sport (Golf, Tennis, T & F, Cross Country, Swimming) if Head Coach is <i>not</i> otherwise listed |
| Associate Head Coach | Senior Associate Head Coach |
| Assistant Coach | All Paid Assistant Coaches Listed, Specialty/Position Coach |
| Director of Operations | Director of Operations |
| Graduate Assistant | Graduate Assistants |
| Director | Director of Sport (Golf, Tennis, T & F, Cross Country, Swimming) if a Head Coach is explicitly listed |

SAMPLE

The 2019-20 dataset included all head coaches of women's teams ($N = 3555$) at 352 institutions of higher education in all geographic regions of the United States that were current members of 32 NCAA Division-I conferences. One institution was added to the sample in 2019-20. Merrimack College elevated all of its athletic programs to the NCAA Division-I level in the fall of 2019 and joined the Northeast Conference. An additional sport, wrestling, was added as the NCAA deemed it an emerging sport. Appendix A summarizes the distribution of schools by conference for 2019-20. The 2019-20 dataset also included paid staff members of women's teams ($N = 7142$) at the 352 institutions listed in Appendix A. The coaching staff, referred to in this report, consists of Directors, Associate Head Coaches, Assistant Coaches, Director of Operations, and Graduate Assistants, as seen in Table A.

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 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 coach percentage were ordered alphabetically. For how the grading criteria was developed see past Report Cards.

Results

HEAD COACHES

A total of 3583 Head Coach positions of women's teams from 352 institutions comprised this sample. A small percentage of positions remained unfilled (0.73%, $n = 26$) or were eliminated due to lack of facilities and funding (0.06%, $n = 2$) at the time of data collection (October 2019 - January 2020) resulting in a final sample of 3555 for analysis. Women held 1501 of the 3555 (42.3%) head coaching positions across 32 Division-I conferences (See Table 1), which is slightly higher (0.2%) than the percentage of women Head Coaches of women's teams in 2018-2019.

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

| Position | Schools | Female | | Male | | Total Coaches |
|------------------------|---------|--------|------|------|------|---------------|
| | | N | % | n | % | |
| 2017 - 18 Head Coaches | 349 | 41.7 | 1463 | 58.3 | 2049 | 3512 |
| 2018 - 19 Head Coaches | 351 | 42.1 | 1491 | 57.9 | 2050 | 3541 |
| 2019 - 20 Head Coaches | 352 | 42.3 | 1501 | 57.8 | 2054 | 3555 |

COACHING STAFF

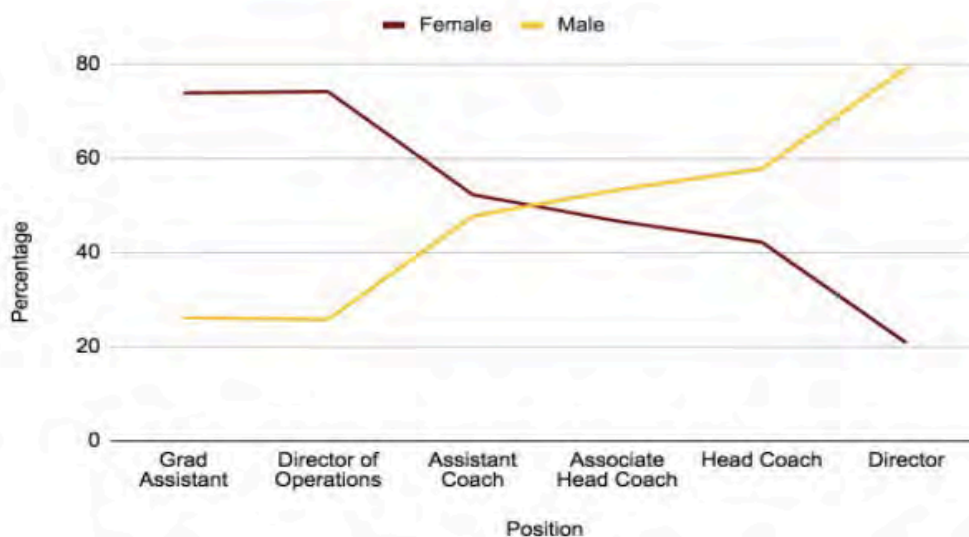
A total of 10,697 coaches of women's teams from 352 institutions comprised this sample. As previously mentioned, there are 3555 Head Coaches in this sample, therefore there were a total

of 7142 other coaches on staff. Women held 3948 of 7142 (55.3%) coaching staff positions across 32 Division-I conferences (See Table 2). Women held 382 of 818 (46.7%) Associate Head Coach positions. Women held 2647 of 5066 (52.3%) Assistant Coach positions. Women held 334 of 452 (73.9%) of the Graduate Assistant positions. As the position type increased in leadership role importance, visibility, and responsibility (Graduate Assistant to Assistant Coach, Assistant Coach to Associate Head Coach, Associate Head Coach to Head Coach), there was a decrease in the percentage of women in those positions (See Figure 1). Women held 580 of 782 (74.2%) Director of Operations positions. Women held 5 of 24 (20.8%) Director positions.

TABLE 2. PERCENTAGE OF ALL DIVISION-I WOMEN COACHES FOR WOMEN'S TEAMS BY POSITION

| Position | Female | | Male | | Total Coaches |
|---------------------------|-------------|-------------|-------------|-------------|---------------|
| | % | n | % | n | N |
| Director | 20.8 | 5 | 79.2 | 19 | 24 |
| Head Coach | 42.2 | 1501 | 57.8 | 2054 | 3555 |
| Associate Head Coach | 46.7 | 382 | 53.3 | 436 | 818 |
| Assistant Coach | 52.3 | 2647 | 47.7 | 2419 | 5066 |
| Director of Operations | 74.2 | 580 | 25.8 | 202 | 782 |
| Graduate Assistant | 73.9 | 334 | 26.1 | 118 | 452 |
| All Position Total | 50.9 | 5449 | 49.1 | 5248 | 10697 |

FIGURE 1. PERCENTAGE OF WOMEN BY POSITION FOR DIVISION-I WOMEN'S TEAMS



BY SPORT

The percentage of women Head Coaches in 27 sports varied greatly (See Table 3). Lacrosse (91.2%) and field hockey (83.3%) had a large majority of female Head coaches. Emerging NCAA

sports of wrestling, rugby, and equestrian received As and provide positive examples of hiring women at the outset of program building and development. Triathlon (+8.3%) was the only sport to improve their letter grade from 2018-19, while rifle (38.9%) was the only sport to move down a letter grade. Conversely, diving, fencing, water polo, cross country, track & field, and swimming had a large majority of male head coaches. Table 4 indicates the number and percentage of head coaches by sport and gender for all NCAA sponsored D-I sports.

Table 5 indicates the number and percentage of coaching staff by sport and gender for all NCAA sponsored D-I sports. The composition and percentage of women in coaching positions in 27 sports varied greatly (See Table 5). Equestrian, lacrosse, field hockey, softball, rugby, and crew had over 70% women in coaching staff positions. Squash, track & field, and fencing evidenced less than 30% women in coaching staff positions.

TABLE 3. GRADE BY SPORT FOR PERCENTAGE OF FEMALE D-I HEAD COACHES FOR 2019-20

| Grade | % | Sport |
|-------|--------|---|
| A | 100-70 | Wrestling (100.0%)*, Lacrosse (-91.2%), Rugby (+87.5%)*, Equestrian (+85.0%)**, Field Hockey (-83.3%), Triathlon (↑ 75.0%)* |
| B | 69-55 | Softball (+68.2%), Basketball (+62.9%), Golf (-62.3%), Gymnastics (+59.0%) |
| C | 54-40 | Bowling (50.0%), Volleyball (+47.9%), Rowing (+42.0%), Beach Volleyball (+41.7%) |
| D | 39-25 | Rifle (↓ 38.9%)**, Ice Hockey (+38.5%), Tennis (37.6%), Soccer (28.4%), Water Polo (25.0%) |
| F | 24-0 | Diving (+21.8%), Nordic Skiing (20.0%)*, Track & Field (-18.6%), Swimming (+17.9%), Cross Country (-17.5%), Fencing (-14.3%), Alpine Skiing (+10.0%)*, Squash (-10%)* |

*Offered by ten or fewer schools; **Offered by twenty or fewer schools; Sport decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2018-19 to 2019-20.



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TABLE 4. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR DIVISION-I WOMEN'S TEAMS 2019-20

| Sport | Head Coaches | | | | |
|------------------|--------------|------|-------|------|------|
| | Female | | Male | | N |
| | % | n | % | n | |
| Alpine Skiing | 10.0% | 1 | 90.0% | 9 | 10 |
| Basketball | 62.9% | 220 | 37.1% | 130 | 350 |
| Beach Volleyball | 41.7% | 25 | 58.3% | 35 | 60 |
| Bowling | 50.0% | 17 | 50.0% | 17 | 34 |
| Cross Country | 17.5% | 61 | 82.5% | 288 | 349 |
| Diving | 21.8% | 38 | 78.2% | 136 | 174 |
| Equestrian | 85.0% | 17 | 15.0% | 3 | 20 |
| Fencing | 14.3% | 4 | 85.7% | 24 | 28 |
| Field Hockey | 83.3% | 65 | 16.7% | 13 | 78 |
| Golf | 62.3% | 165 | 37.7% | 100 | 265 |
| Gymnastics | 59.0% | 36 | 41.0% | 25 | 61 |
| Ice Hockey | 38.5% | 10 | 61.5% | 16 | 26 |
| Lacrosse | 91.2% | 104 | 8.8% | 10 | 114 |
| Nordic Skiing | 20.0% | 2 | 80.0% | 8 | 10 |
| Rifle | 38.9% | 7 | 61.1% | 11 | 18 |
| Rowing | 42.0% | 37 | 58.0% | 51 | 88 |
| Rugby | 87.5% | 7 | 12.5% | 1 | 8 |
| Soccer | 28.4% | 95 | 71.6% | 240 | 335 |
| Softball | 68.2% | 202 | 31.8% | 94 | 296 |
| Squash | 10.0% | 1 | 90.0% | 9 | 10 |
| Swimming | 17.9% | 35 | 82.1% | 161 | 196 |
| Tennis | 37.6% | 117 | 62.4% | 194 | 311 |
| Track & Field | 18.6% | 64 | 81.4% | 281 | 345 |
| Triathlon | 75.0% | 3 | 25.0% | 1 | 4 |
| Volleyball | 47.9% | 159 | 52.1% | 173 | 332 |
| Water Polo | 25.0% | 8 | 75.0% | 24 | 32 |
| Wrestling | 100.0% | 1 | 0.0% | 0 | 1 |
| <i>Total</i> | 42.2% | 1501 | 57.8% | 2054 | 3555 |

TABLE 5. COACHING STAFF NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR DIVISION-I WOMEN'S TEAMS 2019-20

| Sport | Coaching Staff | | | | |
|-------------------|----------------|------|--------|------|------|
| | Female | | Male | | N |
| | % | n | % | n | |
| Alpine Skiing | 33.3% | 3 | 66.7% | 6 | 9 |
| Basketball | 69.9% | 988 | 30.1% | 425 | 1413 |
| Beach Volleyball | 55.6% | 40 | 44.4% | 32 | 72 |
| Bowling | 65.0% | 13 | 35.0% | 7 | 20 |
| Crew/Rowing | 70.7% | 169 | 29.3% | 70 | 239 |
| Cross Country Run | 36.8% | 136 | 63.2% | 234 | 370 |
| Diving | 36.4% | 8 | 63.6% | 14 | 22 |
| Equestrian | 100.0% | 30 | 0.0% | 0 | 30 |
| Fencing | 14.6% | 7 | 85.4% | 41 | 48 |
| Field Hockey | 78.9% | 127 | 21.1% | 34 | 161 |
| Golf | 64.5% | 129 | 35.5% | 71 | 200 |
| Gymnastics | 54.5% | 66 | 45.5% | 55 | 121 |
| Ice Hockey | 62.5% | 45 | 37.5% | 27 | 72 |
| Lacrosse | 89.0% | 211 | 11.0% | 26 | 237 |
| Nordic Skiing | 0.0% | 0 | 100.0% | 6 | 6 |
| Rifle | 58.3% | 7 | 41.7% | 5 | 12 |
| Rugby | 72.7% | 8 | 27.3% | 3 | 11 |
| Soccer | 49.9% | 364 | 50.1% | 365 | 729 |
| Softball | 77.4% | 496 | 22.6% | 145 | 641 |
| Squash | 26.7% | 4 | 73.3% | 11 | 15 |
| Swimming | 45.4% | 205 | 54.6% | 247 | 452 |
| Tennis | 45.3% | 129 | 54.7% | 156 | 285 |
| Track & Field | 26.3% | 312 | 73.7% | 876 | 1188 |
| Triathlon | 50.0% | 1 | 50.0% | 1 | 2 |
| Volleyball | 57.2% | 421 | 42.8% | 315 | 736 |
| Water Polo | 58.0% | 29 | 42.0% | 21 | 50 |
| Wrestling | 0.0% | 0 | 100.0% | 1 | 1 |
| Total | 55.3% | 3948 | 44.7% | 3194 | 7142 |

BY INSTITUTION

The range for the percentage of women head coaches by institution varied dramatically. Two institutions *at the time of data collection* (Tennessee State and University of Cincinnati) had 80% or higher women head coaches, while four institutions (Middle Tennessee State, Oklahoma State, Texas Rio Grande Valley, and Virginia Military Institute) had 0% women head coaches. See Appendix B for a full list of grades by institution for the percentage of women head coaches. Based on the percentage of women head coaches, 18 of the 352 (5.1%) institutions received an A for

being above average compared to peer institutions. Sixty-one institutions (17.3%) received a B, 124 institutions (35.2%) received a C, and 100 institutions (28.4%) received a D. Forty-nine institutions (13.9%) received a failing grade of F for having less than 25% women head coaches, making the number of Fs nearly three times the number of A grades. Most institutions (75.0%, n = 264) had 50% or fewer women head coaches.

