A LONGITUDINAL, NATIONAL STUDY<br>THIRTY-FIVE YEAR UPDATE

## 1977-2012

## The Full Report

We hope you will enjoy having a copy of the latest update from our longitudinal national survey, now thirty five years long.

## OTHER ITEMS WHICH MAY BE OF INTEREST:

The Full Report follows, along with an Executive Summary. If you go to our website, the home page has links to other information that might be of some use to you. Take a look at: www.acostacarpenter.ORG.

## TO CONTACT Us:

If you have any questions, please don't hesitate to contact us at Acosta/Carpenter, Post Office Box 42, West Brookfield, MA 01585, Phone: 508-867-9962. Our email contact is: womeninsport@charter.net.

## MAKING COPIES:

Feel free to make copies of the summary but please cite it appropriately. Electronic copies of the full summary are available in PDF format on the web at: www.acostacarpenter.ORG
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Smith College's Project on Women and Social Change and Brooklyn College of the City University of New York

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## AbOUT OUR STUDY

## Where and how do we gather our information?

Questionnaires are mailed to the Senior Woman Administrator at every NCAA member school that has a women's athletics program. In 2012, the number of such institutions was a bit less than 1100.

The questionnaires are sent in the Fall semester and for more than a quarter century, we sent the questionnaires every other year but inquired about the status for two years: the current year and the prior year. Since 2006 we have continued to send out the questionnaires every other year but we have only inquired about the current year. Thus, you will not find data for odd number years of 2005, 2007, 2009 and 2011. We made this change in protocol for several reasons. Inquiring about a past year's data, on occasion, resulted in missing data that we then needed to search for and also, entering two years of data , rather than one, each time we gathered data, doubled our work.

Our data comes directly from the institutions. The data is primary; it is NOT drawn from the reports otherwise generated by an institution or association. Where we suspect there has been a misunderstanding or data appears to be missing, we contact the respondent and double check.

We have consistently enjoyed a high rate of return and are grateful to our respondents for caring enough in their busy days to complete the questionnaires. Amazingly, some of our respondents have been contributing their data since the beginning or our study, 35 years ago. A sense of team effort, old friends, and collegiality has developed over the years and it warms our hearts.

## Where can you find information about high school data?

Our study covers NCAA intercollegiate sports for women. It does not include data for schools that are members of other associations such as the NAIA, NCCAA, and so forth. However, one figure that you will find mentioned in this report does include these other 4 year college organizations: "In 2012 there are 200,000 female intercollegiate athletes".

High school participation data is available from the National Federation of State High School Associations (www.nfhs.org).

## Where can you find information about salaries, budgets, and finances in general?

'Following the money' often gives an added dimension to discussions about college athletics. But finding out accurate and complete financial information is very difficult if not impossible. So, when you take a look at some of the information contained at the sites suggested, please realize that the information may not be inclusive of all remuneration, nor may it include all expenses such as debt service, security, and so forth. At least these sites are a place to start.

You might want to take a look at the NCAA Revenues and Expenses Report. It is available for free downloading at http://ncaapublications.com/p-4237-2004-2010-revenues-andexpenses.aspx.

The Chronicle of Higher Education frequently reviews available data and a search of their site might prove useful.

The Equity in Athletics Disclosure Act requires intercollegiate athletics programs to annually submit a variety of data, some of which includes finances. The EADA information is available at http://ope.ed.gov/athletics/Index.aspx.

CONTINUED

## Who provides the funding for our study?

For many years, the Research Foundation of the City University of New York (CUNY), generously provided funding to continue our study. After our retirement from Brooklyn College -CUNY, Smith College's Project on Women and Social Change stepped forward and has generously continued to support our study over the years.

We are grateful not just to Brooklyn College and to Smith College's Project on Women and Social Change, but to a long list of other people who have helped with skill, knowledge, encouragement, participation, and patience. A few among this long list are, in no particular order:

Vital participants:
1000s of faithful respondents from colleges and universities across the nation
Facilitators:
Kathleen Gauger Project on Women and Social Change, Smith College
Christine Shelton Smith College, Exercise and Sport Studies
Kenny Sprague NCAA

Technology:
Will Loving
Marcus Carpenter

> http://dedicationtechnologies.com/
> http://www.actionwebdevelopment.com/

## How should you navigate through the summary?

We have provided a short Executive Summary. Following that you will find the full summary. It is divided into sections such as Participation, Coaching, and so forth.

Within each section you will find an initial page that is denoted "Commentary". On the "Commentary" pages we will try to give you an overview of the particular topic. We have also tried to reserve any personal opinion or value laden narrative to the "Commentary" sections. Because our data is descriptive, it stands on its own. However, within the "Commentary" pages we might have found it irresistible to put the data into a social or historic or legal context now and then. Please know that pages other than those in the "Commentary" sections are do not include any value laden language nor do they include our personal opinions or points of view, to the best of our efforts.

Following the "Commentary" pages, you will find more detailed and complete data pages on the section's topic.

## How should the study be cited?

Please feel free to make copies and use the data. We only ask that you cite it appropriately so that other people will know where it has come from and can find the full text for themselves. It is the right and honorable thing to do and we feel confident that you will take the time to cite it correctly. We thank you in advance.

CONTINUED

Differently citation formats make it difficult to give you a formal citation. However, would you please make sure to include all of the following in whatever order suits your citation format? Thanks.

Acosta/Carpenter. "Women in Intercollegiate Sport. A Longitudinal, National Study, Thirty Five Year Update. 1977-2012". Unpublished manuscript. Available for downloading at www.acostacarpenter.ORG

## What is Title IX?

Title IX is federal legislation that prohibits discrimination based on sex in education programs that receive federal money. It covers only sex discrimination but it includes all parts of education programs, including athletics, intramurals, financial aid, biology, psychology, and so forth. It covers any education program that receives federal aid; thus its reach includes both public and private programs, as long as federal dollars are found within.

Title IX was enacted in 1972 and schools were given until 1978 to 'get organized' or more specifically, 1978 was the 'mandatory compliance date'. Regulations spelling out what was required were drafted, reviewed and gained the force of law. Additional Policy Interpretations were drafted which provided a more specific yardstick for how to judge compliance within the areas of interscholastic and intercollegiate athletics, intramural and recreation programs. The Policy Interpretations do not have the force of law but are given great deference by the courts.

Federal laws are enacted by the legislative branch (Congress) and enforced by the Executive Branch (in this case, by the Office for Civil Rights (OCR) within the Department of Education). Legal standing is NOT required to file a complaint with the OCR; anyone may file whether or not they are the victim of alleged discrimination. If violations of Title IX are found, the OCR to one degree or another, tries to resolve the problems and have the institution move into compliance. If an institution violates Title IX and refuses to comply with its requirements, the OCR has the option to move forward with the aid of the Department of Justice to remove federal funding. No federal funding has ever been removed as a result of violation Title IX so the enforcement threat of the loss of federal funding has been a hollow one.

Someone with legal standing may, if they choose to, file a lawsuit alleging a violation of Title IX. There is not need to first go through the process of filing a complaint with the OCR nor even with the on campus Title IX designated employee (in-house complaint). The possibility of monetary compensatory damages exists with a Title IX lawsuit. It has not yet been determined by the courts if punitive damages might also be available.

Although we are partial, we think a good book to review if you want more information is:

## Title IX

by Linda Jean Carpenter and R. Vivian Acosta
Published by Human Kinetics ISBN 0736042393
For more information see: www.humankinetics.com/products/all-products/title-ix?

A LONGITUDINAL, NATIONAL STUDY<br>Thirty-Five Year Update

## EXECUTIVE SUMMARY

IN 2012:
Athletics Job Market for Females
13,792 female professionals are employed within intercollegiate athletics (including coaches, assistant coaches, SIDs, ATs, athletics administrators, and Strength and Training Coaches.)-highest ever.
3974 females are employed as coaches within intercollegiate athletics.
7024 females are employed as assistant coaches within women's athletics 215 females are employed as athletics directors within intercollegiate athletics.

Participation
9274 women's intercollegiate teams is the highest ever.
8.73 women's teams per school is the highest ever.

Basketball is the most popular sport, followed by volleyball and soccer.
Coaches
3974 female head coaches of women's teams is the number highest ever.
42.9\% of women's teams are coached by females.
$2 \%$ to $3 \%$ of men's teams are coached by females.
$57.1 \%$ of women's teams are coached by males.
97 to $98 \%$ of men's teams are coached by males.
One out of five of all teams ( $\mathrm{M} \& \mathrm{~F}$ ) are coached by females.
Four out of five of all teams ( $\mathrm{M} \& F$ ) are coached by males.
Less than half of women's teams are coached by a female.
100 more female coaches of women's teams are employed than in 2010.
There are 396 more female coaches of women's teams than a decade ago.
When the athletics director is a female, more female coaches are likely.
When the athletics director is a male, fewer female coaches are likely.
In 1972 more than $90 \%$ of women's teams had a female coach.
Assistant Coaches
12,301 PAID assistant coaches (M\&F) of women's teams is highest ever.
11.7 is the average of PAID assistant coaches of women's teams/school.

7024 female PAID assistant coaches is the highest ever.
$57.1 \%$ of paid assistant coaches of women's teams are females.
There are 279 more paid female assistant coaches of women's teams than in 2010.
There are 575 more paid assistant coaches ( $M \& F$ ) of women's teams than in 2010.

There are 2243 more paid female assistant coaches of women's teams than a decade ago.
Division 1 has the most paid assistant female coaches of women's teams at 2953.

## Administration

$20.3 \%$ of athletics directors are females.
$79.7 \%$ of athletics directors are males.
There are 215 female athletics directors.
Division 1 has the fewest female athletics directors at 36.
Division 3 has the most female athletics directors at 133.
A third of Division 3 athletics directors are females.
$9.2 \%$ of athletics departments have NO female anywhere in the administration (in 2010, the percent was 13.2)
Administrations with 4 people counting a male AD is the most popular structure.
3.94 is the average number of administrators per school.

Division 1 has the largest administrative staffs with an average of 5.98 people each.
1.41 is the average number of female administrators per campus.

4203 is the total number of jobs in administration.
There are 257 more administrative jobs than two years ago.
125 more administrative jobs are held by females than in 2010.
132 more administrative jobs are held by males than in 2010.
1503 is the number of administrative jobs held by females.
2700 is the number of administrative jobs held by males.
$35.8 \%$ of administrative jobs are held by females.
64.2\% of administrative jobs are held by males.

There are 501 more administrative jobs held by females than a decade ago.
There are 492 more administrative jobs held by males than a decade ago,

## Athletic Trainers

$99.2 \%$ of schools have an athletic trainer.
$30.7 \%$ of head athletic trainers are females.
$69.3 \%$ of head athletic trainers are males.
Division 1 has the highest percentage of athletic trainers.
Division 1 has the smallest percentage of head female athletic trainers.

Sports Information Directors (SIDs)
99.6\% of schools have an SID.
$9.8 \%$ of sports information directors are females.
$90.2 \%$ of sports information directors are males.
Division 1 has the highest percentage of SIDs.
Division 1 has the smallest percentage of female SIDs at $3.1 \%$

Strength and Conditioning Coaches (S/C Coaches)
Division 1 has the highest percentage of S/C Coaches.
Division 1 has the highest percentage of schools with at least one female S/C Coach.
$50.8 \%$ of Division 1 Football Bowl Subdivision (FBS) schools have at least one female S/C Coach compared to $20.0 \%$ of FCS schools.
"OUT OFs" - - - (In order for "Out ofs" to be created, exact numbers have been rounded up or down. See the main body of the report for exact numbers and percentages.

In 19729 of 10 coaches for women's teams were females.
In 2012 a bit less than 1 out of 2 coaches for women's teams is a female.
97 out of 100 coaches of men's teams are males.
6 of 10 paid assistant coaches of women's teams are females.
1 of 5 head coaches of all NCAA teams ( $M \& W$ ) is a female.
7 of 8 assistant coaches for women's teams are paid.
1 of 5 athletics directors is a female.
9 of 10 athletics programs have at least one female on the administrative staff.
Almost 1 of 3 head athletic trainers is a female.
1 of 10 head sports information directors (SIDs) is a female.
3 out of 10 females employee in intercollegiate athletics are employed as head coaches.

# PARTICIPATION COMMENTARY 

> Female athlete participation numbers: Highest in history.

In 2012, forty years after the enactment of Title IX, there are an average of 8.73 women's teams per school and a total of about 200,000 female intercollegiate athletes: the highest in history.

In 1970, prior to the 1972 enactment of Title IX, there were only 2.5 women's teams per school and only about 16,000 total female intercollegiate athletes. In 1977/1978, the academic year preceding the mandatory compliance date for Title IX, the number of varsity sports for women had grown to 5.61 per school.

A decade later, in 1988, the number had grown to 7.71 and at the turn of the century, the growth continued to 8.14.

Today, in 2012, the average number of women's teams per school sets an all time record of 8.73 giving weight to the adage: "If you build it, they will come."

When reflecting on the growth of women's sports over the years, it is also important to realize that the number of schools offering women's sports has increased markedly. Thus, the real level of growth is not just from 2.5 to 8.73 teams per school, but 8.73 teams at many more schools, schools that didn't have any teams for women when Title IX was enacted 35 years ago.

The same type of massive growth is found in the nation's high schools. You might want to take a look at the participation data gathered by the National Federation of State High School Associations found on their website at www.nfhs.org. The NFHS participation data show that in 1971, just before Title IX was enacted, there were $3,666,917$ boys and 294,015
girls participating in high school athletics. That's 1 girl for every 12 boys in 1971.

Today there are $4,494,406$ boys and $3,173,549$ high school girls participating and having the potential to gain positive life lessons from their experiences on the field and in the gym. That's 1 girl for every 1.4 boys today. "If you build it, they will come."

In most locales, the pent-up demand for new women's teams exceeds the number of new teams created. In 2012 there are a total of 9274 women's NCAA teams, an increase of 2928 teams in the last 14 years.

Is there a difference in participation levels between NCAA divisions 1,2, and 3 ? Yes. Division 1 offers the highest average number of teams for women per school at 9.44. (The subdivision within Division 1 with the highest average number of teams per school is the FBS (Football Bowl Subdivision). Division 2 with an average number of women's teams per school of 7.64 lags behind both Division 1 (9.44) and Division 3 (8.92).

