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**Field Studies:
NCAA Women's Basketball Head Coach Hires at HBCUs and Power Five Schools from 1984-2020**

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Abstract

The landscape of women's basketball has changed more than any other women's college sport since Title IX (1972). Title IX was passed in 1972 but there was a significant lag in the statute's incorporation and full acceptance by universities. The first NCAA women's basketball tournament was held in the 1981-1982 season. We began our data set in 1984 when Title IX was fully in effect and subsequently led to the current growth in women's programs. We then explored hiring trends over a thirty-six-year window between 1984 and 2020.

The purpose of this field study was to examine hiring patterns for women's basketball in Division I HBCUs and Power Five schools since the enactment of Title IX. Data were analyzed to compare total numbers and percentages of head coaches hired across race/ethnicity and gender. Within these figures were the factors often cited when considering head coach qualifications, such past collegiate playing experience, past collegiate coaching experience, and degree level earned. Other factors we highlighted include the positions that head coaches held immediately before and after obtaining their current head coach role, second-chance hirings, and the role that HBCUs played in hiring trends. Our data pointed to patterns in hiring that reinforced gender and racial inequities. To be expected, women were hired more often than men, but there was an intersection with race/ethnicity. First, all but one hire (Latina) during our time frame was either Black or White. Second, White women were hired more than White men and Black women were hired more than Black men. Overall, however, White women had declining rates of being hired while White men had increasing rates. This was not a surprise because, although 90% of women's sports programs were led by women before Title IX, we knew that White men began coaching women's collegiate sports programs and now comprise a significant percentage. Other discoveries in terms of playing background, education, and the number of coaches of Color at Power Five universities may be surprising. As we stressed in earlier field studies, more research is needed to understand the experiences of Black women, as well as Asian Americans, Latinos, and Native and Indigenous men and women, who are nearly or wholly absent.

Introduction

Title IX forced universities and athletic departments to distribute financial aid fairly, expand sport participation opportunities to accommodate all students, and give all student athletes equitable treatment and benefits (Wilson, 2017). The landscape of women's basketball has changed more than any other women's college sport since Title IX (1972).

In general, women's college basketball head coaches have the potential to earn more than any other head coaches in women's sports. There are more than 10 women's college basketball head coaches making $1 million a year or more. Coaches Dawn Staley and Geno Auriemma are the highest paid in women's basketball. In October 2021, Staley, who coaches at University of South Carolina, signed a contract extension that is reported to pay her around $3 million per year. Coach Auriemma, who has long led the University of Connecticut program, inked a similar extension in March 2021 for five-years, $15 million. Both have at minimum won a national championship, conference championships, and coached Team USA to an Olympic gold medal. Their tenures differ and so do their number of accomplishments. Coach Staley has led two Division I programs; Temple (eight seasons) and South Carolina (13 seasons).

Coach Auriemma has coached for over 30 seasons. He has led two Team USA Olympic teams to gold medals and the University of Connecticut program to a record-setting 11 championships, including multiple undefeated seasons. Coach Auriemma is one of the longest-standing college coaches, regardless of gender or sport and the second-winningest in women's basketball history. Coach Auriemma was not a college student athlete and his career began early after he served as an assistant.

Coach Staley is one of the greatest college basketball players of all-time; she is a Hall of Famer, a three-time Olympic gold medalist (1996, 2000, 2004), and won two Naismith Trophies (1991 and 1992) while playing at the University of Virginia. The Naismith Award is given to one woman and one man collegiate basketball player each year. Coach Staley is in her own league, as only 10 people have earned this high distinction multiple times. Coach Staley is also the only person to have won the Naismith Award both as a player and a coach.

In short, Coach Staley epitomizes the profile of African American women head coaches and Coach Auriemma fits a common profile of White men head coaches. Coach Staley has experiences as a star athlete and coach, while Coach Auriemma entered coaching with no college playing experience. Coach Auriemma is probably nearing the end of his career, while Coach Staley is a veteran but seemingly just hitting her stride, having won her first national championship as a coach in 2017 and a recent gold medal in the 2020 Tokyo Olympics as a coach. Coach Auriemma passed the Team USA coaching mantle to Coach Staley. Their coaching careers began at two very

different times. Coach Auriemma began coaching in the 1980s when there was no mainstream attention to given to women's college athletics, while Coach Staley began in 2000. This is not simply because of their age difference. Rather, it speaks to how differently coaches enter coaching, are promoted, and get Division I Power Five head coaching jobs. Coach Staley played professionally overseas (before there was the WNBA) and then joined the WNBA. Coach Staley rejected early offers to coach college programs before accepting the head coach position at Temple University in her hometown of Philadelphia while winding down her professional career.

Coach Auriemma began as a non-paid assistant before working as a high school girls' coach, a paid assistant coach at the University of Virginia, and then head coach at the University of Connecticut. Coach Auriemma worked his way up to head coach and built a championship program over time. Coach Staley was able to immediately step into a head coach position with no formal coaching experience, and proved herself at a mid-major Division I program before landing a Power Five head coaching opportunity. We reference Coach Staley and Coach Auriemma to illustrate very different racialized and gendered stories of incoming and outgoing head coaches at Power Five universities and HBCUs.

Our data points to patterns in hiring that reinforce gender and racial inequities. Power Five universities do not hire as many African American head coaches as they do White coaches. They seem to prefer promoting African Americans from assistant and associate coaching roles. White coaches (men and women combined) have the longest tenures in their positions and are given more additional chances to return to coaching at the same level. White coaches also have a wider range of background experiences prior to being hired into a head coaching role. Women are more qualified than men head coaches, in terms of playing experience and education; more of them played collegiately and professionally and more of them earned master's degrees as their highest level of education. It is also important to note how Coach Staley's career trajectory varies from the majority of African American head coaches since she immediately began her coaching career as a head coach.

The purpose of this field study was to examine hiring patterns for women's Division I Power Five and HBCU basketball since the enactment of Title IX. Title IX was passed in 1972 but there was a lag time in the statute's incorporation and full acceptance by universities. The first NCAA women's basketball tournament was held in the 1981-1982 season. We begin our study in 1984, when Title IX was in full effect, leading to the current growth in women's programs, and explore hiring trends over a thirty-six-year window between 1984 and 2020. The year 1984 was also a coming out of sorts for women's basketball, with a star-studded women's team winning the gold at the 1984 Olympics in Los Angeles.

Data were analyzed to compare total numbers and percentages of head coaches hired across race/ethnicity and gender. Within these figures were the factors often cited when considering head coach qualifications, such past collegiate playing experience, past collegiate coaching experience, and degree level earned. Other factors we highlighted included the positions that head coaches held immediately before and after obtaining their current head coach role, second-chance hirings, and the role that HBCUs played in hiring trends.

Method

We analyzed the hiring trends of NCAA Women's Basketball coaches at universities within the Power Five conferences according to their conference membership status for the 2020-2021 season. We also analyzed the hiring trends of Historically Black Colleges and Universities (HBCU) at the Division I level. We gathered data from the end of the 1984 season to the end of the 2020 season. We defined a "hire" as someone who was officially hired by the university to serve as the head women's basketball coach; interim coaches were not considered a "hire" for the purposes of this study. The exclusion of interim coaches was due to the transient nature of their position and were not indicative of the university's actual hiring practices.

All of the data used in our analyses were gathered from publicly-available sources. This included newspaper archives, the NCAA statistics database, biographies and media guides published by their respective institutions, player profiles, and public LinkedIn accounts. To identify a coach's racial/ethnic identity we utilized indicators from the coach's professional association memberships (ex. African American Coaches Association), minority-specific awards, interviews, and news articles. We determined a coach's gender identity (man/men or woman/women) based upon the pronouns used in school bios and pronouns used in interviews. There were no women's basketball head coaches within this timeframe who identified as Asian American, Indigenous/Native American, or Pacific Islander. There was only one Latino/a or LatinX coach within the study population.

For incoming coaches, we studied their immediate previous position, their years coaching in the NCAA (Division I, II, or III), and their years of head coaching experience. We did not count Graduate Assistant positions toward total years of coaching experience, nor years of coaching experience at the NAIA (National Association of Inter Collegiate Athletics) and NJCAA (National Junior College Athletic Association) level, as these schools do not fall within the NCAA-level criteria. We also tracked their playing history, where they played collegiate basketball, the division of the university or school, the school's division, if they won any national post-season tournaments as a player, and their highest education level at the time of their hire.

For outgoing head coaches, we studied their tenure at their former institution, their immediate next opportunity, and whether or not they were fired from their position. Being "fired" was defined as termination not mutually agreed upon by the coach and their university. A coach whose contract was not renewed or who resigned due to NCAA violations did not constitute as being fired. We also examined their regular season win/loss percentages and if they won any national post-season tournament or invitationals in their tenure. For both incoming and outgoing head coaches we examined their age at the time of hire and their immediate previous position.

Data collection was completed by a team of research assistants who then verified each other's work. Another round of data verification was then completed by one of the researchers within the Global Sport Institute using publicly-available sources. Discrepancies were reconciled by accessing multiple sources, with the preponderance of information determining final data inclusion.

Data were analyzed to compare total numbers and percentages of head coaches hired across race/ethnicity and gender. Given the small numbers inferential statistics were not done for some analyses. We examined the head coach changes between 1984 and 2020. Table 1 shows the number of head coach changes per five-year increments for the years included in this study.

Results

Table 1

Number of NCAA Women's Basketball Head Coach Changes at HBCU and Power Five Schools by Year for 1984-2020

Year	No. of Head Coach Changes
1984-1985	23
1986-1990	45
1991-1995	41
1996-2000	57
2001-2005	54
2006-2010	42
2011-2015	54
2016-2020	51
Total	367

Between 1984 and 2020, there were 367 head coach changes across nine conferences, which included 86 universities between the Power Five conferences and HBCUs. The Power Five had 240 hiring changes across six conferences, which included 63 universities, while HBCUs had 127 hiring changes across 3 conferences, which included 23 universities. The Big Ten and Southeastern conference had the greatest number of hiring changes with 56 and 52 hiring changes respectively. The Big South had the least number of hiring changes with six hires.

In the Atlantic Coast Conference, there was a three-way tie with the most hiring changes between Clemson University, University of Pittsburgh, and Wake Forest University with five hiring changes between 1984 and 2020. University of Notre Dame only had one hiring change.

In the Big 12, Kansas State had the most hiring changes with a total of seven, while Baylor University and Oklahoma State University-Stillwater had the fewest with two hiring changes each.

In the Big Ten, the University of Indiana and the University of Minnesota had the most head coaching changes at seven changes, while the University of Maryland had the fewest with one head coach hiring change between 1984 and 2020.

In the Pac-12, USC had the most hiring changes at eight, while Oregon State University and the University of Utah had the fewest with a total of two hiring changes between 1984 and 2020.

Table 2

Number of and Percentage of Changes in NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Conference for 1984-2020

Conference	No. of Changes	% Change
Atlantic Coast	51	13.90
Big 12	37	10.08
Big South	6	1.63
Big Ten	56	15.26
Mid-Eastern Athletic	58	15.80
Ohio Valley	10	2.72
Pac-12	44	11.99
Southeastern	52	14.17
Southwestern Athletic	53	14.44
Total	367	100.00

The overall number of changes by athletic conference give a cursory overview. Table 3 shows how hiring diversity differed across Power Five and HBCU athletic conferences. African American women have been hired at HBCUs and Power Five conferences. White women have not been hired at HBCUs. African American men have been shut out of two Power Five conferences. White men have been shut out of two HBCU conferences.

Table 3

Number of and Percentage of Changes in NCAA Women's Basketball Head Coaches by Conference by Race/Ethnicity and Gender for 1984-2020

Conference	Women				Men			
	African American	Latino/a	White	Total	African American	Latino/a	White	Total
Atlantic Coast	8 (6.96)	-	27 (20.00)	35 (13.94)	3 (5.88)	-	13 (20.00)	16 (13.79)
Big 12	2 (1.74)	-	21 (15.56)	23 (9.16)	-	-	14 (21.54)	14 (12.07)
Big South	2 (1.74)	-	-	2 (0.80)	4 (7.84)	-	-	4 (3.45)
Big Ten	7 (6.09)	1 (100.00)	37 (27.41)	45 (17.93)	-	-	11 (16.92)	11 (9.48)
Mid-Eastern Athletic	36 (31.30)	-	-	36 (14.34)	21 (41.18)	-	1 (1.54)	22 (18.97)
Ohio Valley	7 (6.09)	-	-	7 (2.79)	2 (3.92)	-	1 (1.54)	3 (2.59)

Pac-12	8 (6.96)	-	26 (19.26)	34 (13.55)	1 (1.96)	-	9 (13.85)	10 (8.62)
Southeastern	11 (9.57)	-	24 (17.78)	35 (13.94)	1 (1.96)	-	16 (24.62)	17 (14.66)
Southwestern Athletic	34 (29.57)	-	-	34 (13.55)	19 (37.25)	-	-	19 (16.38)
Total	115 (100.00)	1 (100.00)	135 (100.00)	251 (100.00)	51 (100.00)	-	65 (100.00)	116 (100.00)

Note. Percentage of total is in parentheses; Percentages are rounded.

Figure 1

Number of Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Conference and Race/Ethnicity and Gender for 1984-2020
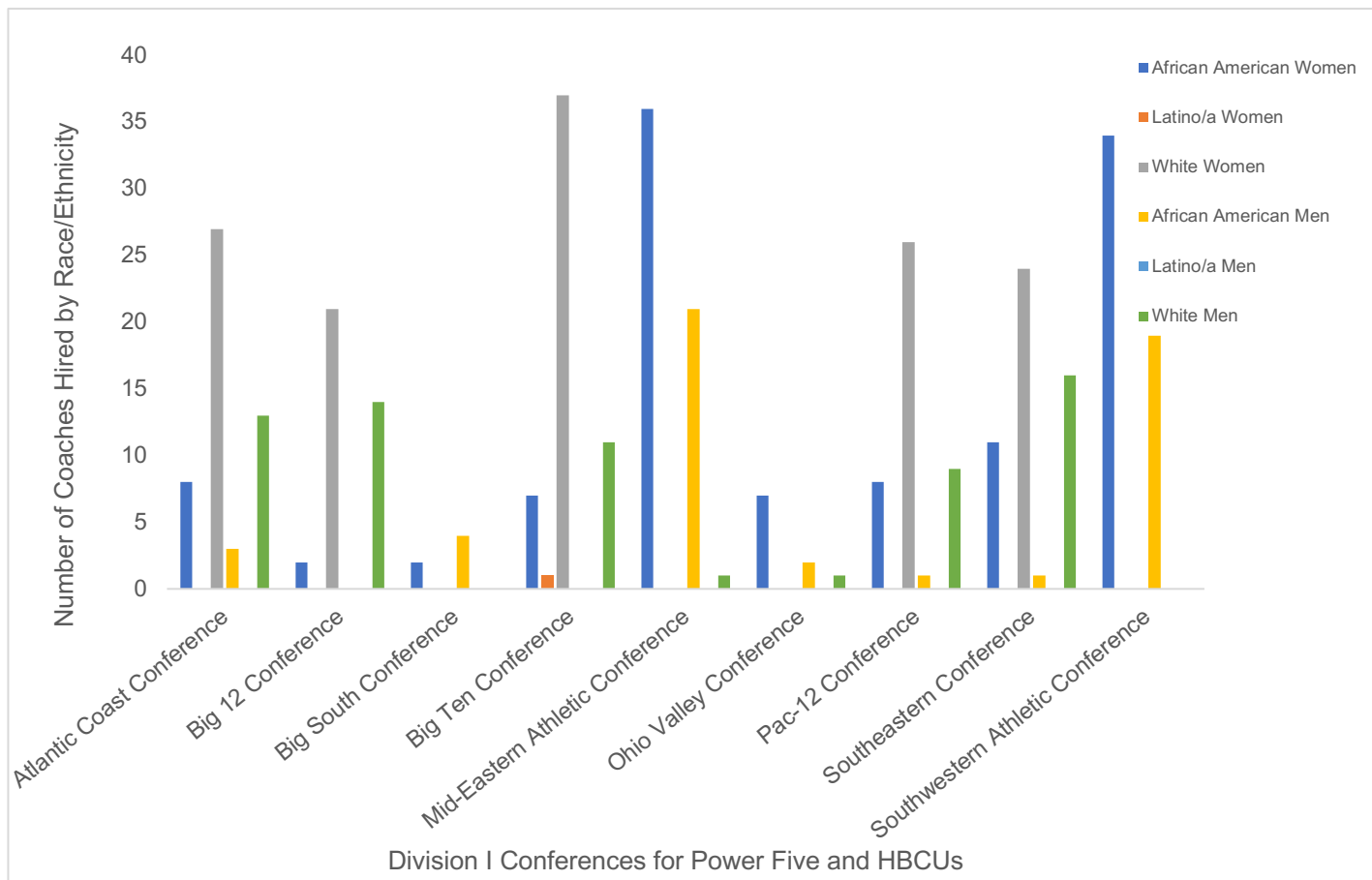
Outgoing and Incoming NCAA HBCU and Power Five Women's Basketball Head Coaches

Across all the years, we saw a net gain in the number of men head coaches; nine more men were hired than fired during the years we studied. Overall, hiring was split between Whites and African Americans. There was one Latina woman head coach and there were no head coaches who identified as Asian American, Indigenous/Native American, or Pacific Islander. The only net loss in numbers was observed in White women (-19) and White men had the biggest gain in numbers (+10). Table 4 details the total number and percentage of outgoing and incoming head coaches for all years in this study broken down by race/ethnicity and gender.

