

# The Women in College Coaching Report Card

*NCAA D-I Select Institutions*

## 2024-25



UNIVERSITY OF MINNESOTA  
**Driven to Discover®**





Please direct all inquiries to [nmlavoi@umn.edu](mailto:nmlavoi@umn.edu)

Our longitudinal research for women collegiate sport coaches, now in its thirteenth year, is a partnership between the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota—the first research center of its kind in the world—and WeCOACH, the premiere organization in the US dedicated to increasing and retaining the number of women in the coaching profession.

Acknowledgements: Thank you to the many members of the Tucker Team!

Cover photo features Stacy Slobodnik-Stoll, Head Women's Golf Coach at Michigan State University, who earned the second highest A grade this year.

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The report can be downloaded free of charge at <http://www.TuckerCenter.org>

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# A Decade+ of Impact:

## The Women in College Coaching Report Card

### THE IMPACT: MULTIDIMENSIONAL AND FAR REACHING

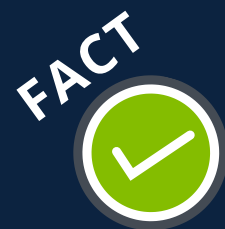
Over the last 13 years, the *Women in College Coaching Report Card* has been used by institutions, athletics administrators, conference commissioners, national governing bodies (NGBs), federations, non-profits, sport clubs, and sport coaching associations around the world to improve the occupational landscape for women sport coaches. *We let data tell the story.*

### HOW THE REPORT CARD IS MAKING A DIFFERENCE

- **Started** and created discussions to educate & increase awareness of the barriers & bias women coaches face, and why it is important to develop a workplace where women coaches feel safe, valued, and supported
  - **Motivated** decision makers to think differently about how they recruit, hire, and retain women coaches
  - **Spurred** a new era of slow & steady increase in the percentage of women coaches of women's teams
  - **Used** & leveraged data to advocate for women coaches
  - **Tracked** progress or decline in the percentage of women coaches of women's college teams
  - **Helped** evaluate effectiveness of strategies aimed at increasing the percentage of women coaches
  - **Held** institutions and decision makers accountable in creating a gender-balanced workforce
  - **Shifted** the focus away from dominant 'blame the women' narratives (e.g., women don't apply) to data-informed narratives (e.g., getting an NCAA D-I job is about who you know, not who applies)
  - **Accelerated** systems change by conducting and inspiring research for and about women sport coaches
  - **Informed** conference-wide diversity and inclusion initiatives
  - **Guided** women coaches in evaluating career opportunities and informed job-change decision making
  - **Inspired** similar report cards & mechanisms of accountability around the world
  - **Identified** that 26-33 is the age range of the 'critical zone of attrition' when women leave coaching
  - **Illuminated** opportunities for program development to benefit & support women coaches
  - **Challenged** men in positions of power to embrace sponsorship, allyship & interrogate gender biases
  - **Invited** head coaches, Athletics Directors & coaching directors to provide women opportunities
  - **Encouraged** the inclusion of LGBTQ+ family narratives in online coaching biographies
  - **Buoyed** development of the *Game ON: Women Can Coach* documentary & toolkit
  - **Empowered** women coaches to see and speak up about gender bias the workplace
  - **Provided** hope that change is possible
  - **Informed** development of women-focused coach organizations and programming
- ...and counting!



It is *impossible* that as each new generation of women become increasingly involved in and shaped by sport, they simultaneously become less interested, less passionate, and less qualified to enter the coaching profession. #SHECANCOACH



Tucker Center for Research  
on Girls & Women in Sport

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# Steady Incline Continues

## The Women in College Coaching Report Card, Year 13 NCAA DIVISION-I INSTITUTIONS 2024-2025 Academic Year

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**Five distinct eras** have demarcated the status of women sport coaches in intercollegiate athletics in the US:

1. **Majority:** prior to 1972, while there were fewer women's teams, >90% of women were coached by women
2. **Sharp Decline:** 1972-1982, after the passage of Title IX, men were hired and after a decade only ~50% of women were coached by women
3. **Gradual Decline:** 1983-2010, the percentage of women coaches slowly eroded down to ~40%
4. **Stagnation:** 2011-2020, the percentage remained remarkably stable, and increased in *very small* increments year-over-year to ~42%
5. **Steady Incline:** 2021-2025, based on the *Women in College Coaching Report Card™*, the percentage is going up at a steady, but more rapid, rate.



**WE CONSISTENTLY HEAR THE SAME NARRATIVES AND QUESTIONS RELATED TO WOMEN SPORT COACHES. THROUGH OUR RESEARCH AND EDUCATIONAL EFFORTS, WE ANSWER THESE QUESTIONS:**

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Why do women coaches matter?</li><li>• Why should we care?</li><li>• Why should we hire women?</li><li>• What does gender have to do with coaching?</li><li>• Why did the decline of women coaches occur post Title IX?</li><li>• Why is there still an underrepresentation of women coaches?</li></ul> | <ul style="list-style-type: none"><li>• What is the biggest barrier to increasing the percentage of women?</li><li>• Who is responsible for the underrepresentation of women sport coaches?</li><li>• Why don't women apply?</li><li>• What is the end goal of this report card?</li><li>• What can we do to increase the percentage of women sport coaches?</li><li>• What can I/we do to help?</li></ul> |
|---|--|



The answers to these questions are not simple. 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 that multiply based on women's intersecting identities and is well documented in scholarly works and research reports (for a full review see *Women in Sports Coaching*, edited by LaVoi, 2016; Hollomon, 2016; Keaton & Cooper, 2022; Larsen & Clayton, 2019; Norman, 2021; Wicker, 2008).

What we want to emphasize is the underrepresentation of women is not the problem, it is a **symptom of the problem**. The real problem is a culture, both societal and within sport, that does not value or support women or give them the opportunities they deserve.

Documenting the number and percentage of women in sport coaching positions is one strategy to help change the system, an important process started in the early 1970's by Drs. Vivian Acosta and Linda Carpenter ([acostacarpenter.org](http://acostacarpenter.org)). However, we realize counting individual women is limited, and as a standalone, problematic. An increase in the percentage of women coaches doesn't mean the culture or social structure of sport is changing. Increases in the proportionality of women coaches, or even achieving numerical equality (i.e., 50/50) for women's team (let alone men's teams!) doesn't mean the culture of sport is changing; nor does it indicate sport is changing equally for all women. Sport is a highly gendered context—meaning it is gender segregated, highly masculinized, and encompasses male dominated processes and practices. Therefore, sport functions to discriminate against, segregate, marginalize, and exclude women from the most powerful and prestigious roles which limits women's cultural importance and social and economic advancement. For women with multiple marginalized identities (i.e., women of color, LGBTQ+) discrimination and oppression is multiplied.

The greatest target of opportunity to create sustainable social change is to confront the structural gender and racial biases that permeate intercollegiate athletics. For us, the ultimate endgame is to create a gender balanced coaching workforce for men and women athletes, and help change the culture of sport so that all women, with their various intersecting identities, feel safe, valued and supported. The *Women in College Coaching Report Card™* is one piece of the solution puzzle.



Kelly Inouye-Perez, Head Softball  
Coach, UCLA

## PURPOSE OF THE REPORT CARD

The purpose of the *Women in College Coaching Report Card™* (WCCRC) research series is multifaceted:

1. Document, benchmark and track the percentage of women coaches of women's teams in collegiate athletics by gender and race
2. Provide evidence that can help recruit, retain and increase the percentage of women in the coaching profession
3. Track the effectiveness of initiatives aimed at moving the numbers (up!) for women in sport coaching
4. Bring awareness, while providing an evidence-based starting point, for a national discussion on this important issue
5. Extend and complement research on women in sport coaching
6. Hold decision makers accountable for who they hire
7. Provide women with data points to consider when making an institutional job change

This report has educated and informed thousands of women coaches and sport stakeholders, not only in the US but around the world. It has helped women realize they are not alone in feeling undervalued, unsupported, marginalized and discriminated against. *We let the data tell the story.* When women learn the data, they begin to see the system in which they exist and how that system has failed to value and support them. In some cases, women realize how their positive experiences in coaching are privileged and not the norm. Women begin thinking about how they can affect change, advocate for themselves and each other, develop networks of support, upskill their resumes and make informed choices about their career trajectory. **Data is power, and the goal of this report is to provide data that can be used in a variety of ways to ultimately change the structure and system of sport.**

Additional information about the impact of the WCCRC is in the front matter of this report (see p. ii).