Basketball is the women's sport most frequently found on the campuses of NCAA schools. Indeed, basketball is found on $98.8 \%$ of all NCAA schools that offer women's athletics programs.

Soccer is the sport that has grown the most over the years. In 1977 there were women's soccer teams on less than three out of a hundred schools. Today, in 2012, women's soccer teams are found in more than 9 out of 10 schools.

In addition to reviewing the average number of teams per school, it is important to take a look at the actual TOTAL number of teams. The total number of women's intercollegiate teams among NCAA member schools is also the highest in history.

In 2012, there are 9274 teams for women. In the last 14 years there has been an increase of 2928 women's teams. In the past 4 years, the rate of growth is not as great as found for instance at the turn of the century, but the growth continues.

# PARTICIPATION COMMENTARY, continved 

Has the growth in sport opportunities for girls and women resulted in a decrease in the number of boys and men participating? No.

The focus of our research is to track the participation level of females in intercollegiate sport. However, data from a number of other studies show that the number of males participating, both on the high school and college levels, has consistently increased over the years.

Increased participation in interscholastic as well and intercollegiate sport for both females and males continues to be the norm. The rate of increase varies and the menu of sports being offered changes. Such changes have been taking place over decades, but the number of individual athletes participating, both males and females, continues to increase. The opportunity to gain from the sport experience is of value to all participants and we are happy to report that the number of females, and males, who participate is increasing.

Roster size, expense, safety, availability of facilities, proximity of competitors, athlete interest, and feeder systems are among the long list of issues that sometimes play a part in determining which sports wax and which wane in popularity. Sometimes particular sports are labeled minor, 'Olympic', non-revenue or second tier as opposed to major, revenue sports, or first tier. The labeling is often done in an effort to rationalize the level of institutional support being provided to a particular team. Whatever the mechanism of decision making, it is frustrating and saddening when a particular athlete's team is cancelled in favor of supporting another team whether that team is football or a new women's team. It is important to review the data before focusing that frustration and sadness on the perceived 'victors' of institutional support.

It is beyond the scope of this study, or even this commentary, to review the relevance of specific sports to the mission of the institution. Nor is it our purpose to question the relevance of perceived revenue production to the mission of the institution. However, we suggest that a review of financial data found elsewhere might help the

$$
\begin{aligned}
& \text { 200,000 women } \\
& \text { intercollegiate athletes } \\
& \text { in } 2012 .
\end{aligned}
$$

kind and gentle reader make informed opinions when teams are retrenched or added. Such financial information might be pursued through the Chronicle of Higher Education, the NCAA Revenues and Expenses Report, http:// ncaapublications.com/p-4237-2004-2010-revenues-and-expenses.aspx, and EADA (Equity in Athletics Disclosure Act) http:// ope.ed.gov/athletics/Index.aspx.

In 2010 there were 17 times the number of varsity female high school athletes than female college athletes. In 2012, even with the ever increasing number of high school female athletes, there has been an even greater, albeit slightly so, increase in the number of female participation slots on the college level. So, in 2012, there are about 16 times more female high school athletes than participation slots for females on the college level.

Why are participation levels for females at an all time high? Perhaps it is due to society's ability to embrace females as athletes. Perhaps it is encouraged by a long line of successful Title IX lawsuits urging non-discriminatory treatment. Perhaps it is another generation of post Title IX men and women who now know that the benefits available from sport participation enrich the lives of both females and males, their daughters and sons. Perhaps it is increased media coverage of women's sports, and perhaps it is due to the long term efforts of energetic advocacy efforts by organizations such as the National Association for Girls and Women in Sport (www.nagws.org), and coalitions of a variety of organizations such as found under the umbrella of the National Coalition for Girls and Women in Education (www. ncwge .org). Whatever the cause, female athletes are being afforded opportunities in greater numbers than ever before.

## PARTICIPATION

## 2012 Number of Women's Varsity Teams BY DIVISION <br> TOTALS

| Division 1 | Division 2 | Division 3 | TOTAL |
| :---: | :---: | :---: | :---: |
| 3172 | 2231 | 3871 | 9274 |

The total of 9274 women's teams is the highest number ever participating.
Over the Years: Number of Women's Varsity Teams overall increase in Number of Women's Teams


This table should be read as follows: Within all three divisions combined, in 2012 there are 9274 women's varsity teams. In 1998 there were 6346 such teams.

OVER THE YEARS: OVERALL INCREASE IN THE Number of Women's Teams

|  | OVERALL <br> Increase in Number of <br> Teams |
| :--- | :---: |
| 10 Years: 2002 to 2012 | +1142 Teams |
| 14 Years: 1998 to 2012 | +2928 Teams |

## PARTICIPATION

Average Number of Women's Varsity Teams Per school ( $1970=2$ years prior to Title IX, 1978 = 'Mandatory Compliance Date')


2012 represents the highest number ever of women's teams per school.
When all divisions are considered together, there is an average of 8.73 women's varsity teams per school.

Division 1 institutions, with an average of 9.44 , have the greatest number of women's teams per school. Division 3 follows with 8.92 and Division 2 has the smallest average offering for its female athletes with 7.64 teams per school.

Average Number of Women's Teams Per school over the Years

| 2012 | 8.73 | 1999 | 7.93 | 1989 | 7.19 |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2010 | 8.64 | 1998 | 7.71 | 1988 | 7.31 |
| 2008 | 8.65 | 1997 | 7.51 | 1987 | 7.24 |
| 2006 | 8.45 | 1996 | 7.93 | 1986 | 7.15 |
| 2005 | ---- | 1995 | 7.27 | 1985 | 6.99 |
| 2004 | 8.32 | 1994 | 7.22 | 1984 | 6.90 |
| 2003 | 8.23 | 1993 | 7.02 | 1983 | 6.25 |
| 2002 | 8.35 | 1992 | 7.09 | 1982 | 6.59 |
| 2001 | 8.23 | 1991 | 7.00 | 1981 | 6.46 |
| 2000 | 8.14 | 1990 | 7.24 | 1980 | 6.48 |

19796.25
$1978 \quad 5.61$ (Title IX Compliance Date)
---- --
$1970 \quad 2.50$ (2 years before Title IX)

## PARTICIPATION

## Average Number of Women's Varsity Teams Per School BY DIVISION - OVER THE YEARS

| Year | Division 1 | Division 2 | Division 3 |
| :---: | :---: | :---: | :---: |
| $\mathbf{2 0 1 2}$ | $\mathbf{9 . 4 4}$ | $\mathbf{7 . 6 4}$ | 8.92 |
| --- |  |  |  |
| 2010 | 9.54 | 7.30 | 8.87 |
| --- |  | 7.28 | 8.78 |
| 2008 | 9.54 |  |  |
| --- |  |  | 8.49 |
| 2006 | 9.42 | 6.90 | 8.51 |
| -- |  | 6.81 | 8.39 |
| 2004 | 9.26 | 6.77 | 8.42 |
| 2003 | 9.20 | 6.62 | 8.33 |
| 2002 | 9.36 | 6.44 | 8.45 |
| 2001 | 9.24 | 6.38 | 8.15 |
| 2000 | 8.87 | 6.17 | 7.88 |
| 1999 | 8.73 | 6.07 | 7.64 |
| 1998 | 8.59 | 5.83 | 7.75 |
| 1997 | 8.45 | 5.81 | 7.67 |
| 1996 | 8.33 | 5.68 | 7.65 |
| 1995 | 7.99 | 5.74 | 7.43 |
| 1994 | 7.89 | 5.76 | 7.42 |
| 1993 | 7.66 | 7.38 | 7.30 |
| 1992 | 7.56 |  |  |
| 1991 | 7 |  |  |

## Two Decades of Growth

increase in the average number of Teams for Women per school BY DIVISION AND OVERALL IN THE LAST 10 (2002 TO 2012 ) AND 20 YEARS (1992 TO 2012)

|  | Division 1 | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| 10 Years | +0.08 teams | +0.70 teams | +0.50 teams | +0.38 teams |
| 20 Years | +1.76 teams | +1.90 teams | +1.50 teams | +1.64 teams |

Read this chart as follows: In the last 10 years, there is an average increase of 0.08 women's teams in Division 1 schools from 2002 to 2012. There is an average increase of 0.70 and 0.50 women's teams per school in Division 2 and Division 3 respectively. Overall, in the past 20 years, the average increase in all divisions has been 1.64 teamsas compared with the most recent 10 year increase of just barely over a third of a team per school.

Number of Women's Varsity Teams Per School BY DIVISION

| Division 1 | Division 2 | Division 3 |
| :---: | :---: | :---: |
| 9.44 | 7.64 | 8.92 |



## DIVISION 1 SUB DIVISIONS

Number of Women's Varsity Teams Per school

| Non FBS or FCS | Football Bowl <br> Subdivision (FBS) <br> Formerly 1A | Football Champ. <br> Subdivision (FCS) <br> Formerly 1AA |
| :---: | :---: | :---: |
| 8.37 | 9.95 | 9.86 |

Division 1 institutions offer the greatest number of teams for their female athletes, with an average of 9.44 teams per school.

There are three subdivisions within Division 1: Non FBS or FCS, Football Bowl Subdivision (FBS- formerly 1A) and Football Championship Subdivision (FCS- formerly 1AA). The subdivision designations generally track the older Division 1AAA, Division 1AA and Division 1A distinctions with former Division 1A having been considered to have the biggest 'big time' football programs.

The Football Championship Subdivision (FCS - somewhat analogous to the former Division 1AA designation) offers slightly fewer teams for its female athletes than does the Football Bowl Subdivision (FBS - somewhat analogous to the former Division 1A designation)

## PARTICIPATION

2012 MOST POPULAR WOMEN'S VARSITY TEAMS RANK ORDER

| RANK | Sport | Overall Rank |
| :---: | :---: | :---: |
| 1 | Basketball | 98.8 |
| 2 | Volleyball | 96.3 |
| 3 | Soccer | 93.4 |
| 4 | Cross Country | 93.0 |
| 5 | Softball | 88.7 |
| 6 | Tennis | 86.1 |
| 7 | Track \& Field | 70.1 |
| 8 | Golf | 55.9 |
| 9 | Swimming/Diving | 52.1 |
| 10 | Lacrosse | 39.3 |
| 11 | Field Hockey | 28.1 |
| 12 | Crew/Rowing | 16.4 |
| 13 Tie | Gymnastics | 9.6 Tie |
| 13 Tie | Ice Hockey | 9.6 Tie |
| 14 | Water Polo | 6.1 |
| 15 | Fencing | 4.9 |
| 16 Tie | Sailing | 4.3Tie |
| 16 Tie | Skiing | 4.3 Tie |
| 17 Tie | Bowling | 4.1Tie |
| 17 Tie | Squash | 4.1 Tie |
| 18 | Riding/Equestrian | 3.9 |
| 19 | Riflery | 3.1 |
| 20 | Synch. Swimming | 0.8 |
| 21 | Badminton | 0.4 |

## PARTICIPATION

## 2012 Percentage of Women's Varsity Teams BY SPORT AND BY DIVISION

| Sport | Division 1 | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| Badminton | 0.0 | 0.7 | 0.5 | 0.4 |
| Basketball | 98.8 | 99.3 | 98.6 | 98.8 |
| Bowling | 7.5 | 4.3 | 1.4 | 4.1 |
| Crew/Rowing | 26.9 | 9.3 | 13.2 | 16.4 |
| Cross Country | 95.6 | 90.0 | 92.9 | 93.0 |
| Fencing | 10.0 | 2.1 | 2.8 | 4.9 |
| Field Hockey | 28.8 | 11.4 | 38.7 | 28.1 |
| Golf | 71.3 | 53.7 | 45.8 | 55.9 |
| Gymnastics | 23.1 | 3.6 | 3.3 | 9.6 |
| Ice Hockey | 8.8 | 4.3 | 13.7 | 9.6 |
| Lacrosse | 29.4 | 29.3 | 53.3 | 39.3 |
| Riding/Equestrian | 4.4 | 2.9 | 4.2 | 3.9 |
| Riflery | 5.6 | 1.4 | 2.4 | 3.1 |
| Sailing | 5.0 | 1.4 | 5.7 | 4.3 |
| Skiing | 3.8 | 3.6 | 5.2 | 4.3 |
| Soccer | 95.0 | 84.3 | 98.1 | 93.4 |
| Softball | 81.3 | 91.4 | 92.5 | 88.7 |
| Squash | 3.8 | 0.0 | 7.1 | 4.1 |
| Swimming/Diving | 58.8 | 33.6 | 59.4 | 52.1 |
| Synch. Swim. | 1.9 | 0.7 | 0.0 | 0.8 |
| Tennis | 91.3 | 80.0 | 86.3 | 86.2 |
| Track \& Field | 87.5 | 58.6 | 64.6 | 70.1 |
| Volleyball | 95.6 | 96.4 | 96.7 | 96.3 |
| Water Polo | 10.0 | 2.1 | 5.7 | 6.1 |

## PARTICIPATION

2012 DIVISION 1 SUBDIVISIONS - RANK ORDER

| Sport | Non FBS or FCS | FBS | FCS | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| Badminton | 0.0 | 0.0 | 0.0 | 0.0 |
| Basketball | 98.0 | 100.0 | 98.0 | 98.8 |
| Bowling | 10.2 | 3.3 | 10.0 | 7.5 |
| Crew/Rowing | 12.2 | 37.7 | 28.0 | 26.9 |
| Cross Country | 98.0 | 91.8 | 98.0 | 95.6 |
| Fencing | 8.2 | 13.1 | 8.0 | 10.0 |
| Field Hockey | 22.4 | 24.6 | 40.0 | 28.8 |
| Golf | 61.2 | 83.6 | 66.0 | 71.3 |
| Gymnastics | 4.1 | 44.3 | 16.0 | 23.1 |
| Ice Hockey | 6.1 | 4.9 | 16.0 | 8.8 |
| Lacrosse | 26.5 | 23.0 | 40.0 | 29.4 |
| Riding/Equest. | 2.0 | 3.3 | 8.0 | 4.4 |
| Riflery | 0.0 | 9.8 | 6.0 | 5.6 |
| Sailing | 2.0 | 4.9 | 8.0 | 5.0 |
| Skiing | 2.0 | 1.6 | 8.0 | 3.8 |
| Soccer | 91.8 | 96.7 | 96.0 | 95.0 |
| Softball | 73.5 | 78.7 | 92.0 | 81.3 |
| Squash | 0.0 | 1.6 | 10.0 | 3.8 |
| Swim/Dive | 49.0 | 73.8 | 50.0 | 58.8 |
| Synch. Swim | 2.0 | 3.3 | 0.0 | 1.9 |
| Tennis | 91.8 | 93.4 | 88.0 | 91.3 |
| Track/Field | 75.5 | 91.8 | 94.0 | 87.5 |
| Volleyball | 91.8 | 100.0 | 94.0 | 95.6 |
| Water Polo | 8.20 | 9.8 | 12.0 | 10.0 |

# PARTICIPATION 

## DOZEN MOST POPULAR WOMEN'S TEAMS <br> RANK ORDER - All DIVISIONS COMBINED

| Rank | Sport | 2010 Percent | 2012 Percent | INCREASE <br> Decrease |
| :---: | :--- | :---: | :---: | :--- |
| 1 | Basketball | 99.1 | 98.8 | Decrease |
| 2 | Volleyball | 96.8 | 96.3 | Decrease |
| 3 | Soccer | 91.2 | 93.4 | INCREASE |
| 4 | Cross Country | 90.9 | 93.0 | INCREASE |
| 5 | Softball | 88.2 | 88.7 | INCREASE |
| 6 | Tennis | 85.2 | 86.1 | INCREASE |
| 7 | Track \& Field | 71.6 | 70.1 | Decrease |
| 8 | Golf | 52.9 | 55.9 | INCREASE |
| 9 | Swimming/Diving | 35.8 | 52.1 | No Net Change |
| 10 | Lacrosse | 27.7 | 39.3 | INCREASE |
| 11 | Field Hockey | 14.8 | 28.1 | INCREASE |
| 12 | Rowing/Crew | 16.4 | INCREASE |  |

This tables should be read as follows: In the last two years, from 2010 to 2012, the percentage of schools offering soccer for their female athletes has increase from $91.2 \%$ to $93.4 \%$.