The range for the percentage of women coaches on staff by institution also varied dramatically. Three institutions at the time of data collection (Longwood University, Tennessee State and St. Joseph's University) had 75% or higher women in coaching staff positions. Tatiana Booth, featured on the cover, is the assistant volleyball coach at Tennessee State, an A grade institution for percentage of women coaches on staff (76.5%) and is a WeCOACH member. Seven institutions (1.9%) received an A for being above average compared to peer institutions, 118 institutions (33.5%) received a B, 180 institutions (51.1%) received a C, and 45 institutions (12.8%) received a D. Two institutions (Texas Rio Grande Valley and The Citadel) (0.57%) received a failing grade of F for having less than 25% of women on the coaching staff. See Appendix C for a full list of grades by institution for percentage of women coaching staff.

BY CONFERENCE

The Ivy League evidenced the highest percentage (52.4%) while the Big 12 had the lowest percentage (28.3%) of female head coaches (See Table 6). The MAAC (-2.7%) and WAC (-6.8%) dropped from a C grade to a D for female head coaches from 2018-19. No conference improved their grade from 2018-19. The number of head coaches by conference and gender are in Table 7. To date no conference has earned above a C grade for female head coach composition. The Patriot League had the highest percentage (66.1%) while the WAC had the lowest percentage (45.5%) of females employed on coaching staffs in any conference (See Table 8 for the full list of coaching staff by gender and conference). See Appendix A for institutional composition of each conference.

TABLE 6. GRADE BY CONFERENCE FOR PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES 2019-20

| Grade | Criteria | Conference |
|-------|----------|---|
| A | 100-70 | |
| B | 69-55 | |
| C | 54-40 | Ivy League (-52.4%), Mid-American (+50.4%), Big 10 (+49.2%), Colonial (+48.1%), Mountain West (+47.9%), Northeast (+47.8%), American (+47.5%), Ohio Valley (+46.9%), Big West (+46.7%), Atlantic (-46.2%), Missouri Valley (46.2%), Patriot League (-45.4%), American East (-44.8%), Big South (-44.4%), Pac 12 (-43.7%), ACC (43.4%), SWAC (+42.5%), Sun Belt (+42.2%) |
| D | 39-25 | Conference USA (+39.7%), Big East (+39.6%), ASUN (+38.9%), MAAC (↓ 38.3%), SEC (+37.6%), Southland (+37.4%), WCC (+37.3%), Big Sky (-35.9%), Southern (+34.6%), WAC (↓ 34.3%), Mid-Eastern (-32.7%), Horizon League (+28.7%), The Summit League (-28.4%), Big 12 (-28.3%) |
| F | 24-0 | |

Conference decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2018-19 to 2019-20.

TABLE 7. GRADE, NUMBER AND PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES BY CONFERENCE FOR 2019-20

| Conference | Grade | Female | | Male | | N |
|-----------------|-------|--------|----|------|----|-----|
| | | % | n | % | n | |
| Ivy League | C | 52.4 | 76 | 47.6 | 69 | 145 |
| Mid-American | C | 50.4 | 61 | 49.6 | 60 | 121 |
| Big 10 | C | 49.2 | 91 | 50.8 | 94 | 185 |
| Colonial | C | 48.1 | 52 | 51.9 | 56 | 108 |
| Mountain West | C | 47.9 | 57 | 52.1 | 62 | 119 |
| Northeast | C | 47.8 | 65 | 52.2 | 71 | 136 |
| American | C | 47.5 | 56 | 52.5 | 62 | 118 |
| Ohio Valley | C | 46.9 | 46 | 53.1 | 52 | 98 |
| Big West | C | 46.7 | 43 | 53.3 | 49 | 92 |
| Missouri Valley | C | 46.2 | 43 | 53.8 | 50 | 93 |
| Atlantic 10 | C | 46.2 | 66 | 53.8 | 77 | 143 |
| Patriot League | C | 45.4 | 54 | 54.6 | 65 | 119 |
| American East | C | 44.8 | 39 | 55.2 | 48 | 87 |
| Big South | C | 44.4 | 40 | 55.6 | 50 | 90 |
| Pac 12 | C | 43.7 | 66 | 56.3 | 85 | 151 |
| ACC | C | 43.4 | 75 | 56.6 | 98 | 173 |

| Conference | Grade | Female | | Male | | N |
|----------------|-------|--------|----|------|----|-----|
| | | % | n | % | n | |
| SWAC | C | 42.5 | 31 | 57.5 | 42 | 73 |
| Sun Belt | C | 42.2 | 43 | 57.8 | 59 | 102 |
| Conference USA | D | 39.7 | 50 | 60.3 | 76 | 126 |
| Big East | D | 39.6 | 38 | 60.4 | 58 | 96 |
| ASUN | D | 38.9 | 28 | 61.1 | 44 | 72 |
| MAAC | D | 38.3 | 46 | 61.7 | 74 | 120 |
| SEC | D | 37.6 | 59 | 62.4 | 98 | 157 |
| Southland | D | 37.4 | 40 | 62.6 | 67 | 107 |
| WCC | D | 37.3 | 38 | 62.7 | 64 | 102 |
| Big Sky | D | 35.9 | 37 | 64.1 | 66 | 103 |
| Southern | D | 34.6 | 28 | 65.4 | 53 | 81 |
| Western | D | 34.3 | 24 | 65.7 | 46 | 70 |
| Mid-Eastern | D | 32.7 | 33 | 67.3 | 68 | 101 |
| Horizon League | D | 28.7 | 27 | 71.3 | 67 | 94 |
| Summit League | D | 28.4 | 21 | 71.6 | 53 | 74 |
| Big 12 | D | 28.3 | 28 | 71.7 | 71 | 99 |

TABLE 8. GRADE, NUMBER AND PERCENTAGE OF NCAA D-I WOMEN COACHING STAFF BY CONFERENCE FOR 2019-20

| Conference | Grade | Female | | Male | | N |
|----------------|-------|--------|-----|------|-----|-----|
| | | % | n | % | n | |
| Patriot League | B | 66.1 | 154 | 33.9 | 79 | 233 |
| Atlantic 10 | B | 62.3 | 167 | 37.7 | 101 | 268 |
| Ohio Valley | B | 61.0 | 114 | 39.0 | 73 | 187 |
| Big South | B | 60.6 | 103 | 39.4 | 67 | 170 |
| Mid-American | B | 59.0 | 131 | 41.0 | 91 | 222 |
| Mountain West | B | 58.5 | 158 | 41.5 | 112 | 270 |
| Big East | B | 58.3 | 119 | 41.7 | 85 | 204 |
| Ivy League | B | 57.6 | 155 | 42.4 | 114 | 269 |
| American | B | 57.5 | 153 | 42.5 | 113 | 266 |
| Big 12 | B | 57.4 | 144 | 42.6 | 107 | 251 |
| Sun Belt | B | 57.1 | 133 | 42.9 | 100 | 233 |
| Big 10 | B | 56.7 | 258 | 43.3 | 197 | 455 |
| Northeast | B | 56.7 | 123 | 43.3 | 94 | 217 |
| ASUN | B | 56.5 | 74 | 43.5 | 57 | 131 |
| Conference USA | B | 56.3 | 135 | 43.8 | 105 | 240 |
| American East | B | 56.2 | 100 | 43.8 | 78 | 178 |

| Conference | Grade | Female | | Male | | N |
|-----------------|-------|--------|-----|------|-----|-----|
| | | % | n | % | n | |
| Missouri Valley | B | 55.4 | 92 | 44.6 | 74 | 166 |
| Pac 12 | B | 55.1 | 193 | 44.9 | 157 | 350 |
| WCC | B | 55.1 | 102 | 44.9 | 83 | 185 |
| Southern | B | 55.1 | 65 | 44.9 | 53 | 118 |
| Summit League | C | 54.2 | 71 | 45.8 | 60 | 131 |
| MAAC | C | 54.0 | 115 | 46.0 | 98 | 213 |
| Big West | C | 53.9 | 97 | 46.1 | 83 | 180 |
| Southland | C | 52.3 | 113 | 47.7 | 103 | 216 |
| Colonial | C | 52.2 | 119 | 47.8 | 109 | 228 |
| Mid-Eastern | C | 51.6 | 64 | 48.4 | 60 | 124 |
| ACC | C | 50.0 | 223 | 50.0 | 223 | 446 |
| Horizon League | C | 50.0 | 84 | 50.0 | 84 | 168 |
| SWAC | C | 48.5 | 48 | 51.5 | 51 | 99 |
| SEC | C | 47.6 | 185 | 52.4 | 204 | 389 |
| Big Sky | C | 47.4 | 90 | 52.6 | 100 | 190 |
| WAC | C | 45.5 | 66 | 54.5 | 79 | 145 |

FAMILY NARRATIVES

We also examined the family narrative within coach biographies that are part of the institutional athletics website. Family narratives were defined as an explicit mention of a spouse, partner,

children and/or use of the generic term “family.” In this sample, 665 coaches (378 women and 287 men) did not have a biography on their institutional website, therefore they were eliminated from this analysis resulting in 10,032 coach biographies. Of the 10,032 coaches, 3,353 (33.4%) coaches included a family narrative. Based on the data (See Table 9), women were significantly less likely to include family narratives in their biographies (23.0%) than men (44.0%).

TABLE 9. NUMBER AND PERCENTAGE OF ALL DIVISION-I COACHES WITH FAMILY NARRATIVES IN BIOGRAPHIES 2019-2020

| | Female | | Male | | Total | |
|---------------------|--------|----------|-------|----------|-------|----------|
| | % | <i>n</i> | % | <i>n</i> | % | <i>N</i> |
| Family Narrative | 23.0 | 1168 | 44.0% | 2185 | 33.4% | 3353 |
| No Family Narrative | 77.0 | 3903 | 56.0% | 2776 | 66.6% | 6679 |
| Total | 100 | 5071 | 100 | 4961 | 100 | 10032 |

The prevalence of homophobia and heteronormativity in the sporting world is well documented (Norman, 2016). In 2011, Calhoun, LaVoi and Johnson examined NCAA D-I and D-III (n=1902) intercollegiate head coach biographies of women’s teams and found a near absence of lesbian, gay, bisexual, and transgender (LGBT) coaches. In fact, 2 of 1902 (0.1%, 1 female, 1 male, both D-I) of the coach biographies indicated an explicit same sex partner. This is significantly less than the 4.5% of adult Americans who identify as LGBT according to a 2017 Gallup poll. Given the cultural shift toward equality for LGBT individuals such as the 2015 legalization of same-sex marriage in all 50 states, we thought that perhaps there would be more open and explicitly out LGBT coaches in our current dataset. To track change, types of family narratives were collected, Table 10 illustrates the results.

In this sample, coaches with family narratives (n=3353) in their biographies, a majority were heterosexual (91.5%). Of all coaches with a same-sex family narratives (n=42) in their biographies, a majority were head coaches (52.4%) and a large majority were female (40 of 42, 95.2%). Based on the data, women are more likely to include same-sex family narratives in their biographies than men. However, an increase (+4) in the number of same-sex narratives of head coaches (n=22) from 2018-2019 (n=18) was evidenced, in both years all were female coaches (See Table 11).

TABLE 10. NUMBER AND PERCENTAGE OF FAMILY NARRATIVE TYPE BY GENDER FOR ALL DIVISION-I COACHES 2019-2020

| | Female | | Male | | Total | |
|-----------------------------|--------|----------|------|----------|-------|----------|
| | % | <i>n</i> | % | <i>n</i> | % | <i>N</i> |
| Heterosexual Narrative | 87.0 | 1016 | 93.9 | 2051 | 91.5 | 3067 |
| Same-Sex Narrative | 3.4 | 40 | 0.1 | 2 | 1.3 | 42 |
| Generic Mention of “Family” | 0.9 | 11 | 0.5 | 11 | 0.7 | 22 |
| Children Only Mentioned | 8.6 | 101 | 5.5 | 121 | 6.6 | 222 |
| Total | 100 | 1168 | 100 | 2185 | 100 | 3353 |

TABLE 11. NUMBER AND PERCENTAGE OF BIOGRAPHIES WITH SAME SEX NARRATIVES BY GENDER & POSITION FOR ALL DIVISION-I COACHES 2019-2020

| Coach Position | Female | | Male | | Total |
|------------------------|--------|----|------|---|-------|
| | % | n | % | n | N |
| Director | 0% | 0 | 0% | 0 | 0 |
| Head Coach | 100% | 22 | 0% | 0 | 22 |
| Associate Head Coach | 83% | 5 | 17% | 1 | 6 |
| Assistant Coach | 92% | 12 | 8% | 1 | 13 |
| Director of Operations | 100% | 1 | 0% | 0 | 1 |
| Graduate Assistant | 0% | 0 | 0% | 0 | 1 |
| Total | 95% | 40 | 5% | 2 | 42 |

The last component of family narrative examined was whether or not children were mentioned in the coach biography. Women's commitments to family, desire to start families and less time to devote to coaching due to children are common blame-the-women narratives for the lack of women coaches (Kane & LaVoi, 2018; LaVoi, 2016). Table 12 gives the number and percentage of coaches with children by gender of coach. It is important to note that due to the number of coach biographies that did not include family narratives (n=6679), it is possible there are more coaches with children.