Table 4

Number and Percentage of Outgoing and Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Race/Ethnicity	Outgoing			Incoming			
	Women	Men	Total	Women	Men	Missing	Total
African American	104 (40.00)	50 (46.73)	154 (41.96)	115 (45.82)	51 (43.97)	-	166 (45.23)
Latino/a	1 (0.38)	-	1 (0.27)	1 (0.40)	-	-	1 (0.27)
White	154 (59.23)	55 (51.40)	209 (56.95)	135 (53.78)	65 (56.03)	-	200 (54.50)
Missing	1 (0.38)	2 (1.87)	3 (0.82)	-	-	1 (100.00)	-
Total	260 (100.00)	107 (100.00)	367 (100.00)	251 (100.00)	116 (100.00)	1 (100.00)	367 (100.00)

Note. Percentage of total is in parentheses; Percentages are rounded.

Figure 2

Percentage of Outgoing and Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020
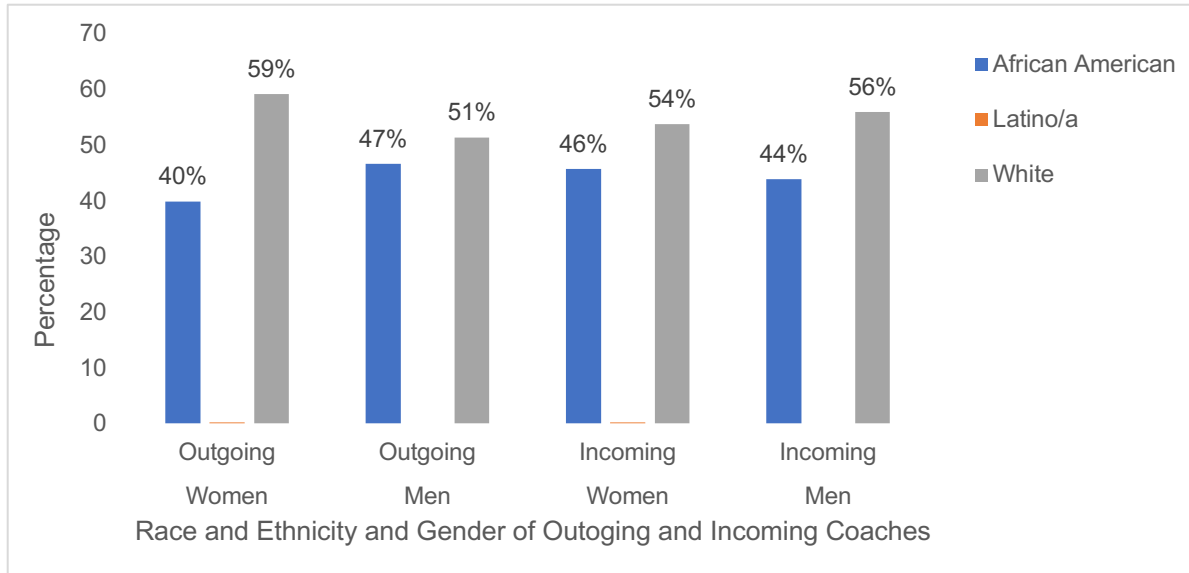
Incoming Head Coaches

In a year-to-year comparison of NCAA women's basketball head coaches hired at HBCUs and Power Five schools, more women (251) were hired compared to men (116) between 1984 and 2020. Only one Latina woman was hired during our timeframe. Although White women have experienced a decline in their incoming numbers since 2006, they remain the most hired. Similarly, White men head coaches are hired more than African American men coaches.

Table 5

Number of Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools in 5-Year Intervals by Race/Ethnicity and Gender for 1984-2020

| Gender | Year | Race/Ethnicity | | | |
		African American	Latino/a	White	Total
Women	1984-1985	4 (3.47)	-	14 (10.37)	18 (7.17)
	1986-1990	7 (6.09)	-	18 (13.33)	25 (9.96)
	1991-1995	11 (9.57)	-	17 (12.59)	28 (11.16)
	1996-2000	23 (20.00)	1 (100.00)	23 (17.08)	47 (18.73)
	2001-2005	14 (12.17)	-	24 (17.78)	38 (15.14)
	2006-2010	17 (14.78)	-	10 (7.41)	27 (10.76)
	2011-2015	19 (16.52)	-	14 (10.37)	33 (13.15)
	2016-2020	20 (17.39)	-	15 (11.11)	35 (13.94)
Total	1984-2020	115 (69.28)	1 (100.00)	135 (67.50)	251 (68.39)
Men	1984-1985	1 (2.00)	-	4 (6.15)	5 (4.31)
	1986-1990	14 (27.45)	-	6 (9.23)	20 (17.24)
	1991-1995	5 (9.80)	-	8 (12.31)	13 (11.21)
	1996-2000	4 (7.84)	-	6 (9.23)	10 (8.62)
	2001-2005	8 (15.69)	-	8 (12.31)	16 (13.79)
	2006-2010	6 (11.76)	-	9 (13.85)	15 (12.93)
	2011-2015	4 (7.84)	-	17 (26.15)	21 (18.10)
	2016-2020	9 (17.65)	-	7 (10.77)	16 (13.79)
Total	1984-2020	51 (30.72)	-	65 (32.50)	116 (32.49)
Grand Total	1984-2020	166 (100.00)	1 (100.00)	200 (100.00)	367 (100.00)

Incoming head coaches at HBCUs and Power Five universities look very different. Overall, African Americans make up 17% of all Power Five hires, but 98% of HBCU hires. Whites make up 82% of all Power Five hires, White men <2% of HBCU hires and White women were not hired to lead programs at HBCUs. It may seem obvious that there are so few Whites were hired as women's basketball head coaches at HBCUs, but we do not know whether White women opted out and did not apply for open positions at HBCUs. We do, however, know that African Americans applied for and were interested in positions in the Power Five and other highly visible conferences, but African American men were only hired at a rate of 2% of all incoming Power Five hires.

Table 6

Number and Percentage of Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

University	Race/Ethnicity	Women	Men	Total
Power Five	African American	36 (20.93)	5 (7.35)	41 (17.08)
	Latino/a	1 (0.58)	-	1 (0.42)
	White	135 (78.49)	63 (92.65)	198 (82.50)
	Total	172 (68.53)	68 (58.62)	240 (65.40)
HBCUs	African American	79 (100.00)	46 (95.83)	125 (98.43)
	Latino/a	-	-	-
	White	-	2 (4.17)	2 (1.57)
	Total	79 (31.47)	48 (41.38)	127 (34.60)
	Grand Total	251 (100.00)	116 (100.00)	367 (100.00)

Note. Percentage of total is in parentheses; Percentages are rounded.

Figure 3

Percentage of Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020
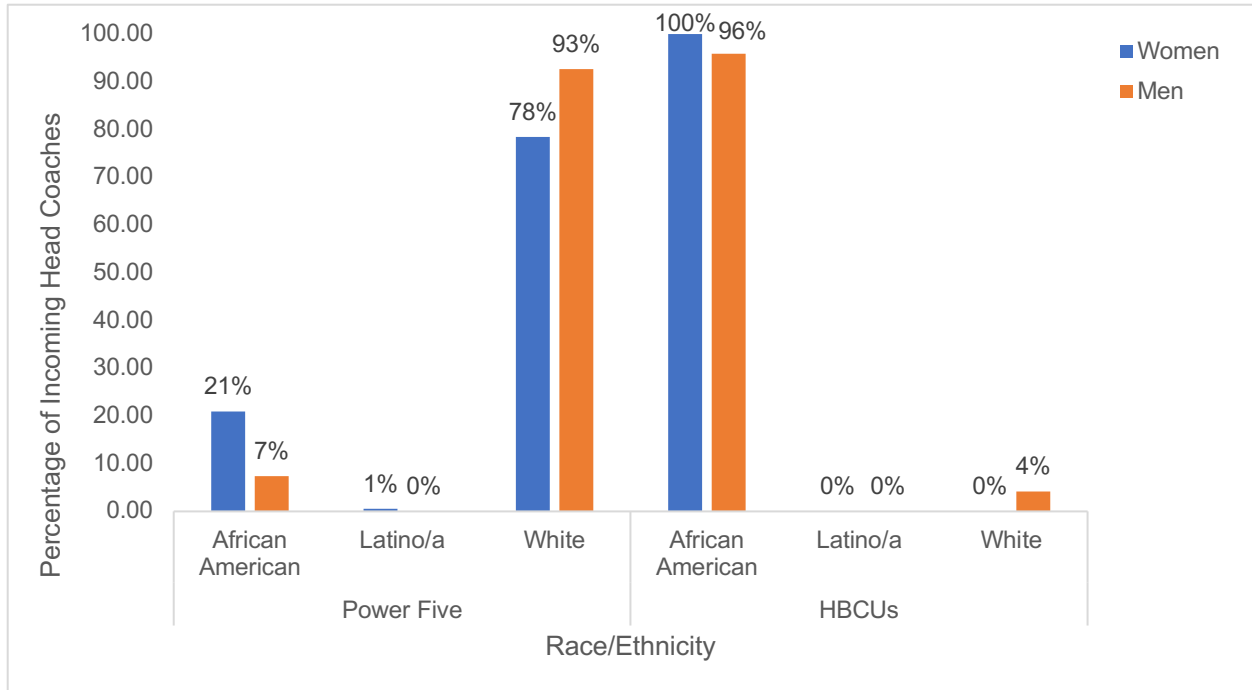
Table 7

Number of Incoming NCAA Women's Basketball Head Coaches at Power Five Schools in 5-Year Intervals by Race/Ethnicity and Gender for 1984-2020

Year	Women			Men		
	African American	Latino/a	White	African American	Latino/a	White
1984-1985	-	-	14 (10.37)	1 (20.00)	-	4 (6.35)
1986-1990	2 (5.56)	-	18 (13.33)	-	-	6 (9.52)
1991-1995	5 (13.89)	-	17 (12.59)	-	-	8 (12.70)
1996-2000	5 (13.89)	1 (100.00)	23 (17.04)	-	-	6 (9.52)
2001-2005	3 (8.33)	-	24 (17.78)	-	-	8 (12.70)
2006-2010	8 (22.22)	-	10 (7.41)	3 (60.00)	-	9 (14.29)
2011-2015	6 (16.67)	-	14 (10.37)	-	-	16 (25.40)

2016-2020	7 (19.44)	-	15 (11.11)	1 (20.00)	-	6 (9.52)
Total	36 (100.00)	1 (100.00)	135 (100.00)	5 (100.00)	-	63 (100.00)

Figure 4

Number of Incoming NCAA Women's Basketball Head Coaches at Power Five Schools in 5-Year Intervals by Race/Ethnicity and Gender for 1984-2020
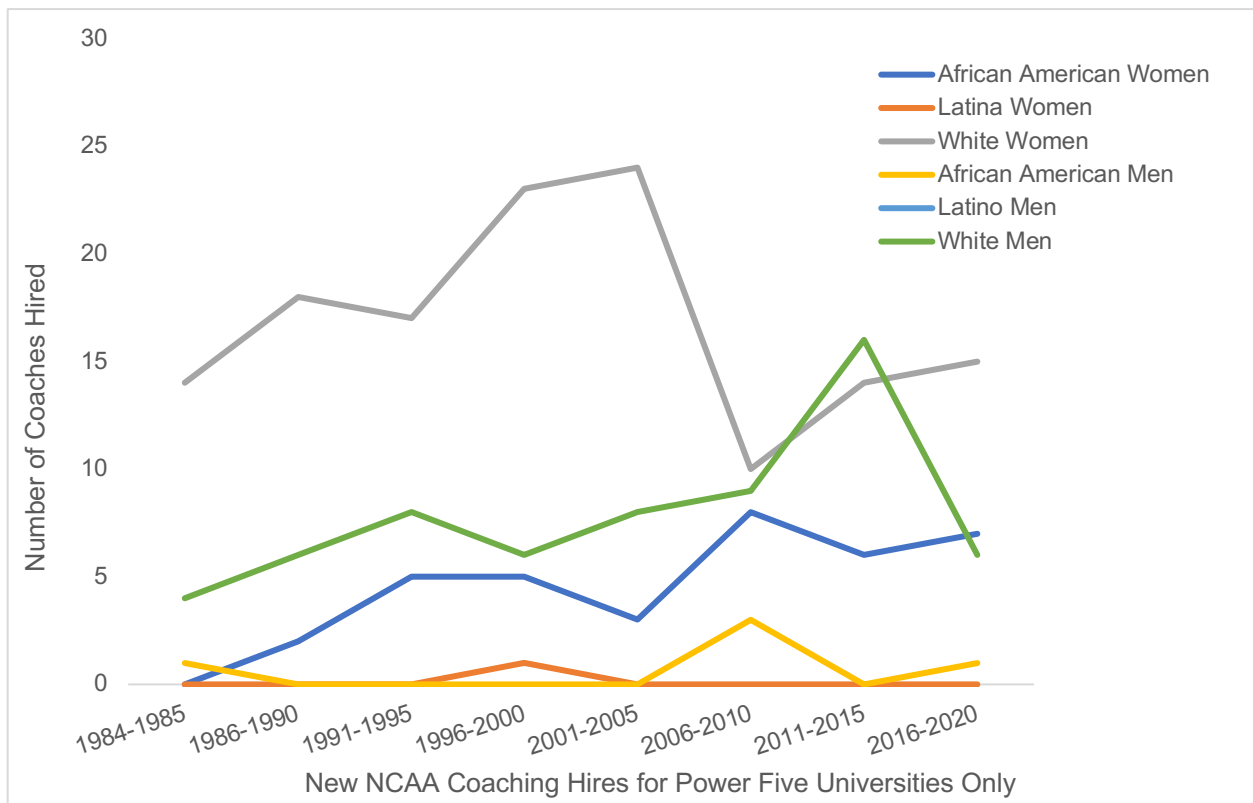
Table 8