It is important to note that large percentage swings in ranking take place among sports that are not widely offered. It only takes a few schools to add or drop a sport to make large changes in the percentage. On the other hand, although the percentages of increase or decrease are small, the changes represent an important number of schools and teams offering teams when the sports are among the more popular ones.

In 1977, soccer was the 20th most popular women's sport, found in only $2.8 \%$ of schools. Today, women's soccer is in third place, found in $93.4 \%$ of all NCAA schools. Over time, soccer has been consistently the sport with the strongest growth.

Cross Country is another sport that has grown markedly. In 1977, a year before 'mandatory compliance' for Title IX, women's cross country teams were found in $29.4 \%$ of the schools. Today, they are found in $90.9 \%$.

## PARTICIPATIロN

## ロVER THE YEARS：MロST PロPULAR SPロRTS－RANK ロRDER

（Most Frequently Found Sports in Women＇s Intercollegiate Programs）

## Percent Offering Sport and Rank

| Rank in 2 | 2012 | 2010 |  | 2008 |  | 2006 |  | 2004 |  | 2002 |  | 1977 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1．Basketball | 98.8 | 1 | 99.1 | 1 | 98.8 | 1 | 98.4 | 1 | 98.3 | 1 | 98. | 1 | 90.4 |
| 2．Volleyball | 96.3 | 2 | 96.8 | 2 | 95.7 | 2 | 95.2 | 2 | 94.6 | 2 | 95.4 | 2 | 80.1 |
| 3．Soccer | 93.4 | 3 | 91.2 | 3 | 92.0 | 3 | 89.4 | 4 | 88.6 | 3 | 87.9 | 20 | 2.8 |
| 4．Cross Country | y 93.0 | 4 | 90.9 | 4 | 90.8 | 4 | 89.2 | 3 | 88.8 | 5 | 86.5 | 8 | 29.4 |
| 5．Softball | 88.7 | 5 | 88.2 | 5 | 89.2 | 5 | 87.1 | 5 | 86.4 | 6 | 86.2 | 4 | 48.4 |
| 6．Tennis | 86.1 | 6 | 85.2 | 6 | 84.7 | 6 | 85.1 | 6 | 85.2 | 4 | 87.7 | 3 | 80.0 |
| 7．Track \＆Field | 70.1 | 7 | 71.6 | 7 | 70.9 | 7 | 67.4 | 7 | 67.4 | 7 | 67.5 | 5 | 46.1 |
| 8．Golf | 55.9 | 8 | 54.9 | 8 | 54.4 | 8 | 52.2 |  | 48.7 | 9 | 48.4 | 10 | 19.9 |
| 9．Swimming | 52.1 | 9 | 52.1 | 9 | 52.3 | 9 | 50.9 |  | 48.7 | 8 | 52.0 | 6 | 41.0 |
| 10．Lacrosse | 39.3 | 10 | 35.8 | 10 | 32.6 | 10 | 30.6 | 10 | 28.5 | 11 | 26.7 | 11 | 13.0 |
| 11．Field Hockey | 28.1 | 11 | 27.7 | 11 | 27.9 | 11 | 28.0 | 11 | 28.2 | 10 | 27.0 | 7 | 36.3 |
| 12．Crew／Rowing | 16.4 | 12 | 14.8 | 12 | 17.4 | 12 | 15.2 | 12 | 14.0 | 12 | 16.2 | 13 | 6.9 |
| 13T Gymnastics | 9.6 T | 13 | 10.6 | 13 | 10.7 | 14 | 9.5 | 13 | 11.0 | 13 | 12.0 | 9 | 25.9 |
| 14T．Ice Hockey | 9.6 T | 14 | 9.8 | 14 | 9.4 | 13 | 9.7 | 14 | 8.8 | 14 | 8.5 | 24 | 1.3 |
| 15 Water Polo | 6.1 | 15 | 6.1 | 15 | 6.7 | T16 | 5.9 | 15 | 6.5 | 15 | 6.0 | － | －－ |
| 16．Fencing． | 4.9 | 17 | 4.5 ti¢ | T16 | 5.2 | T15 | 5.9 | 17 | 4.6 | 16 | 5.8 | 12 | 9.8 |
| 17T．Skiing | 4.3 T | 18 | 4.5 tie | 18 | 4.3 | 17 | 5.7 | 16 | 5.8 | 17 | 5.0 | 16 | 3.6 |
| 18T Sailing | 4.3 T | 22 | 2.5 | T20 | 3.2 | 18 | 3.8 | 21 | 3.2 | 20 | 3.1 | T21 | 2.3 |
| 19T Bowling | 4.1 T | 21. | 3.0 | T21 | 3.2 | 22 | 3.2 | 20 | 3.3 | 22 | 2.6 | 17 | 3.4 |
| 20T．Squash | 4.1 T | 16 | 4.7 | 19 | 4.2 | T20 | 3.4 | 18 | 3.8 | 21 | 3.1 | T21 | 2.3 |
| 21．Riding／Equest | t． 3.9 | 19 | 3.9 | T17 | 5.2 | 19 | 3.6 | 19 | 3.6 | 19 | 3.6 | 23 | 2.0 |
| 22．Riflery | 3.1 | 20 | 3.2 | 22 | 2.8 | T21 | 3.4 | 22 | 2.8 | 18 | 3.8 | 15 | 3.8 |
| 23．Synch Swim | 0.8 | 24 | 0.4 | 23 | 1.2 | 23 | 1.3 | 23 | 0.5 | 23 | 1.0 | 18 | 3.3 |
| 24 Badminton | 0.4 | 23 | 0.5 | 24 | 0.2 | 24 | 0.4 | 24 | 0.3 | 25 | 0.1 | 14 | 5.9 |
| 25．Archery | 0.0 | 25 | 0.2 | 25 | 0.1 | 25 | 0.2 | 25 | 0.2 | 24 | 0.5 | 19 | 3.0 |

This table should be read as follows：Soccer was ranked as the 20th most frequentlly offered sport in 1977.
In 2012，it is found in $93.4 \%$ of schools and is ranked at 3rd place．

## PARTICIPATION

## AlL DIVISIONS

## 1991 то 2012

SEE NEXT PAGE FOR 1978 TO 1990 DATA (TOO MUCH DATA FOR ONE PAGE)

## Percentage of Schools Which Offer Each Sport



## PARTICIPATION

# ALL DIVISIONS <br> 1978 то 1990 <br> (TOO MUCH DATA FOR ONE PAGE) 

## Percentage of Schools Which Offer Each SPORT

|  | 1990 | $\underline{89}$ | $\underline{88}$ | $\underline{87}$ | $\underline{86}$ | $\underline{85}$ | $\underline{84}$ | $\underline{83}$ | $\underline{82}$ | $\underline{81}$ | $\underline{80}$ | 79 | 78 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Archery | 0.8 | 0.8 | 1.1 | 1.2 | 0.8 | 0.8 | 1.2 | 1.6 | 1.8 | 2.2 | 2.8 | 3.3 | 3.0 |
| Badminton | 1.0 | 1.5 | 1.1 | 1.2 | 2.0 | 2.0 | 1.9 | 2.0 | 3.6 | 4.4 | 5.4 | 6.1 | 5.9 |
| Basketball | 96.2 | 96.2 | 97.0 | 97.2 | 97.1 | 96.8 | 95.5 | 93.8 | 97.3 | 95.9 | 97.5 | 96.4 | 90.4 |
| Bowling | 0.8 | 0.8 | 1.6 | 1.9 | 2.0 | 2.0 | 1.9 | 1.9 | 2.9 | 3.3 | 3.6 | 3.6 | 3.4 |
| Crew/Rowing | 10.5 | 10.4 | 11.1 | 10.9 | 8.4 | 8.1 | 6.9 | 7.0 | 7.4 | 7.7 | 7.2 | 6.9 | 6.9 |
| Cross Country | 82.1 | 82.2 | 82.4 | 80.1 | 78.5 | 75.2 | 64.0 | 59.9 | 59.5 | 54.0 | 46.6 | 39.6 | 29.4 |
| Fencing | 7.4 | 7.4 | 9.2 | 9.5 | 8.8 | 9.1 | 8.0 | 8.0 | 10.4 | 9.8 | 9.6 | 9.5 | 9.8 |
| Field Hockey | 29.4 | 29.9 | 32.6 | 33.5 | 34.8 | 35.5 | 30.2 | 30.3 | 34.6 | 36.1 | 37.1 | 38.2 | 36.3 |
| Golf | 25.8 | 25.0 | 24.3 | 22.5 | 24.5 | 23.0 | 20.5 | 19.8 | 19.7 | 18.5 | 24.1 | 20.8 | 19.9 |
| Gymnastics | 15.5 | 16.0 | 16.8 | 17.5 | 20.6 | 20.4 | 18.6 | 20.0 | 22.1 | 23.0 | 25.6 | 28.2 | 25.9 |
| Ice Hockey | 2.6 | 2.6 | 3.0 | 3.2 | 2.5 | 2.7 | 2.8 | 2.4 | 2.9 | 2.9 | 1.8 | 1.5 | 1.3 |
| Lacrosse | 16.9 | 16.9 | 18.3 | 18.2 | 16.9 | 17.1 | 13.5 | 13.3 | 13.5 | 13.7 | 13.9 | 13.8 | 13.0 |
| Riding/Equest. | 3.5 | 3.5 | 2.6 | 2.6 | 2.7 | 2.4 | 2.6 | 2.4 | 2.4 | 2.2 | 3.1 | 2.5 | 2.0 |
| Riflery | 2.6 | 3.2 | 2.6 | 3.2 | 4.2 | 4.2 | 2.8 | 2.7 | 1.8 | 1.9 | 3.4 | 3.3 | 3.8 |
| Sailing | 4.0 | 3.8 | 3.4 | 3.2 | 2.9 | 2.7 | 2.7 | 2.8 | 2.7 | 2.4 | 1.9 | 2.5 | 2.3 |
| Skiing | 5.3 | 5.3 | 5.8 | 5.8 | 6.7 | 6.6 | 5.9 | 5.0 | 5.7 | 5.4 | 5.2 | 4.6 | 3.6 |
| Soccer | 41.3 | 38.5 | 38.3 | 35.1 | 29.7 | 26.8 | 18.7 | 16.4 | 16.4 | 12.5 | 8.2 | 4.6 | 2.8 |
| Softball | 70.9 | 69.2 | 72.5 | 72.5 | 69.6 | 68.4 | 65.6 | 65.6 | 67.1 | 65.6 | 62.3 | 58.9 | 48.4 |
| Squash | 3.6 | 3.6 | 3.2 | 3.0 | 3.4 | 3.3 | 2.0 | 2.0 | 2.9 | 2.7 | 2.8 | 2.5 | 2.3 |
| Swim/Dive | 53.6 | 53.3 | 55.0 | 54.9 | 54.2 | 53.5 | 44.8 | 42.5 | 49.1 | 48.6 | 46.9 | 44.8 | 41.0 |
| Synch. Swim | 0.5 | 0.5 | 0.7 | 0.7 | 1.5 | 1.3 | 1.5 | 1.3 | 2.7 | 3.3 | 3.2 | 3.4 | 3.3 |
| Tennis | 88.8 | 88.8 | 88.9 | 90.3 | 88.5 | 87.0 | 82.5 | 82.6 | 85.5 | 85.4 | 88.6 | 86.5 | 80.0 |
| Track \& Field | 68.6 | 66.8 | 66.8 | 64.4 | 67.2 | 63.8 | 58.7 | 57.2 | 62.0 | 59.3 | 58.6 | 54.3 | 46.1 |
| Volleyball | 90.6 | 91.2 | 91.2 | 91.0 | 87.7 | 86.3 | 84.0 | 83.6 | 85.7 | 84.9 | 87.8 | 85.9 | 80.1 |
| Water Polo | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