Overall, 27.0% of all coaches in this sample (2713/10,032) explicitly mention having children in their biographies. The percent of women who explicitly mention children in their biographies (17.1%) is significantly less than men (37.2%). The difference between men and women with children suggests that although many women are successful in dual roles as a coach and a parent, more support is needed for female coaches with children. Examining and adjusting family policies to ensure parent-coaches are supported is one way to benefit not only female coaches but all parent-coaches, including men (LaVoi & Wasend, 2018).

TABLE 12. NUMBER AND PERCENTAGE OF BIOGRAPHIES WITH CHILDREN MENTIONED BY GENDER FOR ALL DIVISION-I COACHES 2019-2020

| Female | | Male | | Total | |
|--------|----------|------|-----------|-------|------|
| % | n | % | n | % | N |
| 17.1 | 867/5071 | 37.2 | 1846/4961 | 27.0 | 2713 |

TABLE 13. HEAD COACH TURNOVER AND GENDER PAIR OF OUTGOING AND INCOMING COACH BY NUMBER AND PERCENTAGE FOR DIVISION-I HEAD COACHES 2019-2020.

| Gender Pair of Coach Change | % | n |
|-----------------------------|--------------|------------|
| male-male | 34.8% | 154 |
| female-male | 17.9% | 79 |
| <i>total males hired</i> | <i>52.7%</i> | <i>233</i> |
| female-female | 26.0% | 115 |
| male-female | 21.3% | 94 |
| <i>total females hired</i> | <i>47.3%</i> | <i>209</i> |
| <i>total turnover</i> | <i>12.4%</i> | <i>442</i> |

COACH TURNOVER

Head coach turnover is a key target of opportunity to increase the percentage of women head coaches. In the 2019-20 academic year, over two-thirds (237 of 352, 67%) of the institutions in the sample experienced head coach turnover. Of the existing head coach positions, 12% (442/3555) turned over this year. See Table 13 for the gender composition of the former coach-new coach hired dyad (e.g., if a male coach was replaced by a female, that was coded as male-female). In the majority of vacancies (233/442, 52.7%) a male was hired, an improvement from 2016-17, where 53.5% of vacant positions were filled by a male. This year there was a net gain (+15) of female head coaches. A male replaced a male head coach 154 times, representing 154 missed opportunities to increase the number of female head coaches.

IDENTIFYING THE LEAK(S) IN THE FEMALE COACHING PIPELINE

We have long known that there is a leaky pipeline for female progression up the coaching ladder; that is, as the coaching position increases in terms of leadership and responsibility, the percentage of female coaches who occupy those positions decreases (See Figure 1). For example, the percentage of female coaches decreased from 73.9% (n=452) at the Graduate Assistant Level to 42.2% (n=3555) at the Head Coach level. We recognize that Figure 1 falsely conveys that the coaching pipeline is a continuous linear and definite progression from Point A to Point F: women enter the pipeline as Graduate Assistants (Point A), and then “move up” the coaching ladder to Director of Operations, then to Assistant Coach, Associate Coach, Head Coach, and finally Director (Point F). This “pipeline” is not the only pathway to becoming a Head Coach. Rather, we discern from Figure 1 three nuanced entry points into the coaching profession that vary by sport and institution: Entry Point A = Graduate Assistant; Entry Point B = Director of Operations; and Entry Point C = Assistant Coach. However, it is important to recognize that a coach typically and traditionally must occupy an Assistant Coach position in order to become Head Coach. Figure 1 illustrates that the coaching pipeline for women is leaky between the positions of Assistant Coach and Associate Head Coach, where the percentage of female coaches shifts from a majority (52.3%, n=5066) to a minority (46.7%, n=818).

Figure 2 depicts mean age by coach position and coach sex. Women are significantly younger than their male counterparts, no matter the position ($p < 0.01$). The position of Director of Operations was excluded from this figure as this is technically not a coaching position but rather a management role. Director positions were excluded for this same reason and due to a small sample size (n=23), suggesting that very few sports have this position and it is therefore not particularly relevant. At the Graduate Assistant level, one of the three coaching pipeline entry points (Point A), female and male coaches are about the same age (23.5 and 23.9 year old, respectively). The age gap is statistically and significantly different and grows larger at the Assistant Coach position, where men have a mean age of 35.0 years old (n=1984), about +5 years greater than women, who have a mean age of 30.3 years old (n=2387). At the Assistant Coach position, women are younger but outnumber men. At the Associate and Head Coach position, women remain younger but the majority are men. This is further exhibited in Figure 3 where there is a dramatic decline in the number of female Assistant Coaches after the age of 27. It would be expected to see a similar spike

pattern from men, as they drop out of coaching or move on to a higher position, however that is not the case. As previously noted, the pipeline is leaky at the Assistant Coach position for women but Figure 3 provides further evidence this is a gendered issue. This gendered age gap trend remains consistent through the coaching pipeline.

FIGURE 2. MEAN AGE OF DIVISION-I WOMEN COACHING STAFF FOR WOMEN'S TEAMS BY POSITION

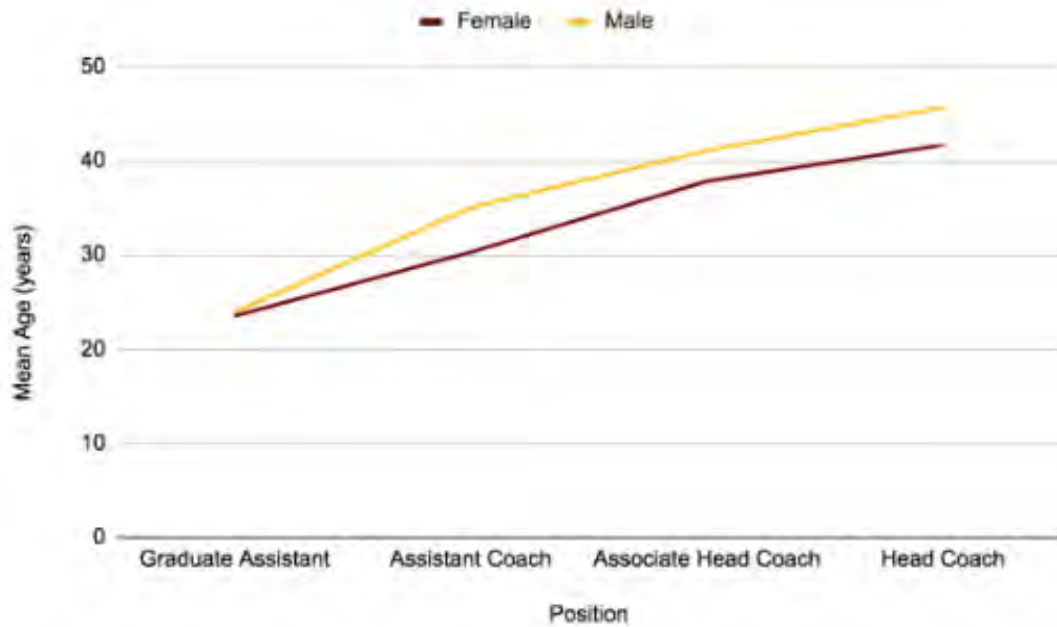
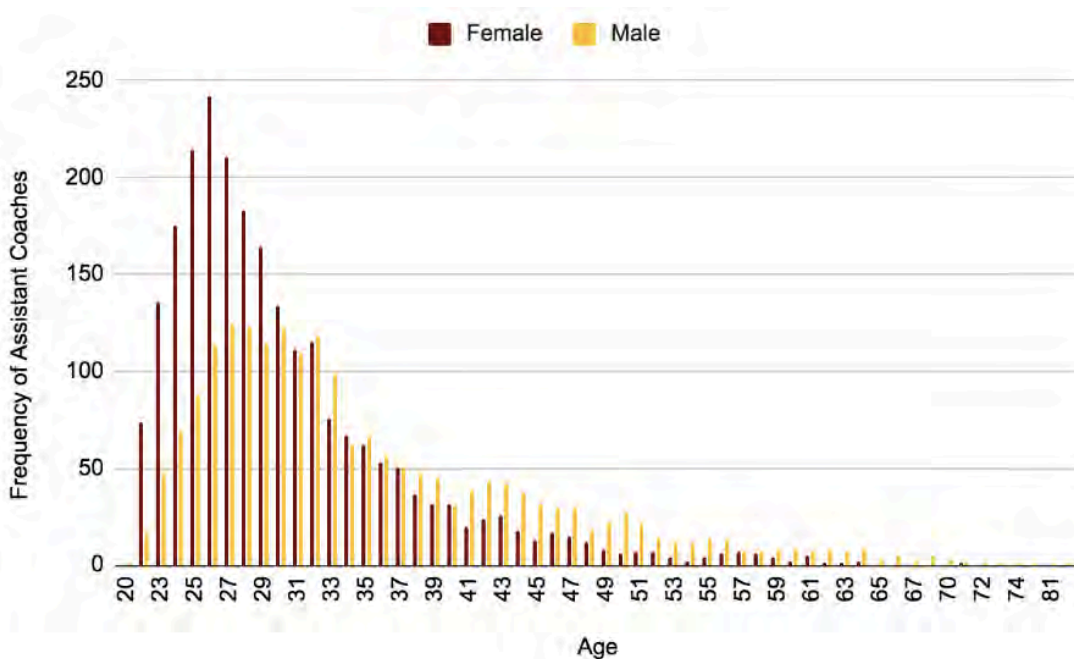


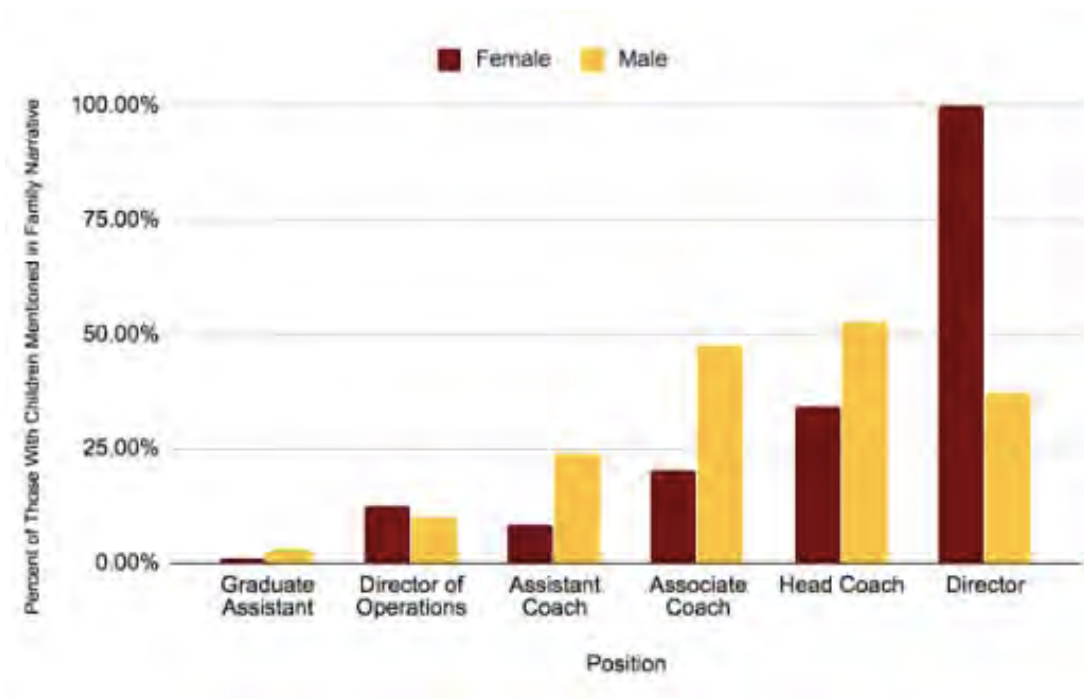
FIGURE 3. FREQUENCY OF DIVISION-I ASSISTANT COACHES FOR WOMEN'S TEAMS BY SEX & AGE



We do not have a clear justification for why the five year age gap between female and male coaches starts at the Assistant Coach position and why this gap persists as coaches move through the coaching pipeline. We would love your insights! Our explanation is preliminary and requires further research. We speculate that because women enter the coaching pipeline at the Assistant Coach Level when they are younger, they likely have less experience in the coaching profession. This lack of expertise leads them to be fired or to quit, exiting the coaching pipeline. The young women who are hired and succeed continue through the coaching pipeline, but remain younger than their male counterparts. In contrast, their male counterparts are hired when they are older, and accordingly have more experience. This benefit of time leads to success and retention of male coaches in the coaching industry.

A potential key variable in the leaky female coaching pipeline is children. We recognize the results are caused by a variety of factors, this is only a portion of the story. Figure 4 displays the percentage of coaches who mention kids in their biography, by position and sex. Director of Operations and Director were excluded from Figure 4, for the same reasons as in Figure 2. Very few Graduate Assistants have kids (0.89% for women, 3.2% for men). This percentage drastically increases for Assistant Coaches, where almost one-quarter (24%) of male Assistant Coaches have kids, as opposed to 8.5% of their female Assistant Coach counterparts. This suggests that when women have or want kids (around the age of 30, Figure 2), they are likely leaving coaching more prominently than their male counterparts.

FIGURE 4. PERCENTAGE OF DIVISION-I WOMEN COACHING STAFF FOR WOMEN'S TEAMS WHO MENTION CHILDREN BY POSITION AND SEX



This data tentatively identifies the “critical zone” for female coach retention at the Assistant Coach position, where women are on average 30 years old and have (or are planning to have) children. This establishes the importance of institutional practices to support young women and coach-parents and remove barriers for women to persist in coaching.