Number of Incoming Men and Women NCAA Women's Basketball Head Coaches at HBCUs Schools in 5-Year Intervals by Race/Ethnicity for 1984-2020

Year	Women		Men	
	African American	White	African American	White
1984-1985	4 (5.06)	-	-	-
1986-1990	5 (6.33)	-	14 (30.43)	-
1991-1995	6 (7.59)	-	5 (10.87)	-
1996-2000	18 (22.78)	-	4 (8.70)	-
2001-2005	11 (13.92)	-	8 (17.39)	-
2006-2010	9 (11.39)	-	3 (6.52)	-
2011-2015	13 (16.46)	-	4 (8.70)	1 (50.00)
2016-2020	13 (16.46)	-	8 (17.39)	1 (50.00)
Total	79 (100.00)	-	46 (100.00)	2 (100.00)

Figure 5

Number of Incoming Men and Women NCAA Women's Basketball Head Coaches at HBCUs in 5-Year Intervals by Race/Ethnicity for 1984-2020
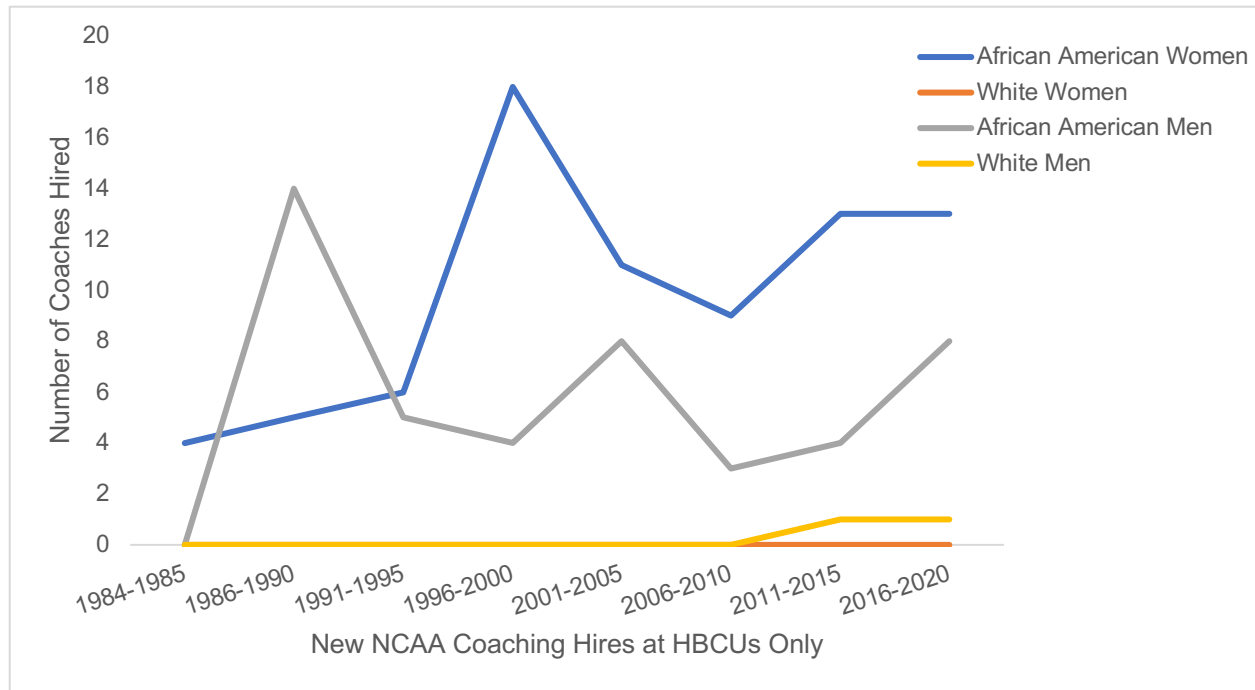
Hiring varied by racial/ethnic and gender groups. African American women and White men were hired at Power Five schools and HBCUs. African American women were hired to run Power Five programs at a rate more than two times that of African American men. At HBCUs, African American women and men's hiring went up and down, while White men saw more recent gains. Unlike trends for men in hiring at Power Five universities, African American men experienced a hiring boom in the 1980s at HBCUs. And White women were only hired to coach Power Five programs.

To assess whether age mattered in hiring and how it differed for White women head coaches and coaches of Color, we studied the age at time of hiring for each incoming head coach.

Table 9

Mean Age and Age Ranges of Hire for Incoming NCAA Women's Basketball White Head Coaches vs. Head Coaches of Color at HBCUs and Power Five Schools for 1984-2020

| Gender | Mean Age | Race/Ethnicity | | |
		African American	Latino/a	White
Women	Mean Age of Hire	36.76	42.00	37.81
	Age Ranges of Hire	23-61	42.00	26-61
	Standard Deviation	6.96	-	6.5
Men	Mean Age	42.64	-	45.88
	Age Ranges of Hire	22-71	-	29-70
	Standard Deviation	9.98	-	9.41

The average age of incoming women head coaches was 37.5 and the average age for men incoming women's head coaches was 44. That said, African American women and men coaches had instances of early hires at the age of 23 and 22, respectively. We expected that women would be hired at older ages than the men due to their playing careers delaying the hiring windows for coaching opportunities, yet we found that men were actually hired at older ages than women. This suggests that women were able to build greater networks at the NCAA level due to their collegiate playing experience, whereas men were in this sample size did not play collegiate basketball and therefore required more time to establish a network.

Having prior coaching experience is important when moving from one position to another. The young age at which many coaches are hired may indicate they obtained other coaching experience prior to being hired. Figure 6 illustrates the breakdown of incoming women and men coaches who had at least one year of NCAA coaching experience at the Division I, II, or III level as either an assistant, associate, or head coach. Coaches with no NCAA coaching experience hired as a head coach previously may have been a coach at the NAIA or NJCAA level, played professional basketball overseas, or have coached at the high school level.

Figure 6

Number of Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools with NCAA Coaching Experience by Race/Ethnicity and Gender for 1984-2020
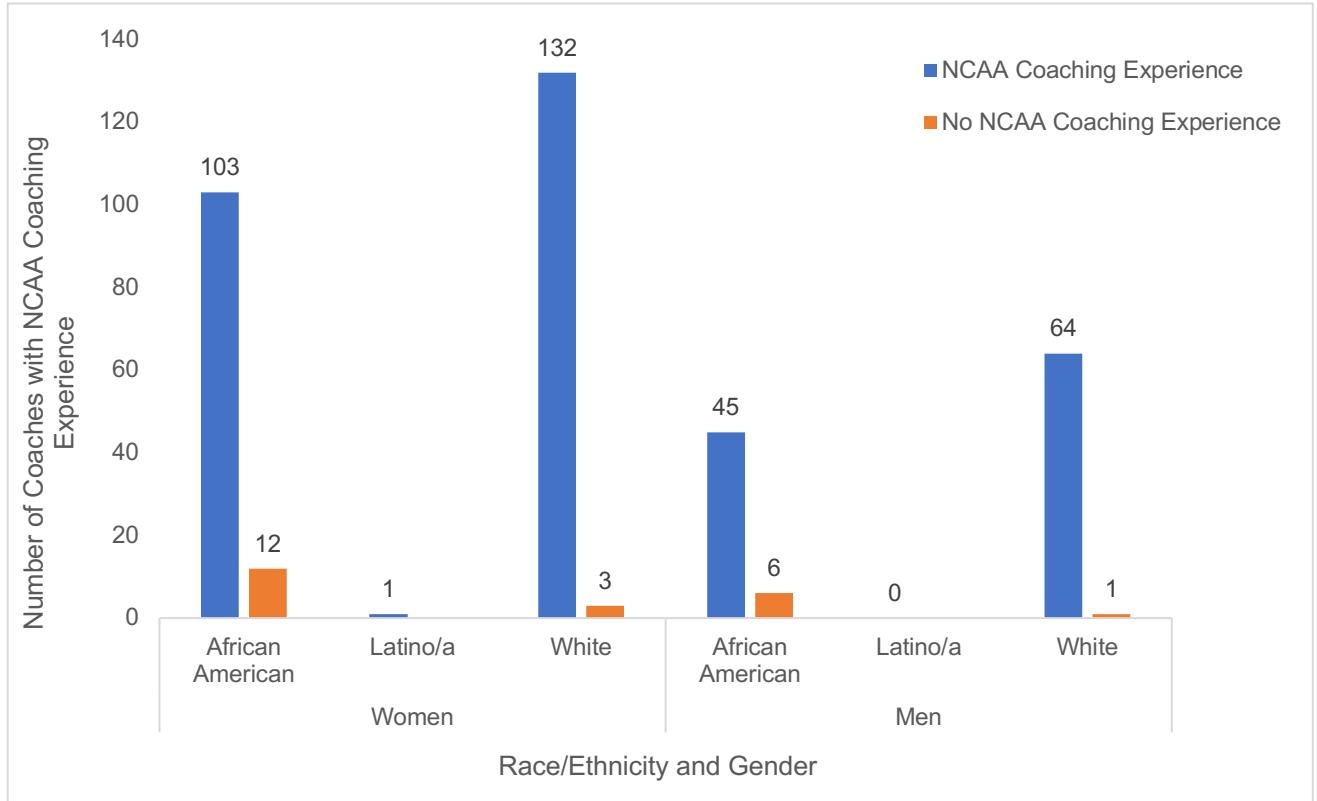
Figure 6a

Percentage of Incoming Women with NCAA Coaching Experience for NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools for by Race/Ethnicity, 1984-2020
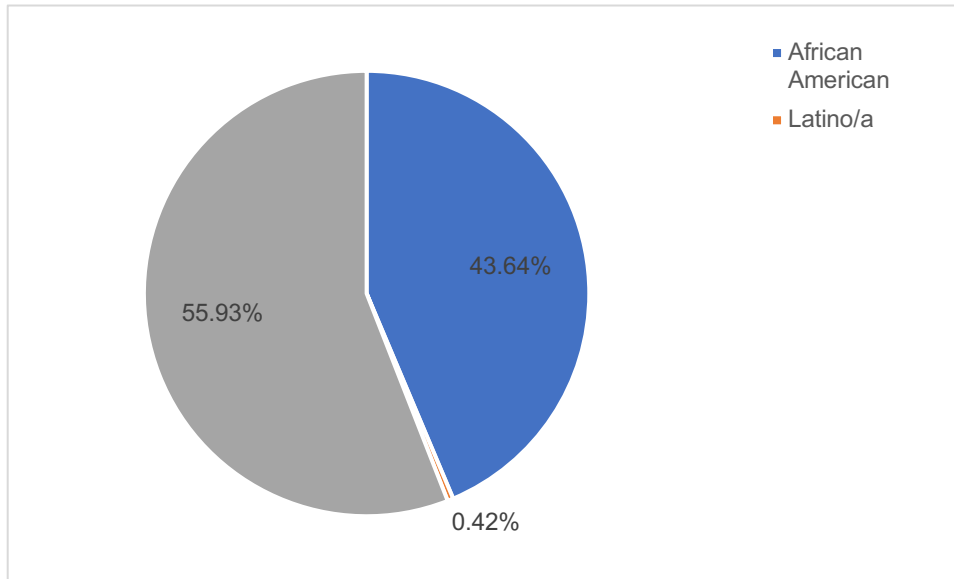
Figure 6b

Percentage of Incoming Men with NCAA Coaching Experience for NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools for by Race/Ethnicity for 1984-2020
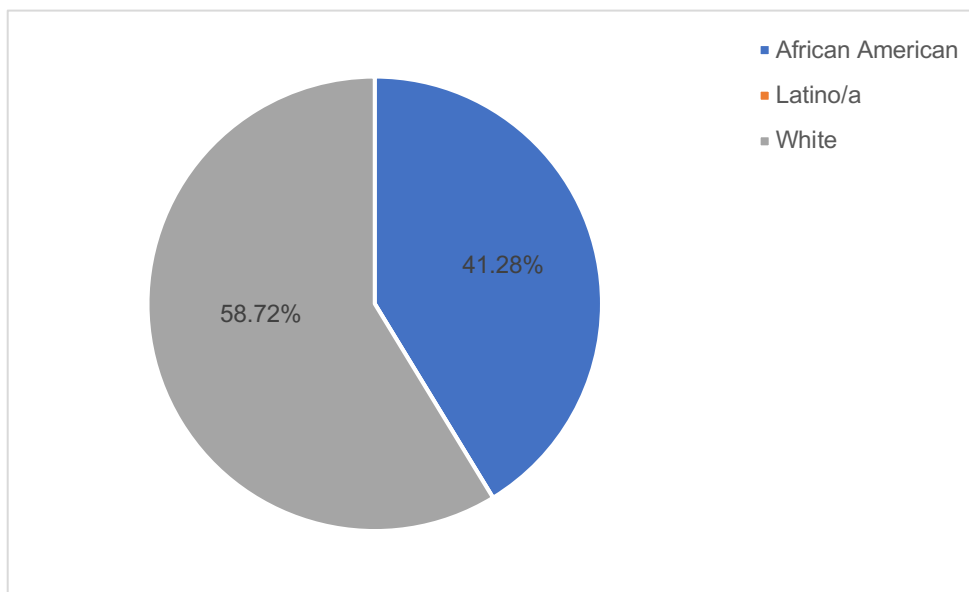
The incoming hires with no NCAA coaching experiences were largely leading HBCUs. This suggests that HBCUs are more open to "taking a chance" on a candidate who is unproven or that HBCUs have fewer applicants and have to be less selective.

Table 10

Number and Percentage with NCAA Coaching Experience for Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	NCAA Coaching Experience	Race/Ethnicity			
		African American	Latino/a	White	Total
Women	NCAA Coaching Experience	103 (89.57)	1 (100.00)	132 (97.78)	236 (94.02)
	No NCAA Coaching Experience	12 (10.43)	-	3 (2.22)	15 (5.98)
	Missing	-	-	-	-
	Total	115 (69.28)	1 (100.00)	135 (67.50)	251 (68.39)
Men	NCAA Coaching Experience	45 (88.24)	-	64 (98.46)	109 (93.97)
	No NCAA Coaching Experience	6 (11.76)	-	1 (1.54)	7 (6.03)
	Missing	-	-	-	-
	Total	51 (30.72)	-	65 (32.50)	116 (31.61)
	Grand Total	166 (100.00)	1 (100.00)	200 (100.00)	367 (100.00)

Table 10a

Number and Percentage with NCAA Coaching Experience for Incoming NCAA Women's Basketball Head Coaches at Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender		Race/Ethnicity			
		African American	Latino/a	White	Total
Women	NCAA Coaching Experience	35 (97.22)	1 (100.00)	132 (97.78)	168 (97.67)
	No NCAA Coaching Experience	1 (2.78)	-	3 (2.22)	4 (2.33)
	Missing	-	-	-	-
	Total	36 (87.80)	1 (100.00)	135 (68.18)	172 (71.67)
Men	NCAA Coaching Experience	4 (9.76)	-	62 (31.31)	66 (27.50)
	No NCAA Coaching Experience	1 (2.44)	-	1 (0.51)	2 (0.83)
	Missing	-	-	-	-
	Total	5 (12.20)	-	63 (31.82)	68 (28.33)
	Grand Total	41 (100.00)	1 (100.00)	198 (100.00)	240 (100.00)

Table 10b

Number and Percentage with NCAA Coaching Experience for Incoming NCAA Women's Basketball Head Coaches at HBCUs by Race/Ethnicity and Gender for 1984-2020

Gender	NCAA Coaching Experience	Race/Ethnicity			
		African American	Latino/a	White	Total
Women	NCAA Coaching Experience	68 (86.08)	-	-	68 (86.08)
	No NCAA Coaching Experience	11 (26.83)	-	-	11 (25.58)
	Missing	-	-	-	-
	Total	79 (63.20)	-	-	79 (62.20)
Men	NCAA Coaching Experience	41 (89.13)	-	2 (100.00)	43 (89.58)

		African American	Latino/a	White	Missing	Total
	No NCAA Coaching Experience	5 (4.00)	-	-		5 (10.42)
	Missing	-		-		-
	Total	46 (36.80)	-	2 (100.00)		48 (37.80)
	Grand Total	12 (100.00)	-	2 (100.00)		127 (100.00)

Next, we looked more specifically at the job held immediately before being hired as head coach at an HBCU or Power Five school.