Data herein documents women head coaches of women's teams for select NCAA Division-I conferences. In all thirteen years of the *Women in College Coaching Report Card™*, we have documented data in seven NCAA Division-I conferences — arguably the most visible, lucrative and powerful intercollegiate athletic conferences. We arbitrarily call this group the 'Select Seven' which include: American Athletic Conference (AAC), Atlantic Coast Conference (ACC), Big 12, Big East, Big Ten, Pacific-12 (Pac-12) and Southeastern Conference (SEC). We provide longitudinal data on these seven conferences throughout. Recently significant conference realignment has occurred, notably the (near) dissolution of the Pac-12 conference. We have made the choice to continue tracking all 94 schools of the Select Seven conferences. Tables 9 and 11 summarize school and conference shifts for the 2024-2025 academic year.

**A** = 70-100%

**B** = 55-69%

**C** = 40-54%

**D** = 25-39%

**F** = 0-24%

Report Card

## WCCRC Grading Scale

% of head coaches of women's teams

Note about the grading scale for the percentage of women head coaches of women's teams: If rounding resulted in moving up a grade level, the institution, sport, or conference was placed in the *higher* grade bracket. Institutions with the same percentage were ordered alphabetically. For how the grading criteria was developed, see LaVoi (2013).

## 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 (LaVoi, 2013) which can be downloaded at [TuckerCenter.org](https://TuckerCenter.org). For this current report, data was collected between November 14th and December 23rd, 2024 by visiting each institutional athletics websites and reviewing the coaching roster/staff for the 2024-25 academic year for each women's NCAA-sponsored and NCAA-emerging sport team listed. For information on how we code for coach race, see Boucher et al. (2021). Our goal was to achieve 100% accuracy and many efforts were undertaken to verify and ensure reliable data. As with any data, the numbers reported may have a small margin of error. To report an error, please contact [nmlavoi@umn.edu](mailto:nmlavoi@umn.edu)

## SAMPLE

The 2024-25 dataset included head coaches of women's teams ( $n = 1056$ ) at 94 institutions of higher education in the United States that were current members of NCAA Division-I conferences. Appendix A summarizes the distribution of schools by conference for 2024-25. Zero coaching positions were unfilled at the time of data collection; resulting in 1056 head coaching positions used for data analyses. Four teams were added ( $n = 4$ , Table 10) and zero programs were cut in the Select Seven since the last report. Significant conference realignment occurred (summarized in Tables 9 and 11).

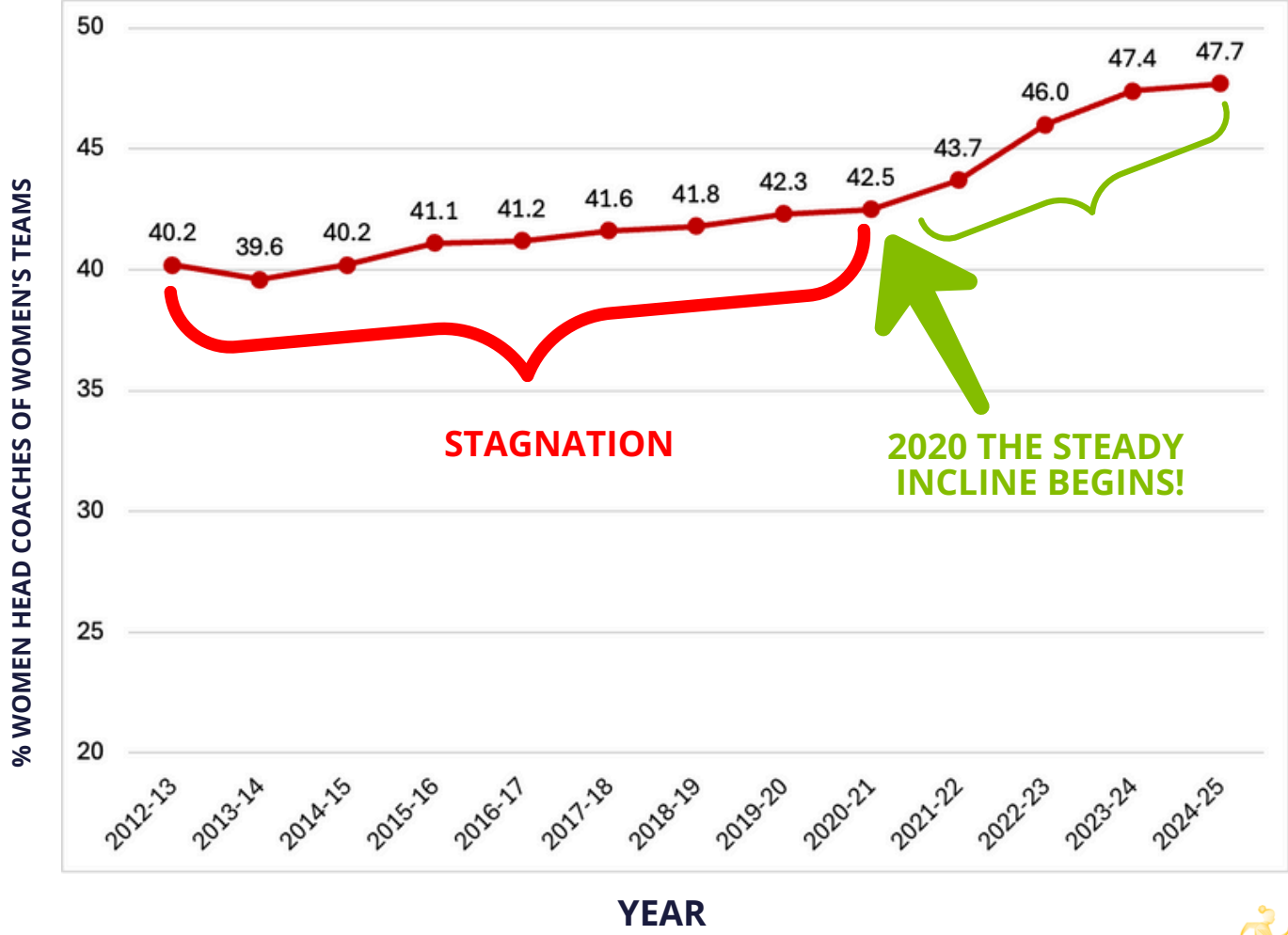


# HEAD COACHES OF WOMEN'S TEAMS: SELECT SEVEN



The Select Seven sample consists of 1056 head coach positions of women's teams from 94 institutions. The percentage of women's teams with women head coaches in Select Seven NCAA D-I institutions **went up to 47.7%** in 2024-25, and increased **0.3%** from 2023-24 (47.4%). The percentage has **increased for the last 12 years**. A steady incline is evident, however growth has slowed compared to the previous two years. If growth continues at the current rate, achieving 50% of women head coaches of women's teams is possible within 8 years. See Table 1 in the Appendices and visual graphic below.

**LONGITUDINAL PERCENTAGE WOMEN HEAD COACHES OF WOMEN'S TEAMS IN THE SELECT SEVEN NCAA D-I CONFERENCES**





# HEAD COACH TURNOVER

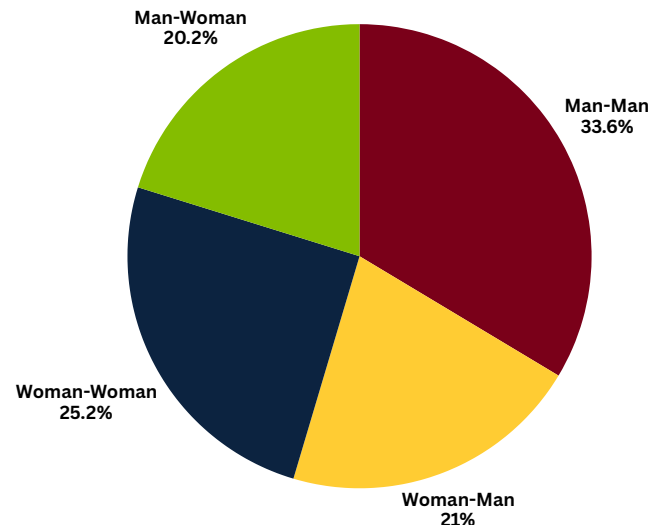
Head coach turnover is a target of opportunity to increase the percentage of women head coaches. Between the 2023-24 and 2024-25 academic years, **11.3% of (119 of 1056) head coach positions for Select Seven women's Division I teams turned over**. Overall, the average yearly turnover rate for head coaches over eleven years of this report card was 9.3% (LaVoi & Silva-Breen, 2022). Turnover may be higher due to retirements, post-COVID burnout, or the changing nature of college coaching (i.e., the transfer portal, NIL, athlete mental health), but further examination is warranted. See Table 2 for the gender composition of the former coach-new coach dyad (i.e., if a man coach was replaced by a woman, that was coded as man-woman).