Summary

The goal of this research series is to document the percentage of women collegiate head coaches over time and complement and extend 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 second comprehensive report for all NCAA Division-I athletic conferences and member institutions begins to establish longitudinal patterns of percentages of women head coaches within NCAA Division-I athletics. Compared to data from 2018-2019, the overall percentage of women head coaches of women's teams is slightly higher (+0.2%). The good news is that the data is headed in the right direction—UP! The bad news is that the percentage of women coaches is not increasing in any *statistically significant way, and remains remarkably stagnant*. Change within any major social institution, happens slowly and over time, and sport is no exception. This data provides a benchmark and documentation to hold decision makers accountable, creates dialogue and awareness, focuses collective and collaborative efforts, and provides a road map for where to dedicate resources. Efforts must continue.

As with prior reports and in other NCAA Divisions, the percentage of women head coaches by institution, sport and conference *varied greatly*. 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, conference commissioners, 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 seven 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 aren't interested in coaching, women “opt out”) which has dominated women in coaching narratives (LaVoi, 2016). How decision makers discuss the stagnation of women in coaching matters because the way something

is framed influences how people process that information and what action is taken (or not) to address the issue. For example, based on recent data we found male athletic directors (ADs) attributed the lack of women coaches to women (e.g., lack of qualified female coaches, women aren't interested in coaching), while female ADs and senior women administrators attributed the phenomena to structural factors (success of the old boys' club, conscious/unconscious discrimination in the hiring process) (Kane & LaVoi, 2018). That research is an example of how Tucker Center scholars are using data to educate and challenge these common blaming narratives, and this report card is another such effort.

In discussions with colleagues across the US we have learned about ways in which our reports are being used for social change, ways we could have never anticipated at its inception. Athletic administrators at institutions with A and B *Report Card* grades tell us that they showcase their grade as a “bragging right” to peers, colleagues, donors, trustees and college presidents. ADs also use it, along with institutional Alliance of Women Coaches memberships, to recruit and retain the most talented women, as an above average *Report Card* grade can be proof of a workplace climate that values inclusion and diversity and supports women. Women coaches tell us they use *Report Card* grades as one tool to help them assess workplace climate and goodness of fit when on the job market or making a career move.

In the past year, LaVoi and Wasend (2018) interviewed ADs with above average institutional grades (As and Bs) which is one indicator of a track record of recruiting, hiring and retaining women coaches. In short, these ADs valued women and explicitly tried to create a workplace culture where women felt valued, supported, appreciated, and cared about “on and of the court.” Some caveats about *Report Card* grades are warranted. First, the institutional grade is reflective of one piece of the workplace; 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. Additionally, ADs new to an institution, inherit a grade and it is neither fair nor productive to “blame” that person for a below average grade; conversely, some ADs inherit an above average grade. Similarly, some ADs are committed to hiring women, offer women the job but are turned down. Additional research is needed as to *why* women take or decline job offers. With the data, we can see over an AD's leadership tenure if the grade improves, is sustained, or if it declines. The *Report Card* data provides a visible mechanism of accountability.

Targets of opportunity for change

In our discussions with ADs and assessing six years of data it is clear that a coaching position vacancy provides the biggest target of opportunity to hire women. There are four ways to realize the opportunity to increase the percentage of women coaches and to move up a grade level:

- Impact is greatest when a female is hired in a position previously occupied by a male.
- Hire a female head coach when an institution adds a new sport.
- Replace an outgoing female coach with another female.

- Change in Athletic Director leadership. Based on the previous Select 7 Division-I Report Cards, the institutions with the greatest rate of coach turnover from year-to-year are often institutions with a new Athletic Director.

Addressing Systemic Change

However, 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 (Hollomon, 2016; LaVoi, 2016; Sabo et al., 2016). Systemic inequalities and gender and racial bias within the context of sport are prevalent. Bias, whether it is conscious or unconscious/implicit, results in unequal treatment, evaluation, perception, and interpretation that can result in overt, gross, or micro-level aggressions 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). When women coaches “coach” they are often unfairly and negatively evaluated, perceived, and interpreted compared to their male counterparts—by Athletic Directors, media, peers, parents, and athletes. One trend to watch is the increasing prevalence of student athletes alleging coach mistreatment or abuse, which may have a gender, race, and age biases that disadvantage women.

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. The failure to address bias, and structural and systemic inequalities are likely reasons that dramatic and statistically significant 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 WeCOACH—along with other organizations, groups and individuals—are striving to increase the percentage of women college coaches, generate awareness, continue a national dialogue, and recruit, support and retain women in the coaching profession. Our vision is that more young women (and men) have female coaches as role models and 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 accordingly and fairly for their expertise. Our efforts aspire to the tag line from the Wellesley Centers for Women: “A world that is good for women is good for everyone™.”

To view and download this report and others, go to www.TuckerCenter.org.

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APPENDIX A

NCAA DIVISION I CONFERENCE COMPOSITION 2019-20

America East Conference

Binghamton University
Stony Brook University
University at Albany - State
University of New York

University of Hartford
University of Maine
University of Maryland, Baltimore
County

University of Massachusetts, Lowell
University of New Hampshire,
Durham
University of Vermont

American Athletic Conference (American)

East Carolina University
Southern Methodist University
Temple University
Tulane University

University of Central Florida
University of Cincinnati
University of Connecticut
University of Houston

University of Memphis
University of South Florida
University of Tulsa
Wichita State University

Atlantic 10 Conference

Davidson College
Duquesne University
Fordham University
George Mason University
George Washington University

La Salle University
St. Bonaventure University
Saint Joseph's University
Saint Louis University
University of Dayton

University of Massachusetts,
Amherst
University of Rhode Island
University of Richmond
Virginia Commonwealth University

Atlantic Coast Conference (ACC)

Boston College
Clemson University
Duke University
Florida State University
Georgia Institute of Technology
North Carolina State University

Syracuse University
University of Louisville
University of Miami
University of North Carolina at
Chapel Hill
University of Notre Dame

University of Pittsburgh
University of Virginia
Virginia Polytechnic Institute and
State University
Wake Forest University

Atlantic Sun Conference (ASUN)

Florida Gulf Coast University
Jacksonville University
Kennesaw State University

Lipscomb University
New Jersey Institute of Technology
Stetson University

University of North Florida
University of South Carolina
Upstate

Big 10 Conference

Indiana University
Michigan State University
Northwestern University
Ohio State University
Pennsylvania State University

Purdue University
Rutgers University
University of Illinois
University of Iowa
University of Maryland

University of Michigan
University of Minnesota
University of Nebraska, Lincoln
University of Wisconsin, Madison

Big 12 Conference

Baylor University
Iowa State University
Kansas State University
Oklahoma State University

Texas Christian University
Texas Tech University
University of Kansas
University of Oklahoma

University of Texas at Austin
West Virginia University

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

Big East Conference

Butler University
Creighton University
DePaul University
Georgetown University

Marquette University
Providence College
St. John's University
Seton Hall University

Villanova University
Xavier University

Big Sky Conference

California State University,
Sacramento
Eastern Washington University
Idaho State University
Montana State University

Northern Arizona University
Portland State University
Southern Utah University
University of Idaho
University of Montana

University of North Dakota
University of Northern Colorado
Weber State University

Big South Conference

Campbell University
Charleston Southern University
Gardner-Webb University
High Point University

Liberty University
Longwood University
Presbyterian College
Radford University

University of North Carolina at
Asheville
Winthrop University

Big West Conference

California Polytechnic State
University
California State University,
Fullerton

California State University, Long
Beach
California State University,
Northridge
University of California, Davis

University of California, Irvine
University of California, Riverside
University of California, Santa
Barbara
University of Hawaii at Manoa

Colonial Athletic Association (Colonial)

College of Charleston
College of William & Mary
Drexel University
Elon University

Hofstra University
James Madison University
Northeastern University
Towson University

University of Delaware
University of North Carolina,
Wilmington

Conference USA

Florida Atlantic University
Florida International University
Louisiana Tech University
Marshall University
Middle Tennessee State University
Old Dominion University

Rice University
University of Alabama at
Birmingham
University of North Carolina at
Charlotte
University of North Texas

University of Southern Mississippi
University of Texas at El Paso
University of Texas at San Antonio
Western Kentucky University

Horizon League

Cleveland State University
University of Detroit Mercy
University of Wisconsin - Green
Bay

Indiana University - Purdue
University, Indianapolis
University of Wisconsin -
Milwaukee
Northern Kentucky University

Oakland University
University of Illinois at Chicago
Wright State University
Youngstown State University

Ivy League

Brown University
Columbia University
Cornell University

Dartmouth College
Harvard University
Princeton University

University of Pennsylvania
Yale University

Metro Atlantic Athletic Conference (MAAC)

Canisius College
Fairfield University
Iona College
Manhattan College

Marist College
Monmouth University
Niagara University
Quinnipiac University

Rider University
Saint Peter's University
Siena College

Mid-American Conference

Ball State University
Bowling Green State University
Central Michigan University
Eastern Michigan University
Kent State University

Miami University
Northern Illinois University
Ohio University
University at Buffalo - State
University of New York

University of Akron
University of Toledo
Western Michigan University

Mid-Eastern Athletic Conference

Bethune-Cookman University
Coppin State University
Delaware State University
Florida A&M University
Hampton University
Howard University

Morgan State University
Norfolk State University
North Carolina A&T State
University
North Carolina Central University
Savannah State University

South Carolina State University
University of Maryland Eastern
Shore

Missouri Valley Conference

Bradley University
Drake University
Illinois State University
Indiana State University

Loyola University - Chicago
Missouri State University
Southern Illinois University
University of Evansville

University of Northern Iowa
Valparaiso University

Mountain West Conference

Boise State University
United State Air Force Academy
California State University, Fresno
Colorado State University

San Diego State University
San Jose State University
University of Nevada, Reno
University of Nevada, Las Vegas

University of New Mexico
University of Wyoming
Utah State University

Northeast Conference

Bryant University
Central Connecticut State
University
Fairleigh Dickinson University
Long Island University - Brooklyn

Mount St. Mary's University
Merrimack College
Robert Morris University
Sacred Heart University

Saint Francis University
(Pennsylvania)
St. Francis College of Brooklyn
Wagner College

Ohio Valley Conference

Austin Peay State University
Belmont University
Eastern Illinois University
Eastern Kentucky University
Jacksonville State University

Morehead State University
Murray State University
Southeast Missouri State University
Southern Illinois University,

Edwardsville
Tennessee State University
Tennessee Technological University
University of Tennessee at Martin

Pacific-12 Conference (Pac 12)

Arizona State University
Oregon State University
Stanford University
University of Arizona
University of California, Berkeley

University of California, Los Angeles
University of Colorado, Boulder
University of Oregon
University of Southern California

University of Utah
University of Washington
Washington State University

Patriot League

American University
Boston University
Bucknell University
Colgate University

College of the Holy Cross
Lafayette College
Lehigh University
Loyola University - Maryland

United State Military Academy
United States Naval Academy

Southeastern Conference (SEC)

Auburn University
Louisiana State University
Mississippi State University
Texas A&M University
University of Alabama

University of Arkansas
University of Florida
University of Georgia
University of Kentucky
University of Mississippi

University of Missouri
University of South Carolina
University of Tennessee
Vanderbilt University

Southern Conference

The Citadel
East Tennessee State University
Furman University
Mercer University
Samford University

University of North Carolina at Greensboro
University of Tennessee at Chattanooga
Virginia Military Institute

Western Carolina University
Wofford College

Southland Conference

Abilene Christian University
Houston Baptist University
Lamar University
McNeese State University
Nicholls State University

Northwestern State University
Sam Houston State University
Southeastern Louisiana University
Stephen F. Austin State University
Texas A&M University - Corpus

Christi
University of Central Arkansas
University of the Incarnate Word
University of New Orleans

Summit League

Indiana University - Purdue University, Fort Wayne
North Dakota State University

Oral Roberts University
South Dakota State University
University of Denver

University of Nebraska, Omaha
University of South Dakota
Western Illinois University

Sun Belt Conference

Appalachian State University
Arkansas State University
Coastal Carolina University
Georgia Southern University

Texas State University
Troy University
University of Arkansas at Little
Rock

University of Louisiana at Lafayette
University of Louisiana at Monroe
University of South Alabama
University of Texas at Arlington

Southwestern Athletic Conference (SWAC)

Alabama A&M University
Alabama State University
Alcorn State University
Grambling State University

Jackson State University
Mississippi Valley State University
Prairie View A&M University
Southern University, Baton Rouge

Texas Southern University
University of Arkansas at Pine Bluff

Western Athletic Conference (WAC)

California State University,
Bakersfield
Chicago State University
Grand Canyon University

New Mexico State University
Seattle University
University of Missouri - Kansas
City

University of Texas Rio Grande
Valley
Utah Valley University

West Coast Conference (WCC)

Brigham Young University
Gonzaga University
Loyola Marymount University

Pepperdine University
Saint Mary's College
Santa Clara University
University of the Pacific