Immediate Previously Held Position of Women and Men Incoming Head Coaches

The general breakdown of experience showed that most HBCU and Power Five head coaches held NCAA head coach or assistant coach positions immediately prior to being hired. As a whole, White head coaches, across gender, were more likely to be hired after being an NCAA head coach. Regardless of gender, Whites had immediately held a head coaching position prior to becoming head coaches at more than twice the rate for African American head coaches; 71% for White women and 62% for White men, versus and 31% for African American women and 25% for African American men head coaches. Table 11 provides the total numbers of incoming women and men head coaches broken down by previous position and race/ethnicity and gender.

Table 11

Number and Percentage of Immediate Previous Position Held for Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

| Gender	Immediate Previous Position	African American	Latino/a	White	Missing	Total
Women	WNBA Head Coach	2 (1.74)	-	2 (1.48)	-	4 (1.59)
	WNBA Assistant Coach	1 (0.87)	-	-	-	1 (0.40)
	NBA Assistant Head Coach	1 (0.87)	-	-	-	1 (0.40)
	USA Basketball	-	-	1 (0.74)	-	1 (0.40)
	Canada Basketball	-	-	1 (0.74)	-	1 (0.40)
	NCAA Head Coach	36 (31.30)	-	96 (71.11)	-	132 (52.59)

	Col 1	Col 2	Col 3	Col 4	Total
Associate Head Coach	4 (3.48)	1 (100.00)	5 (3.70)	-	10 (3.98)
Assistant Head Coach	53 (46.09)	-	23 (17.04)	-	76 (30.28)
NAIA Head Coach	3 (2.61)	-	2 (1.48)	-	5 (1.99)
Community College Head Coach	3 (2.61)	-	-	-	3 (1.20)
Athletic Administration	-	-	-	-	-
Teaching/Education	1 (0.87)	-	-	-	1 (0.40)
High School Head Coach	7 (6.09)	-	1 (0.74)	-	8 (3.19)
Career in Sports Media	-	-	1 (0.74)	-	1 (0.40)
Other Profession in Sports	-	-	1 (0.74)	-	1 (0.40)
Professional Athlete	1 (0.87)	-	1 (0.74)	-	2 (0.80)
Retired	-	-	1 (0.74)	-	1 (0.40)
Missing	3 (2.61)	-	-	-	3 (1.20)
Total	115 (69.28)	1 (100.00)	135 (67.50)	-	251 (68.39)
WNBA Head Coach	1 (1.96)	-	-	-	1 (0.86)
WNBA Assistant Coach	-	-	-	-	-
NBA Assistant Head Coach	-	-	-	-	-
USA Basketball	-	-	1 (1.54)	-	1 (0.86)
Canada Basketball	-	-	-	-	-
NCAA Head Coach	13 (25.49)	-	40 (61.54)	-	53 (45.69)
Associate Head Coach	1 (1.96)	-	4 (6.15)	-	4 (3.45)
Assistant Head Coach	25 (49.02)	-	15 (23.08)	-	40 (34.48)
NAIA Head Coach	-	-	-	-	-
Community College Head Coach	1 (1.96)	-	-	-	1 (0.86)
Athletic Administration	2 (3.92)	-	-	-	2 (1.72)
Teaching/Education	-	-	-	-	-
High School Head Coach	2 (3.92)	-	2 (3.08)	-	4 (3.45)
Career in Sports Media	-	-	1 (1.54)	-	1 (0.86)
Other Profession in Sports	5 (9.80)	-	-	-	5 (4.31)

Men

		African American	Latino/a	White	Total
Professional Athlete		-	-	-	-	-
Retired		-	-	1 (1.54)	-	1 (0.86)
Missing		1 (1.96)	-	1 (1.54)	-	2
Total		51 (30.72)	-	65 (32.50)	-	116 (31.61)
Total		166 (100.00)	1 (100.00)	200 (100.00)	-	367 (100.00)

Note. Percentage of total is in parentheses; Percentages are rounded.

Although the comparison of coaches' immediate previous positions before being hired in head coaching positions between 1984-2020 revealed a similar number of pathways to head coaching positions, the types of immediate experience varied (as shown in Table 7). NCAA coaching experience was significant. Roughly 80% of African American head coaches had some level of NCAA coaching experience at the Division I, Division II or Division III level as their immediate previous position and over 90% of White head coaches were hired directly after NCAA coaching positions. Experiences at HBCUs accounted for a significant portion of these numbers.

Table 11a

Number and Percentage of Immediate Previous Position Held for Incoming NCAA Women's Basketball Head Coaches at Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Previous Position	African American	Latino/a	White	Total
Women	WNBA Head Coach	-	-	2 (1.48)	2 (1.16)
	WNBA Assistant Coach	1 (2.78)	-	-	1 (0.58)
	NBA Assistant Head Coach	1 (2.78)	-	-	1 (0.58)
	USA Basketball	-	-	1 (0.74)	1 (0.58)
	Canada Basketball	-	-	1 (0.74)	1 (0.58)
	NCAA Head Coach	10 (27.78)	-	96 (71.11)	106 (61.63)
	Associate Head Coach	2 (5.56)	1 (100.00)	5 (3.70)	8 (4.65)
	Assistant Head Coach	22 (61.11)	-	23 (17.04)	45 (26.16)
	NAIA Head Coach	-	-	2 (1.48)	2 (1.16)

Community College Head Coach	-		-	-
Athletic Administration	-	-	-	-
Teaching/Education	-	-	-	-
High School Head Coach	-	-	1 (0.74)	1 (0.58)
Career in Sports Media	-	-	1 (0.74)	1 (0.58)
Other Profession in Sports	-	-	1 (0.74)	1 (0.58)
Professional Athlete	-	-	1 (0.74)	1 (0.58)
Retired	-		1 (0.74)	1 (0.58)
Miscellaneous	-	-	-	-
Missing	-	-	-	-
Total	36 (87.80)	1 (100.00)	135 (68.18)	172 (71.67)
WNBA Head Coach	1 (20.00)	-	-	1 (1.47)
WNBA Assistant Coach	-	-	-	-
NBA Assistant Head Coach	-	-	-	-
USA Basketball	-	-	1 (1.59)	1 (1.47)
Canada Basketball	-	-	-	-
NCAA Head Coach	1 (20.00)	-	40 (63.49)	41 (60.29)
Associate Head Coach	-	-	4 (6.35)	4 (5.88)
Assistant Head Coach	2 (40.00)	-	14 (22.22)	16 (23.53)
NAIA Head Coach	-	-	-	-
Community College Head Coach	1 (20.00)	-	-	1 (1.47)
Athletic Administration	-	-	-	-
Teaching/Education	-	-	-	-
High School Head Coach	-	-	1 (1.59)	1 (1.47)
Career in Sports Media	-	-	1 (1.59)	1 (1.47)
Other Profession in Sports	-	-	-	-
Professional Athlete	-	-	-	-
Retired	-	-	1 (1.59)	1 (1.47)
Miscellaneous	-	-	1 (1.59)	1 (1.47)
Missing	-	-	-	-
Total	5 (12.20)	-	63 (31.82)	68 (28.33)
Grand Total	41 (100.00)	1 (100.00)	198 (100.00)	240 (100.00)

Men

Note. Percentage of total is in parentheses; Percentages are rounded.

Table 11b

Number and Percentage of Immediate Previous Position Held for Incoming NCAA Women's Basketball Head Coaches at HBCUs by Race/Ethnicity and Gender for 1984-2020

Gender	Immediate Previous Position	African American	Latino/a	White	Missing	Total
Women	WNBA Head Coach	2 (2.53)	-	-	-	2 (2.53)
	WNBA Assistant Coach	-	-	-	-	-
	NBA Assistant Head Coach	-	-	-	-	-
	USA Basketball	-	-	-	-	-
	Canada Basketball	-	-	-	-	-
	NCAA Head Coach	26 (32.91)	-	-	-	26 (32.91)
	Associate Head Coach	2 (2.53)	-	-	-	2 (2.53)
	Assistant Head Coach	31 (39.24)	-	-	-	31 (39.24)
	NAIA Head Coach	3 (3.80)	-	-	-	3 (3.80)
	Community College Head Coach	3 (3.80)	-	-	-	3 (3.80)
	Athletic Administration	-	-	-	-	-
	Teaching/Education	1 (1.27)	-	-	-	1 (1.27)
	High School Head Coach	7 (8.86)	-	-	-	7 (8.86)
	Career in Sports Media	-	-	-	-	-
	Other Profession in Sports	-	-	-	-	-
	Professional Athlete	1 (1.27)	-	-	-	1 (1.27)
	Retired	-	-	-	-	-
	Missing	3 (3.80)	-	-	-	3 (3.80)
	Total	79 (63.20)	-	-	-	79 (63.20)
Men	WNBA Head Coach	-	-	-	-	-
	WNBA Assistant Coach	-	-	-	-	-
	NBA Assistant Head Coach	-	-	-	-	-

USA Basketball	-	-	-	-	-
Canada Basketball	-	-	-	-	-
NCAA Head Coach	12 (26.09)	-	-	-	12 (25.00)
Associate Head Coach	1 (2.17)	-	-	-	1 (2.08)
Assistant Head Coach	23 (50.00)	-	1 (50.00)	-	24 (50.00)
NAIA Head Coach	-	-	-	-	-
Community College Head Coach	-	-	-	-	-
Athletic Administration	2 (4.35)	-	-	-	2 (4.17)
Teaching/Education	-	-	-	-	-
High School Head Coach	2 (4.35)	-	1 (50.00)	-	3 (6.25)
Career in Sports Media	-	-	-	-	-
Other Profession in Sports	5 (10.87)	-	-	-	5 (10.42)
Professional Athlete	-	-	-	-	-
Retired	-	-	-	-	-
Missing	1 (2.17)	-	-	-	1 (2.08)
Total	46 (36.80)	-	2 (100.00)	-	48 (37.80)
Total	125 (100.00)	-	2 (100.00)	-	127 (100.00)

White head coaches were hired from a range of immediate coaching and non-coaching jobs. African American head coaches at Power Five universities were more likely to be hired from other coaching positions (head, associate and assistant coaching positions). African American head coaches, 46% and 49% of African American women and men respectively, were more likely to be hired after being a NCAA assistant coach. White head coaches who were hired after being a NCAA assistant were hired at rates of 17% and 23% for White women and men, respectively.

There were 83 African American head coaches who were hired immediately after being assistant and associate women's basketball coaches across the Power Five and HBCUs. This was 63% of the total number of incoming head coaches who were promoted from assistant and associate head coaching positions. Yet, a different picture developed when head coaches leading HBCUs were disaggregated: Only 26 African Americans served as assistant and associate coaches in the Power Five in their immediate previous position. Furthermore, nine HBCUs have hired high school coaches to run their basketball teams but only White men high school coaches have been hired directly into head coaching roles at Power Five programs. Just 11 African Americans

hired at Power Five universities served as head coaches in their immediate prior job. This means that the additional 38 African Americans who served as NCAA head coaches prior to their next position were hired to lead HBCU programs.

In addition to coaching experience, we examined head coaches' playing experience, as it is can be assumed that most head coaches at the collegiate level were former athletes.

Highest Level Played

In general, the majority of incoming African American head coaches played college basketball. Yet, only 23% of incoming White men head coaches played Division I college basketball. This percentage of incoming White men head coaches presents a notable comparison to the other groups.

Women hires, across race/ethnicity, came from notable collegiate playing backgrounds. Considering the African Americans who were leading Power Five programs, nearly 90% of incoming African American women head coaches and 80% of incoming African American men head coaches played Division I college basketball. White head coaches, on the other hand, played at various levels. For instance, 60% of the incoming White women head coaches played Division I and only 23% of incoming White men head coaches played Division I college basketball. Additionally, another 32% of White women head coaches played basketball at Division II, Division III, AIAW or NAIA universities. Close to half of all incoming White men head coaches did not play any college basketball, while eight African American men head coaches did not play college basketball were all hired to coach at an HBCU. Tables 12-12b detail who played college basketball and Tables 12-12b show the highest level of playing experience for all head coaches hired from 1984-2020.

Table 12

Number and Percentage of Highest Collegiate Athletic Division Played for Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

| Gender | Division of Play | Race/Ethnicity | | | |
		African American	Latino/a	White	Total
Women	Did Not Play in the NCAA	8 (6.96)	-	11 (8.15)	19 (7.57)
	Division I	89 (77.39)	-	80 (59.26)	169 (67.33)
	Division II	7 (6.09)	1 (100.00)	17 (12.59)	25 (9.96)
	Division III	2 (1.74)	-	8 (5.93)	10 (3.98)
	AIAW (before NCAA created)	7 (6.09)	-	15 (11.11)	22 (8.76)
	NAIA	2 (1.74)	-	4 (2.96)	6 (2.39)
	Community College	-	-	-	-
	Missing	-	-	-	-
	Total	115 (69.28)	1 (100.00)	135 (67.50)	251 (68.39)
Men	Did Not Play in the NCAA	18 (35.29)	-	31 (47.69)	49 (42.24)
	Division I	19 (37.25)	-	15 (23.08)	34 (29.31)
	Division II	6 (11.76)	-	7 (10.77)	13 (11.21)
	Division III	4 (11.76)	-	5 (7.69)	9 (7.76)
	AIAW (before NCAA created)	-	-	-	-
	NAIA	2 (3.92)	-	7 (10.77)	9 (7.76)
	Community College	1 (1.96)	-	-	1 (0.86)
	Missing	1 (1.96)	-	-	1 (0.86)
	Total	51 (30.72)	-	65 (32.50)	116 (31.61)
	Grand Total	166 (100.00)	1 (100.00)	200 (100.00)	367 (100.00)

Table 12a

Number and Percentage of Highest Collegiate Athletic Division Played for Incoming NCAA Women's Basketball Head Coaches at Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Division of Play	Race/Ethnicity			
		African American	Latino/a	White	Total
Women	Did Not Play in the NCAA	-	-	12 (8.89)	12 (6.98)
	Division I	32 (88.89)	-	80 (59.26)	112 (65.12)
	Division II	2 (5.56)	1 (100.00)	17 (12.59)	20 (11.63)
	Division III	-	-	8 (5.93)	8 (4.65)
	AIAW (before NCAA created)	2 (5.56)	-	14 (10.37)	16 (9.30)
	NAIA	-	-	4 (2.96)	4 (2.33)
	Missing	-	-	-	-
	Total	36 (87.80)	1 (100.00)	135 (68.18)	172 (71.67)
Men	Did Not Play in the NCAA	-	-	30 (47.62)	30 (44.12)
	Division I	4 (80.00)	-	14 (22.22)	18 (26.47)
	Division II	-	-	7 (11.11)	7 (10.29)
	Division III	1 (20.00)	-	5 (7.94)	6 (8.82)
	AIAW (before NCAA created)	-	-	-	-
	NAIA	-	-	7 (11.11)	7 (10.29)
	Missing	-	-	-	-
	Total	5 (12.20)	-	63 (31.82)	68 (28.33)
	Grand Total	41 (100.00)	1 (100.00)	198 (100.00)	240 (100.00)

Table 12b

Number and Percentage of Highest Collegiate Athletic Division Played for Incoming NCAA Women's Basketball Head Coaches at HBCUs by Race/Ethnicity and Gender for 1984-2020

Gender	Division of Play	Race/Ethnicity			
		African American	Latino/a	White	Total
Women	Did Not Play in the NCAA	8 (10.13)	-	-	8 (10.13)
	Division I	57 (72.15)	-	-	57 (72.15)
	Division II	5 (6.33)	-	-	5 (6.33)
	Division III	2 (2.53)	-	-	2 (2.53)
	AIAW (before NCAA created)	5 (6.33)	-	-	5 (6.33)
	NAIA	2 (2.53)	-	-	2 (2.53)
	Community College	-	-	-	-
	Missing	-	-	-	-
	Total	79 (63.20)	-	-	79 (63.20)
Men	Did Not Play in the NCAA	18 (39.13)	-	1 (50.00)	19 (39.58)
	Division I	15 (32.61)	-	1 (50.00)	16 (33.33)
	Division II	6 (13.04)	-	-	6 (12.50)
	Division III	3 (6.52)	-	-	3 (6.25)
	AIAW (before NCAA created)	-	-	-	-
	NAIA	2 (4.35)	-	-	2 (4.17)
	Community College	1 (2.17)	-	-	1 (2.08)
	Missing	1 (2.17)	-	-	1 (2.08)
	Total	46 (36.80)	-	2 (100.00)	48 (37.80)
	Grand Total	125 (100.00)	-	2 (100.00)	127 (100.00)

Since the overwhelming majority of African American women head coaches played Division I basketball, it is no surprise that more African American women head coaches played professionally than any other head coaches. Roughly one-third of all African American women head coaches played in the WNBA or overseas, and the majority were hired to coach at HBCUs.