**Less than half** of head coach positional vacancies for Select Seven women's Division I teams (54 of 119, 45.4%) **were filled by women**, resulting in 65 missed opportunities to hire a woman. Since 2013, a majority (54.4%) of all head coach hires have been men, but more recently, women are being hired at higher rates. To read more about the role of Athletic Directors in the hiring of head coaches and two additional research studies that have grown out of the WCCRC™, see Boucher and LaVoi (2023) and LaVoi and Wasend (2018).

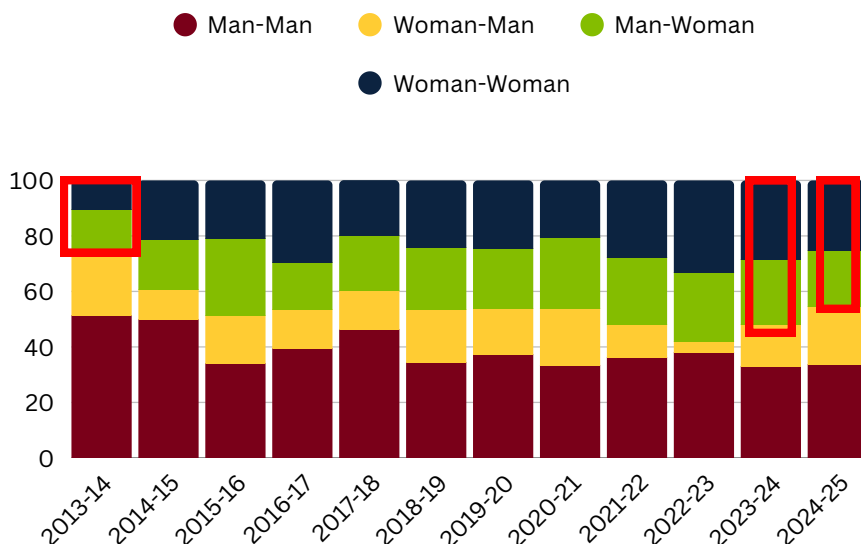


Kristi Gannon Fisher, Head Field Hockey Coach, University of Michigan

## HEAD COACH TURNOVER BY GENDER-DYAD BETWEEN 2023-24 AND 2024-25



## SELECT SEVEN HEAD COACH GENDER-DYAD TURNOVER BY YEAR



Since the inception of the WCCRC™, the rate of head women coach hires has **doubled** within the Select Seven conferences, but decreased in 2024-25:

- 2013-14: **25.8%**
- 2023-24: **51.8%**
- 2024-25: **45.4%**

# GRADE BY SPORT

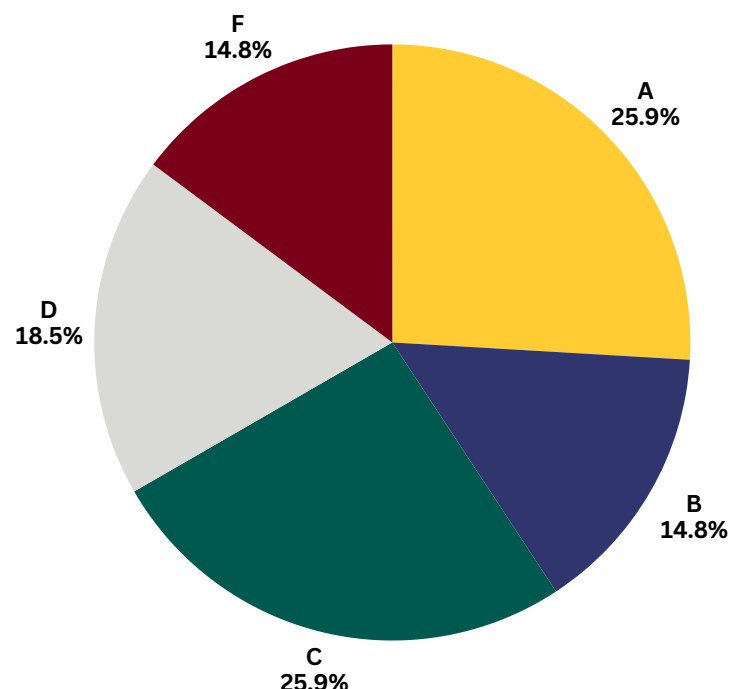
The percentage of women head coaches in 28 sports varied greatly from acrobatics & tumbling (100%) to fencing (10.0%) (see Table 3). **More than half (16 of 27, 59.3%) of NCAA sponsored sports in the Select Seven had 50% or more women head coaches.** Track & field (17.4%), cross country (20.2%), diving (13.1%), and fencing (20.7%) received F grades. All of these sports receiving F grades are notably 'co-ed'; meaning that the men's and women's teams commonly train together. The low percentage of women head coaches for these teams may reflect gender bias and reluctance of Athletics Directors to hire women to coach male athletes and/or mixed and men's teams.

Emerging NCAA sports of acrobatics & tumbling, wrestling, and equestrian received A grades and provided positive examples of hiring women at the outset of program building and development. **Seven sports improved their grade** from 2023-24 with alpine skiing (66.7%) and bowling (60.0%) to a B grade; water polo (50.0%) and squash (50.0%) up to C grades; and beach volleyball (36.8%), swimming (29.2%), and triathlon (33.3%) moved up to D grades. One sport, basketball (68.1%) moved down a letter grade (from an A to a high-B) since 2023-24. Table 4 indicates the number and percentage of head coaches by sport and gender for all NCAA-sponsored and emerging D-I sports.

## PERCENTAGE OF WOMEN HEAD COACHES OF WOMEN'S TEAMS BY SPORT

<b>A</b>	Acrobatics & Tumbling* (100.0), Wrestling* (100.0), Lacrosse (+97.1), Field Hockey*** (-87.0), Softball (+79.7%), Equestrian** (75.0), Golf (-74.4)
<b>B</b>	Basketball ( ↓ 68.1), Gymnastics (+67.6), Alpine Skiing* ( ↑ ↑ 66.7), Bowling* ( ↑ ↑ 60.0)
<b>C</b>	Volleyball (+51.5), Nordic Skiing** (50.0), Rifle** (50.0), Water Polo* ( ↑ 50.0), Squash* ( ↑ ↑ 50.0), Crew/Rowing (-46.2), Tennis (+44.6)
<b>D</b>	Ice Hockey* (37.5), Beach Volleyball** ( ↑ 36.8), Soccer (+35.9), Swimming ( ↑ 29.2), Triathlon* ( ↑ 33.3)
<b>F</b>	Cross Country (+20.2), Track & Field (-17.4), Diving (+13.1), Fencing* (-10.0)
* Denotes a sport only offered at less than 10 institutions ** Denotes a sport only offered at less than 15 institutions *** Denotes a sport only offered at less than 25 institutions	
[+/-] indicates if the percentage increased/decreased from 2023-24 [ ↑ / ↓ ] indicates grade level increase/decrease from 2023-24	