## PARTICIPATION

## $\longrightarrow$ DIVISION I <br> 1992 тO 2012

| PERCENTAGE OF |  |  |  |  | WHICH |  | OFFER EACH |  |  | SPORT |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2012 | 2010 | $\underline{2008}$ | $\underline{2006}$ | $\underline{2004}$ | $\underline{2002}$ | $\underline{2000}$ | 1998 | 1996 | 1994 | 1992 |
| Archery | 0.0 | 0.6 | 0.5 | 0.5 | 0.5 | 1.0 | 1.0 | 0.9 | 0.2 | 0.5 | 1.0 |
| Badminton | 0.0 | 0.6 | 0.1 | 0.1 | 0.0 | 0.0 | 0.4 | 0.0 | 0.0 | 0.0 | 0.0 |
| Basketball | 98.8 | 98.8 | 98.5 | 98.9 | 98.6 | 99.9 | 98.1 | 98.1 | 98.1 | 98.1 | 98.0 |
| Bowling | 7.5 | 4.8 | 4.2 | 6.0 | 5.8 | 5.4 | 3.8 | 1.9 | 0.0 | 0.0 | 1.0 |
| Crew/Row | 26.9 | 26.3 | 30.7 | 23.5 | 24.2 | 27.2 | 26.1 | 20.7 | 18.1 | 13.0 | 12.6 |
| Cross Co. | 95.6 | 92.8 | 94.4 | 93.4 | 95.2 | 96.0 | 95.7 | 92.5 | 95.8 | 96.4 | 93.0 |
| Fencing | 10.0 | 8.4 | 10.4 | 11.5 | 9.2 | 10.4 | 7.1 | 8.5 | 7.0 | 6.8 | 11.1 |
| Field Hock | 28.8 | 26.9 | 28.6 | 30.1 | 25.1 | 25.7 | 23.7 | 25.4 | 22.8 | 25.0 | 26.8 |
| Golf | 71.3 | 73.1 | 71.4 | 68.3 | 71.0 | 69.8 | 62.6 | 57.3 | 51.6 | 45.3 | 41.1 |
| Gymnastics | 23.1 | 25.7 | 25.0 | 24.0 | 24.2 | 24.8 | 23.2 | 21.1 | 25.4 | 24.0 | 24.7 |
| Ice Hockey | 8.8 | 9.6 | 9.9 | 11.5 | 6.3 | 8.4 | 6.6 | 5.6 | 3.3 | 3.6 | 3.5 |
| Lacrosse | 29.4 | 28.7 | 30.2 | 28.4 | 23.2 | 24.3 | 21.3 | 20.7 | 18.6 | 12.0 | 14.1 |
| Riding/Equ. | 4.4 | 3.0 | 5.7 | 3.8 | 3.9 | 2.5 | 1.9 | 2.3 | 0.9 | 1.0 | 0.5 |
| Riflery | 5.6 | 6.6 | 6.3 | 8.2 | 7.7 | 8.4 | 7.6 | 7.5 | 9.3 | 5.7 | 2.5 |
| Sailing | 4.0 | 3.6 | 4.2 | 5.5 | 3.9 | 4.5 | 4.3 | 4.2 | 4.2 | 5.2 | 4.0 |
| Skiing | 3.8 | 5.4 | 4.2 | 7.7 | 5.8 | 5.0 | 5.2 | 3.8 | 5.1 | 4.2 | 4.0 |
| Soccer | 95.0 | 95.2 | 96.9 | 90.2 | 92.3 | 90.0 | 87.7 | 83.1 | 67.4 | 46.9 | 31.8 |
| Softball | 81.3 | 83.8 | 84.4 | 80.9 | 78.7 | 80.2 | 73.5 | 74.2 | 67.4 | 46.9 | 31.8 |
| Squash | 3.8 | 5.4 | 4.2 | 2.2 | 3.9 | 2.0 | 1.9 | 3.8 | 1.9 | 2.6 | 3.5 |
| Swim/Dive | 58.8 | 64.7 | 57.8 | 61.2 | 60.9 | 61.4 | 61.1 | 54.9 | 56.3 | 58.3 | 61.6 |
| Synch.Swin | 1.9 | 1.2 | 2.1 | 1.6 | 0.5 | 2.0 | 1.9 | 1.4 | 1.4 | 0.5 | 0.5 |
| Tennis | 91.3 | 91.6 | 95.9 | 94.0 | 94.7 | 95.5 | 94.8 | 95.3 | 95.8 | 92.7 | 92.9 |
| Track \& Fie | 87.5 | 88.0 | 88.0 | 86.3 | 86.0 | 86.1 | 82.9 | 82.1 | 85.1 | 83.9 | 83.3 |
| Volleyball | 95.6 | 95.2 | 94.4 | 95.1 | 96.1 | 96.0 | 94.8 | 94.4 | 95.3 | 93.8 | 91.4 |
| Water Polo | 10.2 | 10.0 | 9.9 | 8.7 | 8.7 | 9.9 | -- | -- | -- | -- | -- |

## PARTICIPATION

## $\rightarrow$ DIVISION II <br> 1992 TO 2012



## PARTICIPATION

## Percentage of Schools Which Offer Each Sport

|  | $\underline{2012}$ | 2010 | 2008 | $\underline{2006}$ | $\underline{2004}$ | $\underline{2004}$ | $\underline{2000}$ | $\underline{1998}$ | 1996 | 1994 | 1992 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Archery | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.4 | 0.0 | 0.0 | 0.4 | 0.0 | 0.0 |
| Badminton | 0.5 | 0.9 | 0.4 | 0.9 | 0.8 | 0.0 | 0.4 | 0.4 | 0.8 | 1.7 | 1.7 |
| Basketball | 98.6 | 98.7 | 98.8 | 97.8 | 99.2 | 98.7 | 98.7 | 98.5 | 99.4 | 95.7 | 95.7 |
| Bowling | 1.4 | 0.4 | 1.6 | 0.9 | 0.4 | 0.0 | 0.0 | 0.4 | 0.8 | 0.4 | 0.4 |
| Crew/Row | 13.2 | 12.1 | 14.6 | 14.4 | 11.8 | 12.3 | 12.9 | 9.7 | 11.4 | 12.0 | 8.8 |
| Cross Co. | 92.9 | 90.5 | 88.3 | 86.5 | 84.3 | 81.1 | 84.7 | 82.2 | 78.8 | 76.4 | 74.4 |
| Fencing | 2.8 | 3.9 | 3.2 | 4.4 | 3.5 | 5.3 | 5.7 | 6.3 | 5.5 | 5.2 | 7.6 |
| Field Hockey | 38.7 | 39.4 | 40.1 | 36.7 | 40.8 | 36.8 | 40.4 | 36.1 | 40.0 | 42.5 | 39.0 |
| Golf | 45.8 | 41.6 | 42.5 | 40.6 | 37.6 | 36.0 | 32.9 | 25.7 | 23.1 | 17.6 | 15.5 |
| Gymnastics | 3.3 | 4.8 | 4.9 | 2.6 | 5.1 | 5.7 | 5.7 | 5.2 | 5.1 | 4.7 | 4.2 |
| Ice Hockey | 13.5 | 14.7 | 12.6 | 11.8 | 14.1 | 11.4 | 9.7 | 6.3 | 3.9 | 3.0 | 2.5 |
| Lacrosse | 53.3 | 51.1 | 46.2 | 41.0 | 42.0 | 38.2 | 39.0 | 33.5 | 32.6 | 29.6 | 24.8 |
| Riding/Eq. | 4.2 | 6.9 | 7.3 | 5.2 | 5.1 | 5.7 | 7.5 | 4.5 | 4.7 | 6.4 | 5.5 |
| Riflery | 2.4 | 1.7 | 1.6 | 1.7 | 0.8 | 2.2 | 1.8 | 1.9 | 2.4 | 1.0 | 2.1 |
| Sailing | 5.7 | 3.5 | 3.6 | 4.4 | 4.3 | 3.1 | 3.1 | 2.2 | 4.3 | 4.7 | 4.6 |
| Skiing | 5.2 | 5.6 | 4.9 | 5.2 | 6.7 | 5.7 | 5.3 | 5.2 | 5.1 | 6.9 | 7.1 |
| Soccer | 98.1 | 96.5 | 96.0 | 95.2 | 94.1 | 93.0 | 90.8 | 87.4 | 82.7 | 74.2 | 66.0 |
| Softball | 92.5 | 88.3 | 91.5 | 88.2 | 90.2 | 88.6 | 89.5 | 82.8 | 79.2 | 79.0 | 76.1 |
| Squash | 7.1 | 7.4 | 6.9 | 6.6 | 6.3 | 6.1 | 6.6 | 5.9 | 7.1 | 6.9 | 6.7 |
| Swim/Dive | 59.4 | 61.0 | 64.4 | 57.6 | 55.7 | 60.1 | 63.6 | 53.2 | 58.0 | 57.9 | 57.6 |
| Synch. Swim | 0.0 | 0.1 | 0.8 | 1.3 | 0.8 | 0.8 | 0.9 | 1.1 | 0.7 | 1.3 | 2.1 |
| Tennis | 86.3 | 86.6 | 83.4 | 84.7 | 84.7 | 89.5 | 88.6 | 87.7 | 88.6 | 86.7 | 89.1 |
| Track \& Fie | 64.6 | 67.5 | 63.6 | 61.1 | 62.4 | 61.0 | 64.0 | 61.0 | 63.1 | 61.4 | 60.9 |
| Volleyball | 96.7 | 98.3 | 96.0 | 95.2 | 94.1 | 95.2 | 99.5 | 93.3 | 90.6 | 89.3 | 89.1 |
| Water Polo | 5.7 | 5.6 | 5.3 | 5.2 | 6.7 | 4.8 | - | - | -- | -- | - |
| (c) 2012 Acosta/Carpenter |  |  | Box 42 | West Brookfield, MA 01585 |  | 508-867-9962 |  | Page 16 |  |  |  |

Percentage of Female Coaches of Women's Teams $2012=42.9 \%$

In 1972, the year Title IX was enacted, more than $90 \%$ of women's teams were coached by females.

By 1978, the year of mandatory Title IX compliance, the percentage had dropped to 58.2. Some of the large change in the early years from 1972 to 1978 was due to the massive increase in the number of teams offered for women (an increase from 2.5 in 1972 to 5.61 teams per school just six years later in 1978).

Historically, coaches for women's teams came from the ranks of physical educators who were also teaching. Prior to Title IX, few of the female coaches were paid for their coaching duties. After Title IX, coaches of women's teams began to be paid for their efforts thus making the jobs a bit more inviting.

Today, coaches come less from the ranks of physical educators and more from the ranks of former athletes. The representation of females among the ranks of head coaches for MEN's teams remains low, between 2 to $3.5 \%$, near where it has been since before the passage of Title IX. There are approximately 200 to 300 female head coaches of men's teams. Conversely, there are almost 5300 male head coaches for women's teams.

When we look at intercollegiate coaching as an entire workplace unit, we find that about 1 in 5 of all teams (men's and women's) are coached by females.

Typically, the men's teams that are coached by a female are individual sports such as tennis, track and swimming.

Access to female role models in positions of decision making and

> Percentage of Male
> Coaches
> of Women's Teams $2012=57.1 \%$ leadership is particularly important for females. Females have fewer such role models in their lives than do their male counterparts. Intercollegiate athletics is a very intense and challenging enterprise for the participant and having female role models available within such an enterprise is even more useful.

The sport most often found on campus for women is basketball. On average, 6 out of 10 coaches of women's teams are females.

Does the gender of the athletics director make a difference in the percentage of female coaches? It seems to. For instance, in Division 1 when there is a female AD, the percentage of female coaches is $45.9 \%$ compared to $41.9 \%$ when the AD is a male. Similarly, in Division 2, the average percentage of female coaches is $40.7 \%$ when the $A D$ is a female and $36.9 \%$ when the AD is a male. The apparent connection to the gender of the AD continues in Division 3 where, when the AD is a female, the percentage of female coaches averages $51.1 \%$ and when the $A D$ is a male, the average is $44.3 \%$.

| Year | Percentage of Female Coaches |
| :---: | :---: |
| 2012 | 42.9 |
| 2010 | 42.6 |
| 2008 | 42.8 |
| 2006 | 42.4 |
| 2004 | 44.1 |
| 2002 | 44.0 |
| 2001 | 44.7 |
| 2000 | 45.6 |
| 1999 | 46.3 |
| 1998 | 47.4 |
| 1997 | 474 |
| 1996 | 47.7 |
| 1995 | 48.3 |
| 1994 | 49.4 |
| 1993 | 48.1 |
| 1992 | 48.3 |
| 1991 | 47.7 |
| 1990 | 47.3 |
| 1989 | 47.7 |
| 1988 | 48.3 |
| 1987 | 48.8 |
| 1986 | 50.6 |
| 1985 | 50.7 |
| 1984 | 53.8 |
| 1983 | 56.2 |
| 1982 | 52.4 |
| 1981 | 54.6 |
| 1980 | 54.2 |
| 1979 | 56.1 |
| 1978 | 58.2 |

## Female coaches coach:

43 out of 100 women's teams 20 out of 100 of all teams (men's and women's) 2 out of 100 men's teams

| Year | Number <br> of Female <br> Head <br> Coaches | Change +/- <br> From Prior <br> 2 Year <br> Period |
| :--- | :---: | :---: |
| 2012 | 3974 | +100 jobs |
| 2010 | 3874 | -21 jobs |
| 2008 | 3895 | +197 jobs |
| 2006 | 3698 | -7 jobs |
| 2004 | 3705 | +127 jobs |
| 2002 | 3578 | +158 jobs |
| 2000 | 3420 | +412 jobs |