Table 13

Number and Percentage of Highest Level of Play for Incoming NCAA Women's Basketball Head Coaches at HBCUs and Power Five by Race/Ethnicity and Gender for 1984-2020

| Gender | Level of Play | Race/Ethnicity | | | |
		African American	Latino/a	White	Total
Women	Missing	1 (0.87)	-	-	1 (0.40)
	NBA/WNBA	22 (19.13)	-	8 (5.93)	30 (11.95)
	Overseas/Other Professional League	16 (13.91)	-	11 (8.15)	27 (10.76)
	NCAA (all divisions)	69 (60.00)	1 (100.00)	105 (77.78)	175 (69.72)
	High School	6 (5.22)	-	7 (5.19)	13 (5.18)
	None	1 (0.87)	-	4 (2.96)	5 (1.99)
	Total	115 (69.28)	1 (100.00)	135 (67.50)	251 (68.39)
Men	Missing	1 (1.96)	-	-	1 (0.86)
	NBA/WNBA	1 (1.96)	-	2 (3.08)	3 (2.59)
	Overseas/Other Professional League	3 (5.88)	-	2 (3.08)	5 (4.31)
	NCAA (all divisions)	27 (52.94)	-	34 (52.31)	61 (52.59)
	High School	15 (29.41)	-	7 (10.77)	22 (18.97)
	None	4 (7.84)	-	20 (30.77)	24 (20.69)
	Total	51 (30.72)	-	65 (32.50)	116 (31.61)
	Grand Total	166 (100.00)	1 (100.00)	200 (100.00)	367 (100.00)

Comparing incoming coaches at Power Five universities against incoming coaches at HBCUs, there were more former professional basketball players at Power Five universities (24 coaches) but more African American head coaches who were former professionals hired to run HBCU programs than at Power Five universities (18 coaches).

Table 13a

Number and Percentage of Highest Level of Play for Incoming NCAA Women's Basketball Head Coaches at Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Highest Level of Play	Race/Ethnicity			
		African American	Latino/a	White	Total
Women	Missing	-	-	-	-
	NBA/WNBA	11 (25.58)	-	8 (5.93)	19 (11.05)
	Overseas/Other Professional League	5 (11.62)	-	11 (8.15)	16 (9.30)
	NCAA (all divisions)	20 (46.51)	1 (100.00)	105 (77.78)	126 (73.26)
	High School	6 (13.95)	-	7 (5.19)	7 (4.07)
	None	1 (2.33)	-	4 (2.96)	4 (2.33)
	Total	43 (25.00)	1 (0.58)	135 (78.49)	172 (100.00)
Men	Missing	-	-	-	-
	NBA/WNBA	1 (20.00)	-	2 (3.17)	3 (4.41)
	Overseas/Other Professional League	1 (20.00)	-	2 (3.17)	3 (4.41)
	NCAA (all divisions)	3 (60.00)	-	33 (52.38)	36 (52.94)
	High School	-	-	7 (11.11)	7 (10.29)
	None	-	-	19 (30.16)	19 (27.94)
	Total	5 (7.35)	-	63 (92.65)	68 (100.00)
	Grand Total	48 (20.00)	1 (0.42)	198 (82.50)	240 (100.00)

Global Sport Institute
Arizona State University

Table 13b

Number and Percentage of Highest Level of Play for Incoming NCAA Women's Basketball Head Coaches at HBCU Schools by Race/Ethnicity and Gender for 1984-2020

| Gender | Level of Play | Race/Ethnicity | | | |
		African American	Latino/a	White	Total
Women	Missing	1 (1.27)	-	-	1 (1.27)
	NBA/WNBA	11 (13.92)	-	-	11 (13.92)
	Overseas/Other Professional League	11 (13.92)	-	-	11 (13.92)
	NCAA (all divisions)	49 (62.03)	-	-	49 (62.03)
	High School	6 (7.59)	-	-	6 (7.59)
	None	1 (1.27)	-	-	1 (1.27)
	Total	79 (63.20)	-	-	79 (63.20)
Men	Missing	1 (2.17)	-	-	1 (2.08)
	NBA/WNBA	-	-	-	-
	Overseas/Other Professional League	2 (4.35)	-	-	2 (4.17)
	NCAA (all divisions)	24 (52.17)	-	1 (50.00)	25 (52.08)
	High School	15 (32.61)	-	-	15 (31.25)
	None	4 (8.70)	-	1 (50.00)	5 (10.42)
	Total	46 (36.80)	-	2 (100.00)	48 (37.80)
	Grand Total	125 (100.00)	-	2 (100.00)	127 (100.00)

Educational attainment was another factor that was considered in a hiring process. A degree is required to be a coach at most colleges. In looking at the education levels of incoming head coaches, African American head coaches were more likely to have earned a bachelor's degree as their highest degree, but the only law degree and doctoral degree holders are African American. White coaches are more likely to have earned master's degree as opposed to stopping at a bachelor's degree. The Latina head coach earned her master's degree. Tables 14-14a show the

educational attainment of incoming women and men head coaches at Power Five universities and HBCUs broken down by degree and race/ethnicity.

Table 14

Number and Percentage of Highest Degree Obtained for Incoming NCAA Women's Basketball Head Coaches at Power Five Schools by Race/Ethnicity and Gender for 1984-2020

| Gender | Highest Degree | Race/Ethnicity | | | |
		African American	Latino/a	White	Total
Women	Bachelors	25 (69.44)	-	61 (45.19)	86 (50.00)
	MA/MS/MBA	8 (22.22)	1 (100.00)	74 (54.81)	83 (48.26)
	JD	1 (2.78)	-	-	1 (0.58)
	PhD/EDD	1 (2.78)	-	-	1 (0.58)
	N/A	1 (2.78)	-	-	1 (0.58)
	Total	36 (87.80)	1 (100.00)	135 (68.18)	172 (71.67)
Men	Bachelors	4 (80.00)	-	31 (49.21)	35 (51.47)
	MA/MS/MBA	1 (20.00)	-	32 (50.79)	33 (48.53)
	JD	-	-	-	-
	PhD/EDD	-	-	-	-
	N/A	-	-	-	-
	Total	5 (12.20)	-	63 (31.82)	68 (28.33)
	Grand Total	41 (100.00)	- (100.00)	198 (100.00)	240 (100.00)

Table 14a

Number and Percentage of Highest Degree Obtained for Incoming NCAA Women's Basketball Head Coaches at HBCUs by Race/Ethnicity and Gender for 1984-2020

Gender	Highest Degree	African American	Latino/a	White	Total
Women	Bachelors	38 (48.10)	-	-	38 (48.10)
	MA/MS/MBA	40 (50.63)	-	-	40 (50.63)
	JD	-	-	-	-
	PhD/EDD	-	-	-	-
	N/A	1 (1.27)	-	-	1 (1.27)
	Total	79 (63.20)	-	-	79 (62.20)
Men	Bachelors	26 (56.52)	-	1 (50.00)	27 (56.25)
	MA/MS/MBA	17 (36.96)	-	1 (50.00)	18 (37.50)
	JD	-	-	-	-
	PhD/EDD	1 (2.17)	-	-	1 (2.08)
	N/A	2 (4.35)	-	-	2 (4.17)
	Total	46 (36.80)	-	2 (100.00)	48 (37.80)
	Grand Total	125 (100.00)	-	2 (100.00)	127 (100.00)

By percentage and real number, HBCUs hire African American head coaches with higher levels of education than Power Five schools. HBCUs hired more African American head coaches with master's degrees and the only PhD/EdD. At the same time, women head coaches generally had higher rates of earning advanced degrees. Last, we considered age as part of a hiring decision. Was there a difference in the age of hires? Could it vary by gender? It should be noted that former professional athletes are likely to start their coaching career later because of the years focused on playing.

HBCU and Power Five Outgoing Head Coaches

Table 15

Mean and Range of Tenure for Outgoing NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984 – 2020

Gender	Average Tenure	African American	Latino/a	White
Women	Mean Tenure	5.71	7.00	9.37
	Range of Tenure	1-31	-	1-38
	Stand Deviation	5.15	7.00	7.38
Men	Mean Tenure	7.66	-	7.84
	Range of Tenure	1-24	-	1-36
	Stand Deviation	5.64	-	6.58

White women coaches had the longest average tenure at nine years while African American women had the shortest average tenure as a head coach at their institutions. Across African American men and White men, both had similar lengths of tenure at 7.5 years.

Table 16

Mean Win-Loss Percentage for NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984 – 2020

		Race/Ethnicity					
		African American		Latino/a		White	
Gender	Mean and Std. Dev.	Fired	Not Fired	Fired	Not Fired	Fired	Not Fired
Women	Mean	0.39	0.41	0.60	-	0.54	0.55
	Standard Deviation	0.12	0.18	0.60	-	0.14	0.10
Men	Mean	0.37	0.42	-	-	0.55	0.57
	Standard Deviation	0.14	0.18	-	-	0.13	0.13

The average win-loss record for coaches who were fired or went on to other coaching opportunities remained relatively on par with one another. White women and White men tended to have a higher average win-loss record compared to African American women and men.

Women accounted for nearly three-quarters of all firings (72%), with White women accounting for 41% of all firings. African American men head coaches were fired least (9%). Table 17 provides the total numbers of head coaches fired broken down by race/ethnicity and gender.

Table 17

Number of Fired or Resigned NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

| Gender | Hired/Fired | Race/Ethnicity | | | | |
		African American	Hispanic	White	Missing	Total
Women	Fired	25	0	33	1	59
	Not Fired	77	1	118	0	196
	Resigned Prior to Being Fired	*13*	*0*	*10*	*0*	*13*
	Contract Not Renewed	*5*	*0*	*7*	*0*	*8*
	Missing	2	0	3	0	5
	Total	104	1	154	1	260
Men	Fired	7	0	13	1	21
	Not Fired	39	0	39	0	78
	Resigned Prior to Being Fired	*7*	*0*	*2*	*0*	*9*
	Contract Not Renewed	*3*	*0*	*1*	*0*	*4*
	Missing	4	0	3	1	8
	Total	50	0	55	2	107

We examined the opportunities for head coaches after leaving their head coaching position, specifically did they get another chance or "second chance" to be a head coach at the same level, at another HBCU or Power Five school. Table 18 highlights us the numbers and percentages for those coaches who were "second chance" hires as women's head basketball coach at other Power Five universities and HBCUs.

Table 18

Number and Percentage of "Second Chance" Hires for NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Second Chance Hires	Race/Ethnicity			
		African American	Latino/a	White	Total
Women	Hired Once	102 (88.70)	1 (100.00)	113 (83.70)	216 (8.06)
	2nd Chance	9 (7.83)	-	18 (13.33)	2 (10.76)
	3rd Chance	2 (1.74)	-	4 (2.96)	6 (2.39)
	4th Chance	2 (1.74)	-	-	2 (0.80)
	Total	115 (69.28)	1 (100.00)	135 (67.50)	251 (68.39)
Men	Hired Once	47 (92.16)	-	56 (86.15)	103 (88.79)
	2nd Chance	3 (5.88)	-	9 (13.85)	12 (10.34)
	3rd Chance	1 (1.96)	-	-	1 (0.86)
	4th Chance	-	-	-	-
	Total	51 (30.72)	-	65 (32.50)	116 (31.61)
	Grand Total	166 (100.00)	1 (100.00)	200 (100.00)	367 (100.00)

Across the second chance hires, there were gender differences. Two women received second chances, six had third chances, and two received a fourth chance. Twelve men received second chances and one received a third chance. It should be noted that when considered a second, third, or fourth chance, these coaches had to have been hired at another institution within the sample size of the Power Five conferences, or within the three conferences of the HBCUs. This means that 10 women were able to receive at least a second chance or more across the 63 universities within the Power Five conferences.

Overall, White coaches received a greater number of second chances. White women received twice as many second chances as African American women and White men received three times as many second chances as African American men.

Last, we looked at what the next immediate opportunities were for outgoing coaches. This showed the range of next opportunities as well as the rates for each

gender and racial/ethnic groups. Please note, for coaches who received next opportunities as NCAA head coaches outside of the Power Five and HBCUs, we did not specify which NCAA division level they landed their next opportunity. Table 19 details the racial/ethnic breakdown of next careers for outgoing head coaches.

Nearly 30% (28%) of the 367 outgoing head coaches were immediately hired as an NCAA-level head coach at a different institution. Nineteen percent of the 367 outgoing head coaches were hired as assistant/associate coaches at the NCAA level. Women were more likely to be head coaches at a different NCAA institution, making a "lateral" head coaching transfer (no judgment being made here on the relative quality between the institutions). Twenty-three out of 30 African American coaches, both men and women, whose next immediate position was a lateral head coaching move, left HBCU programs. In the Power Five, only seven African American coaches made this same move.

A single African American woman moved into an athletic director position, and three White women became athletic directors. No African American men accepted athletic director positions, but one White man head coach moved into an athletic director position. All 15 African Americans, eight women and seven men, who went into athletic administration positions (not as athletic directors) came from HBCUs.