## PERCENTAGE OF SPORTS BY GRADE EARNED

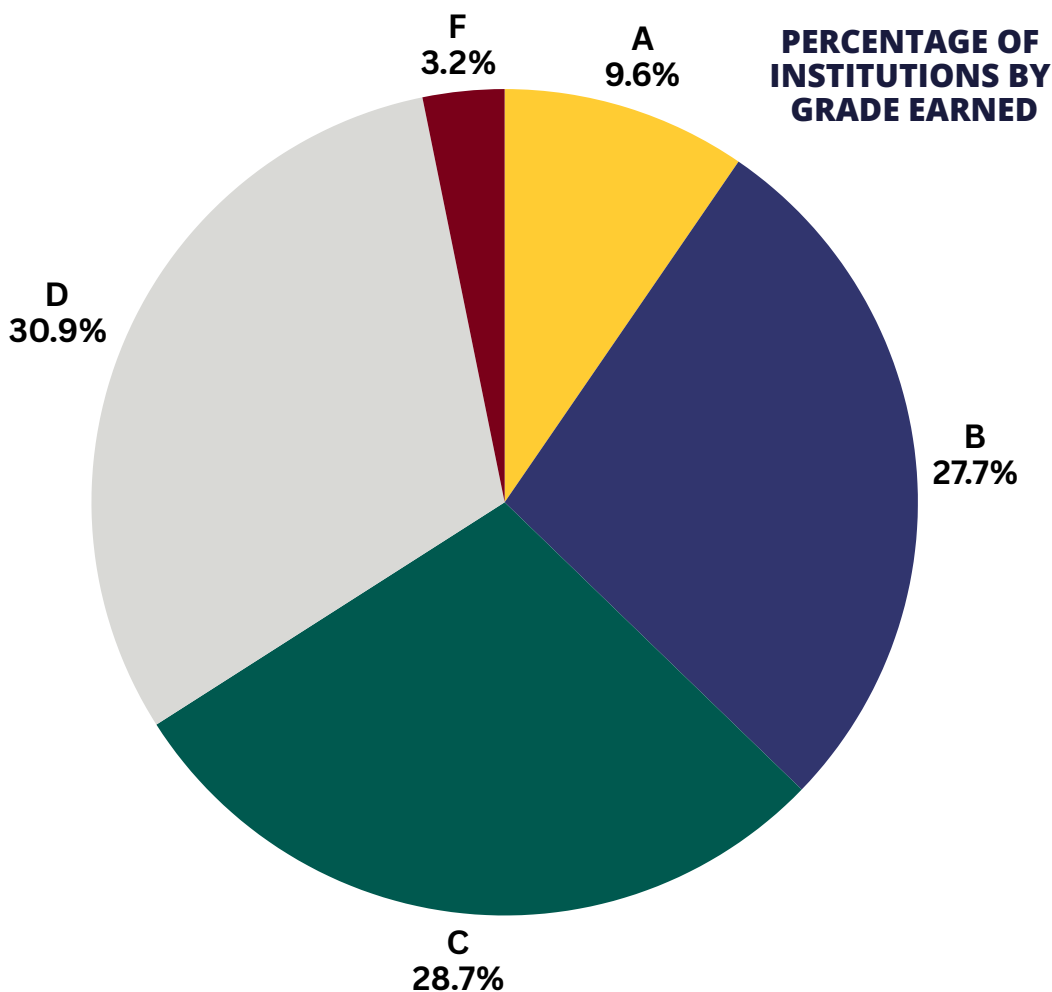


# GRADE BY INSTITUTION

Consistent with past WCCRC™ data, the range for the percentage of women head coaches of women's teams by institution varied dramatically.

**University of Central Florida had the highest percentage** of women head coaches of women's teams (88.9%). The nine A-grade institutions for this year is one school short of our record number of A's in the Select Seven in 2022-23. Two schools (Kansas State and Oklahoma State) share the lowest institutional percentage in the dataset, each with 12.5%. 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 of women's teams, 9 of 94 (9.6%) institutions received an A grade, 26 institutions (27.7%) received a B grade, 27 institutions (28.7%) received a C, and 29 institutions (30.9%) received a D. Three institutions (3.2%) received a failing grade of F (24% or less women head coaches), tied for the fewest F's in Select Seven report card history. Close to two-thirds (61.7%, n = 58) had 50% or fewer women head coaches, but the upward trend in this new era of steady incline is noticeable in the growing number of A grades and B grades.



Mara Allen, Head Rowing Coach,  
University of Central Florida



# INSTITUTIONAL GRADE EARNED BY PERCENTAGE OF WOMEN HEAD COACHES OF SELECT SEVEN WOMEN'S TEAMS HIGHEST PERCENTAGE TO LOWEST 2024-2025

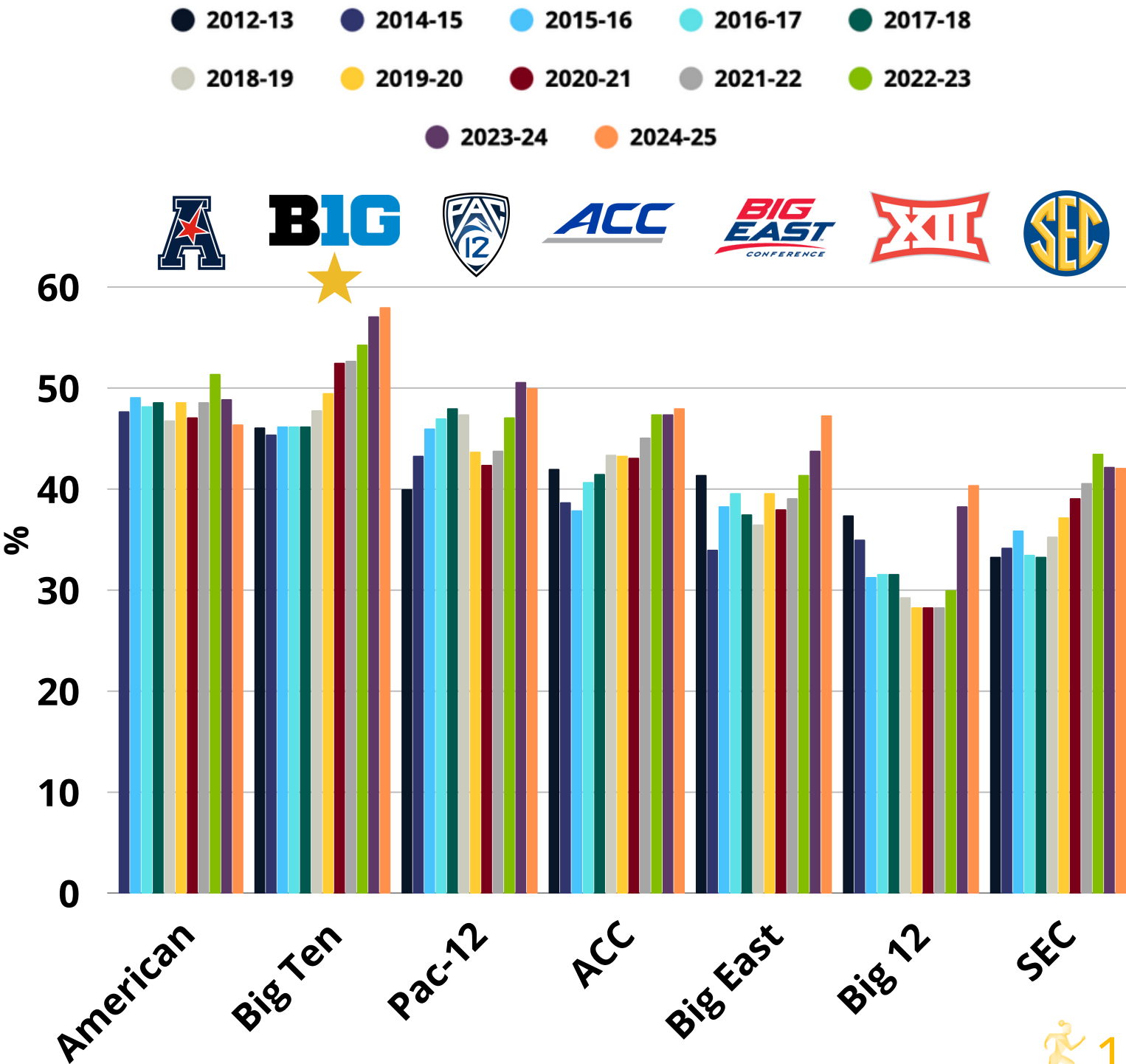


Institutions in select seven NCAA D-I conferences: American, ACC, Big East, Big Ten, Big 12, Pac-12, SEC

# GRADE BY CONFERENCE: SELECT SEVEN

The **Big Ten** again earned the highest conference percentage (58.0%)—the highest conference % in Select Seven WCCRC history. The Big 12 had the lowest percentage (40.4%) of women head coaches of women's teams (see below & Table 5). Despite being the lowest ranking select seven conference, the Big 12 had an 2.1% increase from 2023-2024. See Appendix A for institutional composition of each conference.