## COACHING

## Percentage of Female Coaches－1991 to 2012

（SEE NEXT PAGE FOR 1978 TO 1990 DATA）（TOO MUCH DATA FOR ONE PAGE）

## AlL Divisions

Note：Among those sports seldom offered on campus，a small number of coaching changes can produce a drastic change in the percentage of female／male coaching staffs．

|  | $\underline{2012}$ | $\underline{2010}$ | 08 | $\underline{06}$ | $\underline{04}$ | $\underline{03}$ | $\underline{02}$ | $\underline{01}$ | $\underline{2000}$ | 1999 | 98 | 97 | 96 | 95 | 94 | 93 | 92 | 91 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Archery | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 33.3 | 50.0 | 0.0 | 0.0 | 0.0 | 66.6 | 50.0 | 33.3 | 33.3 | 33.3 | 50.0 |
| Badminton | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 66.6 | 66.6 | 100.0 | 100.0 | 50.0 | 50.0 | 75.0 | 66.6 | 80.0 | 80.0 |
| Basketball | 59.5 | 57.0 | 59.1 | 60.8 | 60.7 | 60.5 | 62.5 | 63.1 | 63.3 | 65.4 | 64.6 | 65.2 | 64.3 | 63.9 | 64.6 | 62.8 | 63.5 | 60.7 |
| Bowling | 28.6 | 11.8 | 36.8 | 50.0 | 33.3 | 30.0 | 33.3 | 30.8 | 50.0 | 71.4 | 50.0 | 60.0 | 33.3 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 |
| Crew／Rowing | 36.9 | 42.2 | 42.3 | 40.0 | 41.6 | 40.9 | 37.9 | 38.0 | 30.4 | 32.6 | 35.4 | 36.5 | 38.1 | 39.7 | 52.5 | 49.2 | 44.0 | 46.0 |
| Cross Country | 21.2 | 18.6 | 19.2 | 19.5 | 22.0 | 21.7 | 21.3 | 21.2 | 19.4 | 19.9 | 21.3 | 20.7 | 21.5 | 22.7 | 21.3 | 17.3 | 20.1 | 20.3 |
| Fencing | 24.0 | 16.0 | 16.1 | 24.2 | 10.3 | 10.3 | 26.5 | 29.4 | 23.3 | 20.0 | 27.8 | 23.5 | 33.3 | 35.7 | 25.9 | 28.6 | 31.7 | 35.7 |
| Field Hockey | 93.8 | 96.1 | 95.2 | 94.2 | 96.6 | 95.5 | 96.8 | 97.4 | 99.4 | 98.7 | 97.1 | 97.6 | 97.2 | 97.1 | 97.0 | 98.2 | 97.0 | 97.0 |
| Golf | 41.6 | 45.8 | 38.8 | 36.8 | 41.7 | 42.9 | 39.2 | 40.5 | 48.6 | 49.0 | 46.3 | 45.2 | 50.2 | 53.8 | 47.1 | 47.0 | 45.7 | 47.8 |
| Gymnastics | 51.0 | 50.8 | 57.8 | 43.3 | 38.6 | 41.4 | 44.3 | 45.7 | 55.1 | 55.7 | 47.1 | 45.2 | 41.1 | 41.7 | 41.3 | 45.3 | 52.2 | 53.0 |
| Ice Hockey | 24.5 | 32.7 | 30.4 | 35.2 | 28.6 | 29.1 | 40.0 | 41.3 | 47.5 | 52.9 | 36.6 | 50.0 | 44.4 | 47.1 | 35.7 | 38.5 | 21.4 | 18.0 |
| Lacrosse | 85.1 | 87.5 | 84.6 | 82.5 | 86.2 | 85.7 | 85.9 | 85.6 | 83.7 | 83.1 | 86.0 | 85.2 | 92.6 | 92.6 | 93.0 | 94.8 | 95.7 | 91.5 |
| Riding／Equest | 90.0 | 77.3 | 80.6 | 90.0 | 82.6 | 81.0 | 81.0 | 81.0 | 78.3 | 77.3 | 81.0 | 80.0 | 83.3 | 88.2 | 85.0 | 24.2 | 100.0 | 00.0 |
| Riflery | 6.3 | 16.7 | 17.6 | 26.3 | 16.7 | 15.8 | 27.3 | 30.4 | 23.8 | 19.0 | 14.3 | 14.3 | 14.8 | 15.4 | 6.6 | 7.7 | 7.7 | 7.1 |
| Sailing | 4.5 | 14.3 | 10.5 | 14.3 | 5.0 | 9.5 | 11.1 | 12.5 | 0.0 | 0.0 | 0.0 | 0.0 | 4.3 | 4.3 | 0.0 | 0.0 | 8.3 | 4.8 |
| Skiing | 9.1 | 8.0 | 7.7 | 9.4 | 21.6 | 18.4 | 6.9 | 10.7 | 1.0 | 14.8 | 7.1 | 3.7 | 13.3 | 12.9 | 13.7 | 9.7 | 21.2 | 18.2 |
| Soccer | 32.2 | 32.5 | 33.1 | 29.9 | 30.1 | 29.4 | 30.7 | 33.4 | 34.0 | 32.5 | 31.9 | 33.1 | 34.0 | 32.7 | 32.9 | 29.9 | 25.8 | 23.5 |
| Softball | 62.1 | 63.8 | 64，7 | 61.3 | 64.8 | 63.8 | 65.1 | 66.8 | 65.4 | 66.3 | 64.3 | 65.2 | 65.0 | 63.4 | 66.7 | 65.3 | 63.7 | 61.5 |
| Squash | 33.3 | 26.9 | 36.0 | 26.3 | 12.5 | 12.5 | 33.3 | 33.3 | 31.6 | 27.8 | 41.6 | 45.8 | 40.9 | 50.0 | 61.9 | 61.9 | 52.2 | 57.1 |
| Swim／Dive | 26.2 | 24.1 | 24.3 | 25.7 | 25.6 | 26.3 | 23.0 | 22.9 | 25.7 | 25.9 | 33.9 | 33.7 | 29.2 | 28.7 | 28.1 | 25.4 | 28.2 | 26.8 |
| Synch．Swim | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 62.5 | 62.5 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 71.4 | 75.0 |
| Tennis | 29.9 | 28.2 | 29.8 | 33.3 | 34.6 | 36.5 | 34.5 | 34.7 | 36.7 | 39.8 | 41.2 | 40.9 | 42.5 | 43.4 | 48.2 | 49.4 | 48.0 | 47.1 |
| Track／Field | 19.2 | 15.5 | 18.0 | 19.4 | 19.7 | 20.0 | 19.0 | 18.7 | 20.1 | 18.5 | 18.7 | 16.4 | 18.5 | 20.6 | 21.0 | 17.8 | 20.4 | 21.3 |
| Volleyball | 53.3 | 55.7 | 55.0 | 53.5 | 59.5 | 59.0 | 57.3 | 57.6 | 59.6 | 62.1 | 67.4 | 67.8 | 66.3 | 67.9 | 70.0 | 68.4 | 68.7 | 69.1 |
| Water Polo | 19.4 | 20.6 | 15.0 | 6.1 | 22.0 | 15.8 | 25.7 | 29.0 | －－ | －－ | －－ | － | － | － | －－ | －－ | －－ | － |

## COACHING

# PERCENTAGE OF FEMALE COACHES 1978 ТО 1990 <br> (SEE PREVIOUS PAGE FOR 1991 to 2012 data) (TOO MUCH DATA FOR ONE PAGE) 

## All Divisions

|  | 1990 | 89 | 88 | 87 | 86 | $\underline{85}$ | 84 | 83 | $\underline{82}$ | $\underline{81}$ | 80 | 79 | 78 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Archery | 80.0 | 80.0 | 66.6 | 71.4 | 60.0 | 80.0 | 77.7 | 83.3 | 58.3 | 60.0 | 76.5 | 75.0 | 83.4 | 1 |
| Badminton | 50.0 | 33.3 | 66.7 | 71.4 | 66.6 | 75.0 | 57.1 | 62.5 | 70.8 | 72.4 | 72.7 | 73.0 | 75.0 |  |
| Basketball | 59.9 | 60.0 | 58.5 | 59.9 | 61.0 | 62.7 | 64.9 | 66.6 | 71.2 | 73.7 | 76.5 | 77.7 | 79.4 |  |
| Bowling | 0.0 | 0.0 | 11.1 | 9.1 | 16.7 | 16.7 | 28.6 | 35.7 | 47.4 | 45.5 | 40.9 | 36.4 | 42.9 |  |
| Crew/Rowing | 39.1 | 34.9 | 27.0 | 21.0 | 22.0 | 29.1 | 23.5 | 26.9 | 26.6 | 29.4 | 18.2 | 19.1 | 11.9 | 7 |
| Cross Country | 20.6 | 20.0 | 19.5 | 18.7 | 21.8 | 21.1 | 19.7 | 22.4 | 21.6 | 22.0 | 25.0 | 29.9 | 35.2 | 8 |
| Fencing | 28.9 | 28.9 | 30.8 | 33.3 | 32.7 | 35.2 | 37.2 | 40.7 | 34.7 | 35.4 | 37.3 | 46.6 | 51.7 |  |
| Field Hockey | 97.8 | 97.3 | 96.2 | 96.8 | 97.1 | 93.8 | 98.2 | 96.2 | 99.6 | 98.3 | 98.3 | 97.4 | 99.1 |  |
| Golf | 41.1 | 45.4 | 41.3 | 37.5 | 44.1 | 37.5 | 39.7 | 40.4 | 48.9 | 49.6 | 46.3 | 55.1 | 54.6 |  |
| Gymnastics | 57.5 | 59.8 | 53.7 | 55.6 | 55.7 | 55.4 | 59.1 | 60.1 | 67.3 | 68.7 | 66.6 | 68.0 | 69.7 | T |
| Ice Hockey | 12.5 | 0.0 | 0.0 | 0.0 | 46.7 | 37.5 | 9.5 | 11.1 | 21.1 | 26.4 | 18.2 | 11.1 | 37.5 | 0 |
| Lacrosse | 95.1 | 94.2 | 95.2 | 95.1 | 89.0 | 90.1 | 95.0 | 93.9 | 96.9 | 96.7 | 100.0 | 100.0 | 90.7 |  |
| Riding/Equest. | 85.7 | 85.7 | 100.0 | 100.0 | 81.2 | 78.6 | 89.5 | 94.4 | 93.8 | 93.4 | 73.7 | 73.4 | 75.0 |  |
| Riflery | 12.5 | 18.3 | 13.3 | 5.6 | 16.0 | 12.0 | 4.8 | 0.0 | 0.0 | 7.7 | 19.0 | 10.0 | 17.4 | 1 |
| Sailing | 12.5 | 4.3 | 5.3 | 5.6 | 5.9 | 6.2 | 15.0 | 19.0 | 22.2 | 31.3 | 8.3 | 13.3 | 7.1 |  |
| Skiing | 21.9 | 18.8 | 18.2 | 15.2 | 48.6 | 7.7 | 13.8 | 13.5 | 15.8 | 16.7 | 25.0 | 25.0 | 22.7 |  |
| Soccer | 23.1 | 23.9 | 23.0 | 24.1 | 30.7 | 23.9 | 26.8 | 30.6 | 33.0 | 27.7 | 28.0 | 35.7 | 29.4 |  |
| Softball | 63.8 | 64.6 | 67.2 | 67.5 | 68.0 | 64.9 | 68.6 | 70.9 | 74.6 | 75.8 | 82.9 | 83.1 | 83.5 |  |
| Squash | 68.2 | 72.1 | 66.7 | 70.6 | 60.0 | 50.0 | 40.0 | 53.3 | 63.2 | 61.2 | 53.0 | 73.3 | 71.4 |  |
| Swim/Dive | 26.4 | 24.4 | 26.3 | 25.7 | 30.0 | 31.2 | 33.2 | 35.0 | 36.5 | 41.4 | 44.8 | 50.9 | 53.6 |  |
| Synch. Swim | 100.0 | 100.0 | 100.0 | 100.01 | 00,0 | 100.0 | 72.7 | 90.0 | 100.0 | 95.3 | 95.0 | 90.0 | 85.0 |  |
| Tennis | 49.8 | 52.2 | 52.2 | 54.9 | 54.8 | 56.9 | 59.7 | 61.5 | 65.3 | 66.1 | 68.9 | 71.6 | 72.9 |  |
| Track \& Field | 19.6 | 21.6 | 21.6 | 20.8 | 23.1 | 24.1 | 26.8 | 30.6 | 33.7 | 34.8 | 43.1 | 46.5 | 52.3 |  |
| Volleyball | 68.4 | 71.0 | 71.0 | 70.2 | 71.3 | 72.0 | 75.5 | 76.7 | 74.8 | 78.0 | 83.7 | 83.6 | 86.6 |  |
| Water Polo |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

## COACHING

## Percentage of Female Coaches

## $\longrightarrow$ DIVISION 1 1992 TO 2012

|  | 2012 | 2010 | 2008 | 2006 | 2004 | 2002 | 2000 | 1998 | 1996 | 1994 | 1992 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Archery | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 0.0 | 50.0 | 50.0 | 50.0 |
| Badminton | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Basketball | 65.2 | 69.1 | 64.1 | 69.1 | 69.9 | 69.0 | 66.7 | 65.1 | 68.7 | 70.0 | 72.2 |
| Bowling | 50.0 | 12.5 | 66.7 | 63.6 | 41.7 | 36.4 | 50.0 | 50.0 | 0.0 | 0.0 | 100.0 |
| Crew/Rowing | 37.2 | 50.0 | 49.2 | 44.2 | 46.0 | 40.0 | 32.7 | 40.1 | 40.0 | 64.0 | 44.0 |
| Cross Country | 22.2 | 19.4 | 21.2 | 21.1 | 22.3 | 22.7 | 20.3 | 22.8 | 23.8 | 17.3 | 19.4 |
| Fencing | 12.5 | 7.1 | 20.0 | 23.8 | 5.3 | 19.0 | 0.0 | 27.8 | 33.3 | 15.4 | 18.2 |
| Field Hockey | 87.0 | 91.1 | 92.7 | 94.5 | 94.2 | 96.2 | 98.0 | 98.1 | 98.0 | 97.9 | 98.1 |
| Golf | 61.4 | 67.2 | 55.1 | 47.2 | 53.1 | 51.8 | 64.4 | 59.8 | 67.6 | 60.9 | 60.9 |
| Gymnastics | 51.4 | 48.8 | 56.3 | 40.9 | 42.0 | 44.0 | 59.2 | 42.2 | 38.8 | 39.1 | 51.0 |
| Ice Hockey | 14.3 | 31.3 | 36.8 | 38.1 | 38.5 | 58.8 | 54.3 | 50.0 | 71.4 | 42.8 | 29.0 |
| Lacrosse | 89.4 | 91.7 | 89.7 | 88.5 | 91.7 | 87.8 | 88.9 | 90.1 | 95.0 | 100.0 | 96.4 |
| Riding/Equest. | 85.7 | 80.0 | 75.0 | 86.7 | 62.5 | 80.0 | 75.0 | 80.0 | 100.0 | 50.0 | 100.0 |
| Riflery | 0.0 | 27.3 | 25.0 | 33.3 | 18.8 | 35.3 | 31.3 | 18.8 | 20.0 | 9.0 | 20.0 |
| Sailing | 0.0 | 16.7 | 12.5 | 20.0 | 12.5 | 11.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Skiing | 16.7 | 11.1 | 12.5 | 7.1 | 33.3 | 20.0 | 9.1 | 0.0 | 9.0 | 0.0 | 12.5 |
| Soccer | 27.6 | 32.7 | 34.4 | 35.2 | 33.5 | 35.2 | 36.8 | 34.5 | 39.3 | 36.7 | 27.0 |
| Softball | 60.0 | 65.7 | 68.0 | 68.2 | 71.2 | 72.2 | 74.8 | 70.3 | 75.2 | 77.1 | 71.6 |
| Squash | 16.7 | 33.3 | 37.5 | 0.1 | 12.5 | 25.0 | 0.0 | 50.0 | 75.0 | 80.0 | 42.9 |
| Swim/Dive | 19.1 | 18.5 | 18.0 | 16.1 | 17.5 | 16.1 | 14.0 | 23.9 | 21.5 | 23.3 | 21.3 |
| Synch. Swim | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 75.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Tennis | 34.2 | 31.4 | 32.1 | 32.0 | 33.2 | 36.8 | 38.5 | 44.3 | 40.8 | 45.5 | 44.0 |
| Track \& Field | 22.9 | 20.4 | 22.1 | 26.6 | 24.2 | 22.4 | 20.0 | 21.1 | 18.0 | 19.9 | 21.2 |
| Volleyball | 45.8 | 50.9 | 50.5 | 51.1 | 60.3 | 54.1 | 60.5 | 63.7 | 60.4 | 57.8 | 44.4 |
| Water Polo | 25.0 | 17.6 | 26.3 | 0.1 | 22.2 | 40.0 | - | - | - | - | - |