Outgoing Head Coaches

Table 19

Number and Percentage of Next Opportunity Positions for NCAA Women's Basketball Head Coaches at HBCUs and Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Next Opportunity	African American	Latino/a	White	Missing	Total
Women	WNBA Head Coach	1 (0.96)	-	2 (1.30)	-	3 (1.16)
	WNBA Assistant Coach	2 (1.92)	-	5 (3.25)	-	7 (2.70)
	USA Basketball	-	-	1 (0.65)	-	1 (0.39)
	American Basketball League Affiliation	-	-	4 (2.60)	-	4 (1.54)
	International Coach	1 (0.96)	-	-	-	1 (0.39)
	NCAA Head Coach	23 (22.12)	1 (100.00)	58 (37.66)	-	82 (31.66)
	Associate Head Coach	2 (1.92)	-	-	-	2 (0.77)

Assistant Head Coach	19 (18.27)	-	16 (10.39)	-	35 (13.51)
NAIA Head Coach	-	-	-	-	-
Community College Head Coach	1 (0.96)	-	1 (0.65)	-	2 (0.77)
Athletic Director	1 (0.96)	-	3 (1.95)	-	4 (1.54)
Athletic Administration	8 (7.69)	-	3 (1.95)	-	11 (4.25)
Business	4 (3.85)	-	3 (1.95)	-	7 (2.70)
Teaching/Education	8 (7.69)	-	2 (1.30)	-	10 (3.86)
High School Head Coach	8 (7.69)	-	5 (3.25)	-	13 (5.02)
Sport Media	2 (1.92)	-	2 (1.30)	-	4 (1.54)
Other Sport Profession	3 (2.88)	-	8 (5.19)	-	11 (4.24)
Student	1 (0.96)	-	-	-	1 (0.39)
Miscellaneous	4 (3.85)	-	13 (8.44)	-	17 (6.56)
Retired	4 (3.85)	-	13 (8.44)	-	17 (6.56)
Lawsuit	2 (1.92)	-	-	-	2 (0.77)
Unemployed	3 (2.88)	-	8 (5.19)	-	11 (4.25)
Deceased	-	-	2 (1.30)	-	2 (0.77)
Missing	7 (6.73)	-	5 (3.25)	-	12 (4.63)
Total	104 (67.53)	1 (100.00)	154 (73.68)	-	259 (70.57)
WNBA Head Coach	-	-	1 (1.82)	-	1 (0.93)
WNBA Assistant Coach	1 (2.00)	-	-	-	1 (0.93)
USA Basketball	-	-	-	-	-
American Basketball League Affiliation	-	-	-	-	-
International Coach	-	-	-	-	-
NCAA Head Coach	7 (14.00)	-	16 (29.09)	-	23 (21.50)
Associate Head Coach	-	-	-	-	-

Men

Assistant Head Coach	3 (6.00)	-	6 (10.91)	-	9 (8.41)
NAIA Head Coach	-	-	1 (1.82)	-	1 (0.93)
Community College Head Coach	-	-	-	-	-
Athletic Director	-	-	1 (1.82)	-	1 (0.93)
Athletic Administration	7 (14.00)	-	1 (1.82)	-	8 (7.48)
Business	-	-	-	-	-
Teaching/Education	6 (12.00)	-	1 (1.82)	-	7 (6.54)
High School Head Coach	4 (8.00)	-	6 (10.91)	1 (50.00)	11 (10.28)
Sport Media	-	-	-	-	-
Other Sport Profession	6 (12.00)	-	6 (10.91)	-	12 (11.21)
Student	-	-	-	-	-
Miscellaneous	1 (2.00)	-	1 (1.82)	-	2 (1.87)
Retired	7 (14.00)	-	8 (14.55)	-	15 (14.02)
Lawsuit	-	-	-	-	-
Unemployed	1 (2.00)	-	5 (9.09)	-	6 (5.61)
Deceased	2 (4.00)	-	1 (1.82)	-	3 (2.80)
Missing	5 (10.00)	-	1 (1.82)	1 (50.00)	7 (6.54)
Total	50 (32.47)	-	55 (26.32)	2 (66.67)	107 (29.16)
Missing	-	-	-	1 (33.33)	1 (0.27)
Grand Total	154 (100.00)	1 (100.00)	209 (100.00)	3 (100.00)	367 (100.00)

Table 19a

Number and Percentage of Next Opportunity Positions for NCAA Women's Basketball Head Coaches at Power Five Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Next Opportunity	African American	Latino/a	White	Missing	Total
Women	WNBA Head Coach	1 (3.70)	-	2 (1.30)	-	3 (1.65)
	WNBA Assistant Coach	2 (7.41)	-	5 (3.25)	-	7 (3.85)
	USA Basketball	-	-	1 (0.65)	-	1 (0.55)
	American Basketball League Affiliation	-	-	4 (2.60)	-	4 (2.20)
	International Coach	1 (3.70)	-	-	-	1 (0.55)
	NCAA Head Coach	5 (18.52)	1 (100.00)	58 (37.66)	-	64 (35.16)
	Associate Head Coach	2 (7.41)	-	-	-	2 (1.10)
	Assistant Head Coach	4 (14.81)	-	16 (10.39)	-	20 (10.99)
	NAIA Head Coach	-	-	-	-	-
	Community College Head Coach	-	-	1 (0.65)	-	1 (0.55)
	Athletic Director	-	-	3 (1.95)	-	3 (1.65)
	Athletic Administration	-	-	3 (1.95)	-	3 (1.65)
	Business	1 (3.70)	-	3 (1.95)	-	4 (2.20)
	Teaching/Education	-	-	2 (1.30)	-	2 (1.10)
	High School Head Coach	-	-	5 (3.25)	-	5 (2.75)
	Sport Media	2 (7.41)	-	2 (1.30)	-	4 (2.20)
	Other Sport Profession	2 (7.41)	-	8 (5.19)	-	10 (5.49)
	Student	-	-	-	-	-
	Miscellaneous	1 (3.70)	-	13 (8.44)	-	14 (7.69)
	Retired	3 (11.11)	-	13 (8.44)	-	16 (8.79)

	Col1	Col2	Col3	Col4	Col5
Lawsuit	-	-	-	-	-
Unemployed	3 (11.11)	-	8 (5.19)	-	11 (6.04)
Deceased	-	-	2 (1.30)	-	2 (1.10)
Missing	-	-	5 (3.25)	-	5 (2.75)
Total	27 (14.84)	1 (0.55)	154 (84.62)	-	182 (100.00)
WNBA Head Coach	-	-	1 (1.85)	-	1 (1.72)
WNBA Assistant Coach	1 (25.00)	-	-	-	1 (1.72)
USA Basketball	-	-	-	-	-
American Basketball League Affiliation	-	-	-	-	-
International Coach	-	-	-	-	-
NCAA Head Coach	1 (25.00)	-	16 (29.63)	-	17 (29.31)
Associate Head Coach	-	-	-	-	-
Assistant Head Coach	-	-	6 (11.11)	-	6 (10.34)
NAIA Head Coach	-	-	1 (1.85)	-	1 (1.72)
Community College Head Coach	-	-	-	-	-
Athletic Director	-	-	1 (1.85)	-	1 (1.72)
Athletic Administration	-	-	1 (1.85)	-	1 (1.72)
Business	-	-	-	-	-
Teaching/Education	-	-	1 (1.85)	-	1 (1.72)
High School Head Coach	-	-	6 (11.11)	-	6 (10.34)
Sport Media	-	-	-	-	-
Other Sport Profession	1 (25.00)	-	6 (11.11)	-	7 (12.07)
Student	-	-	-	-	-
Miscellaneous	-	-	1 (1.85)	-	1 (1.72)
Retired	1 (25.00)	-	7 (12.96)	-	8 (13.79)
Lawsuit	-	-	-	-	-
Unemployed	-	-	5 (9.26)	-	5 (8.62)
Deceased	-	-	1 (1.85)	-	1 (1.72)

Men

		African American	Latino/a	White	Missing	Total
Missing	Missing	-	-	-	-	-
	Total	31 (12.92)	1 (0.42)	208 (86.67)	-	240 (100.00)
	Missing	-	-	1 (1.85)	-	1 (1.72)
	Total	4 (6.90)	-	54 (93.10)	-	58 (100.00)
Missing	Missing	-	-	-	-	-

Table 19b

Number and Percentage of Next Opportunity Positions for NCAA Women's Basketball Head Coaches at HBCU Schools by Race/Ethnicity and Gender for 1984-2020

Gender	Next Opportunity	African American	Latino/a	White	Missing	Total
Women	WNBA Head Coach	-	-	-	-	-
	WNBA Assistant Coach	-	-	-	-	-
	USA Basketball	-	-	-	-	-
	American Basketball League Affiliation	-	-	-	-	-
	International Coach	-	-	-	-	-
	NCAA Head Coach	18 (23.38)	-	-	-	18 (23.38)
	Associate Head Coach	-	-	-	-	-
	Assistant Head Coach	15 (19.48)	-	-	-	15 (19.48)
	NAIA Head Coach	-	-	-	-	-
	Community College Head Coach	1 (1.30)	-	-	-	1 (1.30)
	Athletic Director	1 (1.30)	-	-	-	1 (1.30)
	Athletic Administration	8 (10.39)	-	-	-	8 (10.39)
	Business	3 (3.90)	-	-	-	3 (3.90)
	Teaching/Education	8 (10.39)	-	-	-	8 (10.39)
	High School Head Coach	8 (10.39)	-	-	-	8 (10.39)
	Sport Media	-	-	-	-	-
	Other Sport Profession	1 (1.30)	-	-	-	1 (1.30)
	Student	1 (1.30)	-	-	-	1 (1.30)

Miscellaneous	3 (3.90)	-	-	-	3 (3.90)
Retired	1 (1.30)	-	-	-	1 (1.30)
Lawsuit	2 (2.60)	-	-	-	2 (2.60)
Unemployed	-	-	-	-	-
Deceased	-	-	-	-	-
Missing	7 (9.09)	-	-	-	7 (9.09)
Total	77 (62.60)	-	-	-	77 (62.60)
WNBA Head Coach	-	-	-	-	-
WNBA Assistant Coach	-	-	-	-	-
USA Basketball	-	-	-	-	-
American Basketball League Affiliation	-	-	-	-	-
International Coach	-	-	-	-	-
NCAA Head Coach	6 (13.04)	-	-	-	6 (12.24)
Associate Head Coach	-	-	-	-	-
Assistant Head Coach	3 (6.52)	-	-	-	3 (6.12)
NAIA Head Coach	-	-	-	-	-
Community College Head Coach	-	-	-	-	-
Athletic Director	-	-	-	-	-
Athletic Administration	7 (15.22)	-	-	-	7 (14.29)
Business	-	-	-	-	-
Teaching/Education	6 (13.04)	-	-	-	6 (12.24)
High School Head Coach	4 (8.70)	-	-	1 (50.00)	5 (10.20)
Sport Media	-	-	-	-	-
Other Sport Profession	5 (10.87)	-	-	-	5 (10.20)
Student	-	-	-	-	-
Miscellaneous	1 (2.17)	-	-	-	1 (2.04)
Retired	6 (13.04)	-	1 (100.00)	-	7 (14.29)
Lawsuit	-	-	-	-	-
Unemployed	1 (2.17)	-	-	-	1 (2.04)
Deceased	2 (4.35)	-	-	-	2 (4.08)
Missing	5 (10.87)	-	-	1 (50.00)	6 (12.24)

Men

Total	46 (37.40)	-	1 (100.00)	2 (66.67)	49 (38.58)
Missing	-	-	-	1 (33.33)	1 (0.79)
Grand Total	123 (100.00)	-	1 (100.00)	3 (100.00)	127 (100.00)

Discussion

As shown in earlier field studies, African American, Indigenous, and people of Color leaders in sport face multiple forms of discrimination depending on their intersecting identities. They are hired with more playing experience, coaching experience, and education, given fewer years to work, and fewer second- and third-chances to coach at the highest levels (Brooks et al., 2019; Brooks et al., 2020; Brooks et al., 2021). Leadership in sport is primarily a discussion between African Americans and Whites – there are few to no Asians and Asian Americans, Latinas/os, Pacific Islanders or Native Americans in positions such as head coach and/or athletic director. In our study of athletic directors, we found that men had more experiences and opportunities than women, and African American women were additionally limited. African American women, as the rule, are the most qualified – in terms of amount and levels of playing experience as well as education – and yet, they are hired at the lowest rates. HBCUs, however, bolster the national numbers of African American athletic directors hired during the timeframe we studied by over one-third (Brooks et al., 2021).

For the current study of women's college basketball head coach hiring, the narrative remains the same. Head coach hiring at Power Five and HBCU schools is an African American and White issue, as there is only one Latina hired during our wide snapshot and no Asians and Asian Americans, Native and Pacific Islanders, or Native Americans. White women and men are hired roughly 60% of the time and African American women and men are hired 40% of the time. Most of the African American head coaches are at HBCUs, yet White women are facing a recent decline in their hiring. Outside the HBCUs, African American head coaches are not afforded as many opportunities at high resourced universities. The increased number of head coaching opportunities afforded by Title IX has been beneficial to White men head coaches relative to all others.

Title IX has been significant in encouraging girls and women to participate at all levels of sports competition. With greater access and opportunities to play, the number of coaching positions in girls' and women's sports has grown (Acosta & Carpenter, 1985). That said, we know that this has had a negative impact on the percentage of girls' and women's teams led by women. Prior to Title IX, women generally coached women's sports. Yet, following the new statute, men were hired as head coaches too (e.g., Acosta & Carpenter, 1985, 1992; Hart, Hasbrook, & Mathes, 1986; Hasbrook, 1988; LaVoi 2013). More than half of all women's college sport teams are coached by men (the number is growing) and the athletic director's gender leads to different hiring outcomes; women athletic directors typically hire more women as head coaches than men athletic directors (Stangl & Kane,1991; Welch & Sigelman, 2007; Acosta & Carpenter, 2014). Progress for women has been slow (Leberman & Burton, 2017), and uneven.

Hart et al. (1986) succinctly identified the two levers operating that lead to a men's increase: (a) more women than men are exiting out of the coaching ranks, and (b) fewer women are entering into the coaching ranks. There have been several explanations given for this change, including: lack of support systems for women to become, continue, and advance as head coaches; sexism - athletic administrators and athletes value men over women; growing attractiveness of women's sport that has increased its visibility and compensation; and burn out - women are not as successful, the hours are long, and they face many obstacles. Welch and Sigelman's (2007) study of women coaches in Division I women's sports suggest that women's opportunities are correlated with resources. Schools that invest in women's sports hire more women as coaches to lead their women's sports teams. However, our results show that this is not the case for all women. While the two levers make sense, they take a structurally blind approach, putting all of the action on women - either exiting or entering - as though they control their own fate. Three findings point to the need for thinking outside of the job candidates.

Head coach hiring is a Black and White issue; there is only one Latina hired during our wide snapshot and no Asian and Asian Americans or Native and Pacific Islanders or Native Americans. White women and men are hired more than any other women and men, particularly at the universities with the most resources. In addition, the dramatic increase in White men head coaches in women's basketball occurred after Title IX was enacted to create equal opportunities for girls and women in educational settings. These findings illustrate the continuing color line and White men's privilege.

We acknowledge some limitations with this study. First, this study only looks at the head coach changes for women's basketball in Power Five universities and HBCUs. These are not representative of the NCAA Division I landscape. At the same time, studying basketball is significant to measuring progress since Title IX has taken hold. Basketball is the most popular sport for women (Acosta & Carpenter, 2014). Second, data collection is limited. It was difficult to gather data on coaches at HBCUs; websites had little and often incomplete information. Plus, outgoing HBCU coaches' next opportunities were not found as easily than at more resourced universities, creating a challenge to adequately track these coaches. Third, data collected regarding termination status was based on publicly-available data and should be interpreted with caution, given that reasons and circumstances of termination may not have allowed for public access to the details.