## PERCENTAGE OF WOMEN HEAD COACHES OF WOMEN'S TEAMS IN SEVEN SELECT NCAA D-I CONFERENCES BY YEAR



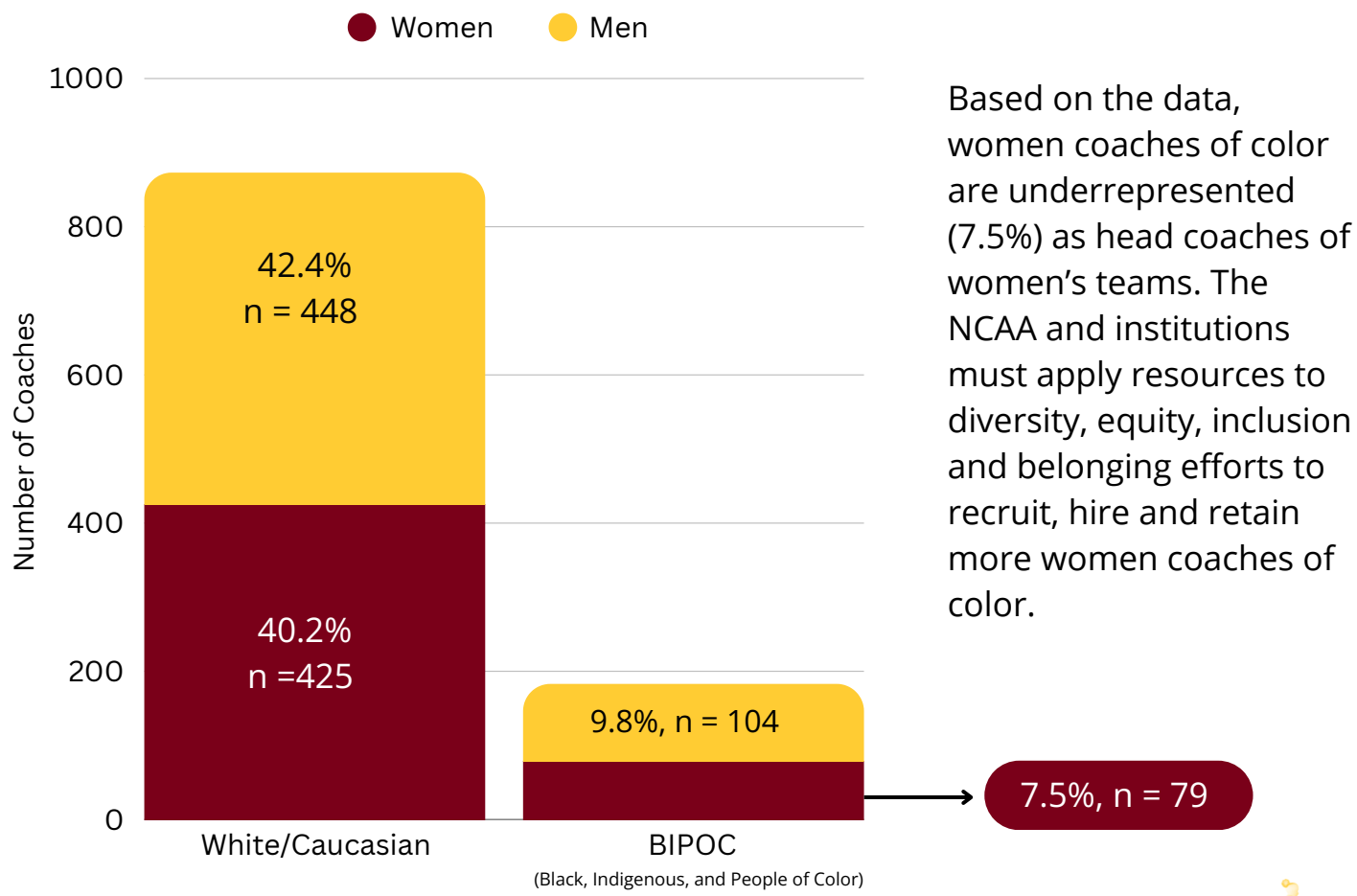


# WOMEN COACHES OF COLOR

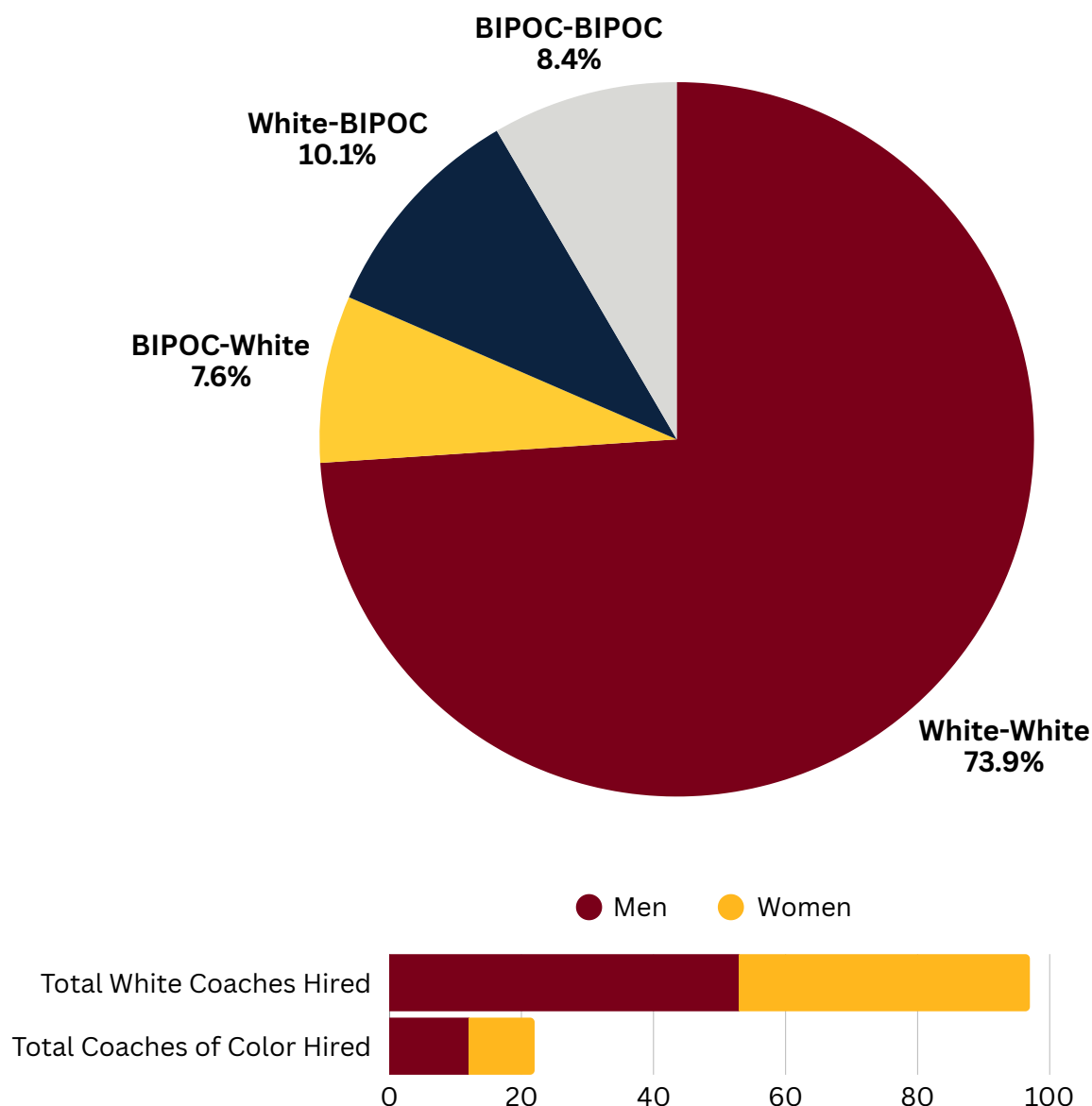
This marks the fourth year we collected racial identity data. Women coaches of color are dramatically and disproportionately under-represented, given fewer opportunities, and face additive barriers due to the intersection of sexism and racism (Goorevich et al., 2025; Ofoegbu, 2024). Data helps tell the story and to accelerate systems change.

**White coaches held a majority (873 of 1056, 82.7%)** of head coaching positions across Select Seven Division-I teams. Women of color were dramatically under-represented (see Table 6). Compared to 2022-2023, an increase of head coaches of color was evidenced. In 2022-23, women of color held 61 (6.2%) head coach positions of women's teams which increased to 79 (7.5%) this year. Although dismal, **this is the highest number of women coaches of color recorded in the past four years of collecting gender and racial data for the Select Seven WCCRC.**

## HEAD COACH POSITION BY RACE AND GENDER



# HEAD COACH TURNOVER PERCENTAGE BY RACE-DYAD



Head coach occupational position turnover is a target of opportunity to increase the percentage of BIPOC head coaches. The high rate of coach turnover this year provided a plethora of opportunities to hire women of color. See Tables 7 and 8 for the race and gender composition of the former coach-new coach dyad (e.g., if a white coach was replaced by a BIPOC coach, that was coded as White-BIPOC). Positional vacancies (22 of 119, 18.5%) were filled by BIPOC coaches, leaving 97 missed opportunities to hire a coach of color and increase the percentage of BIPOC head coaches (men and women). Only 8.4% (10 of 119) of all head coaches hired in NCAA Select Seven D-I teams in the past year were women of color.

# COACHES OF COLOR BY SPORT

The percentage of BIPOC women head coaches in 27 sports varied from wrestling (100%) and squash (50%), to basketball (25.5%) and tennis (10.9%) to sports with lower percentages. **Eleven sports had zero women head coaches of color.** Table 4 indicates the number and percentage of head coaches by gender, sport and race. Based on the NCAA participation data, women student-athletes in all sports do not see coaches who look like them, and this is particularly true for BIPOC women. Same-identity athletic role models increase the accrual of positive psychosocial, health, and developmental assets for girls and women — improvement is a necessity (LaVoi, 2016).