University of Portland
University of San Diego
University of San Francisco

APPENDIX B

GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY INSTITUTION 2019-20

| School | Grade | Female | | Male | | N |
|------------------------------|-------|--------|----|-------|---|----|
| | | % | n | % | n | |
| Tennessee State | A | 85.7% | 6 | 14.3% | 1 | 7 |
| Cincinnati | A | 80.0% | 8 | 20.0% | 2 | 10 |
| Austin Peay State University | A | 77.8% | 7 | 22.2% | 2 | 9 |
| Saint Joseph's University | A | 77.8% | 7 | 22.2% | 2 | 9 |
| UCF Central Florida | A | 77.8% | 7 | 22.2% | 2 | 9 |
| Texas Southern | A | 75.0% | 6 | 25.0% | 2 | 8 |
| Quinnipiac University | A | 75.0% | 9 | 25.0% | 3 | 12 |
| Monmouth University | A | 72.7% | 8 | 27.3% | 3 | 11 |
| Washington | A | 72.7% | 8 | 27.3% | 3 | 11 |
| Florida A&M | A | 71.4% | 5 | 28.6% | 2 | 7 |
| Central Michigan | A | 70.0% | 7 | 30.0% | 3 | 10 |
| Coastal Carolina | A | 70.0% | 7 | 30.0% | 3 | 10 |
| Nevada, Las Vegas | A | 70.0% | 7 | 30.0% | 3 | 10 |
| Northeastern University | A | 70.0% | 7 | 30.0% | 3 | 10 |
| Oklahoma | A | 70.0% | 7 | 30.0% | 3 | 10 |
| University of Rhode Island | A | 70.0% | 7 | 30.0% | 3 | 10 |
| University of San Diego | A | 70.0% | 7 | 30.0% | 3 | 10 |
| University of Toledo | A | 70.0% | 7 | 30.0% | 3 | 10 |
| Brown | B | 66.7% | 14 | 33.3% | 7 | 21 |
| Indiana State | B | 66.7% | 6 | 33.3% | 3 | 9 |
| North Carolina Asheville | B | 66.7% | 6 | 33.3% | 3 | 9 |
| Old Dominion University | B | 66.7% | 6 | 33.3% | 3 | 9 |
| Tennessee | B | 66.7% | 8 | 33.3% | 4 | 12 |
| Western Michigan | B | 66.7% | 6 | 33.3% | 3 | 9 |
| California (Berkeley) | B | 64.7% | 11 | 35.3% | 6 | 17 |
| Princeton | B | 64.7% | 11 | 35.3% | 6 | 17 |
| Minnesota | B | 64.3% | 9 | 35.7% | 5 | 14 |
| Bowling Green State | B | 63.6% | 7 | 36.4% | 4 | 11 |
| Illinois | B | 63.6% | 7 | 36.4% | 4 | 11 |
| California, Davis | B | 62.5% | 10 | 37.5% | 6 | 16 |
| Eastern Kentucky | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Houston Baptist University | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Idaho State | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Nicholls State | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Southeast Missouri State | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Texas State | B | 62.5% | 5 | 37.5% | 3 | 8 |
| University of Hartford | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Virginia Commonwealth | B | 62.5% | 5 | 37.5% | 3 | 8 |
| Weber State University | B | 62.5% | 5 | 37.5% | 3 | 8 |
| California State, Fresno | B | 61.5% | 8 | 38.5% | 5 | 13 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|-----------------------------------|-------|--------|----|-------|---|----|
| | | % | n | % | n | |
| Lehigh University | B | 61.5% | 8 | 38.5% | 5 | 13 |
| Saint Francis (Pennsylvania) | B | 61.5% | 8 | 38.5% | 5 | 13 |
| San Diego State | B | 61.5% | 8 | 38.5% | 5 | 13 |
| San Jose State | B | 61.5% | 8 | 38.5% | 5 | 13 |
| Alabama A&M | B | 60.0% | 3 | 40.0% | 2 | 5 |
| California State, Bakersfield | B | 60.0% | 6 | 40.0% | 4 | 10 |
| Columbia | B | 60.0% | 9 | 40.0% | 6 | 15 |
| Davidson College | B | 60.0% | 6 | 40.0% | 4 | 10 |
| Miami | B | 60.0% | 6 | 40.0% | 4 | 10 |
| New Mexico | B | 60.0% | 6 | 40.0% | 4 | 10 |
| Southern Illinois, Carbondale | B | 60.0% | 6 | 40.0% | 4 | 10 |
| Stetson University | B | 60.0% | 6 | 40.0% | 4 | 10 |
| George Washington University | B | 58.3% | 7 | 41.7% | 5 | 12 |
| Lafayette | B | 58.3% | 7 | 41.7% | 5 | 12 |
| Yale | B | 57.9% | 11 | 42.1% | 8 | 19 |
| Bradley | B | 57.1% | 4 | 42.9% | 3 | 7 |
| College of the Holy Cross | B | 57.1% | 8 | 42.9% | 6 | 14 |
| DePaul | B | 57.1% | 4 | 42.9% | 3 | 7 |
| Eastern Washington University | B | 57.1% | 4 | 42.9% | 3 | 7 |
| High Point University | B | 57.1% | 4 | 42.9% | 3 | 7 |
| Loyola University Chicago | B | 57.1% | 4 | 42.9% | 3 | 7 |
| South Carolina State | B | 57.1% | 4 | 42.9% | 3 | 7 |
| Appalachian State | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Clemson | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Mississippi | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Northern Illinois | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Prairie View A&M | B | 55.6% | 5 | 44.4% | 4 | 9 |
| University of Illinois at Chicago | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Washington State | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Winthrop University | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Wofford College | B | 55.6% | 5 | 44.4% | 4 | 9 |
| Alabama at Birmingham* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| California Polytechnic* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| Florida International* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| Florida State* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| Illinois State* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| Massachusetts, Amherst* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| SMU Southern Methodist* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| St. Francis College Brooklyn* | B | 54.5% | 6 | 45.5% | 5 | 11 |
| Boston University | C | 53.8% | 7 | 46.2% | 6 | 13 |
| Connecticut | C | 53.8% | 7 | 46.2% | 6 | 13 |
| Delaware | C | 53.8% | 7 | 46.2% | 6 | 13 |
| Georgetown | C | 53.8% | 7 | 46.2% | 6 | 13 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Iowa | C | 53.8% | 7 | 46.2% | 6 | 13 |
| Merrimack College | C | 53.8% | 7 | 46.2% | 6 | 13 |
| Michigan State | C | 53.8% | 7 | 46.2% | 6 | 13 |
| Penn State | C | 53.3% | 8 | 46.7% | 7 | 15 |
| Ohio State | C | 52.9% | 9 | 47.1% | 8 | 17 |
| Abilene Christian University | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Belmont University | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Bethune-Cookman | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Binghamton University | C | 50.0% | 5 | 50.0% | 5 | 10 |
| California, Irvine | C | 50.0% | 4 | 50.0% | 4 | 8 |
| California, Fullerton | C | 50.0% | 4 | 50.0% | 4 | 8 |
| California, Riverside | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Central Connecticut State | C | 50.0% | 4 | 50.0% | 4 | 8 |
| College of Charleston (South Carolina) | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Colorado | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Darmouth | C | 50.0% | 10 | 50.0% | 10 | 20 |
| Duke | C | 50.0% | 7 | 50.0% | 7 | 14 |
| East Tennessee State | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Florida Atlantic University | C | 50.0% | 6 | 50.0% | 6 | 12 |
| Georgia Tech | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Harvard | C | 50.0% | 10 | 50.0% | 10 | 20 |
| Lipscomb University | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Long Island - Brooklyn Campus | C | 50.0% | 8 | 50.0% | 8 | 16 |
| Longwood University | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Loyola, Maryland | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Miami University (Ohio) | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Michigan | C | 50.0% | 8 | 50.0% | 8 | 16 |
| Nevada, Reno | C | 50.0% | 5 | 50.0% | 5 | 10 |
| North Carolina at Charlotte | C | 50.0% | 4 | 50.0% | 4 | 8 |
| North Carolina at Greensboro | C | 50.0% | 4 | 50.0% | 4 | 8 |
| North Carolina State | C | 50.0% | 6 | 50.0% | 6 | 12 |
| North Florida | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Northwestern | C | 50.0% | 6 | 50.0% | 6 | 12 |
| Pepperdine | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Rutgers | C | 50.0% | 7 | 50.0% | 7 | 14 |
| South Florida | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Texas at San Antonio | C | 50.0% | 4 | 50.0% | 4 | 8 |
| UCLA | C | 50.0% | 7 | 50.0% | 7 | 14 |
| University of Montana | C | 50.0% | 4 | 50.0% | 4 | 8 |
| University of New Orleans | C | 50.0% | 3 | 50.0% | 3 | 6 |
| University of Richmond | C | 50.0% | 5 | 50.0% | 5 | 10 |
| Valparaiso University | C | 50.0% | 5 | 50.0% | 5 | 10 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|---|-------|--------|---|-------|----|----|
| | | % | n | % | n | |
| Wake Forest | C | 50.0% | 4 | 50.0% | 4 | 8 |
| Mount St. Mary's University | C | 46.2% | 6 | 53.8% | 7 | 13 |
| Towson University | C | 46.2% | 6 | 53.8% | 7 | 13 |
| Villanova | C | 46.2% | 6 | 53.8% | 7 | 13 |
| Virginia | C | 46.2% | 6 | 53.8% | 7 | 13 |
| Bryant University | C | 45.5% | 5 | 54.5% | 6 | 11 |
| College of William and Mary | C | 45.5% | 5 | 54.5% | 6 | 11 |
| E. Carolina | C | 45.5% | 5 | 54.5% | 6 | 11 |
| Eastern Michigan | C | 45.5% | 5 | 54.5% | 6 | 11 |
| Georgia Southern | C | 45.5% | 5 | 54.5% | 6 | 11 |
| Grand Canyon University | C | 45.5% | 5 | 54.5% | 6 | 11 |
| Maryland | C | 45.5% | 5 | 54.5% | 6 | 11 |
| Niagara University | C | 45.5% | 5 | 54.5% | 6 | 11 |
| North Carolina Wilmington | C | 45.5% | 5 | 54.5% | 6 | 11 |
| South Dakota State | C | 45.5% | 5 | 54.5% | 6 | 11 |
| Temple | C | 45.5% | 5 | 54.5% | 6 | 11 |
| U.S. Air Force Academy | C | 45.5% | 5 | 54.5% | 6 | 11 |
| U.S. Naval Academy | C | 45.5% | 5 | 54.5% | 6 | 11 |
| University of Denver | C | 45.5% | 5 | 54.5% | 6 | 11 |
| University of Vermont | C | 45.5% | 5 | 54.5% | 6 | 11 |
| California, Sana Barbara | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Drake | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Elon University | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Georgia State | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Hofstra University | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Maryland, Baltimore County | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Northern Arizona University | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Oregon State | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Presbyterian College | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Radford University | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Robert Morris University | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Seton Hall | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Southern Mississippi | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Stanford | C | 44.4% | 8 | 55.6% | 10 | 18 |
| Tennessee at Martin | C | 44.4% | 4 | 55.6% | 5 | 9 |
| University at Albany | C | 44.4% | 4 | 55.6% | 5 | 9 |
| University at Buffalo, the State University of New York | C | 44.4% | 4 | 55.6% | 5 | 9 |
| University of Dayton | C | 44.4% | 4 | 55.6% | 5 | 9 |
| Alcorn State | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Coppin State | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Jackson State | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Lamar University | C | 42.9% | 3 | 57.1% | 4 | 7 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--|-------|--------|---|-------|----|----|
| | | % | n | % | n | |
| LSU | C | 42.9% | 6 | 57.1% | 8 | 14 |
| Marquette | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Massachusetts Lowell | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Nebraska | C | 42.9% | 6 | 57.1% | 8 | 14 |
| New Hampshire | C | 42.9% | 6 | 57.1% | 8 | 14 |
| Rice University | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Southern Illinois, Edwardsville | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Tennessee Tech | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Texas at Arlington | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Wagner College | C | 42.9% | 6 | 57.1% | 8 | 14 |
| Wright State | C | 42.9% | 3 | 57.1% | 4 | 7 |
| Ball State | C | 41.7% | 5 | 58.3% | 7 | 12 |
| Boise State | C | 41.7% | 5 | 58.3% | 7 | 12 |
| Florida | C | 41.7% | 5 | 58.3% | 7 | 12 |
| James Madison University | C | 41.7% | 5 | 58.3% | 7 | 12 |
| South Carolina | C | 41.7% | 5 | 58.3% | 7 | 12 |
| Texas Christian University | C | 41.7% | 5 | 58.3% | 7 | 12 |
| Wisconsin | C | 41.7% | 5 | 58.3% | 7 | 12 |
| Canisius College | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Drexel University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Fairleigh Dickinson, Metropolitan Campus | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Fordham University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Jacksonville University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Long Beach State University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Marshall University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Mercer University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| New Mexico State University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| North Carolina | C | 40.0% | 6 | 60.0% | 9 | 15 |
| Oakland University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Ohio University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Oregon | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Rider University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Saint Louis University | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Stephen F. Austin State | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Stony Brook | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Tulane | C | 40.0% | 4 | 60.0% | 6 | 10 |
| Sacred Heart University | D | 38.9% | 7 | 61.1% | 11 | 18 |
| Louisville | D | 38.5% | 5 | 61.5% | 8 | 13 |
| Notre Dame | D | 38.5% | 5 | 61.5% | 8 | 13 |
| Arkansas at Little Rock | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Boston College | D | 37.5% | 6 | 62.5% | 10 | 16 |
| Charleston Southern University | D | 37.5% | 3 | 62.5% | 5 | 8 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|------------------------------------|-------|--------|---|-------|----|----|
| | | % | n | % | n | |
| McNeese State | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Mississippi State | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Northern Kentucky University | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Portland State | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Samford University | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Texas Tech | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Troy University | D | 37.5% | 3 | 62.5% | 5 | 8 |
| University of Missouri-kansas City | D | 37.5% | 3 | 62.5% | 5 | 8 |
| University of Portland | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Xavier | D | 37.5% | 3 | 62.5% | 5 | 8 |
| Arkansas | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Brigham Young University | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Delaware State | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Duquesne University | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Liberty University | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Manhattan College | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Missouri State | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Santa Clara University | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Texas A & M | D | 36.4% | 4 | 63.6% | 7 | 11 |
| University of Akron | D | 36.4% | 4 | 63.6% | 7 | 11 |
| Cornell | D | 35.3% | 6 | 64.7% | 11 | 17 |
| Alabama | D | 33.3% | 4 | 66.7% | 8 | 12 |
| Alabama State | D | 33.3% | 3 | 66.7% | 6 | 9 |
| American University | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Arizona State | D | 33.3% | 5 | 66.7% | 10 | 15 |
| Arkansas, Pine Bluff | D | 33.3% | 2 | 66.7% | 4 | 6 |
| Auburn | D | 33.3% | 4 | 66.7% | 8 | 12 |
| Central Arkansas | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Colgate | D | 33.3% | 4 | 66.7% | 8 | 12 |
| Eastern Illinois | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Furman University | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Georgia | D | 33.3% | 4 | 66.7% | 8 | 12 |
| Hawaii, Manoa | D | 33.3% | 4 | 66.7% | 8 | 12 |
| Kennesaw State University | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Louisiana Tech University | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Louisiana at Monroe | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Loyola Marymount | D | 33.3% | 4 | 66.7% | 8 | 12 |
| Memphis | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Mississippi Valley State | D | 33.3% | 2 | 66.7% | 4 | 6 |
| Murray State | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Pittsburgh | D | 33.3% | 3 | 66.7% | 6 | 9 |
| St John's | D | 33.3% | 3 | 66.7% | 6 | 9 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--|-------|--------|---|-------|----|----|
| | | % | n | % | n | |
| Texas A&M - Corpus Christi | D | 33.3% | 3 | 66.7% | 6 | 9 |
| Tulsa | D | 33.3% | 3 | 66.7% | 6 | 9 |
| University of Maine, Orono | D | 33.3% | 3 | 66.7% | 6 | 9 |
| University of San Francisco | D | 33.3% | 3 | 66.7% | 6 | 9 |
| U Penn | D | 31.3% | 5 | 68.8% | 11 | 16 |
| Bucknell | D | 30.8% | 4 | 69.2% | 9 | 13 |
| Indiana | D | 30.8% | 4 | 69.2% | 9 | 13 |
| Utah | D | 30.8% | 4 | 69.2% | 9 | 13 |
| California, Northridge | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Campbell University | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Florida Gulf Coast University | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Gardner - Webb University | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Gonzaga | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Northern Colorado | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Northern Iowa | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Purdue | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Seattle University | D | 30.0% | 3 | 70.0% | 7 | 10 |
| University of the Incarnate Word | D | 30.0% | 3 | 70.0% | 7 | 10 |
| Chicago State University | D | 28.6% | 2 | 71.4% | 5 | 7 |
| Indiana University-Purdue University, Fort Wayne | D | 28.6% | 2 | 71.4% | 5 | 7 |
| Louisiana at Lafayette | D | 28.6% | 2 | 71.4% | 5 | 7 |
| Norfolk State | D | 28.6% | 2 | 71.4% | 5 | 7 |
| Oral Roberts | D | 28.6% | 2 | 71.4% | 5 | 7 |
| Wichita State | D | 28.6% | 2 | 71.4% | 5 | 7 |
| Butler | D | 27.3% | 3 | 72.7% | 8 | 11 |
| George Mason University | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Howard University | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Iona College | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Kansas | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Missouri | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Providence | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Syracuse | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Texas | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Virginia Tech | D | 27.3% | 3 | 72.7% | 8 | 11 |
| Creighton | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Fairfield University | D | 25.0% | 3 | 75.0% | 9 | 12 |
| Grambling State | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Kansas State | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Marist College | D | 25.0% | 3 | 75.0% | 9 | 12 |
| Maryland Eastern Shore | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Montana State - Bozeman | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Morehead State | D | 25.0% | 2 | 75.0% | 6 | 8 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--|-------|--------|---|-------|----|----|
| | | % | n | % | n | |
| North Carolina A&T State | D | 25.0% | 2 | 75.0% | 6 | 8 |
| South Alabama | D | 25.0% | 2 | 75.0% | 6 | 8 |
| South Carolina Upstate | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Southern University, Baton Rouge | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Tennessee at Chattanooga | D | 25.0% | 2 | 75.0% | 6 | 8 |
| U.S. Military Academy | D | 25.0% | 3 | 75.0% | 9 | 12 |
| University of the Pacific | D | 25.0% | 3 | 75.0% | 9 | 12 |
| Utah State | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Western Carolina | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Wisconsin-Milwaukee | D | 25.0% | 2 | 75.0% | 6 | 8 |
| Cleveland State | F | 23.1% | 3 | 76.9% | 10 | 13 |
| USC | F | 23.1% | 3 | 76.9% | 10 | 13 |
| Baylor | F | 22.2% | 2 | 77.8% | 7 | 9 |
| Kent State | F | 22.2% | 2 | 77.8% | 7 | 9 |
| Sam Houston State | F | 22.2% | 2 | 77.8% | 7 | 9 |
| Southern Utah University | F | 22.2% | 2 | 77.8% | 7 | 9 |
| St. Mary's College of California | F | 22.2% | 2 | 77.8% | 7 | 9 |
| University of Idaho | F | 22.2% | 2 | 77.8% | 7 | 9 |
| Vanderbilt | F | 22.2% | 2 | 77.8% | 7 | 9 |
| Western Illinois | F | 22.2% | 2 | 77.8% | 7 | 9 |
| La Salle University | F | 21.4% | 3 | 78.6% | 11 | 14 |
| Colorado State | F | 20.0% | 2 | 80.0% | 8 | 10 |
| Houston | F | 20.0% | 2 | 80.0% | 8 | 10 |
| Indiana University-Purdue University, Indianapolis | F | 20.0% | 2 | 80.0% | 8 | 10 |
| University of North Texas | F | 20.0% | 2 | 80.0% | 8 | 10 |
| Wisconsin-Green Bay | F | 20.0% | 2 | 80.0% | 8 | 10 |
| California State, Sacramento | F | 18.2% | 2 | 81.8% | 9 | 11 |
| Iowa State | F | 18.2% | 2 | 81.8% | 9 | 11 |
| Nebraska Omaha | F | 18.2% | 2 | 81.8% | 9 | 11 |
| South Dakota | F | 18.2% | 2 | 81.8% | 9 | 11 |
| Youngstown State | F | 18.2% | 2 | 81.8% | 9 | 11 |
| Arizona | F | 16.7% | 2 | 83.3% | 10 | 12 |
| Kentucky | F | 16.7% | 2 | 83.3% | 10 | 12 |
| North Carolina Central | F | 16.7% | 1 | 83.3% | 5 | 6 |
| Savannah State | F | 16.7% | 1 | 83.3% | 5 | 6 |
| Siena College | F | 16.7% | 2 | 83.3% | 10 | 12 |
| The Citadel | F | 16.7% | 1 | 83.3% | 5 | 6 |
| Morgan State | F | 14.3% | 1 | 85.7% | 6 | 7 |
| New Jersey Institute of Technology | F | 14.3% | 1 | 85.7% | 6 | 7 |
| North Dakota State | F | 14.3% | 1 | 85.7% | 6 | 7 |
| Southeastern Louisiana | F | 14.3% | 1 | 85.7% | 6 | 7 |
| Utah Valley University | F | 14.3% | 1 | 85.7% | 6 | 7 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|-----------------------------|-------|--------|---|--------|----|----|
| | | % | n | % | n | |
| Arkansas State | F | 12.5% | 1 | 87.5% | 7 | 8 |
| Hampton University | F | 12.5% | 1 | 87.5% | 7 | 8 |
| Northwestern State | F | 12.5% | 1 | 87.5% | 7 | 8 |
| Saint Peter's University | F | 12.5% | 1 | 87.5% | 7 | 8 |
| St. Bonaventure University | F | 12.5% | 1 | 87.5% | 7 | 8 |
| University of Detroit Mercy | F | 12.5% | 1 | 87.5% | 7 | 8 |
| University of North Dakota | F | 12.5% | 1 | 87.5% | 7 | 8 |
| Western Kentucky University | F | 12.5% | 1 | 87.5% | 7 | 8 |
| Jacksonville State | F | 11.1% | 1 | 88.9% | 8 | 9 |
| Texas at El Paso | F | 11.1% | 1 | 88.9% | 8 | 9 |
| University of Evansville | F | 11.1% | 1 | 88.9% | 8 | 9 |
| Wyoming | F | 11.1% | 1 | 88.9% | 8 | 9 |
| West Virginia | F | 9.1% | 1 | 90.9% | 10 | 11 |
| Middle Tennessee State | F | 0.0% | 0 | 100.0% | 5 | 5 |
| Oklahoma State | F | 0.0% | 0 | 100.0% | 8 | 8 |
| Texas Rio Grande Valley | F | 0.0% | 0 | 100.0% | 7 | 7 |
| Virginia Military Institute | F | 0.0% | 0 | 100.0% | 7 | 7 |