Note: Among those sports seldom offered on campus, a small number of coaching changes can produce a drastic change in the percentage of female/male coaching staffs.

| Division 1 Sub-Divisions |  |  | COACHMC |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Sport | Non FBS or FCS | FBS | FCS | Division 1 Overall | Div | on 1 |
| Archery | ------ | ----- | ----- | - | Sub | sions |
| Badminton | ------ | ----- | ----- | -- |  |  |
| Basketball | 62.5 | 65.6 | 67.3 | 65.2 | Divisions | Female |
| Bowling | 20.0 | 100.0 | 60.0 | 50.0 | Division 1 | of |
| Crew/Row | 33.3 | 39.1 | 35.7 | 37.2 |  | Women's Teams |
| Cross Country | 14.6 | 25.0 | 26.5 | 22.2 | Non | 33.7 |
| Fencing | 0.0 | 25.0 | 0.0 | 12.5 | FBS or FCS |  |
| Field Hockey | 72.7 | 93.3 | 90.0 | 87.0 | FBS | 45.6 |
| Golf | 50.0 | 80.4 | 42.4 | 61.4 | FCS | 45.4 |
| Gymnastics | 100.0 | 44.4 | 62.5 | 51.4 | Overall Division 1 | 42.3 |
| Ice Hockey | 0.0 | 0.0 | 25.0 | 14.3 |  |  |
| Lacrosse | 76.9 | 100.0 | 90.0 | 89.4 |  |  |
| Riding/Equest. | 0.0 | 100.0 | 100.0 | 85.7 |  |  |
| Riflery | 0.0 | 0.0 | 0.0 | 0.0 |  |  |
| Sailing | 0.0 | 0.0 | 0.0 | 0.0 |  |  |
| Skiing | 0.0 | 0.0 | 25.0 | 16.7 |  |  |
| Soccer | 20.9 | 32.2 | 29.2 | 27.6 |  |  |
| Softball | 47.2 | 66.7 | 63.0 | 60.0 |  |  |
| Squash | 0.0 | 0.0 | 20.0 | 16.7 |  |  |
| Swim/Diving | 4.2 | 20.0 | 32.0 | 19.1 |  |  |
| Synch. Swim | 100.0 | 100.0 | 0.0 | 100.0 |  |  |
| Tennis | 20.0 | 50.9 | 27.3 | 34.2 |  |  |
| Track \& Field | 16.2 | 19.6 | 31.9 | 22.9 |  |  |
| Volleyball | 40.0 | 39.3 | 59.6 | 45.8 |  |  |
| Water Polo | 50.0 | 16.7 | 16.7 | 25.0 |  |  |

## COACHING

## Percentage of Female CoAches

|  |  | 2010 | $\underline{2008}$ | $\underline{2006}$ | $\underline{2004}$ | $\underline{2002}$ | DIVISIONII |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  | 1992 TO2012 |  |  |  |  |
|  | 2012 |  |  |  |  |  | $\underline{2000}$ | 98 | 96 | $\underline{94}$ | $\underline{92}$ |
| Archery | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 00.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Badminton | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 50.0 |
| Basketball | 48.9 | 47.5 | 47.5 | 47.2 | 50.6 | 55.6 | 54.7 | 59.5 | 58.0 | 53.1 | 51.4 |
| Bowling | 0.0 | 12.5 | 14.3 | 20.0 | 12.5 | 25.0 | 54.7 | 100.0 | 0.0 | 0.0 | 0.0 |
| Crew/Rowing | 38.5 | 18.2 | 22.2 | 44.4 | 33.3 | 33.3 | 33.3 | 33.3 | 12.5 | 37.5 | 50.0 |
| Cross Country | 16.7 | 17.6 | 14.0 | 17.8 | 23.2 | 19.7 | 17.4 | 15.4 | 14.4 | 23.1 | 17.3 |
| Fencing | 33.3 | 50.0 | 33.3 | 50.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 50.0 | 0.0 |
| Field Hockey | 93.8 | 94.7 | 92.3 | 94.1 | 100.0 | 100.0 | 100.0 | 95.8 | 100.0 | 94.4 | 93.8 |
| Golf | 29.3 | 28.4 | 28.9 | 28.8 | 31.8 | 30.0 | 20.8 | 25.5 | 40.7 | 32.0 | 23.8 |
| Gymnastics | 60.0 | 60.0 | 50.0 | 33.3 | 28.6 | 42.9 | 28.6 | 44.4 | 33.3 | 50.0 | 37.5 |
| Ice Hockey | 0.0 | 20.0 | 16.7 | 33.3 | 0.0 | 28.6 | 25.0 | 100.0 | 0.0 | 0.0 | 0.0 |
| Lacrosse | 80.5 | 76.5 | 60.9 | 60.0 | 76.9 | 80.0 | 68.4 | 80.0 | 92.3 | 87.5 | 100.0 |
| Riding/Equest. | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 66.7 | 100.0 | 75.0 | 100.0 | 100.0 | 0.0 |
| Riflery | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Sailing | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | 33.3 |
| Skiing | 0.0 | 0.0 | 0.0 | 0.0 | 12.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 37.5 |
| Soccer | 25.4 | 17.2 | 20.5 | 17.2 | 21.4 | 15.8 | 22.5 | 20.6 | 20.9 | 16.1 | 6.4 |
| Softball | 55.5 | 56.1 | 57.9 | 52.2 | 58.7 | 62.1 | 57.9 | 60.4 | 56.4 | 60.0 | 55.2 |
| Squash | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Swim/Dive | 27.7 | 21.4 | 16.3 | 25.0 | 24.4 | 27.9 | 37.8 | 40.0 | 27.9 | 31.6 | 23.1 |
| Synch. Swim | 100.0 | 0.0 | 100.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Tennis | 29.5 | 18.9 | 21.6 | 33.9 | 30.5 | 26.7 | 28.9 | 30.5 | 30.4 | 41.7 | 38.5 |
| Track \& Field | 12.2 | 10.4 | 13.4 | 10.3 | 14.4 | 14.6 | 13.6 | 8.9 | 12.1 | 15.6 | 18.2 |
| Volleyball | 51.9 | 50.0 | 49.0 | 55.4 | 58.4 | 54.4 | 58.3 | 64.6 | 62.8 | 73.0 | 71.7 |
| Water Polo | 0.0 | 25.0 | 0.0 | 20.0 | 16.7 | 0.0 | - | - | - | - | - |

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## COACHING

## Percentage of Female CoAches

|  |  | $\underline{2010}$ | $\underline{2008}$ | $\underline{2006}$ | $\underline{2004}$ | $\underline{2002}$ | $\underline{2000}$ | DIVISIONIII |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 1992 TO 2012 |  |  |  |  |  |
|  | 2012 |  |  |  |  |  |  | 1998 | 1996 | 1994 | $\underline{1992}$ |
| Archery | 0.0 |  | 0.0 | 0.0 | 0.0 | 0.0 | 00.0 | 50.0 | 0.0 | 100.0 | 0.0 | 0.0 |
| Badminton | 0.0 | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | 100.0 | 100.0 | 50.0 | 75.0 | 100.0 |
| Basketball | 62.2 | 54.8 | 62.3 | 62.9 | 60.1 | 62.2 | 65.8 | 67.5 | 64.9 | 68.1 | 63.9 |
| Bowling | 0.0 | 0.0 | 25.0 | 50.0 | 100.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Crew/Rowing | 35.7 | 39.3 | 36.1 | 33.3 | 36.7 | 35.7 | 25.0 | 30.8 | 41.3 | 46.4 | 42.0 |
| Cross Country | 23.4 | 18.7 | 21.6 | 19.2 | 20.9 | 21.1 | 19.7 | 24.0 | 24.3 | 24.2 | 22.6 |
| Fencing | 50.0 | 22.2 | 0.1 | 20.0 | 22.2 | 41.7 | 46.2 | 29.4 | 35.7 | 33.3 | 5.0 |
| Field Hockey | 97.6 | 98.9 | 97.0 | 94.0 | 97.1 | 96.7 | 100.0 | 96.9 | 96.1 | 97.0 | 96.0 |
| Golf | 27.8 | 34.4 | 25.7 | 29.0 | 31.3 | 24.4 | 38.7 | 34.8 | 22.0 | 26.8 | 24.3 |
| Gymnastics | 42.9 | 54.7 | 66.7 | 66.7 | 30.8 | 46.2 | 53.8 | 71.4 | 53.8 | 45.5 | 70.1 |
| Ice Hockey | 34.5 | 35.3 | 29.0 | 33.3 | 30.6 | 30.8 | 40.9 | 23.5 | 30.0 | 29.0 | 16.6 |
| Lacrosse | 85.0 | 89.0 | 86.8 | 85.1 | 86.0 | 86.2 | 84.3 | 84.5 | 91.6 | 91.3 | 94.9 |
| Riding/Equest. | 88.9 | 75.0 | 83.3 | 91.7 | 92.3 | 84.6 | 76.5 | 83.3 | 75.0 | 86.6 | 100.0 |
| Riflery | 20.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Sailing | 0.0 | 12.5 | 11.1 | 10.0 | 0.0 | 14.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Skiing | 9.1 | 7.7 | 8.3 | 16.7 | 17.6 | 0.0 | 16.7 | 14.3 | 23.0 | 25.0 | 17.6 |
| Soccer | 39.4 | 41.3 | 38.8 | 32.6 | 32.1 | 35.4 | 37.2 | 34.9 | 36.0 | 37.0 | 31.2 |
| Softball | 67.9 | 68.1 | 66.4 | 62.4 | 64.3 | 61.4 | 62.7 | 62.8 | 64.8 | 64.1 | 64.1 |
| Squash | 40.0 | 23.5 | 35.3 | 33.3 | 12.5 | 35.7 | 40.0 | 37.5 | 33.3 | 56.3 | 56.3 |
| Swim/Dive | 31.0 | 29.1 | 30.8 | 34.1 | 33.1 | 27.7 | 33.1 | 40.6 | 36.4 | 31.9 | 35.8 |
| Synch. Swim | 0.0 | 0.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 80.0 |
| Tennis | 26.8 | 31.5 | 32.0 | 34.0 | 38.5 | 36.8 | 39.1 | 45.0 | 51.3 | 54.5 | 56.1 |
| Track \& Field | 19.7 | 14.1 | 17.2 | 16.4 | 17.6 | 17.3 | 24.0 | 21.3 | 22.3 | 25.2 | 20.7 |
| Volleyball | 60.0 | 63.0 | 62.9 | 54.1 | 59.9 | 62.2 | 59.3 | 72.9 | 74.0 | 78.4 | 76.8 |
| Water Polo | 16.7 | 23.1 | 7.7 | 8.3 | 23.5 | 9.1 | -- | -- | -- | -- | - |

[^1]
## COACHING

## IMPACT OF MALE VERSUS FEMALE Athletic Director on the Percent of Female CoAches

## OVERALL PERCENTAGE OF FEMALE COACHES IN $2012=42.9$ <br> DIVISION I = 42.3 <br> DIVISION II = 37.5 <br> DIVISION III = 46.3

Percentage of female coaches when the Athletics Director is male AND there are NO females anywhere in the administration:


Division I
Division II

| $\mathbf{2 0 1 2}$ | $\mathbf{3 3 . 7}$ | $\mathbf{2 0 1 2}$ | $\mathbf{3 9 . 8}$ |
| :---: | :---: | :---: | :---: |
| 2010 | 35.6 | 2010 | 40.9 |
| 2008 | 29.7 | 2008 | 45.8 |
| 2006 | 31.6 | 2006 | 36.7 |
| 2004 | 39.4 | 2004 | 46.0 |
| 2002 | 38.9 | 2002 | 45.6 |

Percentage of female coaches when Athletics Director is male

| Male AD | Division I |  | Division II |  | Division III |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2012 | 41.9 | 2012 | 36.7 | 2012 | 44.3 |
|  | 2010 | 43.8 | 2010 | 33.5 | 2010 | 44.8 |
|  | 2008 | 43.9 | 2008 | 32.2 | 2008 | 45.2 |
|  | 2006 | 43.3 | 2006 | 34.8 | 2006 | 44.2 |
|  | 2004 | 44.5 | 2004 | 37.8 | 2004 | 45.9 |
|  | 2002 | 44.4 | 2002 | 37.8 | 2002 | 44.4 |

PERCENTAGE OF FEMALE COACHES WHEN
Athletics Director is FemAle

|  | Division I |  | Division II |  | Division III |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2012 | 45.9 | 2012 | 40.7 |  | 2012 | 51.1 |
|  | 2010 | 46.2 | 2010 | 39.5 | 2010 | 49.1 |  |
| Female AD | 2008 | 50.0 | 2008 | 38.9 | 2008 | 49.3 |  |
|  | 2006 | 48.5 | 2006 | 42.6 | 2006 | 45.0 |  |
|  | 2004 | 49.4 | 2004 | 47.7 | 2004 | 46.3 |  |
|  | 2002 | 53.4 | 2002 | 45.5 | 2002 | 48.6 |  |

# COACHING ASsISTANT COMMENTARY 

There are 7024 paid female assistant coaches of women's teams in 2012. This is the highest number ever. The increased presence of paid assistant coaches, particularly female paid assistant coaches, is, we believe, a positive development. The increased presence of paid female assistant coaches provides an enhanced training ground for the development of future head coaches.