Katrina Merriweather, Head Women's Basketball Coach, University of Cincinnati (L) & Jenny Johnson Jordan, Head Beach Volleyball Coach, UCLA (R)

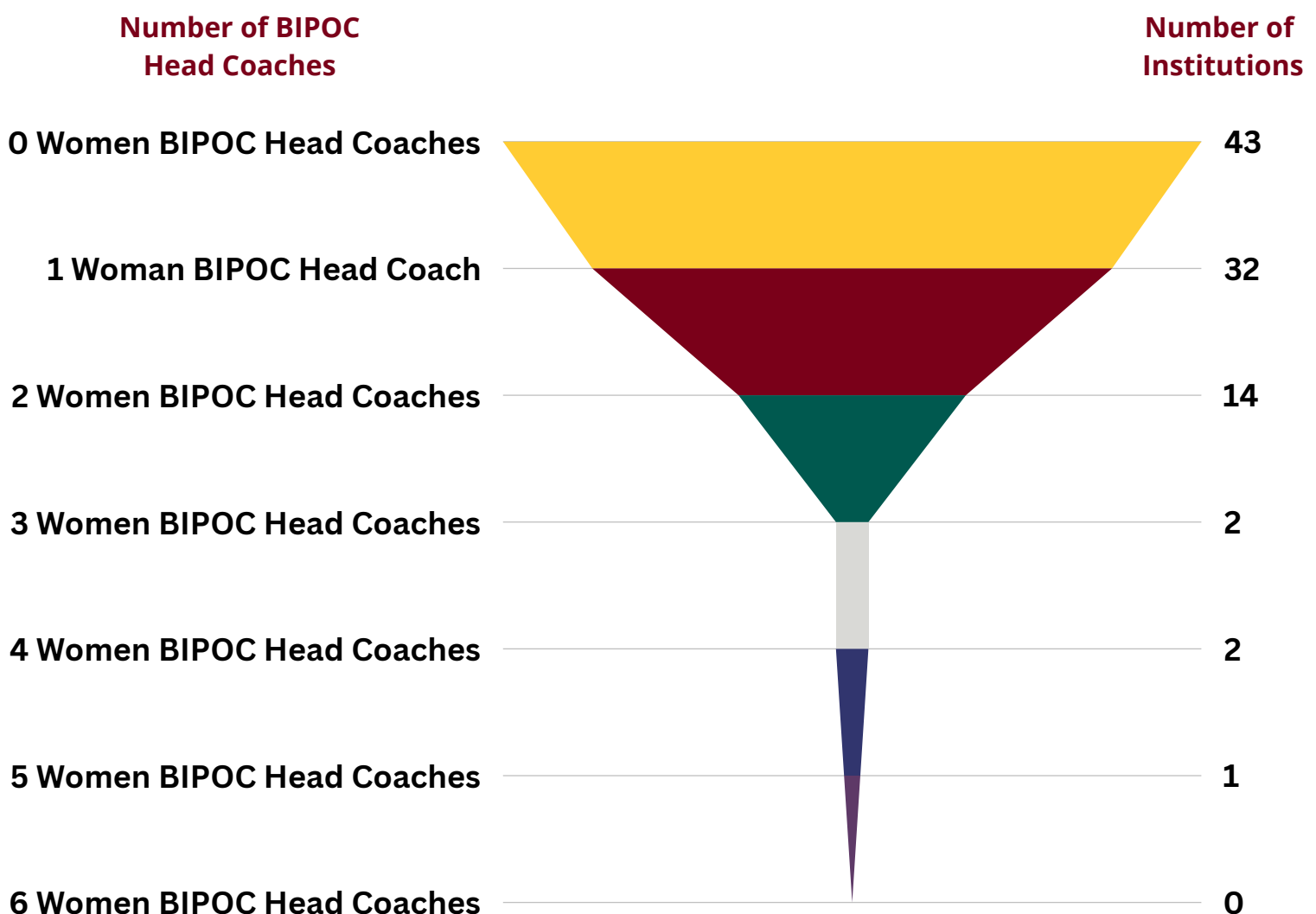


Yolett McPhee-McCuin, Head Women's Basketball Coach, University of Mississippi (L) & Jennifer Wong, Head Lacrosse Coach, University of California (Berkeley) (R)

# WOMEN COACHES OF COLOR BY INSTITUTION

The most women BIPOC coaches employed by an institution was five (UCLA). University of California, Berkeley and University of Central Florida employed four women coaches of color. Based on the data, **43 institutions employed ZERO women head coaches of color (45.7%)**. See Appendix B has a full list of the percentage of BIPOC women head coaches by institution. All seven conferences employed between 0-10% women coaches of color. See Table 5 for a full breakdown of coaches by race, gender, and conference.

## Number of BIPOC Women Head Coaches for NCAA Select Seven Division-I Women's Teams by Institution





# THE DATA STORY

## A summary

The goal of the *Women in College Coaching Report Card*™ is to document the percentage of women collegiate head coaches of women's teams by gender and race over time. Data matters! Based on the numbers this year, the era of **STEADY INCLINE** for intercollegiate Division-I women sport coaches at the most visible, powerful institutions continues.

### Data in the 13th year of the WCCRC points to some good news, and opportunities for growth!

- The percentage of women head coaches of NCAA D-I women's teams increased for the eleventh year in a row in the Select Seven conferences **marking over a decade of improvement.**
- The percentage of women head coaches for the Select Seven conferences increased by **0.3%, building off the momentum from 3.7% growth since the 2022-2023 Report Card.**
- If growth continues at this rate, reaching 50% of women head coaches in the Select Seven is possible **within eight years.**
- An upward trend in institutional grade changes is noticeable, with the **percentage of schools with B grades growing 9.3%** since the 2022-23 Report Card.
- For the second year in a row, the highest number of sports earned A grades (7).
- University of Cincinnati has earned an A grade **every year** of the report.
- **The Big Ten grew 0.9% to 58.0%,** likely boosted by institutional conference realignment and gaining members from the Pac-12.
- Breaking a **three-year** trend where a majority of positional vacancies in the select seven were filled by women, the rate dipped to 45.4%.
- 2024-2025 marked the **highest number** of women coaches of color in the history of the Select Seven report card (n = 79).
- The percentage of Select Seven NCAA D-I women coaches of color **increased** from 245 (6.2%) in 2022-23 to 79 (7.5%) in 2024-25.



**CHANGE IS OCCURRING!**



# CONCLUSION

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Despite some good news and an **era of steady incline**, women coaches at the most visible and powerful institutions in intercollegiate athletics remain in the minority and women coaches of color remain dramatically underrepresented. Efforts to combat gender and racial bias in the occupational landscape of sport coaching must continue.

Change is happening, and this is due in part to the hard work of *many* individuals and organizations, and with investments from industry partners. Great work is being done to: develop women coaches, grow women-focused professional development, plug and fill the leaky pipeline, strengthen women's networks, build mentorship programs, foster meaningful academic-industry partnerships, rewrite damaging narratives, improve the workplace culture, gather data to effect policy change, challenge the status quo, educate and raise awareness on the barriers women coaches face, socialize evidence-informed strategies to recruit, support and retain women sport coaches, celebrate allies and champions, build and expand supports, empower women across the system, and tackle unconscious bias. **While good work abounds, much work remains.** No one entity can effect change alone; collaboration is a necessity. We recognize the WCCRC is not possible without the excellent longitudinal work by our colleagues and the tradition started by Drs. Vivian Acosta and Linda Carpenter in the 1970s through 2014 (see [acostacarpenter.org](http://acostacarpenter.org)). We stand on their shoulders. The Tucker Center is but one cog in the flywheel of change.

We envision a world in which more young women (and men) have women 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 tagline from the Wellesley Centers for Women: "A world that is good for women is good for everyone™."

**The WCCRC is making a difference and an impact** (see page ii).

The data tells the story—and the story is ours together.