* = rounding up resulted in the institution moving up a grade level

APPENDIX C

GRADE, PERCENTAGE, AND NUMBER OF ALL WOMEN COACHES BY INSTITUTION 2019-20

| School | Grade | Female | | Male | | N |
|------------------------------|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Longwood University | A | 77.3% | 17 | 22.7% | 5 | 22 |
| Tennessee State | A | 76.5% | 13 | 23.5% | 4 | 17 |
| Saint Joseph's University | A | 75.0% | 21 | 25.0% | 7 | 28 |
| Lehigh University | A | 72.5% | 29 | 27.5% | 11 | 40 |
| Louisiana at Monroe | A | 71.4% | 25 | 28.6% | 10 | 35 |
| Lafayette | A | 71.0% | 22 | 29.0% | 9 | 31 |
| Bowling Green State | A | 70.0% | 21 | 30.0% | 9 | 30 |
| Central Michigan | B | 68.8% | 22 | 31.3% | 10 | 32 |
| Saint Francis (Pennsylvania) | B | 68.8% | 22 | 31.3% | 10 | 32 |
| Temple | B | 68.4% | 26 | 31.6% | 12 | 38 |
| San Jose State | B | 67.5% | 27 | 32.5% | 13 | 40 |
| Creighton | B | 66.7% | 16 | 33.3% | 8 | 24 |
| Eastern Kentucky | B | 66.7% | 18 | 33.3% | 9 | 27 |
| George Washington University | B | 66.7% | 22 | 33.3% | 11 | 33 |
| Massachusetts, Amherst | B | 66.7% | 22 | 33.3% | 11 | 33 |
| Nevada, Reno | B | 66.7% | 20 | 33.3% | 10 | 30 |
| Nicholls State | B | 66.7% | 14 | 33.3% | 7 | 21 |
| University of Rhode Island | B | 66.7% | 18 | 33.3% | 9 | 27 |
| California, Fullerton | B | 65.4% | 17 | 34.6% | 9 | 26 |
| Davidson College | B | 65.4% | 17 | 34.6% | 9 | 26 |
| UCF Central Florida | B | 65.6% | 21 | 34.4% | 11 | 32 |
| University of San Diego | B | 65.4% | 17 | 34.6% | 9 | 26 |
| Minnesota | B | 65.3% | 32 | 34.7% | 17 | 49 |
| California State, Fresno | B | 65.1% | 28 | 34.9% | 15 | 43 |
| Connecticut | B | 65.1% | 28 | 34.9% | 15 | 43 |
| Eastern Michigan | B | 64.3% | 18 | 35.7% | 10 | 28 |
| Florida A&M | B | 64.3% | 9 | 35.7% | 5 | 14 |
| Quinnipiac University | B | 64.3% | 27 | 35.7% | 15 | 42 |
| Boston University | B | 64.1% | 25 | 35.9% | 14 | 39 |
| Washington State | B | 63.9% | 23 | 36.1% | 13 | 36 |
| Alabama A&M | B | 63.6% | 7 | 36.4% | 4 | 11 |
| North Carolina at Greensboro | B | 63.6% | 14 | 36.4% | 8 | 22 |
| Alabama at Birmingham | B | 63.3% | 19 | 36.7% | 11 | 30 |
| Coastal Carolina | B | 63.3% | 19 | 36.7% | 11 | 30 |
| Jacksonville University | B | 63.3% | 19 | 36.7% | 11 | 30 |
| Monmouth University | B | 63.3% | 19 | 36.7% | 11 | 30 |
| Binghamton University | B | 63.0% | 17 | 37.0% | 10 | 27 |
| California, Davis | B | 63.0% | 29 | 37.0% | 17 | 46 |
| North Florida | B | 63.0% | 17 | 37.0% | 10 | 27 |
| College of the Holy Cross | B | 62.9% | 22 | 37.1% | 13 | 35 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|-------------------------------|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Nevada, Las Vegas | B | 62.1% | 18 | 37.9% | 11 | 29 |
| Southern Illinois, Carbondale | B | 62.1% | 18 | 37.9% | 11 | 29 |
| Austin Peay State University | B | 61.5% | 16 | 38.5% | 10 | 26 |
| Pepperdine | B | 61.5% | 16 | 38.5% | 10 | 26 |
| South Carolina State | B | 61.5% | 8 | 38.5% | 5 | 13 |
| Tennessee at Martin | B | 61.5% | 16 | 38.5% | 10 | 26 |
| Troy University | B | 61.5% | 16 | 38.5% | 10 | 26 |
| Winthrop University | B | 61.5% | 16 | 38.5% | 10 | 26 |
| Cincinnati | B | 61.3% | 19 | 38.7% | 12 | 31 |
| South Dakota State | B | 61.3% | 19 | 38.7% | 12 | 31 |
| St. Francis College Brooklyn | B | 61.3% | 19 | 38.7% | 12 | 31 |
| U Penn | B | 61.2% | 30 | 38.8% | 19 | 49 |
| DePaul | B | 60.9% | 14 | 39.1% | 9 | 23 |
| Murray State | B | 60.9% | 14 | 39.1% | 9 | 23 |
| Old Dominion University | B | 60.9% | 14 | 39.1% | 9 | 23 |
| Princeton | B | 60.9% | 28 | 39.1% | 18 | 46 |
| Southeast Missouri State | B | 60.9% | 14 | 39.1% | 9 | 23 |
| Penn State | B | 60.7% | 34 | 39.3% | 22 | 56 |
| California State, Bakersfield | B | 60.0% | 18 | 40.0% | 12 | 30 |
| Delaware State | B | 60.0% | 12 | 40.0% | 8 | 20 |
| Tennessee Tech | B | 60.0% | 12 | 40.0% | 8 | 20 |
| Georgia Tech | B | 59.3% | 16 | 40.7% | 11 | 27 |
| University of Hartford | B | 59.3% | 16 | 40.7% | 11 | 27 |
| Portland State | B | 59.1% | 13 | 40.9% | 9 | 22 |
| New Hampshire | B | 58.8% | 20 | 41.2% | 14 | 34 |
| University of New Orleans | B | 58.8% | 10 | 41.2% | 7 | 17 |
| American University | B | 58.6% | 17 | 41.4% | 12 | 29 |
| Southern Mississippi | B | 58.6% | 17 | 41.4% | 12 | 29 |
| Seton Hall | B | 58.3% | 14 | 41.7% | 10 | 24 |
| Western Michigan | B | 58.3% | 14 | 41.7% | 10 | 24 |
| Oregon | B | 57.9% | 22 | 42.1% | 16 | 38 |
| Presbyterian College | B | 57.9% | 11 | 42.1% | 8 | 19 |
| Rutgers | B | 57.8% | 26 | 42.2% | 19 | 45 |
| Texas Christian University | B | 57.8% | 26 | 42.2% | 19 | 45 |
| California, Irvine | B | 57.7% | 15 | 42.3% | 11 | 26 |
| Mercer University | B | 57.7% | 15 | 42.3% | 11 | 26 |
| New Mexico | B | 57.6% | 19 | 42.4% | 14 | 33 |
| SMU Southern Methodist | B | 57.6% | 19 | 42.4% | 14 | 33 |
| U.S. Naval Academy | B | 57.6% | 19 | 42.4% | 14 | 33 |
| Brown | B | 57.4% | 31 | 42.6% | 23 | 54 |
| Clemson | B | 57.1% | 20 | 42.9% | 15 | 35 |
| Furman University | B | 57.1% | 16 | 42.9% | 12 | 28 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|------------------------------------|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| High Point University | B | 57.1% | 12 | 42.9% | 9 | 21 |
| Indiana State | B | 57.1% | 16 | 42.9% | 12 | 28 |
| Northeastern University | B | 57.1% | 20 | 42.9% | 15 | 35 |
| Purdue | B | 57.1% | 20 | 42.9% | 15 | 35 |
| Villanova | B | 57.1% | 24 | 42.9% | 18 | 42 |
| Florida Atlantic University | B | 56.7% | 17 | 43.3% | 13 | 30 |
| Mount St. Mary's University | B | 56.7% | 17 | 43.3% | 13 | 30 |
| Sacred Heart University | B | 56.5% | 26 | 43.5% | 20 | 46 |
| Samford University | B | 56.5% | 13 | 43.5% | 10 | 23 |
| Colgate | B | 56.4% | 22 | 43.6% | 17 | 39 |
| Maryland | B | 56.4% | 22 | 43.6% | 17 | 39 |
| Bradley | B | 56.3% | 9 | 43.8% | 7 | 16 |
| Drexel University | B | 56.3% | 18 | 43.8% | 14 | 32 |
| James Madison University | B | 56.3% | 18 | 43.8% | 14 | 32 |
| Gardner - Webb University | B | 56.0% | 14 | 44.0% | 11 | 25 |
| Northern Illinois | B | 56.0% | 14 | 44.0% | 11 | 25 |
| Radford University | B | 56.0% | 14 | 44.0% | 11 | 25 |
| University of Richmond | B | 56.0% | 14 | 44.0% | 11 | 25 |
| University of Toledo | B | 56.0% | 14 | 44.0% | 11 | 25 |
| Valparaiso University | B | 56.0% | 14 | 44.0% | 11 | 25 |
| Ohio State | B | 55.9% | 33 | 44.1% | 26 | 59 |
| Michigan | B | 55.8% | 29 | 44.2% | 23 | 52 |
| Belmont University | B | 55.6% | 15 | 44.4% | 12 | 27 |
| Fordham University | B | 55.6% | 15 | 44.4% | 12 | 27 |
| Liberty University | B | 55.6% | 25 | 44.4% | 20 | 45 |
| Louisville | B | 55.6% | 30 | 44.4% | 24 | 54 |
| McNeese State | B | 55.6% | 15 | 44.4% | 12 | 27 |
| Texas State | B | 55.6% | 15 | 44.4% | 12 | 27 |
| Texas Tech | B | 55.6% | 20 | 44.4% | 16 | 36 |
| Columbia | B | 55.3% | 26 | 44.7% | 21 | 47 |
| Northwestern | B | 55.3% | 21 | 44.7% | 17 | 38 |
| Appalachian State | B | 55.2% | 16 | 44.8% | 13 | 29 |
| Memphis | B | 55.2% | 16 | 44.8% | 13 | 29 |
| Bethune-Cookman | B | 55.0% | 11 | 45.0% | 9 | 20 |
| Delaware | B | 55.0% | 22 | 45.0% | 18 | 40 |
| Texas Southern | B | 55.0% | 11 | 45.0% | 9 | 20 |
| U.S. Air Force Academy | B | 55.0% | 22 | 45.0% | 18 | 40 |
| University of Vermont* | B | 54.8% | 17 | 45.2% | 14 | 31 |
| Ball State* | B | 54.5% | 18 | 45.5% | 15 | 33 |
| Loyola University Chicago* | B | 54.5% | 12 | 45.5% | 10 | 22 |
| Niagara University* | B | 54.5% | 12 | 45.5% | 10 | 22 |
| Stanford* | B | 54.5% | 30 | 45.5% | 25 | 55 |
| University of Illinois at Chicago* | B | 54.5% | 18 | 45.5% | 15 | 33 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| California (Berkeley) | C | 54.3% | 25 | 45.7% | 21 | 46 |
| Cornell | C | 54.3% | 25 | 45.7% | 21 | 46 |
| Michigan State | C | 54.2% | 26 | 45.8% | 22 | 48 |
| University of Montana | C | 54.2% | 13 | 45.8% | 11 | 24 |
| Xavier | C | 54.2% | 13 | 45.8% | 11 | 24 |
| Long Island - Brooklyn Campus | C | 54.1% | 20 | 45.9% | 17 | 37 |
| Darmouth | C | 53.8% | 28 | 46.2% | 24 | 52 |
| Drake | C | 53.8% | 14 | 46.2% | 12 | 26 |
| Florida Gulf Coast University | C | 53.8% | 14 | 46.2% | 12 | 26 |
| Houston Baptist University | C | 53.8% | 14 | 46.2% | 12 | 26 |
| La Salle University | C | 53.8% | 21 | 46.2% | 18 | 39 |
| Marquette | C | 53.8% | 14 | 46.2% | 12 | 26 |
| Ohio University | C | 53.8% | 14 | 46.2% | 12 | 26 |
| Stetson University | C | 53.8% | 14 | 46.2% | 12 | 26 |
| Yale | C | 53.8% | 28 | 46.2% | 24 | 52 |
| North Carolina at Charlotte | C | 53.6% | 15 | 46.4% | 13 | 28 |
| University of Dayton | C | 53.6% | 15 | 46.4% | 13 | 28 |
| Boston College | C | 53.5% | 23 | 46.5% | 20 | 43 |
| Washington | C | 53.5% | 23 | 46.5% | 20 | 43 |
| Wisconsin | C | 53.5% | 23 | 46.5% | 20 | 43 |
| Massachusetts Lowell | C | 53.3% | 16 | 46.7% | 14 | 30 |
| Virginia | C | 53.3% | 24 | 46.7% | 21 | 45 |
| LSU | C | 53.2% | 25 | 46.8% | 22 | 47 |
| Fairfield University | C | 53.1% | 17 | 46.9% | 15 | 32 |
| Iowa | C | 53.1% | 26 | 46.9% | 23 | 49 |
| Illinois State | C | 52.9% | 18 | 47.1% | 16 | 34 |
| Miami | C | 52.9% | 18 | 47.1% | 16 | 34 |
| Notre Dame | C | 52.9% | 27 | 47.1% | 24 | 51 |
| University at Albany | C | 52.9% | 18 | 47.1% | 16 | 34 |
| Bucknell | C | 52.6% | 20 | 47.4% | 18 | 38 |
| Lamar University | C | 52.6% | 10 | 47.4% | 9 | 19 |
| Oklahoma | C | 52.6% | 20 | 47.4% | 18 | 38 |
| Providence | C | 52.6% | 20 | 47.4% | 18 | 38 |
| San Diego State | C | 52.4% | 22 | 47.6% | 20 | 42 |
| East Tennessee State | C | 52.2% | 12 | 47.8% | 11 | 23 |
| Idaho State | C | 52.2% | 12 | 47.8% | 11 | 23 |
| Indiana University-Purdue University, Indianapolis | C | 52.2% | 12 | 47.8% | 11 | 23 |
| St. Bonaventure University | C | 52.2% | 12 | 47.8% | 11 | 23 |
| Eastern Illinois | C | 51.9% | 14 | 48.1% | 13 | 27 |
| Georgia State | C | 51.9% | 14 | 48.1% | 13 | 27 |
| Saint Louis University | C | 51.9% | 14 | 48.1% | 13 | 27 |