Conclusion and Future Directions

Relative to other occupations, there are few opportunities to be a Division I college basketball head coach. There are only 350 positions available. This occupation also requires special skills that involve both technical knowledge and psychosocial skills to develop player talent. Thus, athletic directors hire coaches who have directly applicable experience. The women in our study were basketball players and the African American women played Division I and professionally. In addition to playing experience, new hires had NCAA coaching experience before accepting a head coach job. Being a college sports coach is unstable for most - there is a lot of pressure to win or move on. A coaches' tenure can end in various ways. Most outgoing coaches were not fired, but instead resigned or searched for other jobs. The next immediate opportunities for head coaches varied more by race/ethnicity than by gender for those who were not hired at another NCAA coaching position at an HBCU or Power Five university. Although not in significant numbers, it was more common for outgoing African American head coaches than their White counterparts to find their next position in athletic administration (but not as athletic director), teaching high school, or coaching high school. Outgoing White head coaches were more likely to stay at their current coaching level within the NCAA or retire. White women are facing an overall decline in their numbers as head coaches and White men have been the beneficiaries. We identified "second-, third- and fourth-chance" coaches as they showed up as incoming hires more than once in our data.

Staurowsky et al. (2020) summarize the four factors that women sport leaders identified as critical to advancing women in sport leadership roles: stereotypical hiring perceptions and bias against women; a lack of female role models in leadership positions; fewer opportunities to advance; and a negative perception that women are less competent than men. In addition, the intersections of gender and race/ethnicity are important to understanding the lack of progress for women of Color due to specific and long-standing stereotypes, perceptions, bias, and the limited number and level of opportunities. Undoubtedly, additional intersections would be important, such as sexual identity, motherhood, and (dis)ability (Sartore & Cunningham, 2009; LaVoi, 2016).

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Appendix A

**Incoming and Outgoing Head Coaches for HBCUs and Power Five Schools
1984 - 2020**

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1988	Hampton University	James Sweat	Tiny Laster
1995	Hampton University	Tiny Laster	Fred Applin
1997	Hampton University	Fred Applin	Carolyn Hunter
1997	Hampton University	Carolyn Hunter	Patricia Cage-Bibbs
2004	Hampton University	Patricia Cage-Bibbs	Walter Mebane
2009	Hampton University	Walter Mebane	David Six
1987	Coppin State University	Donald Harrell	Douglas Robertson
1992	Coppin State University	Douglas Robertson	Tori Harrison
1997	Coppin State University	Tori Harrison	Britt King
1998	Coppin State University	Britt King	Jennie Hall
1999	Coppin State University	Jennie Hall	Derek Brown
2016	Coppin State University	Derek Brown	DeWayne Burroughs
2020	Coppin State University	DeWayne Burroughs	Laura Harper
1985	Delaware State University	Stanley McDowell	Mary "Honey" Lamb-Bowman
1995	Delaware State University	Mary "Honey" Lamb-Bowman	Jackie DeVane
2000	Delaware State University	Jackie DeVane	Ed Davis
2012	Delaware State University	Ed Davis	Tamika Louis
2015	Delaware State University	Tamika Louis	Barbara Burgess
2018	Delaware State University	Barbara Burgess	David Caputo
1990	Florida A&M University	Mickey Clayton	Johnnie Williams
1990	Florida A&M University	Johnnie Williams	Claudette Farmer
2001	Florida A&M University	Claudette Farmer	Debra Clark
2008	Florida A&M University	Debra Clark	LeDawn Gibson
2019	Florida A&M University	LeDawn Gibson	Kevin Lynum
2020	Florida A&M University	Kevin Lynum	Shalon Pillow
2000	Howard University	Sanya Tyler	Cathy Parson
2008	Howard University	Cathy Parson	Niki Reid Geckeler
2013	Howard University	Niki Reid Geckeler	Tennille Adams
2015	Howard University	Tennille Adams	Ty Grace
1986	Morgan State University	LaRue Fields	Anderson Powell
1994	Morgan State University	Anderson Powell	Donald Williams
1995	Morgan State University	Donald Williams	Anderson Powell
1996	Morgan State University	Anderson Powell	Darcel Estep
1999	Morgan State University	Darcel Estep	Gerard Garlic
2002	Morgan State University	Gerard Garlic	Angelyne Brown
2005	Morgan State University	Angelyne Brown	Donald Beasley
2016	Morgan State University	Donald Beasley	Ed Davis

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1988	Norfolk State University	Isaac Morehead	James Sweat
2007	Norfolk State University	James Sweat	Tara Owens
2009	Norfolk State University	Tara Owens	Debra Clark
2016	Norfolk State University	Debra Clark	Larry Vickers
1986	North Carolina A&T State University	Joyce Spruill	Tim Abney
1999	North Carolina A&T State University	Tim Abney	Karen Hall
2002	North Carolina A&T State University	Karen Hall	Saudia Roundtree
2005	North Carolina A&T State University	Saudia Roundtree	Patricia Cage-Bibbs
2012	North Carolina A&T State University	Patricia Cage-Bibbs	Tarrell Robinson
1987	North Carolina Central University	Yvonne Edwards	Jacqueline Pinnix
1996	North Carolina Central University	Jacqueline Pinnix	Joli D. Robinson
2012	North Carolina Central University	Joli D. Robinson	Vanessa Taylor
2017	North Carolina Central University	Vanessa Taylor	Trisha Stafford-Odom
1988	South Carolina State University	Willie Simon	Lyman Foster
1993	South Carolina State University	Lyman Foster	Germaine McAuley
1997	South Carolina State University	Germaine McAuley	Keshia Campbell
2004	South Carolina State University	Keshia Campbell	Tonya Mackey
2008	South Carolina State University	Tonya Mackey	Douglas Robertson Jr.
2018	South Carolina State University	Douglas Robertson Jr.	Audra Smith
1987	University of Maryland Eastern Shore	Germaine McAuley	Rosita Fields
1988	University of Maryland Eastern Shore	Rosita Fields	Germaine McAuley
1989	University of Maryland Eastern Shore	Germaine McAuley	Willie Simon
1993	University of Maryland Eastern Shore	Willie Simon	Lisa Jones
1994	University of Maryland Eastern Shore	Lisa Jones	Joyce Jenkins
1999	University of Maryland Eastern Shore	Joyce Jenkins	Trina Patterson
2000	University of Maryland Eastern Shore	Trina Patterson	Surina R. Dixon
2004	University of Maryland Eastern Shore	Surina R. Dixon	Fred Batchelor
1984	Tennessee State University	Maxine Merritt	Sharon Jarrett
1986	Tennessee State University	Sharon Jarrett	Sally Anthony
1987	Tennessee State University	Sally Anthony	Richard Miller
1989	Tennessee State University	Richard Miller	Teresa Phillips
2000	Tennessee State University	Teresa Phillips	Valencia Jordan
2003	Tennessee State University	Valencia Jordan	Sharon Allen
2004	Tennessee State University	Sharon Allen	Tracee Wells
2012	Tennessee State University	Tracee Wells	Larry Joe Inman
2017	Tennessee State University	Larry Joe Inman	Jessica Kern
2020	Tennessee State University	Jessica Kern	Ty Evans
2002	Alabama A&M University	Press Parham	Altherias Warmley
2013	Alabama A&M University	Altherias Warmley	Semeka Randall-Lay
2016	Alabama A&M University	Semeka Randall-Lay	Margaret Richards
1986	Alabama State University	Johnny Mitchell	Ron Mitchell
1998	Alabama State University	Ron Mitchell	Freda Freeman-Jackson

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
2008	Alcorn State University	Shirley Walker	Tonya Edwards
2015	Alcorn State University	Tonya Edwards	Courtney Pruitt
2020	Alcorn State University	Courtney Pruitt	Nate Kilbert
1996	Bethune-Cookman University	Alvin Wyatt	Rosina Pearson
1998	Bethune-Cookman University	Rosina Pearson	Sandra Booker
2004	Bethune-Cookman University	Sandra Booker	Francis Simmons
2008	Bethune-Cookman University	Francis Simmons	Vanessa Blair-Lewis
1984	Grambling State University	Robert Hopkins	Patricia Cage-Bibbs
1997	Grambling State University	Patricia Cage-Bibbs	David Ponton
2008	Grambling State University	David Ponton	Donnita Rogers
2012	Grambling State University	Donnita Rogers	Patricia Cage-Bibbs
2014	Grambling State University	Patricia Cage-Bibbs	Nadine Domond
2016	Grambling State University	Nadine Domond	Freddie Murray
1989	Jackson State University	Sadie Magee	Andrew Pennington
2001	Jackson State University	Andrew Pennington	Denise Taylor
2011	Jackson State University	Denise Taylor	Larry McNeil
2012	Jackson State University	Larry McNeil	Surina Dixon
2018	Jackson State University	Surina Dixon	Tomekia Reed
2001	Mississippi Valley State University	Jessie Harris	Nate Kilbert
2012	Mississippi Valley State University	Nate Kilbert	Elvis Robinson
2016	Mississippi Valley State University	Elvis Robinson	Jessica Kern
2017	Mississippi Valley State University	Jessica Kern	Ashley Walker-Johnson
2005	Prairie View A&M University	Robert Bob Atkins	Cynthia Cooper-Dyke
2010	Prairie View A&M University	Cynthia Cooper-Dyke	Toyelle Wilson
2013	Prairie View A&M University	Toyelle Wilson	Dawn Brown
2016	Prairie View A&M University	Dawn Brown	Ravon Justice
2018	Prairie View A&M University	Ravon Justice	Sandy Pugh
1987	Southern University	Jackie Murphy	James Turner
1992	Southern University	James Turner	Herman Hartman
2000	Southern University	Herman Hartman	Sandy Pugh
2018	Southern University	Sandy Pugh	Carlos Funchess
1984	Texas Southern University	Brenda Johnson	Lusia Stewart
1986	Texas Southern University	Lusia Stewart	Robert Gatlin
1993	Texas Southern University	Robert Gatlin	Starlite Williams
1996	Texas Southern University	Starlite Williams	Dwalah Brown-Fisher
1997	Texas Southern University	Dwalah Brown-Fisher	Peggy Stapleton
2001	Texas Southern University	Peggy Stapleton	Lacey Reynolds
2003	Texas Southern University	Lacey Reynolds	Claude Cummings
2008	Texas Southern University	Claude Cummings	Yolanda Wells-Broughton
2012	Texas Southern University	Yolanda Wells-Broughton	Cynthia Cooper-Dyke
2013	Texas Southern University	Cynthia Cooper-Dyke	Johnetta Hayes-Perry
2019	Texas Southern University	Johnetta Hayes-Perry	Cynthia Cooper-Dyke

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1992	University of Arkansas, Pine Bluff		Kenneth Conley
2002	University of Arkansas, Pine Bluff	Kenneth Conley	Angela Daniels
2005	University of Arkansas, Pine Bluff	Angela Daniels	Danny Evans
2009	University of Arkansas, Pine Bluff	Danny Evans	Cary Shelton
2012	University of Arkansas, Pine Bluff	Cary Shelton	Nate Kilbert
2019	University of Arkansas, Pine Bluff	Nate Kilbert	Dawn Thornton
1993	Boston College	Margo Plotzke	Cathy Inglese
2008	Boston College	Cathy Inglese	Sylvia Crawley
2012	Boston College	Sylvia Crawley	Erik Johnson
2019	Boston College	Erik Johnson	Joanna Bernabei-McNamee
1987	Clemson University	Annie Tribble	Jim Davis
2005	Clemson University	Jim Davis	Cristy McKinney
2010	Clemson University	Cristy McKinney	Itoro Coleman
2013	Clemson University	Itoro Coleman	Audra Smith
2018	Clemson University	Audra Smith	Amanda Butler
1992	Duke University	Debbie Leonard	Gail Goestenkors
2007	Duke University	Gail Goestenkors	Joanne P. McCallie
2020	Duke University	Joanne P. McCallie	Kara Lawson
1986	Florida State University	Jan Dykehouse-Allen	Marynell Meadors
1996	Florida State University	Marynell Meadors	Chris Gobrecht
1997	Florida State University	Chris Gobrecht	Sue Semrau
2020	Florida State University	Sue Semrau	Brooke Wyckoff
1988	Georgia Institute of Technology	Bernadette McGlade	Agnus Berenato
2003	Georgia Institute of Technology	Agnus Berenato	MaChelle Joseph
2019	Georgia Institute of Technology	MaChelle Joseph	Nell Fortner
2009	North Carolina State University	Kay Yow	Kellie Harper
2013	North Carolina State University	Kellie Harper	Wes Moore
1987	University of Miami	Lin Dunn	Ken Patrick
1988	University of Miami	Ken Patrick	Ferne Labati
2005	University of Miami	Ferne Labati	Katie Meier
1986	University of North Carolina at Chapel Hill	Jennifer Alley	Sylvia Hatchell
2019	University of North Carolina at Chapel Hill	Sylvia Hatchell	Courtney Banghart
1985	University of Pittsburgh	Judy Saurer	Kirk Bruce
1998	University of Pittsburgh	Kirk Bruce	Traci Waites
2003	University of Pittsburgh	Traci Waites	Agnus Berenato
2013	University of Pittsburgh	Agnus Berenato	Suzie McConnell-Serio
2018	University of Pittsburgh	Suzie McConnell-Serio	Lance White
1987	University of Notre Dame	Mary DiStanislao	Muffet McGraw
2011	University of Virginia	Debbie Ryan	Joanne Boyle
2018	University of Virginia	Joanne Boyle	Tina Thompson

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1985	Wake Forest University	Wanda Briley	Joe Sanchez
1992	Wake Forest University	Joe Sanchez	Karen Freeman
1997	Wake Forest University	Karen Freeman	Charlene Curtis
2004	Wake Forest University	Charlene Curtis	Mike Petersen
2012	Wake Forest University	Mike Petersen	Jen Hoover
1997	Virginia Tech	Carol Alfano	Bonnie Henrickson
2004	Virginia Tech	Bonnie Henrickson	Beth Dunkenberger
2011	Virginia Tech	Beth Dunkenberger	Dennis Wolff
2016	Virginia Tech	Dennis Wolff	Kenny Brooks
1993	Syracuse University	Barbara Jacobs	Marianna Freeman
2003	Syracuse University	Marianna Freeman	Keith Cieplicki
2006	Syracuse University	Keith Cieplicki	Quentin Hillsman
1989	University of Louisville	Peggy Fiehrer	Bud Childers
1997	University of Louisville	Bud Childers	Sara White
2000	University of Louisville	Sara White	Martin Clapp
2003	University of Louisville	Martin Clapp	Tom Collen
2007	University of Louisville	Tom Collen	Jeff Walz
1994	Baylor University	Pam Bowers	Sonja Hogg
2000	Baylor University	Sonja Hogg	Kim Mulkey
1984	Iowa State University	Debbie Oing	Pam Wettig
1992	Iowa State University	Pam Wettig	Theresa Becker
1995	Iowa State University	Theresa Becker	Bill Fennelly
1984	Kansas State University	Lynn Hickey	Matilda Mossman
1989	Kansas State University	Matilda Mossman	Gaye Griffin
1990	Kansas State University	Gaye Griffin	Susan Yow
1993	Kansas State University	Susan Yow	Brian Agler
1996	Kansas State University	Brian Agler	Jack Hartman
1996	Kansas State University	Jack Hartman	Deb Patterson
2014	Kansas State University	Deb Patterson	Jeff Mittie
2002	Oklahoma State University–Stillwater	Dick Halterman	Julie Goodenough
2005	Oklahoma State University–Stillwater	Julie Goodenough	Kurt Budke
2011	Oklahoma State University–Stillwater	Kurt Budke	Jim Littell
1993	Texas Christian University	Fran Garmon	Shell Robinson
1996	Texas Christian University	Shell Robinson	Mike Petersen
1999	Texas Christian University	Mike Petersen	Jeff Mittie
2014	Texas Christian University	Jeff Mittie	Raegan Pebley
2007	University of Texas at Austin	Jody Conradt	Gail Goestenkors
2012	University of Texas at Austin	Gail Goestenkors	Karen Aston
2020	University of Texas at Austin	Karen Aston	Vic Schaefer
2004	University of Kansas	Marian Washington	Bonnie Henrickson
2015	University of Kansas	Bonnie Henrickson	Brandon Schneider
1987	University of Oklahoma	Maura McHugh	Valerie Goodwin-Colbert