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# THE TUCKER CENTER

for Research on Girls & Women in Sport





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# TABLES AND APPENDICES

**Table 1. Percentage of Women Head Coaches of Women's Teams Within Select Seven NCAA Division-I Conferences**

Year	Schools (N)	Women		Men		Total Coaches (N)
		%	n	%	n	
2024-25	94	47.7	504	52.3	552	1056
2023-24*	94	47.4	498	52.6	553	1051
2022-23	87	46.0	451	53.9	528	980
2021-22	87	43.7	427	56.3	551	978
2020-21*	87	42.5	413	57.5	558	971
2019-20	86	42.3	410	57.7	560	970
2018-19	86	41.8	406	58.2	565	971
2017-18	86	41.6	404	58.4	567	971
2016-17	86	41.2	397	58.8	567	964
2015-16	86	41.1	397	58.9	570	967
2014-15*	86	40.2	390	59.8	579	969
2013-14	76	39.6	352	60.4	536	888
2012-13	76	40.2	356	59.8	530	886
* = Number of schools increased due to conference realignment						

**Table 2. Head Coach Turnover and Gender Pair of Outgoing and Incoming Coach by Number and Percentage for Division-I Select Seven Head Coaches Over Time**

Year	Outgoing-Incoming Coach Gender Change								Total Coaches	Total Coach Turnover	
	Man-Man		Woman-Man		Man-Woman		Woman-Woman				
	n	%	n	%	n	%	n	%		N	n
2013-14	34	51.5	15	22.7	10	15.2	7	10.6	888	66	7.4
2014-15	42	50.0	9	10.7	15	17.9	18	21.4	969	85	8.8
2015-16	28	34.2	13	17.1	21	27.6	16	21.1	967	76	7.9
2016-17	28	39.4	10	14.1	12	16.9	21	29.6	966	71	7.3
2017-18	42	46.2	13	14.3	18	19.8	18	19.8	970	91	9.4
2018-19	43	34.4	24	19.2	28	22.4	30	24.0	971	125	12.9
2019-20	38	37.2	17	16.7	22	21.6	25	24.5	972	102	10.5
2020-21	18	33.3	11	20.4	14	25.9	11	20.4	969	54	5.6
2021-22	39	36.1	13	12.0	26	24.1	30	27.8	978	108	11.0
2022-23	47	37.9	5	4.0	31	25.0	41	33.3	980	124	12.7
2023-24	44	33.1	20	15.0	31	23.3	38	28.6	1051	133	12.7
2024-25	40	33.6	25	21.0	24	20.2	30	25.2	1056	119	11.3



**Table 3. Grade by Sport for Percentage of Women D-I Select Seven Head Coaches for 2024-25**

Grade	%	Sport
<b>A</b>	<b>100-70</b>	Acrobatics & Tumbling* (100.0), Wrestling* (100.0), Lacrosse (+97.1), Field Hockey*** (-87.0), Softball (+79.7%), Equestrian** (75.0), Golf (-74.4)
<b>B</b>	<b>69-55</b>	Basketball ( ↓ 68.1), Gymnastics (+67.6), Alpine Skiing* ( ↑ ↑ 66.7), Bowling* ( ↑ ↑ 60.0)
<b>C</b>	<b>54-40</b>	Volleyball (+51.5), Nordic Skiing** (50.0), Rifle** (50.0), Water Polo* ( ↑ 50.0), Squash* ( ↑ ↑ 50.0), Crew/Rowing (-46.2), Tennis (+44.6)
<b>D</b>	<b>39-25</b>	Ice Hockey* (37.5), Beach Volleyball** ( ↑ 36.8), Soccer (+35.9), Swimming ( ↑ 29.2), Triathlon* ( ↑ 33.3)
<b>F</b>	<b>24-0</b>	Cross Country (+20.2), Track & Field (-17.4), Diving (+13.1), Fencing* (-10.0)
* Denotes a sport only offered at less than 10 institutions		
** Denotes a sport only offered less than 15 institutions		
*** Denotes a sport offered at less than 25 institutions		
[+/-] Denotes if percentage increases or decreases from 2023-24		
[ ↑ / ↓ ] Denotes letter grade changes from 2023-24		

**Table 4. Head Coach Number and Percentage Alphabetically by Sport and Gender for D-I Select Seven Women's Teams 2024-25**

Sport	Women		Men		Total Coaches (N)	BIPOC Women	
	%	n	%	n		%	n
Acrobatics & Tumbling	100.0	2	0.0	0	2	0.0	0
Alpine Skiing	66.7	2	33.3	1	3	0.0	0
Basketball	68.1	64	31.9	30	94	25.5	24
Beach Volleyball	36.8	7	63.2	12	19	5.3	1
Bowling	60.0	3	40.0	2	5	0	0
Crew/Rowing	46.2	18	53.8	21	39	0	0
Cross Country	20.2	19	79.8	75	94	4.3	4
Diving	13.1	8	86.9	53	61	1.6	1
Equestrian	75.0	6	25.0	2	8	0.0	0
Fencing	10.0	1	90.0	9	10	0	0
Field Hockey	87.0	20	13.0	3	23	4.3	1
Golf	74.4	61	25.6	21	82	4.9	4
Gymnastics	67.6	25	32.4	12	37	8.1	3
Ice Hockey	37.5	3	62.5	5	8	0.0	0
Lacrosse	97.1	34	2.9	1	35	5.7	2
Nordic Skiing	50.0	1	50.0	1	2	0.0	0
Rifle	50.0	4	50.0	4	8	0	0
Soccer	35.9	33	64.1	59	92	2.2	2
Softball	79.7	63	20.3	16	79	10.1	8

Squash	50.0	1	50.0	1	2	50.0	1
Swimming	29.2	19	70.8	46	65	3.1	2
Tennis	44.6	41	55.4	51	92	10.9	10
Track & Field	17.4	16	82.6	76	92	8.7	8
Triathlon	33.3	1	66.7	2	3	0.0	0
Volleyball	51.5	47	48.9	45	92	7.6	7
Water Polo	50.0	4	50.0	4	8	0.0	0
Wrestling	100	1	0	0	1	100	1
<b>Total</b>	<b>47.7</b>	<b>504</b>	<b>52.3</b>	<b>552</b>	<b>1056</b>	<b>7.5</b>	<b>79</b>

**Table 5. Grade, Number, and Percentage of NCAA D-I Select Seven Women Head Coaches by Conference 2024-25**

Conference	Grade	Women		Men		Total Coaches (N)	BIPOC Women	
		%	n	%	n		n	%
Big Ten	B	58.0	134	42.0	97	231	16	6.9
Pac-12	C	50.0	9	50.0	9	18	1	5.6
American/AAC	C	46.4	58	53.6	67	125	12	9.6
ACC	C	48.0	106	52.0	115	221	20	9.0
Big East	C	47.3	53	52.7	59	112	5	4.5
SEC	C	42.1	75	57.9	103	178	12	6.7
Big 12	C	40.4	69	59.6	102	171	13	7.6

**Table 6. Percentage of NCAA D-I Select Seven Head Coaches For Women's Teams By Gender and Race 2024-25**

Race	Women		Men		Total Coaches	
	%	n	%	n	%	N
White/Caucasian	40.2	425	42.4	448	82.7	873
BIPOC	7.5	79	9.8	104	17.3	183
Black or African American	4.9	52	6.4	68	11.4	120
Asian	0.9	10	1.2	13	2.2	23
Hispanic or Latino/Latina	1.2	13	1.8	19	3.0	32
Native American or Alaskan Native	0	0	0.0	0	0	0
Native Hawaiian or Pacific Islander	0.1	1	0.1	1	0.2	2
Racial Identity Not Discernable	0.3	3	0.3	3	0.6	6



**Table 7. Head Coach Turnover of Outgoing and Incoming Coach by Race, Gender, Number and Percentage for Head Coaches 2024-25**

Race Pair of Coach Change	Man to Man		Man to Woman		Woman to Woman		Woman to Man		Total	
	%	n	%	n	%	n	%	n	%	N
White - White	26.1	31	13.4	16	18.5	22	16.0	19	73.9	88
BIPOC - White	1.7	2	3.4	4	1.7	2	0.8	1	7.6	9
White - BIPOC	2.5	3	0.8	1	4.2	5	2.5	3	10.1	12
BIPOC - BIPOC	3.4	4	2.5	3	0.8	1	1.7	2	8.4	10

**Table 8. Head Coach Hiring Patterns by Gender and Race 2024-25**

	Men		Women		Total	
	%	n	%	n	%	N
Total White Coaches Hired	44.5	53	37.0	44	81.5	97
Total BIPOC Coaches Hired	10.1	12	8.4	10	18.5	22

**Table 9. Division 1 NCAA Institutions that Moved Conferences for the 2024-25 Season.**

School	2023-24 Conference	2024-25 Conference
Southern Methodist	American	ACC
Stanford	Pac-12	ACC
California (Berkeley)	Pac-12	ACC
Oregon	Pac-12	Big Ten
UCLA	Pac-12	Big Ten
USC	Pac-12	Big Ten
Washington	Pac-12	Big Ten
Arizon	Pac-12	Big 12
Arizona State	Pac-12	Big 12
Colorado	Pac-12	Big 12
Utah	Pac-12	Big 12
Oklahoma	Big 12	SEC
Texas	Big 12	SEC

**Table 10. Added Programs and Institutions to NCAA Division-I Select Seven Conferences in 2024-25**

Conference	School	Sport	Coach Gender
American	Wichita State	Bowling	Female
American	UNC Charlotte	Lacrosse	Female
American	Rice	Diving	Male
Big 12	TCU	Triathlon	Female