| University of Akron | C | 51.7% | 15 | 48.3% | 14 | 29 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Stephen F. Austin State | C | 51.6% | 16 | 48.4% | 15 | 31 |
| University of the Incarnate Word | C | 51.6% | 16 | 48.4% | 15 | 31 |
| Canisius College | C | 51.5% | 17 | 48.5% | 16 | 33 |
| Georgia Southern | C | 51.5% | 17 | 48.5% | 16 | 33 |
| Harvard | C | 51.5% | 35 | 48.5% | 33 | 68 |
| Hofstra University | C | 51.5% | 17 | 48.5% | 16 | 33 |
| Florida International | C | 51.4% | 19 | 48.6% | 18 | 37 |
| Wagner College | C | 51.4% | 18 | 48.6% | 17 | 35 |
| Utah | C | 51.2% | 21 | 48.8% | 20 | 41 |
| UCLA | C | 51.1% | 23 | 48.9% | 22 | 45 |
| Arkansas, Pine Bluff | C | 50.0% | 7 | 50.0% | 7 | 14 |
| Boise State | C | 50.0% | 18 | 50.0% | 18 | 36 |
| Bryant University | C | 50.0% | 17 | 50.0% | 17 | 34 |
| California, Riverside | C | 50.0% | 11 | 50.0% | 11 | 22 |
| College of William and Mary | C | 50.0% | 19 | 50.0% | 19 | 38 |
| E. Carolina | C | 50.0% | 16 | 50.0% | 16 | 32 |
| Eastern Washington University | C | 50.0% | 9 | 50.0% | 9 | 18 |
| Gonzaga | C | 50.0% | 12 | 50.0% | 12 | 24 |
| Hawaii, Manoa | C | 50.0% | 17 | 50.0% | 17 | 34 |
| Indiana University-Purdue University, Fort Wayne | C | 50.0% | 9 | 50.0% | 9 | 18 |
| Kansas | C | 50.0% | 19 | 50.0% | 19 | 38 |
| Lipscomb University | C | 50.0% | 13 | 50.0% | 13 | 26 |
| Louisiana Tech University | C | 50.0% | 10 | 50.0% | 10 | 20 |
| Manhattan College | C | 50.0% | 12 | 50.0% | 12 | 24 |
| Maryland Eastern Shore | C | 50.0% | 7 | 50.0% | 7 | 14 |
| Mississippi Valley State | C | 50.0% | 7 | 50.0% | 7 | 14 |
| Missouri State | C | 50.0% | 14 | 50.0% | 14 | 28 |
| Rice University | C | 50.0% | 12 | 50.0% | 12 | 24 |
| Robert Morris University | C | 50.0% | 12 | 50.0% | 12 | 24 |
| South Carolina | C | 50.0% | 22 | 50.0% | 22 | 44 |
| Southern Illinois, Edwardsville | C | 50.0% | 10 | 50.0% | 10 | 20 |
| Tulane | C | 50.0% | 14 | 50.0% | 14 | 28 |
| University of Portland | C | 50.0% | 13 | 50.0% | 13 | 26 |
| University of the Pacific | C | 50.0% | 15 | 50.0% | 15 | 30 |
| Virginia Commonwealth | C | 50.0% | 14 | 50.0% | 14 | 28 |
| Weber State University | C | 50.0% | 12 | 50.0% | 12 | 24 |
| Western Kentucky University | C | 50.0% | 10 | 50.0% | 10 | 20 |
| Wichita State | C | 50.0% | 14 | 50.0% | 14 | 28 |
| Wright State | C | 50.0% | 9 | 50.0% | 9 | 18 |
| Arizona State | C | 48.9% | 23 | 51.1% | 24 | 47 |
| Missouri | C | 48.8% | 21 | 51.2% | 22 | 43 |
| Tennessee | C | 48.8% | 21 | 51.2% | 22 | 43 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|---|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Illinois | C | 48.7% | 19 | 51.3% | 20 | 39 |
| Iowa State | C | 48.7% | 19 | 51.3% | 20 | 39 |
| Syracuse | C | 48.7% | 19 | 51.3% | 20 | 39 |
| Colorado | C | 48.6% | 17 | 51.4% | 18 | 35 |
| Georgetown | C | 48.6% | 18 | 51.4% | 19 | 37 |
| Loyola Marymount | C | 48.6% | 17 | 51.4% | 18 | 35 |
| Towson University | C | 48.6% | 17 | 51.4% | 18 | 35 |
| Northern Arizona University | C | 48.4% | 15 | 51.6% | 16 | 31 |
| California Polytechnic | C | 48.3% | 14 | 51.7% | 15 | 29 |
| Houston | C | 48.3% | 14 | 51.7% | 15 | 29 |
| University of Maine, Orono | C | 48.0% | 12 | 52.0% | 13 | 25 |
| North Carolina Asheville | C | 47.8% | 11 | 52.2% | 12 | 23 |
| Arizona | C | 47.5% | 19 | 52.5% | 21 | 40 |
| Jackson State | C | 47.4% | 9 | 52.6% | 10 | 19 |
| Texas | C | 47.2% | 17 | 52.8% | 19 | 36 |
| Grambling State | C | 47.1% | 8 | 52.9% | 9 | 17 |
| College of Charleston (South Carolina) | C | 46.9% | 15 | 53.1% | 17 | 32 |
| Seattle University | C | 46.9% | 15 | 53.1% | 17 | 32 |
| Coppin State | C | 46.7% | 7 | 53.3% | 8 | 15 |
| Oklahoma State | C | 46.7% | 14 | 53.3% | 16 | 30 |
| Oregon State | C | 46.7% | 14 | 53.3% | 16 | 30 |
| Texas at El Paso | C | 46.7% | 14 | 53.3% | 16 | 30 |
| Utah State | C | 46.7% | 14 | 53.3% | 16 | 30 |
| Elon University | C | 46.4% | 13 | 53.6% | 15 | 28 |
| Kennesaw State University | C | 46.4% | 13 | 53.6% | 15 | 28 |
| Florida | C | 46.3% | 19 | 53.7% | 22 | 41 |
| Marshall University | C | 46.2% | 12 | 53.8% | 14 | 26 |
| U.S. Military Academy | C | 46.2% | 18 | 53.8% | 21 | 39 |
| Wake Forest | C | 46.2% | 12 | 53.8% | 14 | 26 |
| Central Connecticut State | C | 45.8% | 11 | 54.2% | 13 | 24 |
| Fairleigh Dickinson, Metropolitan Campus | C | 45.8% | 11 | 54.2% | 13 | 24 |
| Morehead State | C | 45.8% | 11 | 54.2% | 13 | 24 |
| Northern Kentucky University | C | 45.8% | 11 | 54.2% | 13 | 24 |
| University at Buffalo, the State University of New York | C | 45.8% | 11 | 54.2% | 13 | 24 |
| Duquesne University | C | 45.7% | 16 | 54.3% | 19 | 35 |
| Miami University (Ohio) | C | 45.7% | 16 | 54.3% | 19 | 35 |
| Western Illinois | C | 45.5% | 10 | 54.5% | 12 | 22 |
| Wofford College | C | 45.5% | 10 | 54.5% | 12 | 22 |
| Kent State | C | 45.2% | 14 | 54.8% | 17 | 31 |
| Vanderbilt | C | 45.2% | 14 | 54.8% | 17 | 31 |
| Auburn | C | 45.0% | 18 | 55.0% | 22 | 40 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|--------------------------------|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Prairie View A&M | C | 45.0% | 9 | 55.0% | 11 | 20 |
| California, Sana Barbara | C | 44.8% | 13 | 55.2% | 16 | 29 |
| North Carolina | C | 44.4% | 24 | 55.6% | 30 | 54 |
| North Carolina State | C | 44.4% | 20 | 55.6% | 25 | 45 |
| Santa Clara University | C | 44.4% | 12 | 55.6% | 15 | 27 |
| South Alabama | C | 44.4% | 12 | 55.6% | 15 | 27 |
| Texas at San Antonio | C | 44.4% | 12 | 55.6% | 15 | 27 |
| Utah Valley University | C | 44.4% | 12 | 55.6% | 15 | 27 |
| Oakland University | C | 43.8% | 14 | 56.3% | 18 | 32 |
| University of Denver | C | 43.8% | 14 | 56.3% | 18 | 32 |
| Indiana | C | 43.5% | 20 | 56.5% | 26 | 46 |
| North Dakota State | C | 43.5% | 10 | 56.5% | 13 | 23 |
| Wisconsin-Green Bay | C | 43.5% | 10 | 56.5% | 13 | 23 |
| California, Northridge | C | 43.3% | 13 | 56.7% | 17 | 30 |
| Mississippi State | C | 43.3% | 13 | 56.7% | 17 | 30 |
| Siena College | C | 43.3% | 13 | 56.7% | 17 | 30 |
| St John's | C | 43.3% | 13 | 56.7% | 17 | 30 |
| West Virginia | C | 43.3% | 13 | 56.7% | 17 | 30 |
| Central Arkansas | C | 42.9% | 12 | 57.1% | 16 | 28 |
| Charleston Southern University | C | 42.9% | 9 | 57.1% | 12 | 21 |
| Nebraska | C | 42.9% | 18 | 57.1% | 24 | 42 |
| Nebraska Omaha | C | 42.9% | 12 | 57.1% | 16 | 28 |
| Texas at Arlington | C | 42.9% | 12 | 57.1% | 16 | 28 |
| Brigham Young University | C | 42.5% | 17 | 57.5% | 23 | 40 |
| Texas A & M | C | 42.5% | 17 | 57.5% | 23 | 40 |
| Campbell University | C | 42.4% | 14 | 57.6% | 19 | 33 |
| Colorado State | C | 42.4% | 14 | 57.6% | 19 | 33 |
| Loyola, Maryland | C | 42.3% | 11 | 57.7% | 15 | 26 |
| USC | C | 42.2% | 19 | 57.8% | 26 | 45 |
| North Carolina Central | C | 42.1% | 8 | 57.9% | 11 | 19 |
| South Dakota | C | 41.9% | 13 | 58.1% | 18 | 31 |
| Arkansas State | C | 41.7% | 10 | 58.3% | 14 | 24 |
| Grand Canyon University | C | 41.7% | 15 | 58.3% | 21 | 36 |
| Louisiana at Lafayette | C | 41.7% | 10 | 58.3% | 14 | 24 |
| Merrimack College | C | 41.7% | 15 | 58.3% | 21 | 36 |
| Northwestern State | C | 41.7% | 10 | 58.3% | 14 | 24 |
| Sam Houston State | C | 41.7% | 10 | 58.3% | 14 | 24 |
| Baylor | C | 41.4% | 12 | 58.6% | 17 | 29 |
| Kansas State | C | 41.4% | 12 | 58.6% | 17 | 29 |
| Mississippi | C | 41.4% | 12 | 58.6% | 17 | 29 |
| Rider University | C | 41.4% | 12 | 58.6% | 17 | 29 |
| Stony Brook | C | 41.4% | 12 | 58.6% | 17 | 29 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|------------------------------------|-------|--------|----|-------|----|----|
| | | % | n | % | n | |
| Kentucky | C | 41.3% | 19 | 58.7% | 27 | 46 |
| Florida State | C | 40.9% | 18 | 59.1% | 26 | 44 |
| North Carolina A&T State | C | 40.9% | 9 | 59.1% | 13 | 22 |
| University of Detroit Mercy | C | 40.9% | 9 | 59.1% | 13 | 22 |
| University of Evansville | C | 40.9% | 9 | 59.1% | 13 | 22 |
| University of Idaho | C | 40.9% | 9 | 59.1% | 13 | 22 |
| St. Mary's College of California | C | 40.7% | 11 | 59.3% | 16 | 27 |
| Duke | C | 40.4% | 19 | 59.6% | 28 | 47 |
| Arkansas at Little Rock | C | 40.0% | 10 | 60.0% | 15 | 25 |
| Georgia | C | 40.0% | 16 | 60.0% | 24 | 40 |
| Southern University, Baton Rouge | C | 40.0% | 8 | 60.0% | 12 | 20 |
| Western Carolina | C | 40.0% | 6 | 60.0% | 9 | 15 |
| Virginia Tech* | C | 39.5% | 17 | 60.5% | 26 | 43 |
| Wyoming | D | 39.4% | 13 | 60.6% | 20 | 33 |
| Maryland, Baltimore County | D | 39.3% | 11 | 60.7% | 17 | 28 |
| University of Missouri-Kansas City | D | 39.3% | 11 | 60.7% | 17 | 28 |
| California State, Sacramento | D | 38.7% | 12 | 61.3% | 19 | 31 |
| North Carolina Wilmington | D | 38.7% | 12 | 61.3% | 19 | 31 |
| Alcorn State | D | 38.5% | 5 | 61.5% | 8 | 13 |
| University of San Francisco | D | 38.5% | 10 | 61.5% | 16 | 26 |
| Arkansas | D | 37.9% | 11 | 62.1% | 18 | 29 |
| Northern Iowa | D | 37.9% | 11 | 62.1% | 18 | 29 |
| George Mason University | D | 37.5% | 12 | 62.5% | 20 | 32 |
| Alabama | D | 37.2% | 16 | 62.8% | 27 | 43 |
| New Mexico State University | D | 37.0% | 10 | 63.0% | 17 | 27 |
| Northern Colorado | D | 37.0% | 10 | 63.0% | 17 | 27 |
| South Florida | D | 37.0% | 10 | 63.0% | 17 | 27 |
| Southern Utah University | D | 37.0% | 10 | 63.0% | 17 | 27 |
| Long Beach State University | D | 36.7% | 11 | 63.3% | 19 | 30 |
| Marist College | D | 36.4% | 16 | 63.6% | 28 | 44 |
| Abilene Christian University | D | 36.0% | 9 | 64.0% | 16 | 25 |
| Iona College | D | 35.7% | 10 | 64.3% | 18 | 28 |
| Middle Tennessee State | D | 35.7% | 5 | 64.3% | 9 | 14 |
| Hampton University | D | 35.3% | 6 | 64.7% | 11 | 17 |
| Tulsa | D | 35.3% | 12 | 64.7% | 22 | 34 |
| Youngstown State | D | 35.3% | 12 | 64.7% | 22 | 34 |
| Howard University | D | 34.8% | 8 | 65.2% | 15 | 23 |
| Southeastern Louisiana | D | 34.8% | 8 | 65.2% | 15 | 23 |
| Butler | D | 34.4% | 11 | 65.6% | 21 | 32 |
| Pittsburgh | D | 34.4% | 11 | 65.6% | 21 | 32 |
| Alabama State | D | 33.3% | 8 | 66.7% | 16 | 24 |
| South Carolina Upstate | D | 33.3% | 6 | 66.7% | 12 | 18 |