In past decades, coaches for women's teams most frequently arose from the ranks of physical educators. Today, most come from the ranks of past athletes. The ability to gain coaching experience and hone expertise as a paid assistant coach provides a professional entry path of considerable value.

The athletes also gain from the presence of paid assistant coaches. The athletes have a deeper coaching staff from which to learn. Also, when the assistant is a female, the athletes have another female role model from which to learn,

In the last two years, 279 more female assistant coaches have been employed. In total, there are 12,301 paid assistant coaches (M\&F) of women's teams, $57.1 \%$ of whom are females.

When the number of female coaches and paid female assistant coaches are
combined, there are almost 11,000 females receiving paychecks from coaching endeavors in women's intercollegiate sport.

Unpaid assistant coaches also have a role to play. There are 1012 female (50.6\%) and 987 males (49.4\%) unpaid assistant coaches of women's teams.

Paid Female Assistant Coaches for Women's Teams
(Highest Ever)
7024

2000 unpaid assistant coaches labor among women's teams. 1012 (50.6\%) are females and 988 (49.4\%) are males.

Unpaid assistant coaches are less likely to be able to provide the same continuity, expertise, experience and accessibility found among paid coaches but their presence still adds to the program in which they serve.

So, when totaling both paid and unpaid, male and female assistant coaches of women's teams, we find 14,301 serving.

There is an average of 11.7 paid assistant coaches for women's teams per school. This is also the highest ever.
Division 1 has the highest number, 15.9 per school.

# COACHING Assistant 

## Number of Paid Female Assistant CoAches

 OVER THE YEARS| Year | Division 1 | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| 2012 | 2953 | 1487 | 2584 | 7024 |
| 2010 | 2913 | 1375 | 2457 | 6745 |
| 2008 | 2870 | 1166 | 2272 | 6308 |
| 2006 | 2626 | 1084 | 2048 | 5811 |
| 2004 | 2389 | 939 | 1948 | 5273 |
| 2003 | 2360 | 907 | 1828 | 5096 |
| 2002 | 2283 | 834 | 1614 | 4781 |
| 2001 | 2274 | 764 | 1549 | 4635 |
| 2000 | 2098 | 734 | 1657 | 4489 |
| 1999 | 2056 | 658 | 1583 | 4297 |
| 1998 |  |  |  | 4047 |
| 1996 |  |  |  | 3573 |

Highest Ever

NUMBER OF

Number of Paid male Assistant Coaches

| Year | Division 1 | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| 2012 | 2384 | 1061 | 1877 | 5277 |

## 12,301

## Paid Assistant Coaches

 (M\&F)Highest Ever


PAID ASSISTANT COACHES (M\&F) of WOMEN'S TEAMS

| Year | Paid <br> Asst. <br> Coaches |
| :--- | :--- |
| 2012 | 12,301 |
| 2010 | 11,726 |
| 2008 | 11,058 |
| 2006 | 10,220 |

AVERAGE NUMBER PER SCHOOL OF PAID (M\&F) ASSISTANT
COACHES FOR WOMEN'S TEAMS

| Year | Division 1 | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| 2012 | 15.9 | 8.6 | 10.3 | 11.7 |
| 2010 | 15.7 | 8.0 | 9.8 | 11.3 |
| 2008 | 14.3 | 7.4 | 9.4 | 10.5 |
| 2006 | 13.9 | 7.0 | 9.0 | 10.1 |
| 2004 | 13.2 | 6.1 | 8.6 | 9.4 |
| 2003 | 13.0 | 5.9 | 8.4 | 9.3 |
| 2002 | 12.6 | 6.2 | 7.4 | 8.8 |
| 2001 | 12.4 | 5.8 | 7.2 | 8.6 |
| 2000 | 11.2 | 5.1 | 7.5 | 8.2 |
| 1999 | 11.0 | 4.8 | 7.1 | 7.9 |
| 1998 | 10.5 | 4.4 | 6.4 | 7.2 |

Averace Number Per school
of Paid Female Assistant
COACHES FOR WOMEN'S TEAMS

| Year | Division 1 | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: |
| 2012 | 8.8 | 5.1 | 6.0 | 6.1 |
| 2010 | 8.9 | 5.0 | 6.1 | 6.6 |
| 2008 | 8.1 | 4.2 | 5.4 | 6.0 |
| 2006 | 7.9 | 3.9 | 5.2 | 5.8 |
| 2004 | 7.5 | 3.7 | 5.1 | 5.5 |
| 2003 | 7.4 | 3.6 | 4.8 | 5.4 |
| 2002 | 7.1 | 3.2 | 4.6 | 4.9 |
| 2001 | 7.1 | 3.0 | 4.4 | 4.8 |
| 2000 | 6.6 | 2.9 | 4.3 | 4.8 |
| 1999 | 6.5 | 2.5 | 4.1 | 4.6 |
| 1998 | 6.5 | 2.4 | 3.8 | 4.3 |

# COACHING ASSISTANT 

In 2012, there are 7024 females and 5277 males serving as paid assistant coaches for women's teams for a total of 12,301 paid assistant coaches.

In 2012, there are 1012 females and 988 males serving as UNpaid assistant coaches for women's teams for a total of 2,000 Unpaid assistant coaches.

In 2012, $57.1 \%$ of the paid assistant coaches serving women's teams are females. 42.9 \% are males.

Percentace of Paid female Assistant Coaches of Women's Teams over the Years and by Division

| Year | Division 1 | Division 2 | Division 3 | OVERALL |
| :--- | :--- | :--- | :--- | :--- |
| 2012 | 55.3 | 59.4 | 57.9 | 57.1 |
| 2010 | 56.1 | 59.3 | 58.3 | 57.6 |
| 2008 | 57.1 | 56.6 | 57.3 | 57.1 |
| 2006 | 56.4 | 56.0 | 57.5 | 56.7 |
| 2004 | 56.6 | 57.2 | 58.1 | 57.2 |
| 2003 | 56.4 | 57.7 | 56.1 | 56.5 |
| 2002 | 56.6 | 52.5 | 55.5 | 55.5 |
| 2001 | 57.3 | 51.1 | 54.8 | 55.3 |
| 2000 | 59.1 | 56.1 | 57.6 | 58.1 |
| 1999 | 59.3 | 52.9 | 57.5 | 57.7 |
| 1998 | 62.0 | 54.5 | 59.3 | 59.8 |
| 1996 | 61.1 | 60.2 | 59.9 | 60.5 |
| 1994 | 62.1 |  |  |  |
| 1992 | 59.8 |  |  |  |

# COACHING Assistant 

UNPAID Female Assistant CoAches
of WOMEN'S TEAMS
Percentace, by Division, and by Division 1
UNPAID
SUB-DIVISIONS

| Year | Division <br> 1 <br> Overall | Division 1 <br> Non-FBS <br> of FCS | Division <br> 1 <br> FBS | Division <br> $\mathbf{1}$ <br> FCS | Division <br> $\mathbf{2}$ | Division <br> $\mathbf{3}$ | OVERALL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2012 | 53.7 | 56.7 | 51.0 | 60.8 | 49.7 | 48.4 | 50.6 |
| 2010 | 51.0 |  |  |  | 45.9 | 52.4 | 51.3 |
| 2008 | 50.4 |  |  |  | 46.1 | 52.4 | 50.0 |
| 2006 | 49.5 |  |  |  | 52.4 | 52.3 | 51.3 |
| 2004 | 54.7 |  |  |  | 55.9 | 49.6 | 52.9 |
| 2003 | 51.3 |  |  |  | 44.4 | 49.7 | 48.9 |
| 2002 | 48.9 |  |  |  | 42.9 | 45.9 | 46.4 |
| 2001 | 56.7 |  |  |  | 47.6 | 40.4 | 45.7 |
| 2000 | 56.7 |  |  |  | 51.7 | 49.8 | 52.2 |
| 1999 | 58.7 |  |  |  | 41.3 | 51.0 | 57.7 |

UNPAID Female Assistant CoAches OF WOMEN'S TEAMS
NUMBERS, by DIVISION

| Year | Division <br> $\mathbf{1}$ |  | Division 2 | Division 3 | OVERALL |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2012 | 401 |  | 206 | 405 | 1012 |
| 2010 | 293 |  | 103 | 351 | 837 |
| 2008 | 299 |  | 176 | 258 | 722 |
| 2006 | 254 |  | 186 | 268 | 708 |

## ADMINISTRATION COMMENTARY

Athletic directors provide leadership, perspective, and guidance all of which shape the athletics program on their campuses. Their experience, decision making style, and their commitment concerning equity often have an impact upon the vision and goals of the program they administer and the people they hire.

One of five athletic directors is a female.

## In 2012, 20.3\% of athletic directors are female. 215 programs have a female $A D$, an increase of 14 since 2010.

When Title IX was enacted June 23, 1972, over 90\% of women's intercollegiate athletics programs were administered by a female while almost no females administered programs which included men's teams. Most of the female athletics directors had their roots in physical education and often continued to teach while serving as the athletics director of a large but basically unfunded women's athletics program.

Many of the female athletics directors in the 1970s also coached a team or two. As daunting as their workload was, it is important to recall that the length of the competitive seasons was much shorter at the time Title IX was enacted than today. Three main reasons existed for the short seasons: 1.) lack of funding, 2.) society's former and persistent belief that females lacked the stamina to endure a competitive season as vigorous as their male counterparts and 3.) coaches were generally volunteering their time and they had finite hours to devote to coaching while also carrying full-time teaching loads.

In 2012, the number of administrative jobs is 4184, an increase of 257 jobs in the last two years. Females hold 1503 (35.8\%) of those jobs. Females hold 125 more jobs than two years ago; but 411 fewer than in 2008.

In 2012, 9.2\% of athletics programs have NO FEMALE anywhere in their administrative structures.

## Highest Ever: <br> $91.8 \%$ of schools have at least one female administrator.

Over the years of this study, we have been saddened by the percentage of programs which totally lacked any female voice in their administrative structures, which, in the late 1980s approached a third of all programs. However, in 2008 we were heartened by the lowest ever percentage ( $11.6 \%$ ) of programs which failed to include any female in their administrative structures. Four years later, in 2012, the number of programs without a female voice has dropped to another all time low: 9.2\%
The opportunity to include females and members of varied ethnic group members in the administrative structures seems advantageous as well as increasingly easy to accomplish. The average number of almost 4 administrators per program is at its highest ever with Division 1 programs leading the way with almost 6 . Division 1 programs also average the lowest percentage of programs lacking a female voice with only $1.3 \%$ having no female administrator, down from $4.2 \%$ in 2010 . Only $4.2 \%$ of Division 1 programs lack a female administrator compared to $8.6 \%$ of Division 2.

## One in three <br> athletic administrators is a female.

One in five athletic administrators is a female boss (AD)

The female voice is more often present than it was in 1984 but it is often a solitary female voice. Indeed, when looking at all divisions, there are 1.41 females per administration. Division 1 has the most at 1.78 ;
Division 2 has the fewest at 1.24 , Division 3 has per administration. Division 1 has the most at 1.78 ;
Division 2 has the fewest at 1.24 , Division 3 has 1.25 .

> In 10 years, the number of administrative jobs has grown by 993.
> In the last 20 years, the number has grown by 1917.

| One in three <br> athletic administrators is a female. <br> One in five athletic administrators is a <br> female boss (AD) |
| :---: |

Females represent over $57 \%$ of the students on campus in 2012. Females represent $35.8 \%$ of the athletics administrative staffs yet only $20.3 \%$ of the head administrator (athletics director).

## ADMINISTRATION

## $20.3 \%$

OF ATHLETICS DIRECTORS ARE FEMALE


## Number OF Female Athletic Directors

| Year | All Divisions | Division I | Division II | Division III |
| :--- | :---: | ---: | ---: | ---: |
| $\mathbf{2 0 1 2}$ | $\mathbf{2 1 5}$ | $\mathbf{3 6}$ | $\mathbf{4 6}$ | $\mathbf{1 3 3}$ |
| $\mathbf{2 0 1 0}$ | $\mathbf{2 0 1}$ | $\mathbf{3 0}$ | $\mathbf{4 3}$ | $\mathbf{1 2 8}$ |
| 2008 | 224 | 29 | 53 | 142 |
| 2006 | 191 | 31 | 50 | 110 |
| 2004 | 188 | 28 | 47 | 113 |
| 2002 | 176 | 27 | 41 | 108 |
| 2000 | 171 | 27 | 45 | 99 |
| 1998 | 188 | 30 | 48 | 110 |

## ADMINISTRATION

## 9.2\%



SCHOOLS TOTALLY LACK ANY FEMALE IN ADMINISTRATION (IN 2010, $13.2 \%$ OF SCHOOLS HAD NO FEMALE ADMINISTRATOR)

9 OUT OF 10 ATHLETICS DEPARTMENTS HAVE AT LEAST ONE FEMALE ADMINISTRATOR

Highest Ever
Percentage of Athletic Programs Totally Lacking Any Female Administrator*
Year All Divisions Division I Division II Division III

| $\mathbf{2 0 1 2}$ | $\mathbf{0 9}$ | $\mathbf{1 . 3}$ | $\mathbf{8 . 6}$ | $\mathbf{1 5 . 6}$ |
| :--- | :--- | :--- | :--- | :--- |
| $\mathbf{2 0 1 0}$ | $\mathbf{1 3 . 2}$ | $\mathbf{4 . 2}$ | $\mathbf{1 8 . 0}$ | $\mathbf{1 6 . 5}$ |
| 2008 | 11.6 | 3.7 | 20.1 | 12.6 |
| 2006 | 14.5 | 3.8 | 24.0 | 17.0 |
| 2004 | 17.8 | 6.3 | 30.2 | 18.8 |
| 2002 | 18.8 | 7.4 | 31.0 | 20.6 |
| 2000 | 23.0 | 13.3 | 36.2 | 22.4 |
| 1998 | 20.8 | 6.6 | 33.3 | 23.8 |
| 1996 | 23.9 | 7.4 | 38.5 | 27.5 |
| 1994 | 24.4 | 9.9 | 44.7 | 21.5 |
| 1992 | 27.8 | 14.6 | 38.8 | 31.9 |
| 1990 | 30.3 | 21.8 | 39.9 | 32.8 |
| 1988 | 32.5 | 25.6 | 33.3 | 37.0 |
| 1986 | 31.9 | 23.4 | 34.1 | 38.3 |
| 1984 | 31.6 | 21.4 | 36.9 | 36.9 |

* These orocrams $1: \mathrm{ck}$ any female anywhere in the administrative structure. This means there are no assistant and no associate female athletic directors and the head athletic director is a male.