**Table 11. 2024-25 Select Seven Conference Realignment**

Conference	Number of Schools 2023-24	Number of Schools 2024-25
American	14	13
ACC	15	18
Big Ten	14	18
Big 12	14	16
Big East	11	11
Pac-12	12	2
SEC	14	16

## **APPENDIX A**

### **NCAA Division-I Conference Composition**

#### **American Athletics Conference (American)**

East Carolina University Florida Atlantic University Rice University Temple University Tulane University	University of Alabama at Birmingham University of Memphis University of North Carolina at Charlotte University of North Texas	University of South Florida University of Texas at San Antonio University of Tulsa Wichita State University
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#### **Atlantic Coast Conference (ACC)**

Boston College Clemson University Duke University Florida State University Georgia Institute of Technology North Carolina State University	Southern Methodist University Stanford University Syracuse University University of California, Berkeley 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
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#### **Big Ten Conference**

Indiana University Michigan State University Northwestern University Ohio State University Penn State University Purdue University	Rutgers University-New Brunswick University of California, Los Angeles University of Illinois University of Iowa University of Maryland University of Michigan	University of Minnesota University of Nebraska-Lincoln University of Oregon University of Southern California University of Washington University of Wisconsin-Madison
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#### **Big 12 Conference**

Arizona State University Baylor University Brigham Young University Iowa State University Kansas State University	Oklahoma State University Texas Christian University Texas Tech University University of Arizona University of Central Florida	University of Cincinnati University of Colorado, Boulder University of Houston University of Kansas University of Utah West Virginia University
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## Big East Conference

Butler University Creighton University DePaul University Georgetown University	Marquette University Providence College St. John's University Seton Hall University	University of Connecticut Villanova University Xavier University
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## Pacific-12 Conference (Pac-12)

Oregon State University	Washington State University	
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## 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 Oklahoma University of South Carolina University of Tennessee University of Texas at Austin Vanderbilt University
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## **APPENDIX B**

### **Grade, Percentage, and Number of Women Head Coaches of Women's Teams by Institution 2024-25**

School	Grade	Woman		Man		N	BIPOC Women	
		%	n	%	n		%	n
UCF Central Florida	A	88.9	8	11.1	1	9	44.4	4
Michigan State	A	81.8	9	18.2	2	11	9.1	1
Cincinnati	A	80.0	8	20.0	2	10	20.0	2
Mississippi	A	77.8	7	22.2	2	9	22.2	2
Michigan	A	73.3	11	26.7	4	15	0.0	0
Penn State	A	73.3	11	26.7	4	15	0.0	0
Washington	A	72.7	8	27.3	3	11	0.0	0
UCLA	A	71.4	10	28.6	4	14	35.7	5
California (Berkeley)	A	70.6	12	29.4	5	17	23.5	4
North Carolina at Charlotte	B	66.7	6	33.3	3	9	22.2	2
Ohio State	B	64.7	11	35.3	6	17	11.8	2
Rutgers	B	64.3	9	35.7	5	14	14.3	2
Alabama at Birmingham	B	63.6	7	36.4	4	11	0.0	0

Brigham Young University	B	63.6	7	36.4	4	11	9.1	1
Illinois	B	63.6	7	36.4	4	11	9.1	1
Temple	B	63.6	7	36.4	4	11	9.1	1
Minnesota	B	61.5	8	38.5	5	13	7.7	1
Villanova	B	61.5	8	38.5	5	13	0.0	0
Oklahoma	B	60.0	6	40.0	4	10	0.0	0
Tulane	B	60.0	6	40.0	4	10	20.0	2
Northwestern	B	58.3	7	41.7	5	12	0.0	0
DePaul	B	57.1	4	42.9	3	7	14.3	1
Boston College	B	56.3	9	43.8	7	16	6.3	1
Oregon State	B	55.6	5	44.4	4	9	0.0	0
St. John's	B	55.6	5	44.4	4	9	11.1	1
Xavier	B	55.6	5	44.4	4	9	11.1	1
Vanderbilt	B	55.6	5	44.4	4	9	22.2	2
Clemson	B	54.5	6	45.5	5	11	0.0	0

Maryland	B	54.5	6	45.5	5	11	0.0	0
Missouri	B	54.5	6	45.5	5	11	0.0	0
Oregon	B	54.5	6	45.5	5	11	0.0	0
Providence	B	54.5	6	45.5	5	11	9.1	1
SMU (Southern Methodist)	B	54.5	6	45.5	5	11	9.1	1
Syracuse	B	54.5	6	45.5	5	11	9.1	1
Tennessee	B	54.5	6	45.5	5	11	18.2	2
Connecticut	C	53.8	7	46.2	6	13	0.0	0
Colorado	C	50.0	5	50.0	5	10	0.0	0
Florida	C	50.0	6	50.0	6	12	0.0	0
Georgia Tech	C	50.0	4	50.0	4	8	25.0	2
Iowa	C	50.0	7	50.0	7	14	7.1	1
Miami	C	50.0	5	50.0	5	10	10.0	1
South Florida	C	50.0	5	50.0	5	10	20.0	2
Texas at San Antonio	C	50.0	4	50.0	4	8	12.5	1

Wake Forest	C	50.0	4	50.0	4	8	0.0	0
Arizona State	C	46.7	7	53.3	8	15	13.3	2
North Carolina	C	46.7	7	53.3	8	15	0.0	0
Georgia	C	46.2	6	53.8	7	13	7.7	1
Notre Dame	C	46.2	6	53.8	7	13	23.1	3
USC	C	46.2	6	53.8	7	13	0.0	0
Virginia	C	46.2	6	53.8	7	13	23.1	3
Florida Atlantic University	C	45.5	5	54.5	6	11	9.1	1
Florida State	C	45.5	5	54.5	6	11	9.1	1
North Carolina State	C	45.5	5	54.5	6	11	0.0	0
Virginia Tech	C	45.5	5	54.5	6	11	9.1	1
Memphis	C	44.4	4	55.6	5	9	22.2	2
Washington State	C	44.4	4	55.6	5	9	11.1	1
Georgetown	C	42.9	6	57.1	8	14	7.1	1
South Carolina	C	41.7	5	58.3	7	12	8.3	1



Wisconsin	C	41.7	5	58.3	7	12	8.3	1
Baylor	C	40.0	4	60.0	6	10	0.0	0
Houston	C	40.0	4	60.0	6	10	10.0	1
Pittsburgh	C	40.0	4	60.0	6	10	0.0	0
Arizona	D	38.5	5	61.5	8	13	15.4	2
Auburn	D	38.5	5	61.5	8	13	7.7	1
Indiana	D	38.5	5	61.5	8	13	15.4	2
Louisville	D	38.5	5	61.5	8	13	0.0	0
Utah	D	38.5	5	61.5	8	13	0.0	0
Rice University	D	37.5	3	62.5	5	8	0.0	0
Butler	D	36.4	4	63.6	7	11	0.0	0
Texas A&M	D	36.4	4	63.6	7	11	9.1	1
Duke	D	35.7	5	64.3	9	14	7.1	1
Nebraska	D	35.7	5	64.3	9	14	0.0	0
Alabama	D	33.3	4	66.7	8	12	8.3	1

Creighton	D	33.3	3	66.7	6	9	0.0	0
LSU	D	33.3	4	66.7	8	12	8.3	1
Seton Hall	D	33.3	3	66.7	6	9	0.0	0
Tulsa	D	33.3	3	66.7	6	9	0.0	0
Stanford	D	33.3	6	66.7	12	18	5.6	1
Texas Christian University	D	30.8	4	69.2	9	13	0.0	0
Purdue	D	30.0	3	70.0	7	10	0.0	0
University of North Texas	D	30.0	3	70.0	7	10	0.0	0
Marquette	D	28.6	2	71.4	5	7	0.0	0
Arkansas	D	27.3	3	72.7	8	11	0.0	0
E. Carolina	D	27.3	3	72.7	8	11	9.1	1
Iowa State	D	27.3	3	72.7	8	11	9.1	1
Kansas	D	27.3	3	72.7	8	11	0.0	0
Kentucky	D	25.0	3	75.0	9	12	0.0	0
Mississippi State	D	25.0	2	75.0	6	8	0.0	0

Texas	D	25.0	3	75.0	9	12	0.0	0
Texas Tech	D	25.0	2	75.0	6	8	0.0	0
Wichita State	D	25.0	2	75.0	6	8	0.0	0
West Virginia	F	18.2	2	81.8	9	11	0.0	0
Kansas State	F	12.5	1	87.5	7	8	0.0	0
Oklahoma State	F	12.5	1	87.5	7	8	0.0	0



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