A REPORT ON COACHES OF ALL NCAA D-I WOMEN'S TEAMS

| School | Grade | Female | | Male | | N |
|------------------------------------|-------|--------|---|-------|----|----|
| | | % | n | % | n | |
| Texas A&M - Corpus Christi | D | 33.3% | 9 | 66.7% | 18 | 27 |
| University of North Texas | D | 32.1% | 9 | 67.9% | 19 | 28 |
| Wisconsin-Milwaukee | D | 32.0% | 8 | 68.0% | 17 | 25 |
| Saint Peter's University | D | 31.6% | 6 | 68.4% | 13 | 19 |
| Montana State - Bozeman | D | 30.0% | 6 | 70.0% | 14 | 20 |
| Cleveland State | D | 28.6% | 8 | 71.4% | 20 | 28 |
| Jacksonville State | D | 28.0% | 7 | 72.0% | 18 | 25 |
| Chicago State University | D | 27.8% | 5 | 72.2% | 13 | 18 |
| Tennessee at Chattanooga | D | 27.8% | 5 | 72.2% | 13 | 18 |
| New Jersey Institute of Technology | D | 27.3% | 6 | 72.7% | 16 | 22 |
| Norfolk State | D | 27.3% | 6 | 72.7% | 16 | 22 |
| Morgan State | D | 26.3% | 5 | 73.7% | 14 | 19 |
| Oral Roberts | D | 25.0% | 5 | 75.0% | 15 | 20 |
| Savannah State | D | 25.0% | 2 | 75.0% | 6 | 8 |
| University of North Dakota | D | 25.0% | 6 | 75.0% | 18 | 24 |
| Virginia Military Institute | D | 25.0% | 3 | 75.0% | 9 | 12 |
| Texas Rio Grande Valley | F | 23.5% | 4 | 76.5% | 13 | 17 |
| The Citadel | F | 15.4% | 2 | 84.6% | 11 | 13 |

* = rounding up resulted in the institution moving up a grade level

A report designed to make a difference in the lives of girls and women in sport and to increase the number of women in the coaching profession.



TC
TuckerCenter
for Research on Girls & Women in Sport


WeCOACH



School of Kinesiology
College of Education and Human Development