## ADMINISTRATION STRUCTURAL INFORMATION



## MOST COMMON ADMINISTRATIVE STRUCTURES - 2012

1. $14.45 \% ~ 4$ administrators
2. $13.87 \% 3$ administrators
3. $12.70 \% \quad 2$ administrators
4. $4.10 \% \quad 3$ administrators
5.(T) 3.91\% 2 administrators
5.(T) 3.91\% 4 administrators
5.(T) $3.91 \quad 2$ administrators

Male AD, 1 female asst/assoc and 2 male asst/assoc
Male AD, 1 female asst/assoc and 1 male asst/assoc
Male AD, 1 female asst/assoc
Female AD 1 female asst/assoc and 1 male asst/assoc
Female AD 1 male asst/assoc
Male AD 2 female asst/assoc and 1 male asst/assoc
Male AD 1 male asst/assoc

## SIX YEARS AGO IN 2006:

## FOUR MOST COMMON ADMINISTRATIVE STRUCTURES

1. $18.10 \% 3$ administrators
2. $17.92 \% 2$ administrators
3. $10.22 \% 4$ administrators
4. $6.09 \% 2$ administrators

Male AD, $\quad 1$ female asst/assoc and 1 male asst/as
Male AD, 1 female asst/assoc
Male AD, 1 female asst/assoc and 2 male asst/as
Male AD, 0 female asst/assoc and 1 male asst/as

## EIGHT YEARS AGO IN 2004:

FOUR MOST COMMON ADMINISTRATIVE STRUCTURES

| 1. | $17.98 \%$ | 3 administrators | Male AD, | 1 female asst/assoc and 1 male asst/assoc |
| :--- | ---: | :--- | :--- | :--- |
| 2. | $14.83 \%$ | 2 administrators | Male AD, | 1 female asst/assoc |
| 3. | $8.86 \%$ | 1 administrator | Male AD |  |
| 4. | $3.94 \%$ | 5 administrators | Male AD, | 1 female asst/assoc and 3 male asst/assoc |

## ADMINISTRATIOI

## STRUCTURAL INFORMATION

| AVERAGE Number of Athletic Administrators |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| PER SCHOOL (BOTH MALE AND Female) |  |  |  |  |
| Year | All Divisions | Division I | Division II | Division III |
| 2012 | 3.94 | 5.98 | 3.34 | 2.79 |
| 2010 | 3.78 | 5.71 | 3.09 | 2.84 |
| 2008 | 3.70 | 5.61 | 2.86 | 2.76 |
| 2006 | 3.44 | 5.26 | 2.57 | 2.54 |
| 2004 | 3.32 | 5.11 | 2.46 | 2.44 |
| 2002 | 3.34 | 5.08 | 2.52 | 2.36 |
| 2000 | 3.05 | 4.31 | 2.34 | 2.35 |
| 1998 | 2.67 | 3.93 | 2.24 | 2.02 |
| 1996 | 2.78 | 4.11 | 2.18 | 2.07 |
| 1994 | 2.87 | 4.38 | 2.09 | 2.11 |
| 1992 | 2.70 | 4.08 | 2.12 | 1.90 |
| 1990 | 2.35 | 3.06 | 2.05 | 1.83 |
| 1988 | 2.32 | 2.77 | 2.02 | 2.10 |

## Absolute Number OF ADMinistrative Jobs

| Year | All Schools | Number Held By Males | Number Held By Females | PERCENT Held By Females |
| :---: | :---: | :---: | :---: | :---: |
| 2012 | 4203 | 2700 | 1503 | 35.8\% |
| 2010 | 3946 | 2568 | 1378 | 34.9 \% |
| 2008 | 3941 A | 2027 ¢ | 1914 A | 48.6\% |
| 2006 | 3547 | 2303 | 1244 | 35.2 \% |
| 2004 | 3350 | 1975 | 1375 | 41.0 \% |
| 2002 | 3210 | 2208 | 1002 | 31.2 \% |
| 2000 | 2928 | 1930 | 998 | 34.1 \% |
| 1998 | 2510 | 1557 | 953 | 37.9 \% |
| 1996 | 2433 | 1570 | 863 | 35.5 \% |
| 1992 | 2286 | 1580 | 704 | 30.8 \% |
| 1990 | 1874 | 1274 | 600 | 32.0 \% |
| 1988 | 1827 | 1299 | 528 | 28.9 \% |
| 1986 | 1613 |  |  |  |

There were 257 additional jobs in administration from 2010 ro 2012.
In 2012 males hold 132 more jobs and females hold 125 more jobs than in 2010.

## ADMINISTRATION

| AVERAGE NUMBER OF FEMALE ADMINISTRATORS |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :---: | :---: |
|  |  |  |  |  |  |  |
| Year | All Divisions | Division I | Division II | Division III |  |  |
| $\mathbf{2 0 1 2}$ | $\mathbf{1 . 4 1}$ | $\mathbf{1 . 7 8}$ | $\mathbf{1 . 2 4}$ | $\mathbf{1 . 2 5}$ |  |  |
| $\mathbf{2 0 1 0}$ | $\mathbf{1 . 3 2}$ | $\mathbf{1 . 7 1}$ | $\mathbf{1 . 0 8}$ | $\mathbf{1 . 2 0}$ |  |  |
| 2008 | 1.34 | 1.70 | 1.06 | 1.24 |  |  |
| 2006 | 1.21 | 1.63 | 0.91 | 1.06 |  |  |
| 204 | 1.15 | 1.55 | 0.87 | 1.00 |  |  |
| 2002 | 1.15 | 1.59 | 0.87 | 0.95 |  |  |
| 2000 | 1.04 | 1.32 | 0.77 | 0.94 |  |  |
| 1998 | 1.01 | 1.35 | 0.79 | 0.89 |  |  |
| 199 | 0.99 | 1.36 | 0.70 | 0.86 |  |  |
| 1994 | 0.96 | 0.83 | 0.76 | 0.67 |  |  |
| 1992 | 0.83 | 1.10 | 0.60 | 0.74 |  |  |
| 1990 | 0.76 | 0.89 | 0.64 | 0.71 |  |  |
| $\mathbf{1 9 8 8}$ | $\mathbf{0 . 6 7}$ | $\mathbf{0 . 7 5}$ | $\mathbf{0 . 5 4}$ | $\mathbf{0 . 6 7}$ |  |  |



| NUMBER OF ADMINISTRATORS WORKING, BY DIVISION (2012) |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Division 1 | Division 2 | Division 3 | OVERALL |
| Females Aministrators | 598 | 362 | 543 | 1503 |
| Male Administrators | 1415 | 617 | 668 | 2700 |

## COMMENTAR

## Athletic Training

Almost all schools have an athletic trainer but only about 1 out of 3 have a FEMALE head athletic trainer.

Most schools include athletic training services within the benefits offered to their athletes. In 2012, $99.2 \%$ of all NCAA member institutions have such services available.

The representation of females among the ranks of head athletics trainers is substantially lower than what might be expected. About a third of head athletics trainers are males. Division 1 has the smallest percentage of female head athletic trainers at $17.5 \%$ and Division 3 has the highest percentage at $40.5 \%$.

The duties and skills of an athletic trainer seem to be independent of the gender of the athletic trainer or the division within which the athletic trainer works. Thus the stark variation in representation across divisions and the overall low representation of females leaves open the question of the presence of non-skill based selection processes.

## SPORT INFORMATION DIRECTORS

Almost all schools have a sports information director but only about 1 out of 10 have a FEMALE SID. Only $11.9 \%$ of head sports information directors are female. The basis for such a low representation of females is unclear. Certainly journalism/communication skills are not gender based but perhaps the selection process is.

Division 1 is the least likely to have a female head SID (3.1\%) and Division 3 has the greatest percentage of female head SIDs at $14.3 \%$.

## StRENGTH AND CONDITIONING COACHES

Division 1 is most likely ( $34.6 \%$ ) to have a female strength and conditioning coach on staff who works with the school's female athletes. Division 2 drops to 11.1 and $17.8 \%$ of Division 3 insitutions have a female strength and conditioning coach. Indeed, $47.6 \%$ of all schools have a strength and conditioning coach on staff and $24.7 \%$ of those have at least one female. Please note: 2012 is the first year for which we have gathered data concerning strength and conditioning coaches.

| Highest Ever |  | Percentage of Schools With a |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Year | All <br> Divisions | Division I | Division II | Division III |
| 2012 | 30.7 | 17.5 | 31.2 | 40.5 |
| 2010 | 28.0 | 14.5 | 28.9 | 37.9 |
| 2008 | 27.3 | 15.2 | 28.0 | 36.8 |
| 2006 | 27.4 | 15.3 | 28.0 | 37.2 |
| 2004 | 30.0 | 20.3 | 29.3 | 38.9 |
| 2002 | 27.8 | 15.4 | 29.1 | 38.8 |
| 2000 | 25.5 | 17.6 | 24.1 | 34.5 |
| 1998 | 28.6 | 18.9 | 27.2 | 38.8 |
| 30.7\% of Head Athletic Trainers Are Females $\mathbf{6 9 . 3 \%}$ of Head Athletic Trainers Are Males |  |  |  |  |



## SPORTS INFORMATION

Percentage of Schools with a
FUll Time Sports information Director

| Year | All Divisions | Division I | Division II | Division III |
| :--- | :--- | ---: | :--- | :--- |
| $\mathbf{2 0 1 2}$ | $\mathbf{9 9 . 6}$ | $\mathbf{1 0 0 . 0}$ | $\mathbf{1 0 0 . 0}$ | $\mathbf{9 9 . 1}$ |
| 2010 | 98.9 | 100.0 | 98.8 | 98.3 |
| 2008 | 98.3 | 99.0 | 98.1 | 98.0 |
| 2006 | 98.0 | 99.5 | 97.9 | 96.9 |
| 2004 | 96.7 | 99.9 | 95.9 | 94.5 |
| 2002 | 87.7 | 99.5 | 93.5 | 73.2 |
| 2000 | 89.5 | 98.6 | 94.6 | 77.6 |
| 1998 | 83.6 | 100.0 | 84.7 | 69.9 |
| 1996 | 82.7 | 99.1 | 86.0 | 66.6 |
| $\mathbf{1 9 9 4}$ | $\mathbf{7 8 . 3}$ | $\mathbf{1 0 0 . 0}$ | $\mathbf{7 9 . 5}$ | $\mathbf{5 9 . 7}$ |

## Percentage of Schools with a Female

FULL TIME Sports Information Director
Year

|  | All Divisions | Division I | Division II | Division III |
| :--- | :---: | :---: | :---: | :---: |
| $\mathbf{2 0 1 2}$ | $\mathbf{9 . 8} \downarrow$ | $\mathbf{3 . 1} \downarrow$ | $\mathbf{1 0 . 7}$ | $\mathbf{1 4 . 3} \mathbf{4}$ |
| 2010 | 11.9 | 9.6 | 11.3 | 14.1 |
| 2008 | 11.3 | 8.5 | 10.3 | 14.1 |
| 2006 | 12.1 | 9.3 | 10.5 | 15.3 |
| 2004 | 12.2 | 11.6 | 9.7 | 14.5 |
| 2002 | 12.3 | 10.9 | 12.4 | 13.8 |
| 2000 | 9.5 | 9.6 | 6.4 | 11.9 |
| 1998 | 14.8 | 13.1 | 12.7 | 16.5 |
| 1996 | 11.9 | 12.2 | 7.1 | 15.9 |
| $\mathbf{1 9 9 4}$ | $\mathbf{1 3 . 1}$ | $\mathbf{1 1 . 5}$ | $\mathbf{1 0 . 2}$ | $\mathbf{1 8 . 0}$ |

## One out of ten

SPORTS INFORMATION DIRECTORS IS A FEMALE.

The 2012 data gathering year of our study represents the first time we have collected data concerning the representation of Strength and Conditioning Coaches. The collection of this data was at the suggestion of several respondents from prior years and we think it is a good idea and we are only sorry that we did not think to do so. Thank you to those who did have the insight to suggest it.

When all divisions are combined, strength coaches that work, at least a portion of their time, with female athletes are found on $47.6 \%$ of the campuses. Women serve as strength and conditioning coaches o $24.7 \%$ of the campuses.

Division 1 leads the way with 34.6\% having at least one female strength and conditioning coach for their athletes. Division 3 follows with $17.8 \%$ and Division 2 has $11.1 \%$ of its programs that do have strength and conditioning programs having at least one female strength and conditioning coach


| Division 1 Sub-divisions | \% Schools with <br> Strength/Conditioning <br> Coach | \% Schools with S/C coach, <br> that have a female coach |
| :--- | :--- | :--- |
| Non FBS or FCS | 95.9 | 29.8 |
| FBS | 97.0 | 50.8 |
| FCS | 100.0 | 20.0 |


[^0]:    Note: Among those sports seldom offered on campus, a small number of coaching changes can produce a drastic change in the percentage of female/male coaching staffs.

[^1]:    Note: Among those sports seldom offered on campus, a small number of coaching changes can produce a drastic change in the percentage of female/male coaching staffs.