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1991	University of Oklahoma	Valerie Goodwin-Colbert	Gary Hudson
1993	University of Oklahoma	Gary Hudson	Burl Plunkett
1996	University of Oklahoma	Burl Plunkett	Sherri Coale
2006	Texas Tech University	Marsha Sharp	Kristy Curry
2013	Texas Tech University	Kristy Curry	Candace Whitaker
2017	Texas Tech University	Candace Whitaker	Shimmy Gray-Miller
2018	Texas Tech University	Shimmy Gray-Miller	Marlene Stollings
2020	Texas Tech University	Marlene Stollings	Krista Gerlich
1992	West Virginia University	Kittie Blakemore	Scott Harrelson
1995	West Virginia University	Scott Harrelson	Susan Walvius
1997	West Virginia University	Susan Walvius	Alexis Basil
2001	West Virginia University	Alexis Basil	Mike Carey
1985	Indiana University	Maryalyce Jeremiah	Jorja Hoehn
1988	Indiana University	Jorja Hoehn	Jim Izard
2000	Indiana University	Jim Izard	Kathi Bennett
2005	Indiana University	Kathi Bennett	Sharon Versyp
2006	Indiana University	Sharon Versyp	Felisha Legette-Jack
2012	Indiana University	Felisha Legette-Jack	Curt Miller
2014	Indiana University	Curt Miller	Teri Moren
2000	Michigan State University	Karen Langeland	Joanne P. McCallie
2007	Michigan State University	Joanne P. McCallie	Suzy Merchant
1984	Northwestern University	Annette Lynch	Don Perrelli
1999	Northwestern University	Don Perrelli	June Olkowski
2004	Northwestern University	June Olkowski	Beth Combs
2008	Northwestern University	Beth Combs	Joe McKeown
1986	University of Nebraska–Lincoln	Kelly Hill	Angela Beck
1996	University of Nebraska–Lincoln	Angela Beck	Paul Sanderford
2002	University of Nebraska–Lincoln	Paul Sanderford	Connie Yori
2016	University of Nebraska–Lincoln	Connie Yori	Amy Williams
1991	Pennsylvania State University	Rene Portland	Coquese Washington
2019	Pennsylvania State University	Coquese Washington	Carolyn Kieger
1986	Purdue University	Ruth Jones	Marsha Reall
1987	Purdue University	Marsha Reall	Lin Dunn
1996	Purdue University	Lin Dunn	Nell Fortner
1997	Purdue University	Nell Fortner	Carolyn Peck
1999	Purdue University	Carolyn Peck	Kristy Curry
2006	Purdue University	Kristy Curry	Sharon Versyp
1985	The Ohio State University	Tara VanDerveer	Nancy Darsch
1997	The Ohio State University	Nancy Darsch	Beth Burns
2002	The Ohio State University	Beth Burns	Jim Foster
2013	The Ohio State University	Jim Foster	Kevin McGuff

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1984	University of Illinois at Urbana–Champaign	Jane Schroeder	Laura Golden
1990	University of Illinois at Urbana–Champaign	Laura Golden	Kathy Lindsey
1995	University of Illinois at Urbana–Champaign	Kathy Lindsey	Theresa Grentz
2007	University of Illinois at Urbana–Champaign	Theresa Grentz	Jolette Law
2012	University of Illinois at Urbana–Champaign	Jolette Law	Matt Bollant
2017	University of Illinois at Urbana–Champaign	Matt Bollant	Nancy Fahey
2002	University of Maryland, College Park	Chris Weller	Brenda Frese
1984	University of Michigan	Gloria Soluk	Bud VanDeWege
1992	University of Michigan	Bud VanDeWege	Patricia Roberts
1996	University of Michigan	Patricia Roberts	Sue Guevara
2003	University of Michigan	Sue Guevara	Cheryl Burnett
2007	University of Michigan	Cheryl Burnett	Kevin Borseth
2012	University of Michigan	Kevin Borseth	Kim Barnes Arico
1987	University of Minnesota	Ellen Mosher-Hanson	LaRue Fields
1990	University of Minnesota	LaRue Fields	Linda Hill-MacDonald
1997	University of Minnesota	Linda Hill-MacDonald	Cheryl Littlejohn
2001	University of Minnesota	Cheryl Littlejohn	Brenda Frese
2002	University of Minnesota	Brenda Frese	Pam Borton
2014	University of Minnesota	Pam Borton	Marlene Stollings
2018	University of Minnesota	Marlene Stollings	Lindsay Whalen
1986	University of Wisconsin–Madison	Edwina Qualls	Mary Murphy
1994	University of Wisconsin–Madison	Mary Murphy	Jane Albright
2003	University of Wisconsin–Madison	Jane Albright	Lisa Stone
2011	University of Wisconsin–Madison	Lisa Stone	Bobbie Kelsey
2016	University of Wisconsin–Madison	Bobbie Kelsey	Jonathan Tsipis
1995	University of Iowa	C. Vivian Stringer	Angie Lee
2000	University of Iowa	Angie Lee	Lisa Bluder
1987	Arizona State University	Juliene Simpson	Maura McHugh
1993	Arizona State University	Maura McHugh	Jacqueline Hullah
1996	Arizona State University	Jacqueline Hullah	Charli Turner Thorne
2005	Oregon State University	Judy Spoelstra	LaVonda Wagner
2010	Oregon State University	LaVonda Wagner	Scott Rueck
1985	Stanford University	Dotty McCrea	Tara VanDerveer
1995	Stanford University	Tara VanDerveer	Marianne Stanley
1996	Stanford University	Marianne Stanley	Tara VanDerveer
1985	University of Arizona	Judy LeWinter	Wendy Larry
1987	University of Arizona	Wendy Larry	June Olkowski

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
1991	University of Arizona	June Olkowski	Joan Bonvicini
2009	University of Arizona	Joan Bonvicini	Niya Butts
2016	University of Arizona	Niya Butts	Adia Barnes
1996	University of California, Berkeley	Gooch Foster	Marianne Stanley
2000	University of California, Berkeley	Marianne Stanley	Caren Horstmeyer
2005	University of California, Berkeley	Caren Horstmeyer	Joanne Boyle
2011	University of California, Berkeley	Joanne Boyle	Lindsay Gottlieb
1993	University of California, Los Angeles	Billie Moore	Kathy Olivier
2008	University of California, Los Angeles	Kathy Olivier	Nikki Fargas
2011	University of California, Los Angeles	Nikki Fargas	Cori Close
2005	University of Colorado Boulder	Ceal Barry	Kathy McConnell-Miller
2010	University of Colorado Boulder	Kathy McConnell-Miller	Linda Lappe
2016	University of Colorado Boulder	Linda Lappe	JR Payne
1993	University of Oregon	Elwin Heiny	Jody Runge
2001	University of Oregon	Jody Runge	Bev Smith
2009	University of Oregon	Bev Smith	Paul Westhead
2014	University of Oregon	Paul Westhead	Kelly Graves
1989	University of Southern California	Linda Sharp	Marianne Stanley
1993	University of Southern California	Marianne Stanley	Cheryl Miller
1995	University of Southern California	Cheryl Miller	Fred Willams
1997	University of Southern California	Fred Willams	Chris Gobrecht
2004	University of Southern California	Chris Gobrecht	Mark Trakh
2009	University of Southern California	Mark Trakh	Michael Cooper
2013	University of Southern California	Michael Cooper	Cynthia Cooper-Dyke
2017	University of Southern California	Cynthia Cooper-Dyke	Mark Trakh
2010	University of Utah	Elaine Elliott	Anthony Levrets
2015	University of Utah	Anthony Levrets	Lynne Roberts
1985	University of Washington	Joyce Sake	Chris Gobrecht
1996	University of Washington	Chris Gobrecht	June Daugherty
2007	University of Washington	June Daugherty	Tia Jackson
2011	University of Washington	Tia Jackson	Kevin McGuff
2013	University of Washington	Kevin McGuff	Mike Neighbors
2017	University of Washington	Mike Neighbors	Jody Wynn
2004	Auburn University	Joe Ciampi	Nell Fortner
2012	Auburn University	Nell Fortner	Terri Williams-Flournoy
2004	Louisiana State University	Sue Gunter	Pokey Chatman
2007	Louisiana State University	Pokey Chatman	Van Chancellor
2011	Louisiana State University	Van Chancellor	Nikki Fargas
1984	Mississippi State University	Peggy Collins	Eddie Vaughn
1985	Mississippi State University	Eddie Vaughn	Brenda Paul
1989	Mississippi State University	Brenda Paul	Jerry Henderson
1995	Mississippi State University	Jerry Henderson	Sharon Fanning-Otis

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
2012	Mississippi State University	Sharon Fanning-Otis	Vic Schaefer
2020	Mississippi State University	Vic Schaefer	Nikki McCray-Penson
1984	Texas A&M University	Cherri Rap	Lynn Hickey
1994	Texas A&M University	Lynn Hickey	Candi Harvey
1998	Texas A&M University	Candi Harvey	Peggie Gillom
2003	Texas A&M University	Peggie Gillom	Gary Blair
1985	University of Alabama	Ken Weeks	Lois Myers
1989	University of Alabama	Lois Myers	Rick Moody
2005	University of Alabama	Rick Moody	Stephany Smith
2008	University of Alabama	Stephany Smith	Wendell Hudson
2013	University of Alabama	Wendell Hudson	Kristy Curry
1985	University of Florida	Debbie Yow	Carol Whitmire
1990	University of Florida	Carol Whitmire	Carol Ross
2002	University of Florida	Carol Ross	Carolyn Peck
2007	University of Florida	Carolyn Peck	Amanda Butler
2017	University of Florida	Amanda Butler	Cameron Newbauer
2015	University of Georgia	Andy Landers	Joni Taylor
1987	University of Kentucky	Terry Hall	Sharon Fanning
1995	University of Kentucky	Sharon Fanning	Bernadette Locke-Mattox
2003	University of Kentucky	Bernadette Locke-Mattox	Mickie DeMoss
2007	University of Kentucky	Mickie DeMoss	Matthew Mitchell
2020	University of Kentucky	Matthew Mitchell	Kyra Elzy
1997	University of Mississippi	Van Chancellor	Ron Aldy
2003	University of Mississippi	Ron Aldy	Carol Ross
2007	University of Mississippi	Carol Ross	Renee Ladner
2012	University of Mississippi	Renee Ladner	Brett Frank
2013	University of Mississippi	Brett Frank	Matt Insell
2018	University of Mississippi	Matt Insell	Yolett McPhee-McCuin
1998	University of Missouri	Joann Rutherford	Cindy Stein
2010	University of Missouri	Cindy Stein	Robin Pingeton
1984	University of South Carolina	Terry Kelly	Nancy Wilson
1997	University of South Carolina	Nancy Wilson	Susan Walvius
2008	University of South Carolina	Susan Walvius	Dawn Staley
2012	University of Tennessee	Pat Summitt	Holly Warlick
2019	University of Tennessee	Holly Warlick	Kellie Harper
1991	Vanderbilt University	Phil Lee	Jim Foster
2002	Vanderbilt University	Jim Foster	Melanie Balcomb
2016	Vanderbilt University	Melanie Balcomb	Stephanie White
1993	University of Arkansas	John Sutherland	Gary Blair
2003	University of Arkansas	Gary Blair	Susie Gardner
2007	University of Arkansas	Susie Gardner	Tom Collen
2014	University of Arkansas	Tom Collen	Jimmy Dykes

Season Ending	School	Outgoing Head Coach	Incoming Head Coach
2017	University of Arkansas	Jimmy Dykes	Mike Neighbors

Appendix B

All Schools by Conference

*Bold denotes HBCU

Conference	School
Atlantic Coast	Boston College
Atlantic Coast	Clemson University
Atlantic Coast	Duke University
Atlantic Coast	Florida State University
Atlantic Coast	Georgia Institute of Technology
Atlantic Coast	North Carolina State University
Atlantic Coast	Syracuse University
Atlantic Coast	University of Louisville
Atlantic Coast	University of Miami
Atlantic Coast	University of North Carolina at Chapel Hill
Atlantic Coast	University of Notre Dame
Atlantic Coast	University of Pittsburgh
Atlantic Coast	University of Virginia
Atlantic Coast	Virginia Tech
Atlantic Coast	Wake Forest University
Big 12	Baylor University
Big 12	West Virginia University
Big 12	Iowa State University
Big 12	Kansas State University
Big 12	Oklahoma State University–Stillwater
Big 12	Texas Christian University
Big 12	University of Texas at Austin
Big 12	University of Kansas
Big 12	University of Oklahoma
Big 12	Texas Tech University
Big South	**Hampton University**
Big Ten	Indiana University
Big Ten	Michigan State University
Big Ten	Northwestern University
Big Ten	Pennsylvania State University
Big Ten	Purdue University
Big Ten	The Ohio State University
Big Ten	University of Illinois at Urbana–Champaign
Big Ten	University of Iowa
Big Ten	University of Maryland, College Park
Big Ten	University of Michigan
Big Ten	University of Minnesota
Big Ten	University of Nebraska–Lincoln
Big Ten	University of Wisconsin–Madison

Conference	School
Mid-Eastern Athletic	**Coppin State University**
Mid-Eastern Athletic	**Delaware State University**
Mid-Eastern Athletic	**Florida A&M University**
Mid-Eastern Athletic	**Howard University**
Mid-Eastern Athletic	**Morgan State University**
Mid-Eastern Athletic	**Norfolk State University**
Mid-Eastern Athletic	**North Carolina A&T State University**
Mid-Eastern Athletic	**North Carolina Central University**
Mid-Eastern Athletic	**South Carolina State University**
Mid-Eastern Athletic	**University of Maryland Eastern Shore**
Ohio Valley	**Tennessee State University**
Pac-12	Arizona State University
Pac-12	Oregon State University
Pac-12	Stanford University
Pac-12	University of Arizona
Pac-12	University of California, Berkeley
Pac-12	University of California, Los Angeles
Pac-12	University of Colorado Boulder
Pac-12	University of Oregon
Pac-12	University of Southern California
Pac-12	University of Utah
Pac-12	University of Washington
Southeastern	Auburn University
Southeastern	Louisiana State University
Southeastern	Mississippi State University
Southeastern	Texas A&M University
Southeastern	University of Alabama
Southeastern	University of Arkansas
Southeastern	University of Florida
Southeastern	University of Georgia
Southeastern	University of Kentucky
Southeastern	University of Mississippi
Southeastern	University of Missouri
Southeastern	University of South Carolina
Southeastern	University of Tennessee
Southeastern	Vanderbilt University
Southwestern Athletic	**Alabama A&M University**
Southwestern Athletic	**Alabama State University**
Southwestern Athletic	**Alcorn State University**
Southwestern Athletic	**Bethune-Cookman University**
Southwestern Athletic	**Grambling State University**
Southwestern Athletic	**Jackson State University**
Southwestern Athletic	**Mississippi Valley State University**
Southwestern Athletic	**Prairie View A&M University**

Conference	School
Southwestern Athletic	**Southern University**
Southwestern Athletic	**Texas Southern University**
Southwestern Athletic	**University of Arkansas, Pine Bluff**